



Frederick County Teachers Association

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Tentative Agreement between FCTA and the Board of Education of Frederick County for a Negotiated Agreement for the 2021-2024 school years.

The FCTA Board of Directors presents the following offer for a 3-year negotiated agreement to a ratification vote of the members. This tentative agreement is the product of 9 months of negotiations, including the formal mediation process. The FCTA Negotiations Team and Board of Directors are recommending ratification of this offer.

The Tentative Agreement is as follows:

Salary and Benefits:

- ✓ A step and 1.5% COLA retroactive to July 1, 2021, for regular and supplemental (summer school) pay.
- ✓ A retention incentive of \$1,400 paid on December 15, 2021, for anyone in our bargaining unit who was hired on or before February 1, 2021.
- ✓ Correct the 11-month and 12-month pay scales to be equivalent to the 10-month per diem rate of pay starting with the 2021-2022 school year.
- ✓ Change the requirement to be placed on the Master's/36-hour salary lane to be a Master's or 30 hours (from 36) which still includes 21 graduate credits. As with all lane changes, the lane change request form will need to be filled out if this change applies to you.
- ✓ No insurance plan changes; added optional wellness program benefits of Ovia and BurnAlong.
- ✓ Effective July 1, 2021, 1.25% health insurance premium increase.
- ✓ Effective January 1, 2022, the elimination of Steps 1-3 on all lanes and scales. The dollar amount of these steps is smaller than any other. This will help with both recruitment and bringing our scale closer to compliance with the Blueprint for Maryland's Future Law which requires a starting salary of \$60,000 by 2026. On January 1, unit members currently on steps 1-3 will move to step 4. In the future, people on this step will move together for step increases.
- ✓ Effective July 1, 2022, eliminate steps 26 and 27 on lanes 4-6 on the 10-month scale and the equivalent "dead steps" on lanes 4-6 on all other scales.
- ✓ Effective July 1, 2022, eliminate the 3 years of teaching experience requirement to be placed on the 45-Hour and 60-Hour Salary Lanes.

2020 11-month Work Group Related Items:

- ❖ 2021-2022 school year, Speech & Language Pathologists will be provided (4) additional days at their per diem.
- ❖ 2022-2023 school year, Speech & Language Pathologists will become eleven (11) month employees.
- ❖ During the 2021-2022 school year, the Board and FCTA agree to form a subcommittee to review and analyze the current recommendations of the 11-month Work Group to assess alignment with the multi-tiered staffing model that the Board is implementing. The subcommittee's recommendations will be considered in the development of future budgets and in negotiations between the Board and FCTA.

Language Changes to the Contract:

- Increasing the minimum days of compensation for leadership positions
 - 2022-23 School year, increase from (2.5) days to (3) days of compensation
 - 2023-2024 School year, increase from (3) days to (4) days of compensation
- Special Education teachers will be provided with an additional 3 per diem days of compensation for the 2021-22 and 2022-23 School Years, with a re-evaluation to determine continuation before the start of year 3 of the contract.
- Effective July 1, 2022, new paid activities will be added to the Activity Compensation Schedule.
- Allegations of bullying, verbal abuse or hostile, intimidating, or offensive behavior will be investigated and followed up appropriately.
- Opportunities for end user input into systemic implementation of new instructional technology.
- Language that ensures the salary resource pool will be divided equitably amongst all bargaining units in FY24.
- New language in italics, "Each high school teacher will have 450 minutes of unassigned duty times per week; planning time will be allocated daily. With the exception of twice monthly when principals may utilize 45 minutes of that time to coordinate team meetings, staff development or other instructional-related activities. To facilitate collaboration, teachers may schedule this time outside the student day when approved by administration. *In addition, on weeks that are not scheduled as stated above, teachers will participate in collaboration at least 30 minutes per week, but not to exceed 45 minutes per week which may occur outside the student day.* Any such collaboration time not used will revert to the teachers as unassigned." Note: These additional 30–45-minute periods will not reduce the 450 minutes of unassigned planning time in those weeks.
- Add one additional family invited event. Back to School Night and one other family invited event per year are now required.
- Allow for Parent Conferences to be held virtually. Teachers may conduct their virtual conference by a flexed schedule and/or remotely with principal approval.
- Administrators shall use reasonable effort to minimize supervision responsibilities to one hour

or less per duty day.

- Increase the teacher directed work time during the first week for teachers from 1 to 1.5 teacher workdays, unless there is a systemic* professional learning requirement, then there will be 1 workday prior to the first day for students. (*Systemic is defined as required for all unit members working in grades P-12.)
- Increase the maximum number of credits eligible for tuition reimbursement from 9 to 12 credits per year.
- Reimbursement for CUEs necessary to maintain the appropriate license for speech and language pathologists, therapists, and social workers to practice in their area (subject to the same dollar amount cap as tuition reimbursement for other unit members).
- MSDE credits are now eligible for tuition reimbursement for those with an APC.
- Provide two per diem days if a teaching assignment is involuntarily changed to a different building after July 1.
- Summer school positions may be job shared with the approval of the principal.
- Expedite grievance process for time sensitive on-going violations.
- Administrators shall use reasonable effort to notify teachers in advance of potential student changes in order for them to provide input and have adequate time to prepare.
- Internal transfer interviews may now be conducted virtually in addition to in person.
- The minimum number of applicants chosen to interview for regular internal transfers will now be 5.
- Teachers must provide 30 days notice when applying for a personal/discretionary extended leave of absence unless an emergency does not permit such notice.

Other language changes for clarification and/or to codify current practice:

- Provide 90 minutes per week for self-directed case management time for Special Educators (moved from a time limited MOU to the regular contract).
- Clarify that part-time employees are eligible to transfer into full-time positions concurrently with full-time employees.
- Clarify that it is the responsibility of the observer to initiate scheduling of the post-observation conference within 15 teacher duty days of the observation.
- Clarify that a first-year teacher who has an effective mid-year evaluation and is on track for renewal may apply for internal transfer opportunities.
- Codify current practice that personal, sick and association leave may be used in 15-minute increments after the first hour.
- Clarify that teachers who serve as a short-term substitute for the summer session will be paid their per diem rate of pay.
- Clarify that the prohibition for being observed within the first 10 days is for the school year for yearlong courses and at the start of each semester for semesterized courses.
- Update the contract language to match the Job Share Form and codify current practice regarding the benefits for job share partners.

New Joint Problem-Solving Work Groups*:

- ❖ Blueprint for Maryland's Future: "Within 30 days of settlement, a joint workgroup will be established to include key stakeholders inclusive of FCTA Representative with priority given to time sensitive topics such as teacher compensation and career ladder. Recognizing such matters will need to be negotiated as it relates to wages, hours and working conditions."
- ❖ Concurrent Teaching: "While concurrent teaching is not ideal in all circumstances, the parties agree that it may be necessary or instructionally appropriate for some students and/or circumstances. The parties also agree that the practices of concurrent teaching can be improved for both the teaching and student experience. Therefore, FCTA representatives and FCPS leadership will convene a work group within 30 days of settlement to identify best practices for concurrent teaching as it relates to meeting the instructional needs and support for students and teachers. The parties will jointly present the findings of the work group to the Board of Education by November 1, 2021."
- ❖ Special Education: "The parties agree to form a joint work group to meet quarterly with the goal of reviewing workload concerns of special education teachers and impact to learning conditions."

*If this tentative agreement is ratified and you have an interest in serving on any of these workgroups please email Missy at mdirks@mseanea.org

This contract would remain in effect until June 30, 2024, with yearly openers on – Salary, Insurance, items related to the Blueprint for Maryland's Future Law, including the Career Ladder, and one item of choice from both sides.

The FCTA Negotiations Team and Board of Directors thank all FCTA members for their support and patience through the negotiations process.

We are holding two voluntary Q&A meetings via Zoom; they are open to all members.

Thursday, September 16, 10:30 am

<https://us02web.zoom.us/j/86777538188?pwd=cCtTbXBHZlILWTdTdTaC9CNnBFSVRXdz09>

Meeting ID: 867 7753 8188

Passcode: 6uxAQ4

Monday, September 20, 4:30pm

<https://us02web.zoom.us/j/82600097551?pwd=eHpKYOY1K3pzY3VtRGRoZ3ZZQXRDUt09>

Meeting ID: 826 0009 7551

Passcode: FN88yd

Should you have any questions, please contact the FCTA office (301-662-9077) or members of the FCTA Negotiations and Impasse Teams: Missy Dirks (President, mdirks@mseanea.org), Jen Nguherimo (Chief Negotiator, jenguherimo@mseanea.org), Toni Border (FHS), Justin Heid, (OES), Tracy Newman (CHS), Karyn White (OES), Tom Leonard (BCMS), Lindsey Beck (THS) and Chris Hause (WES).

Please vote by Survey Monkey no later than Wednesday, September 22, 2021, at 11:00 am. The voting process will be closed after that.

A decision by the membership of FCTA to reject this offer will send both sides back to the table to restart negotiations.