

***Negotiated Agreement Updates***

***2016-2018***

The CCCTA Negotiations Team bargained with the Board of Education Negotiations Team and agreed to the following changes which were ratified by a member vote last year. Below are highlights of the major changes and improvements.

The Negotiated Agreement is in effect from July 1, 2016 through June 30, 2019.

All unit members should have received a new printed copy of the negotiated agreement.

Concerning Student Behavior

If the student's disruptive behavior results in suspension, expulsion or any action less than suspension, the principal shall confer with the teacher who referred the student to the principal before returning the student to that teacher's classroom (COMAR 13A.08.01. 11). COMAR defines "confer" as a discussion or dialogue by any means, for example, telephone electronic mail, or a face-to- face meeting where the views of the teacher are communicated and considered.

Any unit member who has been threatened with physical abuse, death threats or been abused physically in connection with his/her employment shall immediately report the incident to the school administrator or immediate supervisor and complete an Incident Report. Serious incidents involving verbal abuse or outright disrespect shall be reported in a similar manner.

Additional EPED Positions:

Assistant Cheerleading Coach, Assistant Cross Country, and Lead School Psychologist

Increased Pay Rates:

Home/Hospital Teacher - ~~$30~~ - $40 After School Teacher - ~~$30~~ - $40

Summer School Teacher - ~~$30~~ - $40 Workshop Attendee - ~~$120~~ - $180

Curriculum Writing,-Teacher - ~~$135~~ - $200 Workshop Presenter-Teacher - ~~$150~~ - $220

Security Games Management - ~~$36~~ - $50 Games Clock Operator - ~~$43~~ - $50

Tuition Reimbursement Increases

The Board shall reimburse a unit member up to ~~$249~~ to $483 per credit hour, not to exceed maximum in any one calendar year of ~~$1494~~  to $4347 provided the amount of reimbursement shall not exceed the annual cost for tuition.

A unit member who completes a professional development course with Continuing Professional Development (CPD) credits offered through the Maryland State Department of Education (MSDE) or an accredited educational institution shall be eligible for reimbursement.

Advanced Preparation Payments

Masters or APC from $1775 to $1975

Masters and APC from $2525 to $2800

Masters plus 30 from $3500 to $3875

Masters plus 60 from $4450 to $4925

Doctorate from $4900 to $5425

Longevity Payment 190 day 200 days 210 days

LONGEVITY I - ~~$1,500~~ to $2,000 $2,106 $2,211

LONGEVITY II - ~~$2,500~~ to $3,000 $3,158 $3,316

LONGEVITY III - ~~$1,000~~ to $1,500 $1,578 $1,657

Cost of Living Increases

Effective July 1, 2016 - COLA of 1%; and a 2% increase to EPED stipends.

Effective July 1, 2017 - COLA at the CPI-U rate as of November 2016, not to exceed 1.5%; and a 1.5% increase to EPED stipends.

Effective July 1, 2018, - COLA at the CPI-U rate as of November 2017, not to exceed 2%; and a 2% increase to EPED stipends.

Memorandum of Understanding

The Board of Education shall enter into a Memorandum of Understanding with the Association to establish a joint committee to review the current teaching conditions and workload issues.