

**EASMC March 2010 Ratification Meeting  
Summary of Proposed EASMC Contract Changes**

Article	Proposed Change
I Definitions	<p>Summary:</p> <p>Formally adds registered nurses, JROTC instructors, and noncertificated supervisors to EASMC bargaining unit to match legislation currently under consideration.</p> <p>Proposed Language:</p> <p>Unit Members - Certificated professional employees of the Board and registered nurses, pupil personnel workers, psychologists, occupational therapists, physical therapists, speech language pathologists, audiologists, Jr. Reserve Officers' Training Corps (JROTC) instructors, noncertificated employees who have evaluative authority, and any other employees specified in COMAR Education Article of the Maryland Code who are employed on a regular basis full-time or part-time (at least half time) except those who are deemed confidential employees.</p>
IV Work Conditions	<p>Summary:</p> <p>It will be the objective of the Calendar Committee to schedule some time each month for performance of professional responsibilities recognizing that there will be an occasional month where it won't fall that way based on existing calendar constraints such as events (testing, etc.), holidays, etc.</p> <p>Proposed Language:</p> <p>SMCPS recognizes the significant workload of bargaining unit members and commits to working with the Calendar Committee to make some time available each month (when possible, similar to the 2009-2010 school system operational calendar) for the performance of professional responsibilities (without students) during the duty day.</p>
VI Salary	<p>Summary:</p> <p>Provides for the missing 2009-2010 and the future 2010-2011 steps to be phased on during FY11 so that all employees are caught up and where they should be on the salary scale as they begin the 2011-2012 school year.</p> <p>Proposed Language:</p> <p><del>School Year 2010-2011: Employees will receive the regular 2009-2010 step progression as described below.</del></p>

- Ten-month Employees: December 10, 2010
- Eleven-month Employees: November 12, 2010

Article	Proposed Change
	<ul style="list-style-type: none"> <li>• Ten-month Employees: June 10, 2011</li> <li>• Eleven-month Employees: May 13, 2011</li> <li>• Twelve-month Employees: April 1, 2011</li> </ul> <p>Summary:</p> <p>Ensures that every single employee received some monetary increase, regardless of current step placement.</p> <p>Proposed Language:</p> <p>All employees who do not receive a salary increase for at least one of the two steps will receive a \$750 one-time only stipend paid separately from their paychecks on June 30, 2011.</p> <p>Summary:</p> <p>Allows for salary contract negotiations for the 2011-2012 school year.</p> <p>Proposed Language:</p> <p>School Year 2011-2012: Other terms to be determined. See Section XXV, Duration</p>
VIII Leaves	<p>Summary:</p> <p>Prevents employees for having to use their own leave for up to four doctor visits necessary due to work-related injuries and illnesses.</p> <p>Proposed Language:</p> <p>Any employee who suffers an injury or illness verified to be job-related (based on the Report of Injury, Employee Statement Form, and the Supervisor Accident Report form completed by the employee or supervisor) and is able to continue work with medical treatment for such injury or illness, will be granted administrative leave for up to four visits for related medical appointments required during the duty day. A doctor's receipt or note will be required for verification of required appointments</p> <p>Summary: Allows eligible employees to accumulate up to five days of personal leave that may be used consecutively under certain conditions.</p> <p>Proposed Language:</p> <p>Three days of personal leave with pay are allowed in accordance with the procedure set forth in Article VIII, Paragraph A, and shall not be charged against professional employee's personal sick leave. If these days are not utilized during the year, the employee may choose one of the following options.</p> <ol style="list-style-type: none"> <li>a. The remaining days shall be added to the professional employee's accumulated sick leave.</li> <li>b. If two or more days are unused, the employee may roll over two of the</li> </ol>

Article	Proposed Change
	<p>days to the following year as personal leave with a maximum of a five-day personal leave balance allowable. These days may not be used consecutively in a five-day block during any of the following time periods.</p> <ul style="list-style-type: none"> <li>• Directly before or after the Thanksgiving break</li> <li>• Directly before or after the Winter Break</li> <li>• Directly before or after the Spring Break</li> <li>• The first five days of school for students</li> <li>• The last five days of school for students</li> </ul>
<p>XXV Duration</p>	<p>Summary:</p> <p>Continues to stipulate a three-year agreement for most terms with negotiations opening for salary and other identified key areas for the third year.</p> <p>Proposed Language:</p> <p>The provisions of this Agreement will be effective as of July 1, 2010 and will remain in full force and effect until June 30, 2012.</p> <p>The following sections of this agreement will be subject to open negotiations for 2011-2012.</p> <p>Article IV, Working Conditions, Paragraphs A and D  Article V, Duty Days  Article VI, Salary, Paragraphs A, E, and F  Article VIII, Leaves, Paragraph C.1  Article IX, Reimbursement of Course Tuition, Paragraphs F and H  Article XV, Voluntary Transfers  Article XVI, Involuntary Transfers  Article XVII, Extra Pay for Extra Duty  Article XX, Duration  Appendices A-D</p> <hr/> <p>Summary:</p> <p>Allows for more detailed study of several concepts considered during 2008-2009 and 2009-2010 negotiations.</p> <p>Proposed Language:</p> <p>The Board and the Association agree to continue a joint study committee to be convened as requested by either team and comprised of up to three (3) representatives from the Board and three (3) from the Association. The purpose of the committee will be to explore and make recommendations in areas of interest and/or as follows:</p> <ul style="list-style-type: none"> <li>• EPED/Stipend (collaborate to streamline the EPED process and to develop a process that ensures that all stipends are negotiated)</li> <li>• Compensatory Time</li> <li>• Salary Scales</li> </ul>