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The official newsletter of PGCEA

## IN THIS ISSUE

**BARGAINING FOR THE  
COMMON GOOD - APRIL 24TH**

**SECRETS OF A SUCCESSFUL ORGANIZER**

**WORK REVIEW AND PREP SESSION  
FOR ASSOCIATION REP AND FAC  
MEMBERS**

**COUNTY COUNCIL MEETING URGING  
"FUND THE SCHOOLS WE PROMISED  
OUR STUDENTS"**

**CONTRACT CORNER:  
ARTICLE 7 - TEACHER ASSIGNMENT**

**PGCEA FOUNDATION & MINORITY  
AFFAIRS COMMITTEE**

**UPCOMING EVENTS**

## BARGAINING FOR THE COMMON GOOD - April 24th

UPDATE FOR MEMBERS AND ALLIES

Below are the key things that you should know:

At this point the Board is offering the following compensation proposals:

- A step increase for all eligible employees to take effect on July 1, 2019 and each successive year for the term of the contract.
- A 1.5% Cost of Living Adjustment applied to all steps and lanes of the salary schedule on July 1, 2019 and a 2% COLA for the 2020-21 school year. PGCEA has proposed a 3% COLA this year with COLAs in the following years of the contract totaling an additional 7%.
- An additional step added to the top of the salary scales.
- The Board continues to offer no proposal to address lost steps (the loyalty penalty). The PGCPs bargaining team made it clear that lost steps must be addressed in this contract, and our proposal that all steps be restored during the term of this contract remains a PGCEA priority.
- The Board has agreed that 2 days prior to the start of school and 1 day at the end of the year will be scheduled for Unit I members to work in their classrooms/work areas independently. If there is only 1 teacher work day at the end of the year, it will be reserved for Unit I members to work independently in their classrooms/work areas.
- The Board rejected PGCEA's proposal to add full non-student teacher work days to the end of the first, second and third quarters.
- The Board agreed that Collaborative Planning cannot be counted towards meeting individual planning time requirements.
- PGCEA rejected a proposal by the Board to eliminate the lunch/recess duty pay from the contract

# SECRETS OF A SUCCESSFUL ORGANIZER

Learn organizing tips and campaign strategies that you can take back to your union. Meet and network with DC area rank-and-file organizers and activists.

**Who:** DC Area Activists

**When:** May 18, 2019 at 8:30 am

**Where:** UFCW Local 400

8400 Corporate Dr. #200

Landover, MD

## Workshop Descriptions

### *Part One: Beating Apathy*

Are you beating your head against the wall trying to get other workers involved? This workshop is for you. Hear success stories about those who've turned their workplaces around and turned apathy into action. Learn practical organizing tools for engaging your co-workers, taking action, and getting results.

### *Part Two: Assemble Your Dream Team*

Your workplace may feel like an unorganized mess, but the truth is you're not starting from zero. There's organization there already—though it might have nothing to do with the union. Learn how to map out the existing networks in your workplace, identify the leaders in those networks and then knit them together into an organizing committee.

### *Part Three: Swing into Action*

Everybody has complaints and frustrations, but an organizer has the power to turn problems into opportunities. Learn how to sort the issues you hear from coworkers, bring people together, and make an escalating plan to solve the problem.

**Meals:** Light breakfast and lunch.

**Cost:** \$20 to cover meals, expenses and workshop materials.

**RSVP:** Space is limited, so sign up here [LINK](#).

**Questions?** Email [Bianca@labornotes.org](mailto:Bianca@labornotes.org).

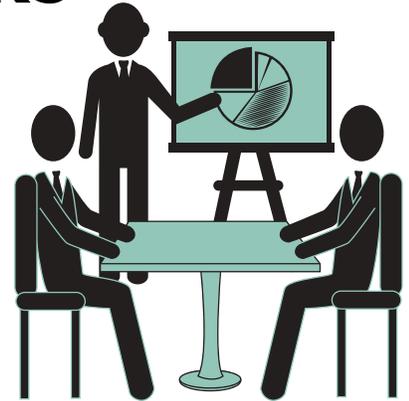


# WORK REVIEW AND PREP SESSION FOR ASSOCIATION REP AND FAC MEMBERS

Please join us for an evening of engagement, enrichment, and not to mention enlightening ideas on closing the year out strong and moving forward next year. Now is the time to reflect, retool and make next year more rewarding!

We will have some things to share and ask you to bring your ideas on how to improve next year and onward.

- Walk away with intel and innovation on serving as Association Rep and FAC.
- Become a stronger leader than ever.
- Address issues and tout the good things at your school.
- Discuss Negotiations and the school system in general for 2019.



\*Attending this session will also put you on the pre-invite list for our 2019 Leadership Retreat and Conference.

**Thursday, May 2, 2019**

**PGCEA Center - 4:45 to 6:45 p.m.**

 [Click here to RSVP](#)

## COUNTY COUNCIL MEETING URGING “FUND THE SCHOOLS WE PROMISED OUR STUDENTS”

More than 60 Prince George’s County teachers, school employees, and parents surprised the County Council at its bi-monthly meeting when educators came to speak out, calling on the County Council to invest and fund what’s best for students and educators.

Already, the State lawmakers approved the “Blueprint for Maryland’s Future” (Senate Bill 1030/House Bill 1413), which increases education funding by more than \$800 million in additional funding to public schools. With the support of the Prince George’s County Education Association and the Board of Education, it’s up to the County Council to follow through to fund education improvements now need, new school construction, and the PGCEA contract.

“I’m here because we don’t want to lose these amazing educators to another county. It’s time that we provide world class schools to our students,” said Theresa Mitchell Dudley, President of the Prince George’s County Education Association. “Parents are with us. Lawmakers in Annapolis have prioritized our students and educators with their funding allocation. We’re here with PGCEA to urge the County Council to do what’s right for our students and educators.

It’s time to back it up if we truly are committed to providing world-class schools for our students in Prince George’s County.”



# CONTRACT CORNER:

## ARTICLE 7 - TEACHER ASSIGNMENT

A. Secondary Unit I members will be assigned to their major or minor field of certification and should not be assigned more than three different subject preparations. Preparations are defined by different course codes (ex. AP, on-level, honors) taught at different times.

1. The event that scheduling necessitates a variation, **the principal shall give the reason in writing to the teacher.**
2. A teacher may volunteer to teach more than three preparations in a school year.
3. If a teacher must be assigned to teach more than three different preparations, the principal will make reasonable efforts to provide accommodations to the teacher to account for the expanded planning responsibilities. **This would include reduced duties or additional planning time as an accommodation.**
4. A teacher will not be assigned out of area of certification for a period of more than two consecutive semesters **unless the teacher agrees in writing to a continuance of the out-of-certification-area assignment.** A teacher who elects not to continue to teach out of the area in which certification is held will be declared a staff reduction and involuntarily transferred in accordance with ARTICLE 10.



**Know Your Contract:** If you are a secondary teacher with more than three preps, please have a discussion with your principal about contract language. If you cannot get accommodations for your increased work load, contact your UniServ Director for assistance.



## PGCEA FOUNDATION & MINORITY AFFAIRS COMMITTEE

The Prince George's County Educators' Association Foundation and the Minority Affairs Committee are hard at work reviewing 51 scholarship applications submitted by Prince George's County graduating high school students who are graduating this school year.

We look forward to notifying the awardees!

# UPCOMING EVENTS

4/29/19

## COUNTY COUNCIL BUDGET MEETING

Monday, April 29, 2019 | 7:00 pm  
County Administration Building  
14741 Governor Oden Bowie Dr, Upper Marlboro, MD 20772

[Click here](#) to RSVP

5/02/19

## WORK REVIEW AND PREP SESSION FOR ASSOCIATION REP AND FAC MEMBERS

Thursday, May 2, 2019 | 7:00 pm  
PGCEA Center  
8008 Marlboro Pike, Forestville, MD 20747

[Click here](#) to RSVP

5/07/19

## COUNTY COUNCIL BUDGET MEETING

Tuesday, May 7, 2019 | 7:00 pm  
County Administration Building  
14741 Governor Oden Bowie Dr, Upper Marlboro, MD 20772

[Click here](#) to RSVP

5/15/19

## #REALTALK: TALK IT OUT

Wednesday, May 15, 2019 | 4:30 pm- 6:30 pm  
PGCEA Center  
8008 Marlboro Pike, Forestville, MD 20747

[Click here](#) to RSVP

5/18/19

## SECRETS OF A SUCCESSFUL ORGANIZER

Saturday, May 18, 2019 | 8:30 am  
UFCW Local 400  
8400 Corporate Dr. #200 Landover, MD

[Click here](#) to RSVP

6/15/19

## END OF THE YEAR MEMBER APPRECIATION DAY

Saturday, June 15, 2019 | 5:35 pm  
Bowie Baysox Stadium  
4101 Crain Highway, Bowie, MD 20716

[Click here](#) to RSVP

