

APPROVED/SIGNED: 11/3/2025

NEGOTIATED AGREEMENT

between the

DORCHESTER EDUCATORS-TEACHERS

and the

BOARD OF EDUCATION
of
DORCHESTER COUNTY

for

SCHOOL YEAR
2025– 2026

**Negotiated Agreement
DORCHESTER EDUCATORS - TEACHERS
for the
2025-2026 School Year**

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Article 1
RECOGNITION**

1.1 Recognition

Pursuant to Title 6, Subtitle 4, of the Public-School Laws of Maryland, the Board of Education of Dorchester County hereby recognizes that the Dorchester Educators-Teachers shall be the exclusive representative for all teachers in positions that require a certificate except administrative/supervisory personnel. The Board will notify the Association of all new positions and the proposed unit assignment.

1.2 Definitions

1. The Board - The Dorchester County Board of Education, the Superintendent or his/her designee.
2. The Association or DE-Teachers - Dorchester Educators-Teachers, an affiliate of MSEA/ NEA.
3. Days - Unless otherwise indicated, the term day(s) shall refer to workday(s).
4. Teacher - The term “teacher(s)” shall refer to all certificated employees represented by the Association. All references to “he” shall include all unit members.

1.3 Non-Discriminatory Practices

The Board of Education of Dorchester County does not discriminate in admission, access, treatment, or employment in its programs and activities on the basis of race, color, age, sex, national origin, religion, disability, sexual orientation or other basis prohibited by law.

**Article 2
SCHOOL BOARD AUTHORITY**

Subject to the terms and conditions of this Agreement and to the provisions of the Public School Laws of Maryland, it shall be the exclusive function of the Board of Education and the Superintendent of Schools to determine the mission of the county public education system and to operate the affairs and direct the personnel of the system in all aspects, including but not limited to the standard of service to be offered, the efficiency of administration, the methods, means, and personnel by which such operations are to be conducted, the right to discipline, and to take whatever action and issue rules, policies, procedures, and regulations necessary to carry out the mission of the county public education system for which they are responsible and which is entrusted to them.

**Article 3
ASSOCIATION RIGHTS**

- 3.1 No teacher shall suffer discrimination in employment or promotional opportunity because of Association membership lawful activity.

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- 3.2 Upon reasonable request, the Association will have the right to use school facilities for non-commercial purposes. Requests for the use of school facilities to be used following the regular workday shall be made to the school principal. Requests for use of facilities at other times shall be made in writing on the appropriate form. The Association shall bear the cost of overtime payment to custodians if such custodial service is necessary.
- 3.3 There will be one (1) bulletin board or wall area reserved for the Association in each school, at a location mutually agreed upon, for the purpose of displaying official notices, circulars, and other such materials.
- 3.4 Interschool Mail - The Association will have the right to place official notices, circulars, and other materials in teachers' mailboxes and in the distribution boxes in the central office so long as it does not interfere with the distribution of the materials of the school system. All Association printed materials intended for distribution in schools or in the school system shall be approved by the Association president or his designee before distribution. Copies of all printed materials shall be given to the Superintendent prior to distribution, but approval will not be required.
- 3.5 Duly authorized representatives of the Association and their respective affiliates may be permitted to transact official Association business on school property at all reasonable times, provided that this does not interfere with or interrupt school operations.
- 3.6 Seven (7) days before a regular Board meeting, the Association may request and shall be given a place on the agenda of regular Board meetings for brief reports and/or announcements.
- 3.7 The Building Representative of the Dorchester Educators will have the right to schedule meetings of the members before and after school duty hours or at such other times as do not disrupt the school programs or be in conflict with scheduled faculty meetings.
- 3.8 Dues Deduction
The Board agrees to deduct dues through payroll deduction as follows:
1. The Association will deliver to the Board forms signed by employees authorizing the Board to deduct from their salary their professional dues in the Dorchester Educators, the Maryland State Education Association, and the National Education Association.
 2. Authorizations for payroll deduction shall be accepted through out the school year. The deductions shall be made beginning with the salary check issued on or about September 15 of each year. For membership applications authorizing payroll deduction received after issuance of the initial paycheck, deductions will be made beginning with the current payroll dues deduction period.

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3. The Association shall notify the Board each year by September 30 of employees whose authorization for dues deductions have been revoked, if not earlier.

4. The Association will give the Board thirty (30) days written notice prior to the effective date of any change in the rate of dues.

5. The Board agrees to promptly transmit such monies to the Association.

6. The Board agrees to deduct from unit member's salaries, contributions to the MSEA's Fund for Children and Public Education.

3.9 The rights granted to the Association in this Article will not be granted to any other "teachers" organization during the term of this Agreement.

3.10 Association Leave – The Association may draw upon a bank of twelve (12) days leave per year without loss of pay or benefits for use by one or more unit members designated by the DE President to conduct Association business and a bank of five (5) additional days per year without loss of pay or benefits for use by one or more unit members designated by the DE President for the Dorchester Art Exhibit. The Association shall pay for the cost of substitutes for designated units' members who attend to official business or attend the Dorchester Art Exhibit. The DE President shall submit, in writing, to the Superintendent or his/her designee, a list of unit members who require release time. Such permission shall be requested at least five (5) working days prior to the date of the meeting. One Association representative from each school and the members of the Association executive team will be released from school duties at the time of student dismissal to attend Association meetings.

In special cases, the Association may request extra days with explanation, and approval of the additional days shall be made by the superintendent, or the superintendent's designee.

3.11 MSEA Convention - The Board will provide release time, without loss of pay or benefits, for one (1) workday per designated employee per school year to attend the Annual Convention of the Maryland State Teachers Association. Except in case of emergency, no later than ten (10) working days prior to the date for which release time is being requested, the president of the local association shall certify, in writing to the Superintendent of Schools, the names of official delegates (with a maximum of one (1) delegate per fifty (50) actively employed DE members) and up to three (3) additional members whose attendance is required at the convention. No later than ten (10) working days after the convention, the president shall similarly certify the attendance of these delegates at the state convention.

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- 3.12 New Teachers Lists - The Board will provide the names and assignments of all new teachers prior to the beginning of the Board's orientation program. The Board will provide updates as new teachers are hired.

The Board and Association agree to place in the Dorchester County Public Schools hiring packet for all new unit members, a membership application and letter prepared by the Association that welcomes the new employee and informs employee that the Association is recognized as the exclusive negotiating representative for all unit members employed by the Board.

The Board shall provide the Association with a list of all teachers which shall include name, position, home address, worksite address, home and worksite telephone numbers, personal cell phone numbers and work email address. The Board shall provide the Association with the list every ninety (90) days for each employee in the bargaining unit.

- 3.13 The Board shall provide the Association with relevant, readily available information regarding negotiation proposals or grievance investigations. All Association requests shall be reasonable, and the Board shall have the right to withhold any confidential information.
- 3.14 If any provision of this Agreement or any application thereof is held to be contrary to law by a court of competent jurisdiction, such provision or application will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications will continue in full force and effect. The parties will meet not later than ten (10) days after any such holding for the purpose of renegotiating the provision affected.

**Article 4
TEACHERS' RIGHTS**

- 4.1 No teacher will be disciplined or reduced in rank or compensation without cause.
- 4.2 Any suspension of a teacher pending a proper hearing before the Board shall be with pay unless said teacher is incarcerated due to his/her own personal life criminal misconduct. In such a situation, the incarcerated teacher's suspension shall be without pay during the period of incarceration, in such a situation, if the employee returns to work the employee will receive back pay for the days suspended.
- 4.3 Personnel Files
1. No unfavorable material related to a teacher's conduct, service, character, or personality will be placed in their personnel file without the teacher's prior knowledge and the signature of the person making the submission. The teacher shall acknowledge his awareness of the material by affixing his signature to the material to be filed with the understanding that such signature does not necessarily indicate agreement with the contents thereof.

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2. The teacher shall have the right to answer any material placed in his personnel file and his answer shall be attached to the file copy.
3. A teacher shall be permitted to examine his/her personnel file under the supervision of, and by prior appointment between the hours of 8:00 a.m. and 4:00 p.m., with the Human Resources Manager. Only confidential references pertaining to original employment, promotion, or employment will be excluded from such view.
4. Any unfavorable material placed in a teacher's file will be removed after two (2) years, provided no other unfavorable material has been placed in the file.

4.4 Association Membership

It is recognized that all teachers have the right to join, or not to join, the Association, but membership shall not be a prerequisite for employment or continuation of employment of any teacher. The Board will not take reprisals of any kind against any employee by reason of this membership in the Association or participation in any of its lawful activities.

4.5 Reduction in Force

When there is to be a reduction in the professional teaching staff in any field for which a certificate is issued, no tenured teacher will be laid off until all probationary teachers in their field of certification have been laid off; no probationary teachers shall be laid off until all provisional teachers in their field of certification have been laid off.

Tenured teachers shall be laid off in each field of certification in inverse order of length of total satisfactory service as a teacher in Dorchester County Schools. Tenured teachers who are laid off shall be recalled in inverse order of their separation when positions in their field of certification become vacant. A teacher shall remain on the recall list for a period of two years.

4.6 Personal Life

The personal life of a teacher shall be the concern of and warrant the attention of the Board only if it interferes with the regular conduct of the school(s) or as it may directly prevent the teacher from properly performing his assigned functions.

4.7 Health and Safety

The teacher shall notify the school administration if he feels that an unsafe or unhealthy room, building, or area exists. The Board shall comply with state and federal regulations with regard to safe and healthy working conditions. The building administrator, the Superintendent, or his/her designee shall determine when a location is a health or safety hazard. When this occurs, the principal will notify teachers immediately. The area will be closed until the hazard is corrected. Teachers shall not be asked to search for bombs or other explosives.

A. Teachers shall have designated staff only restrooms in DCPS school buildings.

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4.8 Academic Freedom

Teachers shall be responsible for providing students with opportunities to investigate all facets, sides, and/or options of and about any and all topics introduced. The teachers shall strive to promote tolerance for the views of others and the right of individuals to form and hold differing views and opinions with regard to academic freedom. Academic freedom shall mean that teachers are free to present instructional materials that are pertinent to the subject and level taught within the Board adopted curriculum.

4.9 Student Discipline

The Board affirms the policy that physical or serious verbal abuse of teachers cannot be tolerated. The Association and the Board agree that classroom control is essential and that such control has a direct relationship to the quality of instruction. It is also agreed that while the overall school discipline is a shared responsibility of all teachers, administrators, the Board, and parents, it is the initial responsibility of the classroom teacher to maintain classroom control within the limits of his/her authority. Methods of dealing with physical and serious verbal abuse toward teachers by students shall be in compliance with Board policy and state law. Each school shall have a functioning school discipline committee that meets to review school discipline issues.

Minutes from each meeting will be forwarded to the Office of Student Services. When a student's behavior seriously disrupts the instructional program to the detriment of other students, a teacher shall have the right to recommend the temporary removal of that student from class. The teacher will use a written referral form when referring a student to a school administrator or his/her designee. The principal or his/her designee will determine the action to be taken, including when the student will return to class and, in accordance with state law, will confer with the teacher prior to the student's return to class. The principal or his/her designee will follow established board policies in addressing disciplinary matters.

Serious Incidents: When a teacher refers a student for serious verbal abuse, profanity, or outright disrespect:

a. The student shall be retained in the office or alternative classroom until administration may investigate the matter and confer with the referring teacher. The principal shall work cooperatively with the teacher in determining action necessary for correction of the student's behavior.

b. The principal's obligation to confer requires that administration conference with the teacher either via telephone or in person. This shall occur prior to the student's return to the classroom.

c. At the teacher's request, the facts of the case and the proposed corrective action shall be reviewed by the Superintendent or designee.

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4.9.1 Assault or Battery

Any case of assault or battery upon an employee which had its inception in a school-centered problem shall be promptly reported to the Superintendent or designee by the school administration. The administration shall also be required to provide all appropriate forms, including assault leave forms, to the employee, investigate the matter, and render all reasonable assistance to the educator in connection with the handling of the incident, including the processing of assault leave forms. The teacher shall be informed of action taken prior to the student's re-admission to class.

The administration shall promptly investigate the matter and render all reasonable assistance it deems warranted to the teacher in connection with the handling of the incident. The teacher shall be informed of action taken prior to the student's re-admission to class.

a. Any case of assault upon a teacher which occurred in a school site or building shall be promptly reported to the Board or its designated administrator. The administration shall promptly investigate the matter and render assistance to the teacher in connection with the handling of the situation.

b. A teacher, absent from work as a result of assault or occurring in the course of his/her employment, shall be placed on assault leave upon receipt of appropriate medical documentation. During any period wherein the teacher is entitled to assault leave, the teacher will be paid full salary (less the amount of Worker's Compensation award made for temporary disability due to his/her injury) for the period of such absence without loss of sick leave.

c. Any teacher who has suffered loss, damage, or destruction of clothing or personal property while on duty in the school, on school premises, or during school sponsored activities shall refer the loss to the proper authorities for appropriate action. The Board shall provide all reasonable assistance to recover such loss.

4.9.2 Safety of Teachers

In cases involving serious incidents of verbal abuse, assault, or battery that present an ongoing or imminent risk to the safety of students or staff, the teacher shall be informed of the action taken prior to the student's re-admission to class. Teachers shall have the right to submit a written request for the students' permanent removal from the classroom. Requests shall be submitted to the school administration and the Director of Student Services. Determination of approval shall be made by the Superintendent or his/her designee. In reviewing such requests, the administration shall:

- Consider the age, grade level, developmental stage, and individual circumstances of the student, including whether the behavior is consistent with typical developmental patterns.
- Determine whether the student's conduct constitutes a serious and ongoing safety threat, as distinguished from behaviors that may be developmentally expected from younger learners.

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- Ensure that appropriate interventions, supports, and behavior management strategies have been attempted and documented, unless the conduct constitutes an imminent safety risk.
- Make all decisions in accordance with applicable federal and state laws governing a student's right to a free and appropriate public education (FAPE).

4.10 Evaluations

1. Teachers shall be evaluated in accordance with current Maryland State Department of Education Regulations and board policy.
2. All observations of the work performance of a teacher will be conducted openly and with full knowledge of the teacher. Observation for the purpose of evaluating the teacher's performance may be made at any time during the school year except the day before Thanksgiving, the day before Winter Break, and the day before Spring Break.
3. Within ten (10) days after the observation, teachers will be given a copy of any class visitation report, observation report, or evaluation report as a basis for a conference between the instructional coordinator and/or the appropriate administrator and the teacher.
4. Professional criticism of a teacher's work will not occur in the presence of students or other teachers unless there is a serious problem that requires immediate, corrective action or student safety is in jeopardy. This shall not preclude more than one administrator/supervisor from participating in conferences.
5. In the event a teacher's evaluation is not completed by the end of the fiscal year, said evaluation shall be considered to be satisfactory.
6. Teachers will be notified of any allegations made against their conduct, character, performance or personality if such is to be placed in the personnel file.
7. Evaluation/observation forms will be available for teachers to review.
8. Administrators and supervisors will observe/evaluate only one teacher at a time.

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9. Evaluation Instruments:

The Board and Association shall establish an Evaluation Committee to jointly develop and recommend an evaluation instrument for presentation to the parties. The final evaluation instrument shall be mutually agreed to by both parties pursuant to Section 6-202 of the Education Article of the Annotated Code of Maryland. The evaluation instrument, as well as the procedures governing the observation/evaluation process, shall be incorporated into the Negotiated Agreement. To meet the mandates of State and Federal requirements, the Board and the Association agree that the work of the joint Evaluation Committee shall continue. The Evaluation Committee shall jointly refine and implement the evaluation model based on any regulatory or guidance changes, the evaluation model shall be mutually agreed to by both parties.

The Committee shall be appointed as follows:

- (a) The Association shall appoint six (6) members representatives of grade levels and subject areas, in addition to the Association President, or his/her designee.
- (b) The Board shall appoint six (6) members to the committee.

Each party shall reserve the right to call experts as needed to address the development of the evaluation instrument.

**Article 5
NEGOTIATION PROCEDURES**

5.1 Negotiating Teams

At the October Board meeting, the Board and the Association shall each designate in writing to the other, the names of no more than seven (7) official representatives including its chairperson. The Board and the Association may have additional persons present at times when testimony is needed. The official representatives appointed by each group shall have full power to negotiate for the group regarding all matters related to salaries, wages, hours, and other working conditions, but the final agreement shall be subject to the ratification or rejection by the ratifying body of the Association and the Board.

5.2 Opening and Closing Negotiations

The negotiation period will commence no later than on the first Monday in November and every effort shall be made to conclude negotiations by January 31, of the following year. Basic issues proposed for negotiation shall be submitted in writing by the Association to the delegated representatives of the Board at the first meeting; and by the

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Board, to the delegated representatives of the Association no later than the second meeting. Bargaining sessions shall be held at times and places mutually satisfactory to both teams.

5.3 Reaching Agreement

When consensus is reached, the proposed total contract shall be reduced in writing, signed by the official negotiating teams and submitted to the ratifying body of the Association and the Board for approval within ten (10) school days of the receipt of the contract from the negotiating teams. Upon ratification by the parties, they shall approve and sign the contract to become effective July 1, unless otherwise specified.

- 5.4 Pursuant to Section 6-408, PUBLIC SCHOOL LAWS OF MARYLAND, if the parties in an impasse proceeding are unable to agree upon a third panel member or to obtain a commitment to serve within the specified period, they shall use the services of the American Arbitration Association and split the cost equally. In the event that an impasse in negotiations is declared, the impasse process shall be conducted pursuant to regulations adopted by the Public-School Labor Relations Board and in compliance with the provisions for handling an impasse as provided by Title 6, Subtitle 4 and 5, et.seq. of the Education Article of the Annotated Code of Maryland.

5.5 Provisions for Renegotiations

The items of this Agreement not requiring fiscal support shall be valid and binding when duly ratified by the Association and the Board. When ratified by the Board and the Association, this Agreement constitutes policy of the Board and supersedes any existing policy with which it may be in conflict.

The Association and the Board agree that, should the receipt of funds be insufficient to implement fully the provisions of this Agreement pertaining to salaries, wages, hours, or conditions of work, those provisions affected by such reduced receipt of funds will be reconsidered pursuant to the Opinion rendered by the Maryland State Board of Education on June 25, 1969 and applicable laws and bylaws. Such renegotiations shall be instituted within ten (10) days after the school budget for the Fiscal Year is determined officially as to major categories by the Board of Education of Dorchester County.

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**Article 6
WORKING CONDITIONS**

6.1 Work Day

The workday for teachers shall be 7.5 consecutive hours per day including a 30 consecutive minute duty free lunch period. Faculty meetings shall not be scheduled for more than one day each week for up to 45 minutes beyond the workday. As determined by the principal, weekly faculty meetings may be canceled and/or scheduled less than four (4). The principal may consider the use of video/virtual conferencing for staff meetings. Faculty meetings will not be scheduled on a Friday, the day before a holiday, report card/teacher preparation days or on an Open House/Back to School Night. Staff are expected to be present at Faculty Meetings, however, in the event of a personal emergency or unforeseen circumstance, a staff member may request verbally or in writing to the school administration to be excused from a staff meeting.

The number of workdays for unit members employed on a ten-month basis shall be 186.

As determined by the principal, weekly faculty meetings may be canceled and/or scheduled less than four (4) times per month. At the beginning of each school year the administration will identify a day during the week for the meetings and this meeting shall occur on the same day and time for all staff in that building.

The principal may consider the use of video/virtual conferencing for staff meetings. Faculty meetings will not be scheduled on a Friday, the day before a holiday, report card/teacher preparation days or on an Open House/Back to School Night. Staff are expected to be present at Faculty Meetings, however, in the event of a personal emergency or unforeseen circumstance, a staff member may request verbally or in writing to the school administration to be excused from a staff meeting.

Upon request, the Association's building representative(s) will be included as part of the faculty meeting agenda and will be given time at the conclusion of the meeting to report to members on matters pertaining to the Association. The work agenda will be determined by the principal and can vary among teachers.

- (a.) Faculty Meeting Time/Days: Pursuant to Article 11.4 teachers shall be paid for all after-school activities. When the faculty meeting agenda includes activities outlined in article 11.4, teachers shall be paid for all time performing the approved paid activity beyond the 45 minutes and beyond the four (4) scheduled faculty meetings per month.

The Association and the Board mutually recognize the value of school-related activities, which occur beyond the scheduled workday. While staff participation in these activities is recognized to be voluntary, the Association and the Board join in encouraging all teachers to attend and become actively involved in these activities.

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- (b.) Back to School Night: Teachers are expected and will make every effort to attend the Back to School Night. Teachers' participation in this event shall not exceed two (2) hours. In the event that a teacher is unable to attend Back to School Night the teacher shall provide notification to the school administration.

In regard to delayed opening or early dismissal of school due to emergency conditions, teachers shall not be required to report for work earlier than thirty (30) minutes prior to the start of school for students. In regard to early dismissal of school due to emergency conditions, teachers shall remain no longer than fifteen (15) minutes after student departure.

6.2 Lunch Periods

In general, teachers are expected to remain at the school during the lunch period. For good reason, permission shall be granted for leaving the premises, provided that the principal may limit the number of teachers who may leave the building during the lunch period at any one time in order that adequate supervision of children shall be provided.

6.3 Transporting Students

Teachers shall not be required to transport students.

6.4 Planning Periods

High school teachers shall minimally, have 375 minutes of individual planning time for the teacher's exclusive use per work week. Planning time shall be scheduled in blocks of no less than 60 minutes during the student day. In addition, high school teachers shall have 75 minutes of **Cross Curricular Team Planning** (CCT's) per week. CCT's shall not be scheduled during individual planning time. Cross Curricular Teams (CCT's) serve as an opportunity for high school teacher teams with shared roles and responsibilities to meet, with the focus on increasing student achievement through the utilization of the following initiatives:

- Improve the skills and knowledge of teachers through collaborative study
- Participation and professional exchange
- Improve student achievement through systematic support from administrators and supervisors to build stronger teachers

The 75 minutes, for high school teachers, will be utilized for School Based Cross Curricular Teams. While the specific initiatives and goals of CCT's may vary from school to school, the following activities may be assigned:

A. *Collaborative Planning/Learning*

B. *Data Driven Decision making and analysis adhering to the Collaborative Learning Cycle*

C. *Assessment Alignment*

D. *Best Researched Practices for Education*

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E. Co-Teaching teams of SPED and General Education Teachers to better meet the needs of our learners

F. Peer Learning Walks and Observations

G. Meeting with Content Supervisors

H. Time allotted for Observation/Evaluation Process (Pre/post observation, mid and final year evaluations, SLO meetings)

Elementary and Middle School teachers shall have 300 minutes of individual planning time per work week for teacher's exclusive use. Teachers individual planning time shall be scheduled per day in no less than 45 consecutive minute blocks of time.

In addition to the 300 minutes of planning time per normal school week, the Board shall provide Elementary and Middle School Teachers one extra planning period per month, scheduled in no less than forty-five (45) consecutive minutes. These planning periods shall be scheduled by the school administrator.

In addition to the consecutive individual minutes of daily planning time referred above, special education teachers will receive forty-five (45) minutes per week for teacher exclusive use to meet case management, administrative processing and other paperwork demands.

- 6.5 Teachers shall not be required to serve as substitutes during their planning time except in emergencies as determined by the principal. An emergency shall be defined as a situation for which there was no administrative knowledge within 24 hours prior to the need for a substitute. This section shall not prohibit teachers volunteering for such duty.

Teachers that substitute shall be paid \$30.00 per 75-minutes; up to a maximum of \$100.00 per full day of class coverage. Requests for class coverage is at the discretion and approval of the principal.

Teachers shall not be required to serve as a substitute for the administrator(s) in the building. Teachers may decline to serve as a substitute for the administrator(s) in the building. Teachers serving in this capacity shall be afforded the same Board protections as an administrator.

- 6.6 Teachers shall not obtain substitutes. Teachers shall notify the principal or his/her designee as early as possible of an absence due to illness, but not later than the time designated by the principal. Lesson plan(s) will be furnished by the teacher.

6.7 Staff Development Committee

The Board and DE-TCH agree to form a joint study committee to evaluate the effectiveness and to recommend staff development for all teachers. DE and the Board of Education shall each appoint four (4) representatives. One representative from each party will co-chair the Staff Development Committee. The Staff Development Committee will

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meet at least annually at a mutually agreed upon time and make recommendations and report to the Superintendent of Schools.

6.8 Faculty Advisory Council

The Board and the Association agree that there shall be a Faculty Advisory Council in each school. The purpose of the Council is for advising the principal in reviewing, developing, and implementing procedures regarding staff concerns, student conduct, and the successful operation of the school.

6.9 Beginning of School

Time equaling one (1) day at the beginning of the school year will be provided for teacher's use to prepare his/her classroom for the opening of school. This provision can be either one (1) full day or two (2) half (1/2) days scheduled at the discretion of the school administration.

6.10 Preparation

The Board shall provide two (2) half (1/2) days for teachers' exclusive use. This time may be utilized for grading purposes as well as data reporting/recording and analyses. One of the two (2) half (1/2) days shall be provided at the end of the first trimester and the other at the end of the semester. This will take effect in the 2016-17 school year.

6.11 Workload Committee

The Board and the Association will jointly establish a Workload Committee. This committee will examine issues related to workload and make recommendations to the respective bargaining teams of the Board and DE. The work of this committee shall be continuous.

For FY 2019-2020, the committee's review shall consist of, but shall not be limited to; elementary planning, secondary schedules and planning, Teacher in Charge language, and pupil personnel worker competitive compensation.

The committee will consist of four (4) members appointed by DE and four (4) members appointed by the Superintendent or his/her designee. The committee will make the recommendations available to the Superintendent. The recommendations will not be considered binding on either party, but rather will be utilized as a basis for future bargaining proposals for inclusion in this Agreement. The workload committee's review shall include a review of High School Duties (Schedules and Assignments). The committee will make the recommendations available to the parties.

6.12 Maryland's Blueprint Law

The Board and Association shall work collaboratively to establish work group(s) to ensure proper investigation and consideration by the parties in the development and implementation of a career ladder as well as the statutorily mandated salary increases.

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All suggestions from the work group shall be provided to the respective bargaining teams for final negotiations and incorporation into the Agreement.

**Article 7
ASSIGNMENT AND TRANSFER**

7.1 Assignment

1. Building

All teachers holding Standard Professional and Advanced Professional Certificates will be given written notice (which can be in form of an e-mail) of their building assignment for the forthcoming year not later than June 1. In the event a change is made in a teacher's building assignment after June 1, the teacher will be so notified promptly in writing.

Teaching

All teachers holding a Standard Professional or an Advanced Professional Certificate will be given notice of their teaching assignment for the forthcoming year not later than August 1. In the event a change is made in the teaching assignment after August 1, the teacher will be notified of the reasons, in writing, as soon as possible.

7.2 Transfers

1. Teachers interested in being considered for transfer shall submit, in writing, their requests to the Board indicating the school, grade, or position sought. Such requests shall be retained for a period of one contract year and can be renewed from year to year. Whenever a vacancy arises or is anticipated, all certificated and qualified persons who have filed a request for transfer will be considered in filling the position. In making assignments, the instructional needs and the best interest of the school will be paramount.

2. Involuntary Transfers - An involuntary transfer will be made only for cause.

7.3 Any unit member assigned to teach a subject outside of his/her certification area shall have an opportunity to request an assignment within his/her certification area and shall be given every consideration relative to this request.

7.4 Employees should expect to continue their present assignment from one year to the next unless otherwise notified by the Superintendent or his designee. The Board provides an electronic method to provide detailed information about an employee's position and benefits. The Board and Dorchester Educators TCH-ESP agree to work together to assure the functionality of the electronic process. The Board shall ensure electronic access is made available to all employees.

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- 7.5 Teacher Input on Scheduling and Teaching Assignments – The Board agrees that the certificated staff should provide input on the assignment and scheduling of classes, which they are to teach. Certificated staff members are encouraged to make suggestions, indicate preferences, or state concerns.

**Article 8
PROMOTIONS**

- 8.1 The following procedures will be used when advertising administrative and supervisory positions:
1. All vacancies will be advertised. Announcements of vacancies shall be made available to each school for posting on the faculty bulletin board, sent to the Association, and to other school systems, colleges, and universities as considered necessary.
 2. The announcement shall include a description of the position, duties and responsibilities, salary range, qualifications, and procedures for application.
 3. Announcements shall be distributed at least ten (10) days before the closing dates for accepting applications. When vacancies occur that must be filled immediately, an interim appointment may be made at the discretion of the Superintendent but shall extend no longer than the school year. However, a permanent appointment will be made as soon as possible.
 4. When vacancies occur during the summer months the Board will give ample notice, ten (10) days, to those teachers who have indicated their interest in such a position by writing a letter expressing their desire to the Board of Education.
 5. Any applicant who has applied for a position and was not accepted for that position shall have the right to schedule a conference with the Superintendent or his designated representative to discuss the outcome of his application.

**Article 9
ABSENCES AND LEAVES**

- 9.1 Sick Leave
During the regular work year all certificated 10-month teachers shall be granted fifteen (15) sick leave days, of which four (4) per year may be used for personal leave. All sick leave time shall be earned monthly on a pro-rata basis. Sick leave may be taken in full or half day increments.

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1. Sick leave may also include other absences such as medical, dental, or optical examinations, or treatment impossible to schedule on non-duty days. Sick leave is construed to mean personal illness or illness in the family.
2. The Board will be responsible for affecting the transfer of all accumulated sick leave for any teacher who comes to the Dorchester County School System from another county in Maryland and will notify the teacher of the number of sick days credited to him/her.
3. The Board shall inform each teacher during the month of June of the amount of sick leave accumulated.
4. Unused sick leave shall be cumulative without limit.
6. Teachers shall, with medical documentation, be allowed to use sick leave for absences due to disability connected with or resulting from pregnancy. Under this provision, such disability shall be treated as a temporary disability, and all Board policies concerning personal illness shall be applicable to such disability. Upon termination of such disability, the teacher must return to work unless the teacher resigns or requests a leave of absence.
7. Attendance Incentive – Each bargaining unit employee who has perfect attendance during the course of the school year shall receive \$1,000.00 in their last check of the fiscal year (June 30) in which the award was earned; bargaining unit employees who use three (3) or fewer sick leave days shall receive \$500.00, as described herein. SEE MOU to pause for FY 2021-2022.

9.2 Personal Leave

Personal Leave as noted in 9.1, Section A., shall not be granted immediately before or immediately after a holiday, or on an in-service day for teachers, or during the first five (5) days of the student calendar or the last five (5) days of the student calendar.

Exceptions: Personal leave may be used by teachers when the opening of a college summer session proceeds the last duty day for teachers. This leave shall not interfere unduly with the program of instruction. Personal leave may be used to support the travel regarding the opening or closing of college for a child.

This type of leave will not be considered unless the request is made in writing to the principal prior to the effective date of leave. In unforeseen circumstances that result in the teacher's absence from work, personal leave shall be administratively approved on the same day as the request.

Personal leave may be taken in full or half-day increments.

On July 1 of each year, any personal days remaining will be converted into sick leave days.

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9.3 Sabbatical Leave

Sabbatical leave will be granted subject to the following conditions:

1. The teacher shall be professionally certified, tenured, and shall have been employed in the Dorchester County Public Schools a minimum of seven (7) consecutive years.

The teacher shall agree to return to the Dorchester County Public Schools following completion of his sabbatical leave for a minimum of two (2) years' service or repay all monies advanced by the Board within sixty (60) days of the date that the sabbatical was completed. A sabbatical contract signed by the teacher and Board shall be required.

2. There will be no more than two (2) sabbatical leaves budgeted each school year.

A program verified by an institution, or one approved by the Board of Education, including study in another area of specialization, for travel or for other reasons of value to the school system, is accepted as meeting the sabbatical leave requirement. A teacher on sabbatical leave, either for one-half (1/2) of a school year or for a full school year will be paid by the Board at one-half (1/2) of the salary rate which s/he would have received if s/he had remained on active duty. If the requirement is not fulfilled, then the teacher must refund sabbatical pay prorated on the basis of actual completion of the originally verified and approved full-time program.

3. In the event a teacher on sabbatical leave receives extra monies through any type of grant or scholarship, the combined amount of those monies and the sabbatical leave allowance shall not exceed the amount of money the person would have received as a staff member for the school year in which the sabbatical leave had been granted. In cases where the combined monies exceed the regular salary, the sabbatical leave salary shall be reduced accordingly.
4. Upon return from leave, the teacher shall be placed on the salary schedule at the level that she/he would have achieved had s/he remained actively employed in the system during this period of absence. S/He will also be credited with sick leave accumulated prior to the period of the absence.

When the teacher returns from leave, s/he will be assigned to the same type of position held at the time said leave commenced, if available. If the same type of position is not available, the teacher will be assigned to a comparable position as determined by the Superintendent of Schools.

5. The teacher may elect to continue paying his/her share of retirement, hospitalization and major medical insurance and other fringe benefits during this period of leave.
- 6.

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7. Sabbatical leave shall be in effect from September 1 through June 30.
8. Prospective candidates must apply to the Board prior to December 15 of each year (preceding sabbatical year) and the Board must notify candidates who requested sabbatical leave by March 1. Decisions regarding sabbatical leave are not grievable.

9.4 Parental Leave

1. Tenured teachers shall, at their request, be granted a leave of absence, without pay, for childbearing and/or child rearing for such period of time as is mutually agreed upon with the Board, but normally not to exceed one (1) year. All benefits to which an employee was entitled at the time his/her leave of absence commenced, including accumulated sick leave, will be restored upon return to employment.
2. No teacher on said leave shall, on the basis of said leave, be denied the opportunity to substitute in the Dorchester County School System, upon presentation of medical testimony that the teacher is able to do so.
3. Tenured teachers adopting an infant shall, at their request, receive similar leave which shall commence upon the teacher receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption.
4. Teachers returning from parental leave shall be assigned to their former position or a comparable position if either is available provided the Board is notified in writing by April 1 for the following September, or three (3) months prior to their desire to return. They shall have assignment preference over new incoming teachers. Exceptions may be made only in case of unusual subject matter requirements.
5. The teacher on leave shall be afforded the opportunity to continue payments toward retirement providing that the leave meets the requirements set forth by the State Retirement and Pension System of Maryland
6. The teacher on leave shall be afforded the opportunity to continue payments toward insurance programs.

9.5 Temporary Leaves of Absence

1. Bereavement Leave

Upon the death of a child, parent, stepparent, brother, sister, husband, wife, parental in-laws, in loco parentis, such teachers shall be allowed a maximum of five (5) working days without loss of salary. One of the five days must be the day of the funeral or interment. The remaining four days may be taken either immediately before, immediately after, or surrounding the day of the funeral or interment, to meet the needs of the employee.

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Upon the death of an aunt, uncle, niece, nephew, grandparent, grandchild, in-laws (sister, brother, son, or daughter) or anyone who has lived regularly in the household of the employee, such employee shall be allowed a maximum of four (4) working days without loss of salary. One of the four days must be the day of the funeral or interment. The remaining three days may be taken either immediately before, immediately after, or surrounding the day of the funeral or interment, to meet the needs of the employee. The Superintendent of Schools or his/her designee may authorize additional day(s) of bereavement leave in cases where circumstances warrant. This leave will not result in the loss of pay or be deducted from annual leave or sick leave.

2. Court Subpoena and Jury Duty.

- A. Court Subpoena - A teacher who is subpoenaed as a witness in a case (not related to their employment with the Board) may be granted leave for the period of time he is unable to report to work. The teacher will retain any money received from such duty and be granted leave without pay. Leave must be made in advance, at least seven days prior to the court date and submitted with a copy of the subpoena. Personal leave may be used for this absence, but the use of personal leave does not negate the need to provide the notice called for in this paragraph. The Board will grant paid leave to the teacher when subpoenaed to court for Board-related cases.
- B. Jury Duty – A teacher who is called to serve on a jury shall be granted leave for the period of time he is unable to report to work. The teacher will retain any money received from the court for jury duty. To allow the Board to prepare for the teacher’s absence, supervisors must be notified as soon as possible, prior to the beginning of the jury duty. Teachers must also submit a copy of the subpoena.

3. Military Leave

Short Term - Teachers who lose time due to short term obligations or annual unit training duty with the National Guard or Reserve component of the armed forces for the United States shall be granted leave with regular pay and accrual of benefits up to a period of fifteen (15) working days per annum.

Call to Active Duty - In the event of state or national emergency, teachers who are called involuntarily to active duty from the National Guard or Reserve component of the armed forces of the United States shall be granted a leave of absence without loss of pay for that period of time when service is involuntary. “Without loss of pay” shall mean the teacher’s regular pay and accrual of benefits for the time missed, minus the teacher’s military base pay. Upon return from a call to duty the teacher will be assigned as described in 9.3 Section 6.

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Return from Military Leave—A unit member granted military leave of absence shall retain the right to be placed in the same or similar position upon return from leave, subject to the following:

1. The employee has completed any required period of probation prior to entering the armed forces and his/her separation from the armed forces was under conditions other than a dishonorable discharge.
2. S/he makes application within 90 days from the date of his/her separation from the armed forces in case he/she has involuntarily entered, or within 90 days after the termination of his/her first period of enlistment in case he/she has voluntarily entered for reinstatement by the Board of Education.
3. S/he makes application for reinstatement within 90 days from the date of separation from such service or within 90 days after discharge from a hospital, provided such hospitalization is directly connected with, related to, and immediately follows his/her separation from the armed forces, and the period of hospitalization does not extend beyond a year from the date of such separation.
4. Any employee qualifying for reinstatement under this provision shall be entitled to start at the salary and rate of earnings for leave that he/she would have received if he/she had remained continuously in the Board of Education's service.
5. If he/she is not qualified to perform the duties of his/her prior position by reason of disability sustained during military service, but is qualified to perform the duties of any other position in the employ of the Board of Education, he/she shall be reemployed in such comparable position, the duties of which he/she is qualified to perform, as will provide him/her like seniority, status, and pay rate, or the nearest approximation thereof consistent with the circumstances of his/her case.

9.6 Leave for Association Activities

1. The Board agrees to grant a leave of absence without pay, but with extension of full experience credit, for a member of the Association who has been elected to a local, state, or national office.
2. Leave granted in this section shall be for a maximum of six (6) years.
3. Upon return, the teacher shall be assigned to their former position or to a comparable position as determined by the Board.

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9.7 Other Leaves of Absences

1. The Board may grant other leaves of absences without pay.
2. A non-tenured teacher who has exhausted all contractually provided leaves of absences and who has exhausted any applicable leaves of absences granted by Maryland or federal law shall not be granted an additional leave of absence.

9.8 Extension of Leaves

An extension of a leave of absence may be granted at the discretion of the Board, if such extension is requested by the teacher.

9.9 FMLA – this Article shall conform to the requirements of the Family and Medical Leave Act of 1993. The provisions of the FMLA shall be considered in conjunction with the leaves and benefits outlined in this Agreement and shall not be construed so as to diminish those leaves and benefits. Paid leave must be used prior to using unpaid leave.

- A. FMLA Parental Leave – Eligible employees may utilize twelve (12) weeks of FMLA unpaid leave for the birth of a child and bonding with the newborn child, or the placement of a child with the employee for adoption or foster care, and bonding with the newly-placed child. When both parents are employed by DCPS each parent shall separately be eligible for FMLA 12-work weeks of unpaid leave for the aforementioned qualifying reasons.

9.10 Sick Leave Bank

The Board will provide a payroll mechanism and support enrollment to enable any school system employee who earns paid sick leave to have the opportunity to participate in the sick leave bank. The sick leave bank will operate in accordance with state and federal laws and regulations and the terms of the procedures developed by the Sick Leave Bank Committee, as approved by the Superintendent of Schools and Dorchester Educators.

A good faith effort will be made to continue operating the sick leave bank in a similar fashion to the rules already in place for the existing sick leave banks. A sick leave bank committee consisting of four (4) teachers, two (2) support staff members, one (1) A & S member, and the Human Resources Administrator, will have the responsibility for operation of the sick leave bank.

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**Article 10
REIMBURSEMENTS**

10.1 Reimbursement for Professional Training

1. Teachers holding a Standard Professional or Advanced Professional Certificate will be paid for graduate courses taken toward certificate renewal, an Advanced

Professional Certificate, a Master's degree, a doctorate degree, or courses required by the Maryland State Department of Education, provided the Superintendent or his/her designee has granted prior approval for the courses/program to be taken. In cases where undergraduate course work will serve to satisfy requirements, such course(s) will be reimbursable, provided they receive prior approval as required for graduate level courses. Subject to the needs of the school system and funding, the Board may approve a limited number of teachers for course reimbursement for doctorate degree courses. The teacher must apply for program approval before starting the coursework for a doctorate degree to qualify for reimbursement. Advanced reimbursement will not be available for doctorate courses, unless the credits are required for certificate renewal.

2. Teachers hired with an effective start date of July 1, 2021, will be approved to take courses and shall be reimbursed at the lesser of the actual cost or the Salisbury University rate per credit hour for a maximum of six (6) semester hours per year, including reimbursement for course credit hours fees charged.

Payment will be by separate direct deposit under one of the following schedules as selected by the teacher:

Normal Reimbursement - Upon submission of a receipt showing payment for the course and an official grade slip showing a grade of B or better, payment will be made within twenty (20) working days.

Advanced Reimbursement - Upon submission of a receipt showing payment for the course, payment will be made within twenty (20) working days. Upon completion of the course and no later than twenty (20) working days following the last day of the course, the grade slip showing satisfactory completion will be submitted. The full amount of the advanced reimbursement is due and payable to the Board of Education under the following circumstances:

- a. Resignation or termination of employment.
- b. Failure to supply a grade slip showing a grade of B or better by the deadline cited on the reimbursement form.
- c. Dropping or cancellation of the course.

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- 2(a). Teachers hired with an effective start date prior to July 1, 2021, will be approved to take courses, and shall be reimbursed at the lesser of the actual cost of the Salisbury University rate per credit hours for a maximum of nine (9) semester hours per year of including reimbursement of course credit hours fees charged.
3. Teachers hired with an effective start date of July 1, 2021, will be approved to take courses, and shall be reimbursed at the lesser of the actual cost of the Salisbury University rate per credit hour for nine (9) semester hours per year of graduate work up to a maximum of fifteen (15) hours taken toward the Masters + 30 lane including reimbursement of course credit hours fees charged provided the Superintendent or his/her designee has granted prior approval for the courses to be taken.
- 3(a). Teachers hired with an effective start date prior to July 1, 2021, will be approved to take courses and shall be reimbursed at the lesser of the actual cost of the Salisbury University rate per credit hour for a maximum of twelve (12) semester hours per year of graduate work up to a maximum of fifteen (15) hours of graduate work taken toward the Master's Plus including reimbursement of course credit hours fees charged category provided the Superintendent or his/her designee has granted prior approval for the courses to be taken.
4. In order to receive reimbursement for courses taken during the summer, the teacher must have taught in Dorchester County immediately preceding the summer school attendance. There will be no reimbursement for any courses completed in the spring semester or summer session if the teacher is not returning the next school year.
5. Those persons receiving scholarships or grants will receive reimbursement for any allowable differences between the grant and the county allowance. A copy of the grant must accompany any request for reimbursement. All requests for reimbursement for tuition must be accompanied by an official grade slip from the college or university attended and must be submitted prior to June 30 of the school year in which the work is completed.
6. There will be no reimbursement for any grade less than a B.
7. Conditionally certificated teachers shall be approved to take courses totaling twelve (12) credit hours per year including reimbursement of course credit hours fees charged for required courses to earn their certification.

10.2 Mileage

Teachers who are required to use their automobiles for job-related business shall be reimbursed at the Board approved rate per mile.

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10.3 Severance Pay

Teachers who enter retirement after twenty (20) years of service in Dorchester County shall receive payment for all unused sick leave days at the rate of \$30 per day. For those leaving during the year, their last year's sick leave days will be prorated based on 1.3 days per month based upon 10 months—mid-August to mid-June.

**Article 11
SALARY**

- 11.1 The annual salary will be paid at the option of the teacher in one of the following ways:
- a. In twenty (20) equal installments.
 - b. In twenty-four (24) installments utilizing the summer savings plan. Teachers may have \$40, or any \$5 increments therefrom, deducted semi-monthly from their twenty (20) school year paychecks.

Teachers will be placed on the salary scale according to their experience, preparation, and teaching certificate.

Master's Plus 30:

Teachers who have acquired thirty (30) hours of acceptable credit in addition to a Master's degree shall qualify for the Master's Plus 30 category. The Master's Plus 30 category shall be based upon a planned program in which: At least one-half (1/2) of the credit hours earned (15 semester hours) shall be applicable graduate courses, not necessarily in the field of education, but approved by the Superintendent or his/her designee and relevant to the present and/or anticipated professional responsibility of the teacher, and up to one-half (1/2) of the credit hours earned (equivalent of 15 semester hours) may be in-service programs approved by the State Department of Education and/or college or university graduate credit in either content or professional courses. Such courses must have prior approval by the Assistant Superintendent.

Teachers who have not met the requirements for a Standard Professional Certificate or higher or lose their certificate status will have their salaries reduced by \$1,000.

11.2 Compensation for Military Service

A maximum of two (2) years (two increments) on the salary scale will be allowed for military service. Credit for less than two (2) years will be prorated to the nearest year. This applies throughout the salary scale until the maximum step is reached.

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11.3 Salary

The Association and the Board of Education of Dorchester County acknowledge that it is a priority of DCPS to attain a teacher salary scale that is competitive with annual teacher salaries in comparable counties. The Blueprint for Maryland Public Schools (Kirwan) funding shall be added to the teacher salary scale as negotiated by the parties.

1. Salary Scale Implementation

As of July 1, 2025, the Board had insufficient funds to meet the obligations of the negotiated salary for school year 2025-2026 (1 step, plus 4.5% COLA). Pursuant to Article 5.5, the parties entered into negotiations.

Effective January 1, 2026

1% COLA shall be added to all salary scales.

Effective April 15, 2026

Employees eligible for a step shall receive 1 step.

*Pursuant to Article 11 Longevity Pay, employees eligible for longevity shall receive the negotiated longevity pay.

Bargaining unit employees hired by DCPS with a conditional certificate or without their professional certification or license will receive a \$2,500 deduction from the SPC or Master's lane for years one and two of employment.

CTE Salary Add for Professional Certification Hours (SPC or APC scales)

Joint Workgroup: The Board and Association agree that CTE teachers who complete their professionally required yearly hours of certification requirements in their program areas are important to DCTC student success.

The Board and Association agree to form a joint work group to determine the implementation and the effective date for additional compensation for continued professional certification. Each party may appoint up to three (3) members.

The joint work group shall report their findings and make recommendations to the parties. The implementation and effective date of the CTE Salary Add of Professional Certification Hours shall be by mutual agreement between the parties. The chief negotiators on behalf of the parties shall develop the language of the MOU to be incorporated into the negotiated agreement.

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2. Dorchester Longevity – Teachers who have completed 25 years of service in Dorchester County Public Schools shall receive an additional \$2,000. The \$2,000 longevity shall be added to the teacher salary as reported for retirement purposes.

DCPS Years of Service Retention Incentive Joint Workgroup: The Board and Association agree to recognize and acknowledge the commitment to the school system, students, and the profession by educators serving **thirty (30)** years or more in DCPS. In recognition of this commitment, the Board and Association agree to a joint work group that will address the following:

- (1) Longevity compensation in addition to the longevity pursuant to Article 11.3.2
- (2) Additional Board contribution toward employees' health insurance premium costs.

The joint work group shall report their findings and make recommendations to the parties. The implementation and effective date of the DCPS Years of Service Retention Incentive shall be by mutual agreement between the parties. The chief negotiators on behalf of the parties shall develop the language of the MOU to be incorporated into the negotiated agreement.

3. Steps on this scale do not necessarily equate to years of teaching experience. In future years, efforts will be focused on restructuring the scale to improve the competitiveness of all teachers' salaries and lifetime earnings.
4. Teachers who receive National Board Professional Teaching Standards Certification (NBPTS) shall receive \$2,000 annually, provided their NBPTS certificate remains in good standing.
As outlined in Maryland's Blueprint for Maryland's Future (Section 6-1009 of the Education Article of the Annotated Code), a teacher who holds an active National Board Certification (NBC) and who is primarily responsible and accountable for teaching students in a class, shall be paid \$10,000 annually. An NBC teacher who is teaching at a low-achieving school as defined by the Maryland State Department of Education and identified by the Board of Education shall be paid \$7,000 annually. A teacher that receives the \$7,000 increase while teaching at an eligible school may not lose the salary increase even if the school ceases to be identified as an eligible school.
5. Teachers will move across the salary scale as a result of earning an advanced degree or additional credits.

- 11.4 Bargaining unit members who are administratively-approved to receive compensation and voluntarily participate in after school activities shall receive no less than \$26 per hour beginning in the 2020-2021 SY. Any increase above this amount shall be determined by the Superintendent and provided in the budget. Such activities shall include, but are not limited to, curriculum writing, SIT meetings, professional development, Project Lead the Way, etc.

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- 11.5 Bargaining unit members who teach summer school shall receive no less than \$24 per hour. Any increase above this amount shall be determined by the Superintendent and provided in the budget.
- 11.6 For speech pathologists, the salary, as determined by placement on the approved teachers' salary scale will be increased by \$10,000. Speech pathologists will have 10 additional days added to the number of teacher workdays, and their annual salary will be increased at the per diem rate for these additional days. Speech pathologists with valid National Board Certification will receive an additional \$2,000 annually. This amount will be considered salary for retirement purposes. The following dues and necessary licensure fees will be paid by the Board of Education: ASHA and MSHA annual dues and licensure fees.
- 11.7 School psychologists with valid National Board Certification will receive an additional \$2,000 annually. School psychologists will have ten (10) additional days added to the number of teacher workdays and their annual salary will be increased at the per diem rate for these additional days. These amounts will be considered salary for retirement purposes. The dues and necessary licensure fees to maintain national certification will be paid by the Board of Education.
- 11.8 **Payment of Salary:**
All employees will receive any form of salary or expense reimbursement from the Board of Education via electronic payment to a bank account of the employee's choosing via direct deposit, debit card, or some form of electronic transfer as selected by the Board of Education.
- 11.9 Pupil Personnel Workers (PPW), or any other position paid on the PPW Pay Scale will have twenty (20) additional days added to the number of teacher workdays and their annual salary will be increased at the per diem rate for these additional days. These amounts will be considered salary for retirement purposes.
- 11.10 Bargaining unit members who serve in lead and coordinator roles in DCPS School Programs and Extended Day Programs shall include but are not limited to the following positions and pay:

Lead Teacher/Coordinator - \$33.00 per hour
Teacher Certified - \$30.00 per hour
Guidance Counselor - \$30.00 per hour

Bargaining unit members who serve in the lead role as a teacher coach shall receive an additional \$1,000. This amount shall be added to the teacher's annual salary for retirement purposes.

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The Culinary Arts teacher shall work an additional twenty (20) days. These days shall be paid at the teacher's individual per diem rate and shall be added to the teacher's annual salary for retirement purposes. The principal and teacher shall work together collaboratively to schedule the addition 20 days.

- 11.11 School Counselors shall have ten (10) additional workdays added to their calendar, requiring 199 duty days. The additional days will be paid at their per diem (daily) rate in addition to the Teachers Salary Scale. This amount shall be added to the counselor's salary for retirement purposes.

Stipends for School Counselors: School Counselors shall be provided, based on the annual number of students served (assigned):

251 – 500	\$500.00
501 – 750	\$1,000.00

For the purposes of pay and ensuring annual salary is appropriately made for the contractual year; school counselors' 10 additional days are paid at per diem and included in the school counselors' annual salary calculation of the salary scale.

Payroll includes the 10 days in the payroll calendar as 5 days prior to the start of school and 5 days after school ends to align with the work year payroll periods. The Board and Association recognize that although this payroll calendar of days may work for some school counselors it may not work for all counselor schedules.

The Board and Association agree that school counselors may need to adjust the 10 days as necessary to meet the needs of the individual school sites and school counselors' individual schedules. Six (6) of these days shall be scheduled in collaboration with the school administration.

The school counselor and supervisor shall work in collaboration to schedule four (4) days, and the schedule shall be approved by the supervisor. Two (2) days shall be immediately worked prior to the start of the teachers' first day of work and two (2) days shall be immediately worked after the teachers' last day of work. When meetings are scheduled that impact the school counselors' workday and preparation at their work site, or school counselors must travel from their assigned work site, the supervisor shall provide ten (10) days advance notification.

The school principal will document the days that the counselor has worked on the counselor's time sheet.

11.12 Social Worker Twenty (10) Additional Days Schedule:

For the purposes of pay and ensuring annual salary is appropriately made for the contractual year; social workers ten (10) additional days are included in the social workers' annual salary calculation of the salary scale.

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Payroll includes the workers ten (10) in the payroll calendar as five (5)- days prior to the start of school and five (5) days after school ends to align with the work year payroll periods. The Board and Association recognize that although this payroll calendar of days may work for some social workers' it may not work for all social workers' schedules.

The Board and Association agree that social workers may need to adjust the ten (10) days as necessary to meet the needs of the individual school sites and school counselors' individual schedules. The social worker and supervisor shall work in collaboration to schedule five (5) days, and the schedule shall be approved by the supervisor. Five (5) days shall be scheduled in collaboration with the school administration.

Five (5) days shall be immediately worked prior to the start of the teachers' first day of work and five (5) days shall be immediately worked after the teachers' last day of work. When meetings are scheduled that impact the social workers' workday and preparation at their work site, or social workers must travel from their assigned work site, the supervisor shall provide ten (10) days advance notification.

The school principal will document the days that the school social worker has worked on the school social workers time sheet.

11.13 Maryland Blueprint Career Ladder and Salary Enhancements:

National Board Certification: \$10,000

Maintenance of Certification (MOC):

- 1st MOC: \$8,000
- 2nd MOC: \$7,000
- 3rd MOC: \$6,000

Maryland Blueprint Career Ladder Level 4 Lead Teacher/Distinguished Teacher

COMAR §6-1004:

Lead Teachers must be able to lead, have the skills and knowledge to mentor, have sufficient research expertise to lead teams of teachers in developing programs, curriculum, teaching techniques, and other interventions as well as to evaluate the interventions, and teach utilizing culturally responsive and trauma-informed pedagogy.

Lead teachers shall teach in the classroom on average 50% of the teacher's working time and remaining time on other teacher activities including mentoring and leading workshops and demonstrations on the school level

Lead teachers are selected from a list of qualified candidates provided by distinguished teachers and professor distinguished teachers.

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Distinguished Teachers must demonstrate exceptional skills as a lead teacher (this would be a performance based promotion). Distinguished teachers shall teach in the classroom on average 40% of the teacher's working time and spend the remaining time on teacher activities including mentoring lead teachers and leading workshops and demonstrations at the school and district level.

Distinguished teachers are selected from a list of qualified candidates provided by professor distinguished teachers.

Salary Enhancements for Career Ladder Participants Level IV Teachers
(Cumulative Enhancements):

- Lead Teacher: \$5,000
- Distinguished Teacher: \$10,000

Additional Provisions

Promotions to Level 4 Lead Teacher shall be in compliance with the requirements of the Maryland Blueprint Law.

The Superintendent of Schools will determine the number and placement of Level IV positions based on district needs.

Career Ladder Level 4 Work Day:

- The duty day for Level IV Teachers on the Career Ladder shall not exceed 8 hours.
- Lead Teacher (or any Level IV teacher) shall be paid per diem for any hours required to be worked over the negotiated 8-hour workday; the parties agree that any time a Level IV teacher is required to work beyond the negotiated 8-hour workday, they shall be paid their hourly rate of pay, inclusive of all salary enhancements.

**Article 12
EXTRA DUTY PAY**

12.1 Extra Pay for Extra Duties

It is agreed that certain functions require time that is beyond that which is customary for teachers. Extra compensation for such functions will be made under the following conditions:

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1. All assignments shall be voluntary. If a volunteer is not available, and the principal is unable to secure a volunteer from within the county schools, the Board may assign a teacher for a period not to exceed the respective school year.

There shall be a conference with the assigned teacher prior to the effective date of the assignment.

3. Teachers interested in volunteering for extra pay for extra duty activities are required to receive permission from their Supervisor/Principal and

4.

indicate their intentions, in writing, to the Superintendent or his/her designee by May 1 of each school year.

2. Proposed changes in types of activities or the number of teachers assigned should be included in the regular school budget proposal as presented by the principal in the school year preceding the change.

Otherwise, the list as shown in 12.2 will prevail. The specific activities and the number of teachers assigned to each activity in each school shall be determined by the Board.

3. Payment will be made in one lump sum for each activity. Such payment will be made on the second pay date following receipt of verification from the school principal that the activity has been completed.
4. Teachers who serve as coaches and assistant coaches outside the regularly assigned building may be allowed to leave the building at the end of the student day to fulfill their contractual obligations as coaches, at the principal's discretion. Substitute costs shall be the responsibility of the school where the teacher is coaching.
5. There is no tenure for extra duty assignments.
6. Extra duty assignments shall not be tied to classroom observations or evaluations, except for those programs which are a direct outgrowth of classroom activities and the teacher is compensated for coordinating and supervising the activity.

12.2 The amounts presented below are based upon the calculations included in previous contracts.

Activity	Level I 1-5 years	Level II 6-10 years	Level III 11-15 years	Level IV 16+ years
Tier I				

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Athletic Director (HA) 2A	\$3,519	\$3,735	\$3,956	\$4,173
Athletic Director (HA) 1A	\$3,076	\$3,297	\$3,519	\$3,735
Tier II				
Varsity Football	\$2,860	\$3,076	\$3,297	\$3,484
Band Director (Football)				
Tier III				
Varsity Basketball	\$2,638	\$2,860	\$3,045	\$3,297
Varsity Wrestling				
Band Director				
Tier IV				
Varsity Cross Country Head Coach	\$2,200	\$2,416	\$2,638	\$2,860
Varsity Baseball				
Varsity Volleyball				
Varsity Lacrosse				
Varsity Soccer				
Varsity Softball				
Varsity Swimming				
Varsity Tennis				
Varsity Track & Field				
JV Football Head Coach				
JV Basketball Head Coach				
Tier V				
Chorus	\$1,757	\$1,979	\$2,200	\$2,416
Musical Play				
Cheerleading (1 season) 2 season max.				
Assistant Varsity Football				
Assistant Varsity Basketball				
Assistant Varsity Wrestling				
SkillsUSA Lead Advisor				
Tier VI				
Band Front	\$1,540	\$1,757	\$1,979	\$2,220
Golf Head Coach				
School Play (Non-Musical)				
Tier VII				
Yearbook	\$1,319	\$1,540	\$1,757	\$1,979
Newspaper				
School Play (Musical) Assistant Director				

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It's Academic/Mock Trial				
Varsity Assistant Baseball				
Varsity Assistant Volleyball				
Varsity Assistant Lacrosse				
Varsity Assistant Soccer				
Varsity Assistant Softball				
Varsity Assistant Tennis				
Varsity Assistant Swimming				
Varsity Assistant Track & Field				
Varsity Assistant Cross Country				
JV Head Coach Baseball				
JV Head Coach Soccer				
JV Head Coach Softball				
JV Assistant Football				
Cheerleading Assistant Coach				
JV Head Coach Volleyball				
Tier VIII				
VTR	\$1,104	\$1,319	\$1,540	\$1,757
School Play (Non-Musical) Assistant Director				
Bocce Athletic Head Coach				
Tier IX				
Middle School Band	\$774	\$991	\$1,212	\$1,433
Middle School Chorus				
Bocce Athletic Assistant Coach				
JV Assistant Coaches not specified in another Tier *				
Middle School Band Front Advisor				
Performing/Marching Elementary Band Director				
SDS will pay 50% of each activity for a combined Band/Chorus Advisor				
Supervision Advisors (No experience Multiplier)				
Student Government Advisor (HS)	\$1,104			
Foreign Language/Travel Advisor				

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Key Club Advisor			
Envirothon Advisor			
National Honor Society Advisor			
AVID Coordinator			
Teacher Mentor	\$1,500		
PLTW Coordinator			
Future Farmers of America Advisor	\$660		
Prom Advisor		\$660	
Freshman Class Advisor			
Sophomore Class Advisor			
Junior Class Advisor			
Senior Class Advisor			
Art Honor Society			
Music Honor Society			
Hispanic Honor Society			
Math Honor Society			
Dorchester Career and Technology Center Honor Society			
All positions are considered to be High School Level unless noted otherwise			
* Assistant JV Coaches are assigned to programs based on need and budget.			

**Article 13
INSURANCE BENEFITS**

13.1 Health Care

1. The Board agrees to provide group health, prescription, vision, and dental insurance plan(s) provided by the Eastern Shore of Maryland Educational Consortium Health Insurance Trust. At no time shall Bargaining Unit Members be without Board sponsored health care plan(s).
 - a. Copays, deductibles, out of pocket expenses, and plan specifics will be determined by the ESMEC Health Alliance Trustees. The ESMEC Trustees will determine changes by December 31st of each year, to take effect by September 1st of the following year. Following December 31st, the parties will have an opportunity to discuss, review, and study the

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changes. The impact on any increased cost associated with changes to the health insurance plans outlined herein remain a subject of bargaining, including premium cost sharing or other financial considerations.

- b. The parties will form a stakeholders’ advisory/wellness committee consisting of three (3) representatives of the Board of Education, three (3) representatives of DE-TCH, three (3) representatives of DE-ESP, and one (1) retired representative from the Dorchester Retired Teachers Association (DRTA) to meet within two weeks of each meeting of the consortium to discuss matters concerning health insurance coverage. The chairs and the co-chairs of the advisory committee will be responsible for convening the meeting. Part of the responsibilities of the committee will be to examine current practices and policies and benefits in an effort to find ways to educate bargaining unit members on the benefit plans of the healthcare, including preventative care.

Appointment of Trustees: One Trustee to the ESMEC Health Alliance will be nominated by the Superintendent and appointed by the Board. Dorchester Educators shall seek applicants from the bargaining unit employees, to serve as the second trustee to the ESMEC Health Alliance. After review of all interested applicants DE shall endorse a candidate for approval and appointment by the Board as the second trustee to the ESMEC Health Alliance.

- c. Prior to September 1 of each year, active benefit eligible employees able to obtain medical coverage elsewhere may waive medical coverage provided by the Board and with proof of ACA acceptable medical coverage elsewhere, (copy of “Member Certificate of Coverage or policy”), will receive \$1,000 compensation to be paid out over the year in 20 equal pays.

- 2. Premium Costs - The Board’s contribution toward the plans will be:
Active Employees: Board and Employee contribution dollar amount rates shall be revised to reflect contribution percentage rates per selected plan benefit as follows:

EPO (Exclusive provider Organization) Plan:	% of Board Contribution	% of Employee Contribution
Individual Plan	95%	5%
Parent/Child	85%	15%
Husband/Wife	85%	15%
Family	85%	15%

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Active Employees: Board and Employee contribution dollar amount rates shall be revised to reflect contribution percentage rates per selected plan benefit as follows:

PPN (Preferred Provider Network) Plan:	% of Board Contribution	% of Employee Contribution
Individual Plan	92%	8%
Parent/Child	83%	17%
Husband/Wife	83%	17%
Family	83%	17%

- 13.2 Retired teachers have the option of remaining in the group at their expense, including dental coverage, provided they notify the Board of Education within thirty (30) days of retirement.
- 13.3 The Board will provide to former employees who retire with fifteen (15) consecutive years or more service with the Board, an opportunity to purchase individual health insurance, including dental coverage at an additional cost to the retiree, through one of the Board's health care plans, with a contribution to be funded by the Board. The contribution offered will be based on the number of years of service with the Board.

Board and Retiree contribution dollar amount rates shall be revised to reflect contribution percentage rates per selected plan benefit as follows:

Years of Service	<u>65 and Over Medicare Supplement</u>		<u>Under 65</u>			
	Board %	Retiree %	<u>EPO PPN</u>		<u>EPO PPN</u>	
			Board %	Retiree %	Board %	Retiree %
30+ years	78%	22%	63%	60%	37%	40%
20 – 29 years	74%	26%	57%	55%	43%	45%
15 – 19 years	70%	30%	51%	49%	49%	51%

NOTE: Dental coverage is optional for an additional cost.

If an employee is currently enrolled in the board-sponsored health care plan and has been for at least one (1) year prior to retirement, the retiree will have the option to make a one-time benefit election to continue in the Board-sponsored health care plan or to receive the specified subsidy above as a payment toward the cost of a health insurance plan selected by the retiree. This provision only applies to retirees that retired on or after July 1, 2014. In order to receive the board subsidy toward health care, the retiree will have to either be enrolled in the Board's health care program, or at least annually supply proof of payment to a health insurance program where

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the amount paid by the retiree equals or exceeds the Board subsidy. **Example of payment verification is a “*Member Certificate of Coverage.*”** The subsidy paid by the Board shall not exceed the total premium for the plan selected and paid for by the retiree.

13.4 Employees will be notified of the next year’s proposed health insurance rates and costs by May 15. This rate may change as per negotiations.

13.5 Employee Short Term / Long Term Disability Insurance Coverage
The Board shall make available Short Term / Long Term Disability Insurance coverage. All bargaining unit eligible employees shall have the option to enroll and purchase plans provided by the Board.

13.6 Life Insurance
The Board shall pay for each teacher the full premium of \$50,000 worth of term life insurance, with an additional \$50,000 of accidental death and dismemberment coverage, for a maximum benefit of \$100,000.

13.7 Flexible Spending Plan
The Board provides a Flexible Spending Plan. The Board shall determine the administration and benefits available through the plan and may discontinue the plan at the Board’s discretion. These funds may be used for medical, dental, prescription, vision or other medical costs that are permitted by federal and state regulations for payment from a flex spending account.

13.8 Employee Assistance Program
The Board provides an Employee Assistance Program (EAP) for employees who voluntarily seek or are directed by the Board to seek assistance. The Board shall determine the administration and benefits available through the plan and may discontinue the plan at the Board’s discretion.

**Article 14
GRIEVANCE PROCEDURE**

14.1 Definitions

1. Aggrieved Party - a teacher or group of teachers or the Association filing a grievance.
2. Grievance - a written statement by an aggrieved party that a controversy, dispute, or disagreement of any kind or character exists arising out of or in any way involving interpretation or application of the terms of this Agreement. The grievance must be filed on the appropriate form (14.5) and signed by the aggrieved party.
3. Employer - the Board of Education or its administrative officers.

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5. Days - working days.
6. Time Limits - if the employer fails to answer within the time limits provided, the grievance may be appealed to the next step. If the grievant fails to appeal within the time limits provided, it shall be deemed as acceptance of the employer's disposition of the claim.

14.2 Procedural Steps

All grievances must be initiated within fifteen (15) days from the date of its occurrence or the date the grievant knew or should have known of the act or condition which is the basis of the complaint. The aggrieved party may file a grievance with the immediate supervisor.

1. Step 1 - The school principal or the designated representative shall have ten (10) days to give a written decision after receipt of the grievance.
2. Step 2 - If the grievance is not settled in Step 1, the aggrieved party, within ten (10) days, may move it to Step 2 by written notice to the Superintendent of Schools. The Superintendent of Schools or the designated representative shall have ten (10) days to give a written decision after receipt of the grievance.
3. Arbitration- If the grievance is not settled in Step 2, within ten (10) days the association may move the matter to arbitration. The Board and the Association will attempt to agree upon a mutually acceptable arbitrator and obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties will then be bound by the rules and procedures of the American Arbitration Association.
4. Jurisdiction and Authority of Arbitrator- The jurisdiction and authority of the arbitrator and his opinion and award shall be confined to the express provision or provisions of this Agreement at issue between the Association and the Board. He shall have no authority to add, alter, detract from, amend, or modify any provision of this Agreement, or to make any award which will in any way deprive the Board of any of the powers delegated to it by law and not encompassed in this Agreement. The award of the arbitrator, in writing, except if set aside by a court of competent jurisdiction, shall be final and binding on the aggrieved teacher or teachers, the Association, and the Board. The arbitrator's decision shall be made within thirty (30) days of the presentation of the case. The cost for the services of the arbitrator shall be shared equally by the parties.

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14.3 Association Representation

All teachers shall have the right of Association representation at each step of the grievance procedure. Any individual teacher or group of teachers shall have the right to present grievances to their employer and to have such grievances adjusted without the intervention of the Association as long as the adjustment is not inconsistent with the terms of the Agreement and the Association has been given opportunity to be present and

make statements at such adjustment. Copies of employer decision given at any step of the grievance procedure in any grievance whatsoever shall be delivered to the Association. No grievance may be submitted to arbitration without the consent of, and representation by, the Association.

14.4 No Reprisals

No reprisals shall be invoked against any teacher for processing a grievance or participating in any way in the grievance procedure.

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14.5 Grievance Form

DORCHESTER EDUCATORS-Teachers
5A Cedar Street, , Cambridge, MD 21613

INSTRUCTIONS: Please type or print.

Section Violated:

Date of Alleged Violation:

Description:

Remedy Requested:

Signature of Grievant: _____ Date: _____

STEP 1 Date Received: _____ Initials: _____

Administrative Disposition: [] Denied [] Granted

Reason:

Signature of Appropriate Administrator: _____ Date: _____

Date the reply was received by Grievant: _____

Date copies were distributed to Parties in Interest: _____

STEP 2 Date Received: _____ Initials: _____

Administrative Disposition: [] Denied [] Granted

Reason:

Signature of Appropriate Administrator: _____ Date: _____

Date the reply was received by Grievant: _____

Date copies were distributed to Parties in Interest: _____

STEP 3 – Arbitration

Signature of Association President: _____ Date: _____

Date Received by Superintendent: _____ Date: _____

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ARTICLE 15: DURATION AND FUNDING

This agreement shall become effective July 1, 2023, and remain in force and effect through June 30, 2026. In the event that any portion of this Agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance and remainder of this Agreement shall remain in full force and effect.

Any item in this Agreement that the Board is unable to fund due to the lack of funding or the budget actions taken by the Board of Education, Dorchester County Council, or the State of Maryland, shall be subject to further negotiations. Only the items not funded as determined by the budget of the Board of Education shall be subject to further negotiations.

Financial Resources:

If during the contract period additional savings are realized, the Board receives additional funds and/or additional funds are available from the State and/or County and/or Federal government (such as, but not limited to, ARP, CARES, ESSR and the Blueprint for Maryland's Future), the parties agree to return to the bargaining table.

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ADDENDUM BETWEEN DORCHESTER EDUCATORS
(TEACHER BARGAINING UNIT)
AND
THE BOARD OF EDUCATION OF DORCHESTER COUNTY

Effective School Year 2025-2026

This Addendum is made by and between the Board of Education of Dorchester County (the “County Board” or “BOE”) and the Dorchester Educators Teacher Bargaining Unit (the “Association” or “DE”) . The Dorchester Board and Association will be referred to collectively as “the Parties.”

1. Pursuant to Article 1.1 of the Negotiated Agreement, the Parties agree that the following positions shall be included in the teacher bargaining unit:
 - Avid Literacy Coach
 - Part-time/17.5 hours per week or 700 hours per year
 - \$35 per hour
 - Mentor Development Specialists
 - Part-time/15-22.5 hours per week
 - \$35 per hour

Because both of the aforementioned positions are part-time positions, the Parties agree that neither are eligible for Board sponsored health insurance as specified in the collective bargaining agreement (Article 13). If, however, the number of work hours increase, the board shall comply with the regulations of federal law to meet Employer requirements specified in the Affordable Healthcare Act as well as the Negotiated Agreement.

All other benefits of the Negotiated Agreement shall be pro-rated based upon hours worked.

2. **Teacher Mentors:** The Parties further agree to expand Extra Duty Pay outlined in Article 12.2 of the Negotiated Agreement to include Teacher Mentors who complete professional development in mentoring and are assigned to beginning or non-tenured teachers. The “Supervision Advisors” list shall include “Teacher Mentors” and the rate of compensation shall be \$1,500.

Community School Social Worker full time position is a dual role and shall not be construed as two positions under this title. Community School Social Workers shall provide their assigned school, social worker support in coordinated clinical case management, the social worker role shall not be aligned with a full time school social worker daily responsibilities. The Community School Social Worker priorities as outlined in the job description are community school network, interface, integration, development and implementation. This shall be placed on the Social Worker Scale, positions shall be filled based on the needs of the school district.

The language of this addendum shall be incorporated into the negotiated agreement.

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DORCHESTER EDUCATORS-TEACHERS

Date

DE-Teachers President

Date

DE-Teachers Vice-President

Date

DE- Theresa Miles, Teachers Chief Negotiator

BOARD OF EDUCATION OF DORCHESTER COUNTY

Date

Sheri Hubbard, President

Date

Dr. Jymil Thompson, Superintendent

Date

Dr. Michael W. Collins, Chief Negotiator

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BOARD OF EDUCATION OF DORCHESTER COUNTY

TEACHERS SALARY SCALE (189 Duty Days)

FY 2026 - 25 Step Scale January 1, 2026 1% Increase

STEP	Standard Professional Certificate	Advanced Professional Certificate	Master's Degree	Master's +30 Degree	Doctorate Degree
1	55948	57347	61086	63940	66940
2	55948	57347	61086	63940	66940
3	55948	57347	61086	63940	66940
4	55948	57683	62799	65653	68653
5	55948	58282	63369	65653	68653
6	55948	58865	63940	66795	69795
7	55948	58865	65082	67937	70937
8	55948	61599	65653	69078	72078
9	55948	62781	66224	71933	74933
10	55948	63806	67366	74216	77216
11	55948	66045	69649	75929	78929
12	55948	68787	70791	79925	82925
13	55948	69291	71362	82209	85209
14	55948	71082	73075	83351	86351
15	55948	72896	75358	90201	93201
16	55948	73769	75929	90201	93201
17	55948	74530	76500	90201	93201
18	55948	75896	78213	90201	93201
19	55948	77015	78784	90201	93201
20	55948	78470	81638	92485	95485
21	55948	79478	82380	92485	95485
22	55948	81112	83351	92485	95485
23	55948	82276	84493	92485	95485
24	55948	83396	85635	92485	95485
25	55948	85634	87917	92485	95485

Dorchester Longevity: Teachers who have completed 25 years of service in Dorchester County Public Schools shall receive an additional \$2,000.00

Steps on this scale do not necessarily equate to years of teacher experience. In future years, efforts will be focused on restructuring the scale to improve the competitiveness of all teachers' salaries and lifetime earnings.

Teachers who have not met the requirements for Standard Professional Certificate or higher or lose their certificate status will have their salaries reduced by \$2,500.00

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SCHOOL COUNSELORS SALARY SCALE (199 Duty Days)

FY 2026 - 25 Step Scale January 1, 2026 1% Increase

STEP	Standard Professional Certificate	Advanced Professional Certificate	Master's Degree	Master's +30 Degree	Doctorate Degree
1	58908	58908	64318	67324	70324
2	58908	58908	64318	67324	70324
3	58908	58908	64318	67324	70324
4	58908	58908	66121	69126	72126
5	58908	58908	66723	69126	72126
6	58908	58908	67323	70328	73328
7	58908	58908	68526	71531	74531
8	58908	58908	69126	72733	75733
9	58908	58908	69728	75739	78739
10	58908	58908	70930	78143	81143
11	58908	58908	73335	79948	82948
12	58908	58908	74536	84154	87154
13	58908	58908	75138	86559	89559
14	58908	58908	76941	87760	90760
15	58908	58908	79345	94974	97974
16	58908	58908	79947	94974	97974
17	58908	58908	80548	94974	97974
18	58908	58908	82351	94974	97974
19	58908	58908	82952	94974	97974
20	58908	58908	85958	97379	100379
21	58908	58908	86738	97379	100379
22	58908	58908	87760	97379	100379
23	58908	58908	88963	97379	100379
24	58908	58908	90165	97379	100379
25	58908	58908	91307	97379	100379

Dorchester Longevity: Teachers who have completed 25 years of service in Dorchester County Public Schools shall receive an additional \$2,000.00

Steps on this scale do not necessarily equate to years of teacher experience. In future years, efforts will be focused on restructuring the scale to improve the competitiveness of all teachers' salaries and lifetime earnings.

Teachers who have not met the requirements for Standard Professional Certificate or higher or lose their certificate status will have their salaries reduced by \$2,500.00

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PSYCHOLOGIST SALARY SCALE (199 DUTY DAYS)

FY 2026 - 25 Step Scale January 1, 2026 1% Increase

STEP	Standard Professional Certificate	Advanced Professional Certificate	Master's Degree	Master's +30 Degree	Doctorate Degree
1	71224	77434	75792	78634	81634
2	71224	77434	75792	78634	81634
3	71818	77434	76558	79330	82330
4	74061	77434	78991	81874	84874
5	74644	77434	80256	83197	86197
6	75233	77434	81547	84546	87546
7	75828	77434	82205	85922	88922
8	76429	77434	85331	89283	92283
9	77036	77434	86003	90207	93207
10	77434	77434	87936	90927	93927
11	77434	77434	89330	92382	95382
12	77434	77434	90753	93865	96865
13	77434	77434	92204	95378	98378
14	77434	77434	93685	96922	99922
15	77434	77434	95195	98497	101497
16	77434	77434	96733	100102	103102
17	77434	77434	98305	101741	104741
18	77434	77434	99906	103411	106411
19	77434	77434	100589	104234	107234
20	77434	77434	100744	104392	107392
21	77434	77434	102445	106165	109165
22	77434	77434	104180	107972	110972
23	77434	77434	105948	109817	112817
24	77434	77434	107753	111699	114699
25	77434	77434	109616	114712	117712

Dorchester Longevity: Teachers who have completed 25 years of service in Dorchester County Public Schools shall receive an additional \$2,000.00

Steps on this scale do not necessarily equate to years of teacher experience. In future years, efforts will be focused on restructuring the scale to improve the competitiveness of all teachers' salaries and lifetime earnings.

Teachers who have not met the requirements for Standard Professional Certificate or higher or lose their certificate status will have their salaries reduced by \$2,500.00

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BOARD OF EDUCATION OF DORCHESTER COUNTY

SPEECH PATHOLOGIST SALARY SCALE (199 DUTY DAYS)

FY 2026 - 25 Step Scale January 1, 2026 1% Increase

STEP	Standard Professional Certificate	Advanced Professional Certificate	Master's Degree	Master's +30 Degree	Doctorate Degree
1	71226	77435	75794	78636	81636
2	71226	77435	75794	78636	81636
3	71820	77435	76560	79331	82331
4	74062	77435	78992	81876	84876
5	74646	77435	80258	83199	86199
6	75235	77435	81547	84547	87547
7	75830	77435	82205	85924	88924
8	76430	77435	85333	89284	92284
9	77037	77435	86005	90209	93209
10	77435	77435	87939	90928	93928
11	77435	77435	89331	92384	95384
12	77435	77435	90756	93867	96867
13	77435	77435	92206	95379	98379
14	77435	77435	93687	96924	99924
15	77435	77435	95197	98498	101498
16	77435	77435	96736	100103	103103
17	77435	77435	98307	101742	104742
18	77435	77435	99907	103413	106413
19	77435	77435	100590	104236	107236
20	77435	77435	100746	104393	107393
21	77435	77435	102446	106167	109167
22	77435	77435	104180	107974	110974
23	77435	77435	105949	109820	112820
24	77435	77435	107755	111701	114701
25	77435	77435	109617	114713	117713

Dorchester Longevity: Teachers who have completed 25 years of service in Dorchester County Public Schools shall receive an additional \$2,000.00

Steps on this scale do not necessarily equate to years of teacher experience. In future years, efforts will be focused on restructuring the scale to improve the competitiveness of all teachers' salaries and lifetime earnings.

Teachers who have not met the requirements for Standard Professional Certificate or higher or lose their certificate status will have their salaries reduced by \$2,500.00

**Negotiated Agreement
DORCHESTER EDUCATORS - TEACHERS
for the
2025-2026 School Year**

SOCIAL WORKERS SALARY SCALE (199) DUTY DAYS)

FY 2026 - 25 Step Scale January 1, 2026 1% Increase

STEP	Standard Professional Certificate	Advanced Professional Certificate	Master's Degree	Master's +30 Degree	Doctorate Degree
1	56533	56533	66248	69345	72345
2	56533	56533	66248	69345	72345
3	57286	57286	66248	69345	72345
4	60156	60156	68105	71200	74200
5	60760	60760	68724	71200	74200
6	61366	61366	69345	72438	75438
7	61366	61366	70582	73675	76675
8	61366	61366	71200	74917	77917
9	61694	61694	71820	78010	81010
10	61694	61694	73058	80487	83487
11	61694	61694	75534	82344	85344
12	61694	61694	76772	86678	89678
13	61694	61694	77392	89155	92155
14	61694	61694	79249	90393	93393
15	61694	61694	81727	97824	100824
16	61694	61694	82344	97824	100824
17	61694	61694	82964	97824	100824
18	61694	61694	84821	97824	100824
19	61694	61694	85441	97824	100824
20	61694	61694	88537	100300	103300
21	61694	61694	89340	100300	103300
22	61694	61694	89340	100300	103300
23	61694	61694	91631	100300	103300
24	61694	61694	92868	100300	103300
25	61694	61694	92975	100300	103300

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**Negotiated Agreement
DORCHESTER EDUCATORS - TEACHERS
for the
2025-2026 School Year**

DORCHESTER EDUCATORS-TEACHERS

10/28/2025
Date

Kate Cole
DE-Teachers President

11/3/2025
Date

Erick
DE-Teachers Vice-President

10/22/2025
Date

Theresa Y. Miles
DE- Theresa Miles, Teachers Chief Negotiator

BOARD OF EDUCATION OF DORCHESTER COUNTY

10/23/2025
Date

Sheri Hubbard
Sheri Hubbard, President

10/23/2025
Date

Dr. Jymil Thompson
Dr. Jymil Thompson, Superintendent

10.22.25
Date

[Signature]
Dr. Michael W. Collins, Chief Negotiator