

Board Action Summary

An Outline of the Chief Executive Officer's Recommendation to the Board of Education

New Program: Yes No **X**

Modified Program: Yes **X** No

Subject: Approval of the New Negotiated Agreement for the Board of Education and the Prince George's County Educators' Association (PGCEA) for the period July 1, 2022 through June 30, 2025.

Abstract and Highlights: Negotiation teams of the Board of Education and the Prince George's County Educators' Association met during fiscal year 2022 to negotiate language and compensation improvements for a new three year contract. Tentative agreement was reached on the majority of items; however, impasse was agreed upon by the parties in June 2022. Impasse proceedings yielded tentative agreement of a three year contract on August 5, 2022.

Language improvements include such items as increased planning time for teachers; increased self-directed professional development time; a half day at the end of the first three quarters for completion of student grading at an alternate location of choice; collaborative planning, lesson planning, evaluation, and teacher observation enhancements; voluntary transfer changes; health and safety measures; leave entitlements for care of family members; and other administrative changes.

Compensation improvements include a step increase in each fiscal year; COLA improvements of 6% for FY23, 4% for FY24 and 3% for FY25; increased hourly compensation for substituting; eleven (11) month service for Pupil Personnel Workers, Professional School Counselors and Athletic Directors; supply stipend for all Unit I employees; compensation for service at overnight outdoor education sites; 100% improvement in the tuition reimbursement fund; increased compensation for National Board Certification; 1% differential for top of the scale members and other improvements.

The Chief Executive Officer recommends that the Board of Education approve the negotiated language changes and compensation improvements for the Prince George's County Educators' Association employees and all Unit I members.

Budget Implications: FY23 Improvements, \$94,624,723

Staffing Implications: NA

School(s) Affected: NA

Preparation Date: September 15, 2022

Person Preparing: Howard A. Burnett

Board Agenda Introduction Date (Budget Consent): September 22, 2022

Board Action Date (Budget Consent): September 22, 2022

Endorsed:  Digitally signed by Lisa
DN: cn=Lisa, o=our-howell,
email=lisa.howell@pgcps.org, c=US
Date: 2023.05.11 06:41:07 -04'00'

Chief Financial Officer

Approved: 

Chief Executive Officer

PRINCE GEORGE'S COUNTY PUBLIC SCHOOLS
Upper Marlboro, Maryland 20772

RESOLUTION

WHEREAS, negotiating teams for the Board of Education and the Prince George's County Educators' Association met to negotiate language and compensation changes for a new three year agreement during fiscal year 2022. The teams reached tentative agreement on the majority of items proposed; however, impasse was agreed upon by the parties in June 2022. Impasse proceedings yielded a tentative agreement of a new three year contract on August 5, 2022; and

WHEREAS, agreement was reached on such items as enhanced compensation, increased planning time; increased self-directed professional development time; collaborative planning, lesson planning, evaluation, and teacher observation enhancements; voluntary transfer changes, health and safety measures; leave entitlements for care of family members; and other administrative changes; and

WHEREAS, the Chief Executive Officer recommends that the Board of Education authorize a 6% COLA, a one step increase for eligible Unit I employees, and a \$1,000 retention bonus effective July 1, 2022. The Chief Executive Officer recommends that the Board of Education authorize a 4% COLA and a one step increase for eligible Unit I employees effective July 1, 2023. The Chief Executive Officer recommends that the Board of Education authorize a 3% COLA and a one step increase for eligible Unit I employees effective July 1, 2024; other compensation improvements; and

WHEREAS, the Chief Executive Officer recommends that the Board of Education approve all of the provisions stated for the subject employees and appropriations will be included in the Fiscal Operating Budgets to be adopted by the Board of Education to fund the compensation changes;

THEREFORE, BE IT RESOLVED, that the Board of Education of Prince George's County approves the negotiated agreement with compensation changes for FY23 through FY25 for PGCEA and all Unit I employees.

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| Submitted by: | <u>Dr. Monica Goldson, CEO</u> |
| Prepared by: | <u>Howard A. Burnett</u> |
| Agenda Date: | <u>September 22, 2022</u> |
| Discussion: | _____ |
| First Reader: | _____ |
| Second Reader: | _____ |
| Consent Agenda: | _____ |
| Budget Consent: | <u>September 22, 2022</u> |
| Emergency: | _____ |
| Amended: | _____ |
| Deferred: | _____ |
| Tabled: | _____ |
| Approved by the Board: | _____ |