

COLA Proposal

Bargaining for the Common Good ~ April 1, 2025

Data indicate that PGCPS loses, on average, approximately 10% of its teaching workforce annually with about half (50.1%) of the vacancies resulting from resignations to positions in neighboring, higher-paying jurisdictions.

- PGCPS Strategic Plan

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<https://www.pgcps.org/globalassets/offices/accountability/docs---accountability/sprm/2021-2026-equity-strategic-plan.pdf>

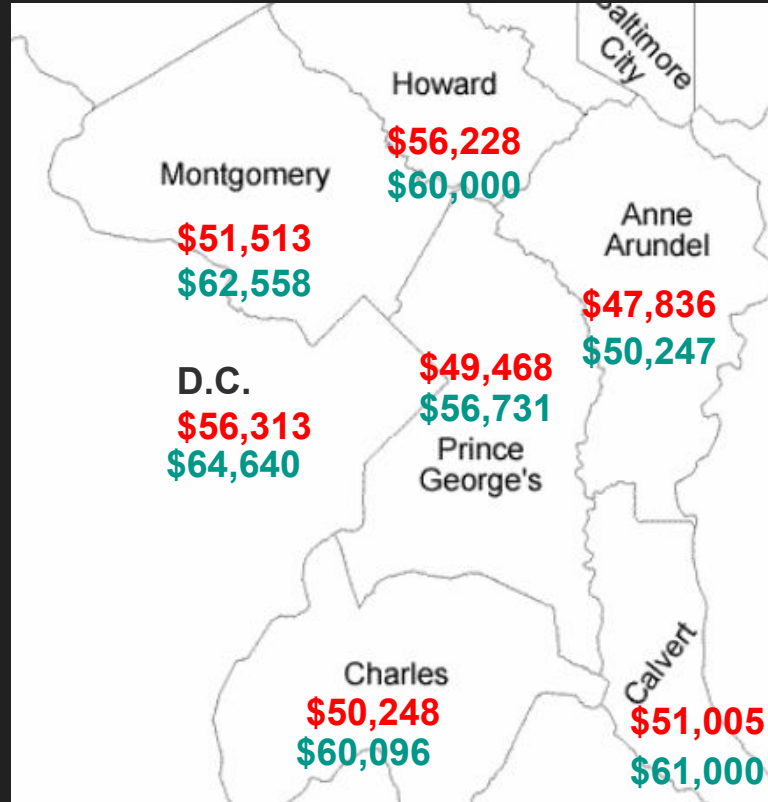
PGCPS vs the Capital Region

MCPS

- SY25-26: \$64,591
- SY26-27: \$66,690

DCPS

- SY25-26: \$66,580
- SY26-27: \$68,577
- SY27-28: \$71,320



Last Negotiation's Starting Salary (3 years ago)

Current Year Starting Salary

Data indicate that PGCPS loses, on average, approximately 10% of its teaching workforce annually with about half (50.1%) of the vacancies resulting from resignations to positions in neighboring, higher-paying jurisdictions.

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But what about the potential teachers who see how our pay scale compares and don't even give us a chance?

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MSDE Educator Workforce Dashboard

	Salary	Teacher Retention		Average Length of Service		New Hires		
	SY 24-25 (current)	Percentage	% Points Yearly Change	Years	% Change Yearly	Quantity	% of all Teachers	Quantity Change
DCPS	\$64,640	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Montgomery	\$62,558	91.2	0.6	13.8	1.5	915	7.60%	51
Calvert	\$61,000	89.3	-0.3	16.8	*	93	9.40%	-12
Howard	\$60,000	90.8	1.7	14.9	0.9	349	8%	-114
Charles	\$60,096	84.7	0.5	11.2	0.3	268	14.6%	13
Prince George's	\$56,731	86.8	1.2	9.6	-0.3	945	10.5%	141
Anne Arundel	\$50,247	87.4	2	11.8	0.3	737	12.00%	-12
State		89.5	0.6	12.4	0.6	6514	10.30%	267

- **As salary increases, the teacher retention % tends to increase**
- **As salary decreases, the % of teachers who are new hires tends to increase**
- **We are the only district with a negative % change in average length of service**
- **Our new hire rate was 38% higher than Montgomery County Public Schools**

This is unsustainable.

We can't keep
falling behind.

This is what we're up against:

	SY 24-25 (current)	SY 25-26 (Year 1)	SY 26-27 (Year 2)	SY 27-28 (Year 3)
DCPS	\$64,640	\$66,580	\$68,577	\$71,320
Montgomery	\$62,558	\$64,591	\$66,690	?
Prince George's	\$56,731			

This is what we need to do:

	SY 24-25 (current)	SY 25-26 (Year 1)	SY 26-27 (Year 2)	SY 27-28 (Year 3)
DCPS	\$64,640	\$66,580	\$68,577	\$71,320
Montgomery	\$62,558	\$64,591	\$66,690	?
Prince George's	\$56,731	\$64,404 (10%)	\$68,020 (9%)	\$73,462 (8%)

We propose a 10% / 9% / 8% COLA over the 3 years of this agreement.