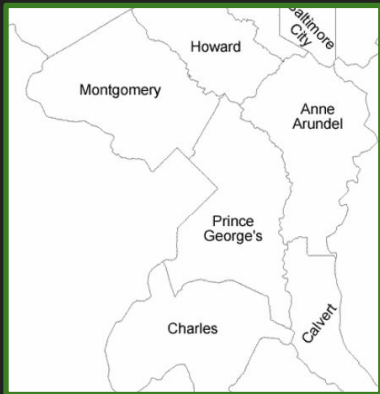


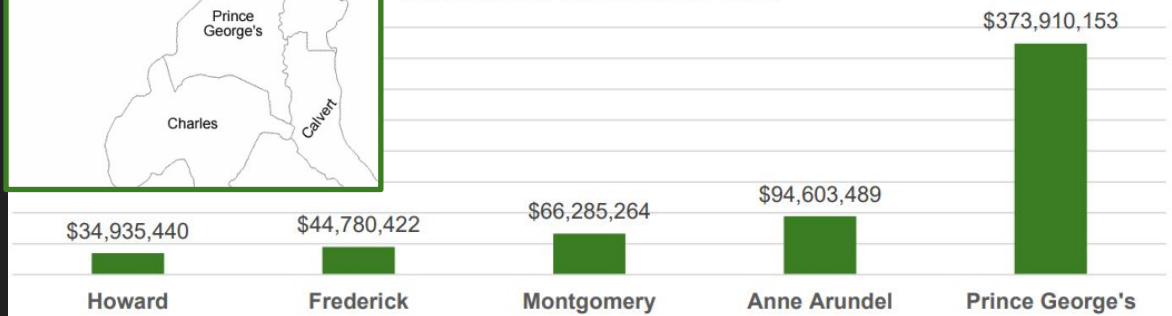
COLA Proposal

Bargaining for the Common Good ~ May 20, 2025

PGCPS has a fund balance that exceeds neighbors



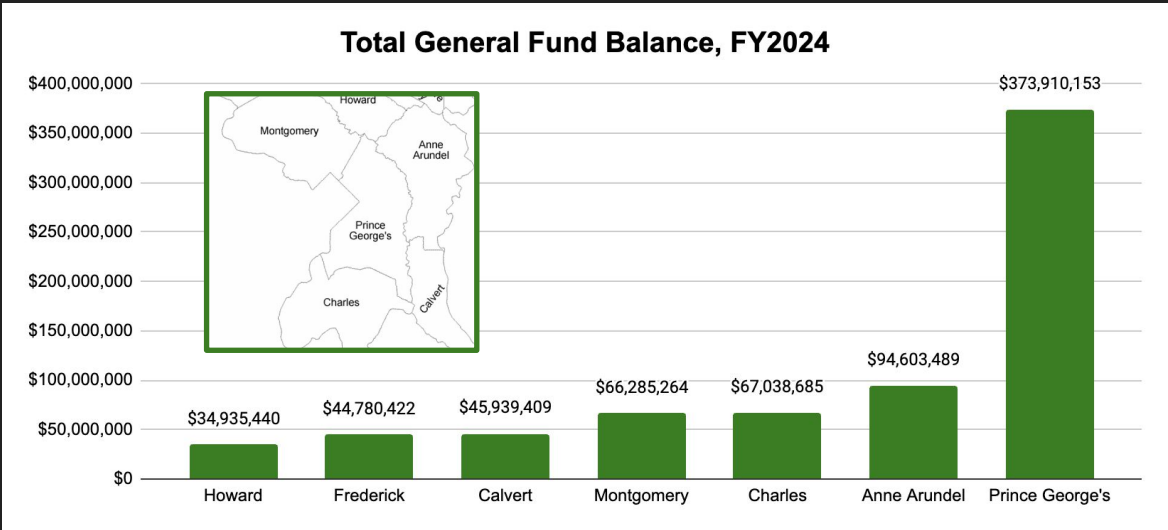
Total General Fund Balance, FY2024



Our slush fund (\$374M) is greater than 4 neighboring districts.

This slide has been shown before, but it doesn't tell the full story. I thought about how we didn't include **all** of our neighbors.

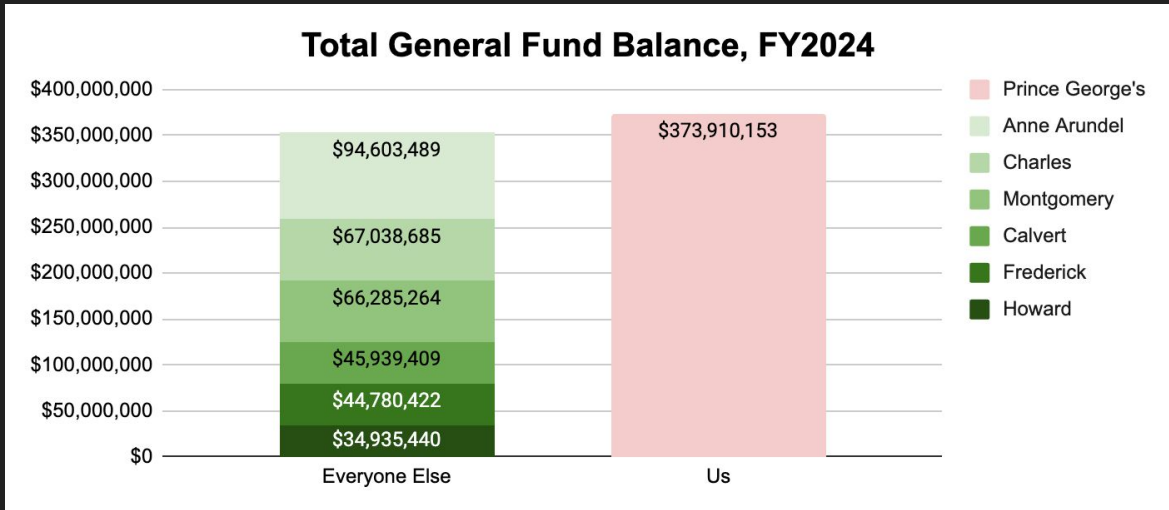
PGCPS has a fund balance that exceeds neighbors



Our slush fund (\$374M) is greater than the sum of 6 neighboring districts.

So I did that. These are all the Maryland districts shown on the map (plus Frederick)

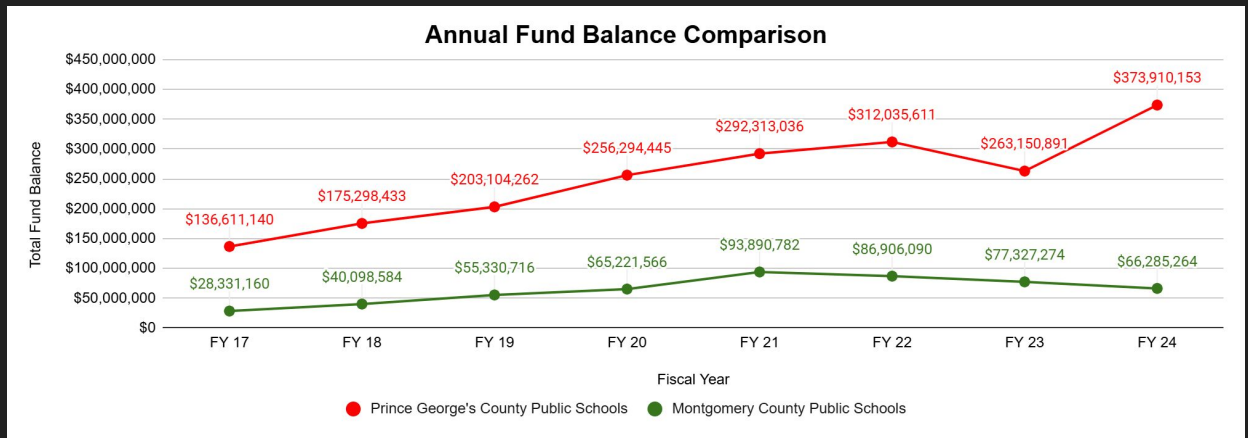
PGCPS has a fund balance that exceeds neighbors



Our slush fund (\$374M) is greater than the sum of 6 neighboring districts (\$354M).

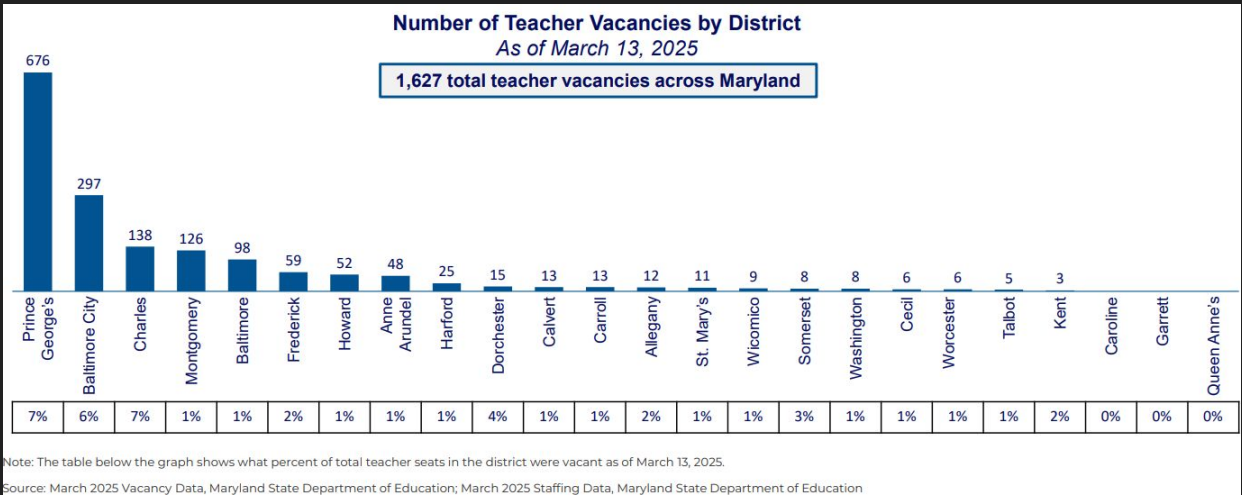
Generally we agree with the analogy that you don't buy groceries out of your savings. We, again, contend that you do if you're starving. In the case that we are starving for teachers to staff our classrooms, it is absolutely reasonable to pay from your savings. Additionally, if you consistently put money into savings while starving, perhaps you have a budgeting problem. See next slide for the persistent budgeting problem.

Excessive fund balance isn't new



We are in FY25 negotiating for FY26-28, but when we negotiated for FY23-25 in FY22, there was a fund balance, and when we negotiated for FY20-22 in FY19, there was a fund balance. We keep being told that you can't use the fund balance, but PGCPs keeps growing the fund balance. Our closest comparison district, Montgomery isn't doing this. Despite having enrollment and budget that is 20-25% higher than us, our fund balance is 5 ½ times greater than theirs. There is a budgeting problem here because PGCPs is not looking at past performance to accurately predict future expenditures.

PGCPS faces significant teacher staffing shortages that impact the ability to deliver high-quality instruction



Slide presented by MSDE to PSTEB on May 1, 2025

As a result of these poor practices, PGCPS leads the state in teacher vacancies. This data is recent. In March (after the federal layoffs) MSDE researched the potential to bring federal workers into our classrooms across the state. This was presented to PSTEB, the Professional Standards and Teacher Education Board. You'll note that we lead the state in vacancies. Both by percentage and by the actual count of vacant classroom teacher positions. Yay us. It is our position that the vacancies are because we consistently underfund teacher pay relative to other neighboring jurisdictions.

<https://www.youtube.com/live/PMCxTpgPg9Q?t=1456s>

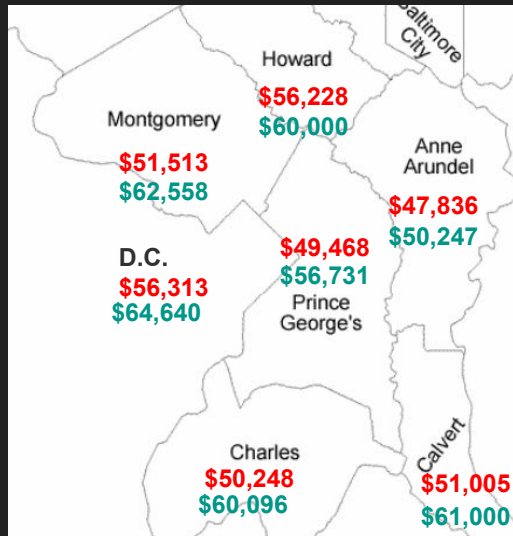
PGCPS vs the Capital Region

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)**

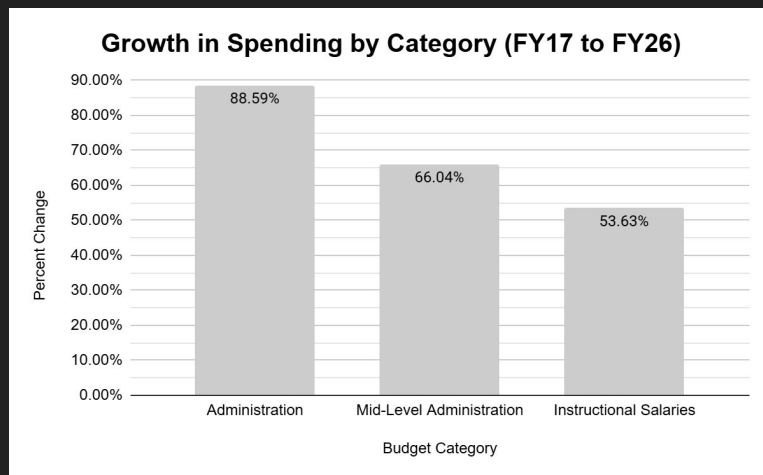
**Current Year
Starting Salary**

You'll remember this slide. We were in the back of the pack 3 years ago during the last negotiations and we are still in the back of the pack today. The vacancies are not a surprise. We basically asked for them by not offering competitive compensation.

<https://ww2.montgomeryschoolsmd.org/press/index.aspx?pagetype=showrelease&id=13425#:~:text=Current%20and%20anticipated%20teacher%20vacancies,guidance%20increase%20are%20numbering%20229.8>.

https://drive.google.com/viewerng/viewer?url=https://assets.nationbuilder.com/wtulocal6action/pages/681/attachments/original/1742051588/SY_24-25_3.7.25_WTU_Instructional_Vacancy_List.pdf?1742051588

...but PGCPs still manages to increase administrative salaries



In spite of not paying teachers well relative to the neighboring school districts, PGCPs has managed to grow administrative salaries. From FY17 to FY26, spending on Instructional Salaries has increased by 54% while spending on Mid-level Administration (principals, APs) has grown 66% and spending on the upper level administration in Sasscer has increased by 89%. Yikes. We can nearly double the spending on Sasscer top brass, while holding the line on instructional salaries? So while the school system doesn't want to increase spending on teachers, it seems confident doing so for people who aren't in classrooms with students every single day. As a homeowner and taxpayer in Prince George's County, I'd say that's an interesting way to prioritize funding. I doubt it's what the majority of residents want or expect.

**PGCPS
Leadership Pay:
Top 2 in state
(on average)**

**PGCPS
Teacher Pay:
#9 in state
(on average)**

<https://www.marylandpublicschools.org/about/Pages/DCAA/SSP/index.aspx>

Salary and Salary Rank: Six-Year Averages (by LEA)												
Local Education Agency (LEA)	Superintendent		Director		Inst Supervisor		Principal		Teacher (BA) Step 1		supt / teach multiplier	rank
	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank	Salary	Rank		
Allegany	207,733	16.3	128,251	19.3	108,387	20.2	122,191	22.7	51,726	11.5	4.0	9
Anne Arundel	307,744	4.5	201,522	2.8			171,723	5.8	51,680	13.5	6.0	22
Baltimore City	332,926	1.7	104,278	22.5	69,600	21.3	120,766	23.2	53,043	6.0	6.3	23
Baltimore County	302,750	4.2	196,978	4.3	141,577	7.5	192,720	1.0	53,770	4.3	5.6	20
Calvert	210,000	15.8	159,706	10.5	140,820	7.2	159,706	9.8	52,737	7.8	4.0	8
Caroline	175,542	21.3	142,783	15.3	136,445	9.7	142,783	14.8	50,175	16.3	3.5	3
Carroll	240,993	10.7	181,907	7.2	155,845	3.0	162,911	8.8	51,161	13.5	4.7	16
Cecil	232,280	11.8	147,447	14.2			147,447	13.5	51,491	11.0	4.5	14
Charles	219,633	13.8	156,126	11.5	112,493	19.2	165,018	8.2	53,516	5.5	4.1	11
Dorchester	184,873	19.8	141,626	15.4	117,537	16.8	125,736	21.3	49,210	18.0	3.8	5
Frederick	266,217	7.8	205,704	2.7	155,385	3.0	176,129	4.2	50,027	17.2	5.3	18
Garrett	150,417	23.8	124,693	21.0	117,819	16.8	123,722	20.5	47,924	23.0	3.1	1
Harford	247,127	9.8	189,808	5.7	146,440	5.5	158,388	10.8	52,707	6.8	4.7	15
Howard	289,420	6.0	192,405	4.5	155,660	3.0	173,148	4.3	53,624	6.2	5.4	19
Kent	169,239	22.5	130,745	17.8	125,291	13.5	128,940	19.0	49,230	21.3	3.4	2
Montgomery	316,233	3.3	176,740	7.2	175,251	1.5	176,740	4.3	54,501	3.3	5.8	21
Prince George's	330,837	1.7	208,770	1.8	157,105	2.2	183,962	2.0	52,117	8.8	6.3	24
Queen Anne's	194,444	18.5	155,572	11.5	130,860	10.8	142,158	14.8	49,661	19.0	3.9	6
Somerset	262,536	7.8	164,709	9.2	133,381	10.5	164,709	8.5	51,124	15.0	5.1	17
St. Mary's	180,833	21.2	129,102	19.2	122,750	14.0	124,661	20.8	50,655	14.2	3.6	4
Talbot	199,588	17.7	132,514	19.3	116,526	17.7	146,134	14.2	50,145	18.0	4.0	7
Washington	255,965	9.2	153,247	12.2	141,694	7.3	156,482	10.8	56,768	2.8	4.5	13
Wicomico	207,300	16.2	131,859	18.5	119,417	16.0	127,244	19.3	50,644	15.2	4.1	10
Worcester	214,293	14.5			126,892	12.7	135,859	17.2	49,047	21.7	4.4	12

To underscore the disparity in pay, let's look across the state. The Maryland State Department of Education (MSDE) publishes an annual report of salaries for different positions in each county. I examined the last six years (our last two contract cycles). I ranked each position in each county by pay over 6 years. 1 is the highest pay and 24 would be the lowest. Then, I averaged the annual rankings and the annual salaries over the six years. I found that PGCPS does a good job paying its Superintendent, its Directors, its Supervisors, and its Principals. All of those on average are in the top 1 or 2 spots for highest paid in the state. Starting teacher salary on the other hand, close to 9th. What's more, we come in dead last with the largest gap between superintendent salary and starting teacher salary. The best district in Maryland has a Superintendent that makes about 3 times what a teacher makes. Over the last six years, on average our superintendent has made almost 6 ½ times what a beginning teacher makes. Again, the largest multiplier in the state. Is that the priority? Do we want to pay more to administrators than to teachers? Is that what Prince George's County taxpayers want?

COLA Counterproposal (5/20/25)

Minimum Living Wage: **\$64,242**

Income needed for family of one adult and one child to have a modest but adequate standard of living in the most affordable metro area, 2023 dollars, Economic Policy Institute

	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	\$62,404 (10%) \$58,149 (2.5%) \$61,837 (9%)	\$68,020 (9%) \$60,184 (3.5%) \$66,784 (8%)	\$73,462 (8%) \$61,388 (2%) \$71,459 (7%)	4/1 (PGCEA) 4/22 (PGCPS) 5/20 (PGCEA)

*We *now* propose a 9% / 8% / 7% COLA over the 3 years of this agreement.*

The proposal of COLA adjustments of 2.5%, 3.5%, and 2% over the next three years is disheartening. We have the most vacancies in the state. The lowest starting salary of most of our neighbors. But the highest paid administrators in the state.

Additionally, the Economic Policy Institute, has determined that the minimum living wage in our area is over \$64,000. Not proposing a plan to ensure a living wage for all educators is an insult. As a product of Prince George's County Public Schools, I am ashamed. We propose a living wage. We propose a competitive wage. We propose COLA adjustments of 9%, 8%, and 7% over the next three years.