

PGCPS Response – 5/27/2025

22.6 UNIT I SALARY SCHEDULE

~~FY 23~~ **FY 26 –FY 28** Salary Changes

- A. All eligible employees will receive a one-step increase effective July 1 of each year of this agreement. **Effective July 1, 2025, all eligible employees shall slide two steps on the existing pay table.**
- B. A ~~6%~~ **10%** ~~2.5%~~ **9%** Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, ~~2022~~ **2025**.
- C. A ~~4%~~ **9%** ~~3.5%~~ **8%** Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, ~~2023~~ **2026**.
- D. A ~~3%~~ **8%** ~~2%~~ **7%** Cost of Living Adjustment (COLA) will be applied to all pay tables effective July 1, ~~2024~~ **2027**.
- E. A 1% differential for eligible employees at the top of their grade for ~~FY 2023, FY2024, and FY 2025~~ **FY2026, FY2027, and FY2028**.
- F. **All new hires shall receive a \$1,500 recruitment sign-on bonus for the school year in which the Unit I member is hired for FY2026, FY2027, and FY2028. The sign-on bonus will be paid in two installments of \$750 in December 2025 and June 2026 for those on hand as of October 1, 2025. For those hired after October 1, 2025, but on hand as of March 1, 2026, a one-time bonus of \$750 paid in June 2026. All permanent employees for PGCPS as of June 1, 2022, who are still permanent employees as of September 16, 2022, will receive a \$1,000 one-time retention bonus. This payment will be made by separate payment not later than October 21, 2022**