

COLA Proposal

Bargaining for the Common Good ~ June 3, 2025

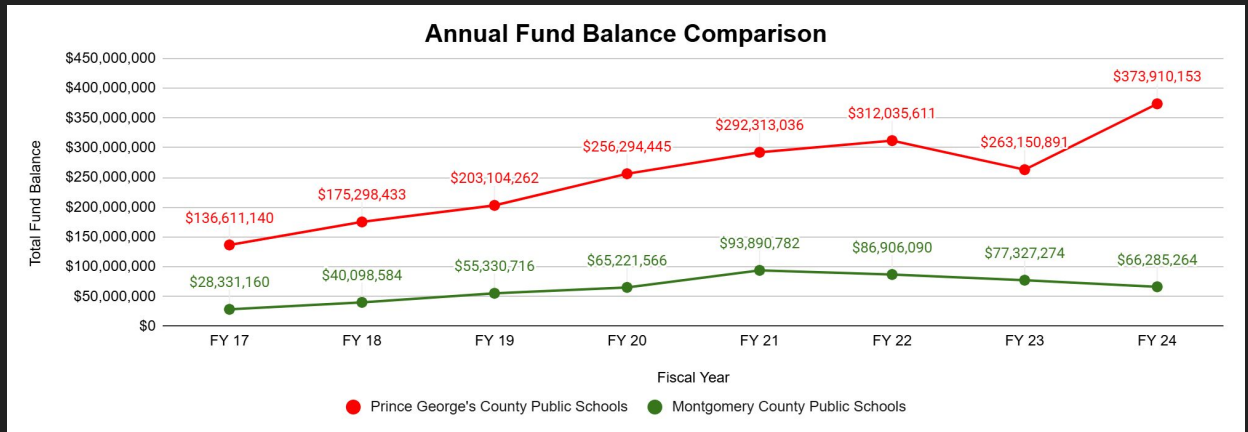
Necessary Clarifications

(from PGCPs May 28 Budget
Overview Presentation)

Statements from PGCPs

1. PGCEA is focusing on the increase in fund balance in recent years.

Clarification 1 - We are focusing on nearly a decade of fund balance increases.



A statement was made that we are looking at the big jump from FY23 to FY24. I never said that. I said it was an 8 year long increase in fund balance that should be spent on attracting more teachers to fill vacancies.

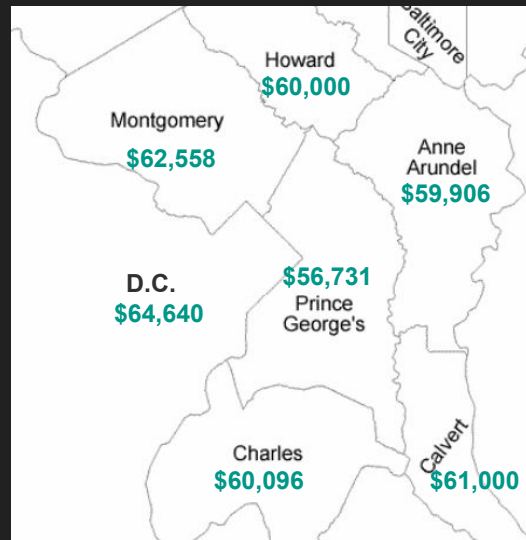
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2. "...salaries are below surrounding districts, the cost of living is also lower."

Clarification 2 - People don't always work where they live.



The price of housing in Prince George's County may be lower than the surrounding districts, but that doesn't preclude someone from working in any of the SIX surrounding jurisdictions that pay more, and commute over the line to get home. If anything, the teachers who live in Prince George's but commute to DC or Montgomery for better wages, may chose to shorten their commute if we paid a competitive wage. Also, Anne Arundel's current salary has been corrected.

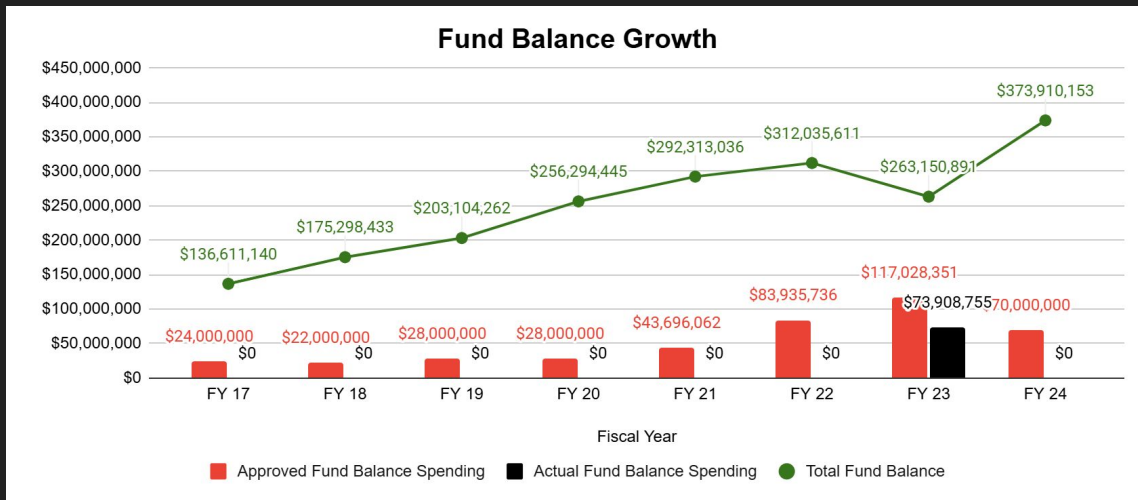
Necessary Clarifications

(from PGCPs May 28 Budget
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Statements from PGCPs

1. PGCEA is focusing on the increase in fund balance in recent years.
2. "...salaries are below surrounding districts, the cost of living is also lower."
3. "The Board has assigned \$120M of fund balance to support the FY 2025 budget."

Clarification 3 - The system ALWAYS budgets to spend the fund balance, but in 7 of the last 8 years, it doesn't.



Last week we were educated about the difference between nonspendable, restricted, assigned, and unassigned fund balances. We were told that PGCPs has already planned on how to spend a significant portion of the fund balance, as if to say, we shouldn't consider those funds available. The problem with that thinking is that the board *rarely* actually spends the fund balance funds it says it will. Above, you'll see that only happened in FY23, and even then it wasn't the full amount. So, just saying something has been "assigned" doesn't mean it is actually going to be spent. The other problem is that It can also be re-assigned. Nothing in the fund balance is untouchable except nonspendable and restricted funds which (in FY24) were only 1.3% of the fund balance.

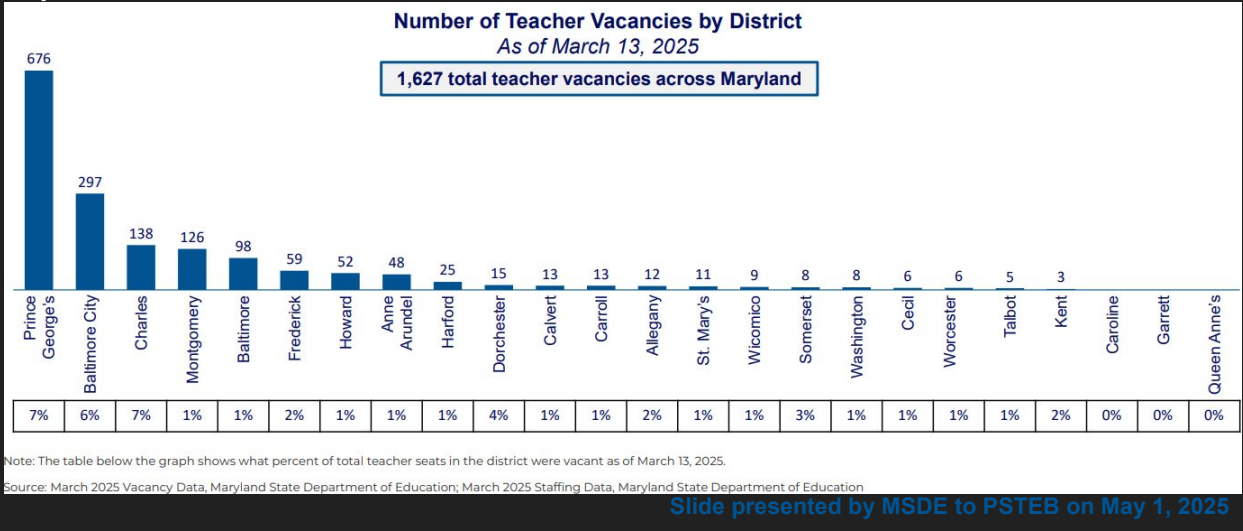
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2. "...salaries are below surrounding districts, the cost of living is also lower."
3. "The Board has assigned \$120M of fund balance to support the FY 2025 budget."
4. "Within PGCEA, almost 92% positions are filled. PGCEA has the 2nd lowest vacancy rate in the district at 8.3%."

Clarification 4 - We freely stipulate to a fill rate around 92%. The problem is that's not good. Is 92% a point of pride for PGCPs?



I really don't understand the enthusiasm behind a 92% fill rate. It was mentioned as though it was good enough, but across the state, it's the worst. Personally, I don't think 7 or 8% of our classrooms shouldn't have teachers. I also don't think 7 or 8% of our students shouldn't have access to services like counseling or speech-language therapy. Competitive wages will fill the positions so that we can have a 100% fill rate.

Moving on...

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%) \$61,689 (step 4 start + slide + 2.5%)	\$68,020 (9%) \$60,184 (3.5%) \$66,784 (8%) \$63,849 (3.5%)	\$73,462 (8%) \$61,388 (2%) \$71,459 (7%) \$65,126 (2%)	4/1 (PGCEA) 4/22 (PGCPS) 5/20 (PGCEA) 5/28 (PGCPS)

Last week, we received a proposal. It made significant gains in year 1 to catching up to our neighbors in terms of starting salary. The proposal doesn't, however, help all unit 1 members equally. We were concerned that it doesn't hit the right balance between attracting the newest teachers and retaining our veteran educators. As a team we have done some work to address that.

**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

Recall that we talked about how over the 6 years of our last 2 negotiated agreements, the Superintendent, Directors, Instructional Supervisors, and Principals are getting paid in the top 1 or 2 in the state. And the starting teacher salary is ranked 9th on average over the last 6 years. New teachers aren't the only teachers, though, we do have teachers who have been loyal to the district. So as a comparison and balance to starting salaries, I'll spend some time also talking about top-of-scale Masters.

State Comparisons in SY 2024-25

Superintendent #2 (behind Montgomery)

Directors #2 (behind Frederick)

Instructional Supervisors #2 (behind Montgomery)

Principals #2 (behind Baltimore County)

PGCEA Doctorate #2 (behind Montgomery)

PGCEA Master's+60 #2 (behind Montgomery)

PGCEA Master's+30 #4 (behind Montgomery, St. Mary's, Calvert)

PGCEA Master's #5 (behind Montgomery, St. Mary's, Calvert, Howard)

PGCEA Bachelor's #12

This list shows how the pay rankings compare for different PGCPs employees. We see that Superintendents, Directors, Instructional Supervisors, and Principals are #2 in the state in the most recent school year. We also see that those at the top-of-the-scale in PGCEA who hold Doctorates and Master's+60 are 2nd in the state. Our top-of-scale masters and masters+30 as well as starting salaries with Bachelor's are not 2nd in the state, though.

State Comparisons in SY 2024-25 >> SY 2025-28

Superintendent #2 (behind Montgomery)

Directors #2 (behind Frederick)

Instructional Supervisors #2 (behind Montgomery)

Principals #2 (behind Baltimore County)

PGCEA Doctorate #2 (behind Montgomery)

PGCEA Master's+60 #2 (behind Montgomery)

PGCEA Master's+30 #4 (behind Montgomery, St. Mary's, Calvert) >> #2

PGCEA Master's #5 (behind Montgomery, St. Mary's, Calvert, Howard) >>#5

PGCEA Bachelor's #12 >> >> ???

Here's what would change under the most recent PGCPs proposal. St. Mary's, Calvert, and Howard have already negotiated COLAs for the next 3 years, so I can see how we will fare under the PGCPs proposal for the next three years with those 3 districts. Since we only trailed them on the top-of-scale rankings, I can predict with a bit of certainty our top-of-scale rankings in the next 3 years. It appears that the proposal from PGCPs brings us in line for Master's+30, but not for Master's. For the Bachelor's ranking, it's a bit unknown. More than half of the districts who currently pay higher than we do have not negotiated their COLAs in the out years. We do want there to be a more inclusive agreement that benefits all our members. Top of scale with a masters is a significant chunk of our membership. It's not the majority, but it is the most common grade/step combination. We think we can do better to recognize the commitment and loyalty they have shown to PGCPs over the years.

COLA Counterproposal (6/3/25)

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*We *now* propose a 6.5% / 3.5% / 2% COLA over the 3 years of this agreement, a 1% differential in each year, and a 2 step slide in year 1 (removing steps 2 & 3).*

Here's our proposal. We reject the signing bonus, but are working with the removal of steps 2 and 3 with the slide of all eligible members as well as the year 2 and year 3 COLAs of 3.5% and 2%, respectively. However, we have made some additional changes. Finally, we supplement the top-of-scale with a differential of 1% in each year.

State Comparisons in SY 2024-25 >> SY 2025-28

What does our proposal accomplish?

PGCEA Master's+30 #4 >> #2

PGCEA Master's #5 >>#2

PGCEA Bachelor's #12 >> >> #2 ***
pending other negotiations

Living wage in year 2 instead of year 3

Comparable gains in dollars over the course of a 3 year agreement for a current member on step 2 (BA) and a current member on step 21 (MA)

	Current Bachelor's step 2 Proposal (PGCPS)	Current Bachelor's step 2 Proposal (PGCEA)	Current Master's step 21 Proposal (PGCPS)	Current Master's step 21 Proposal (PGCEA)
No Contract (baseline)	\$170,193	\$170,193	\$329,037	\$329,037
Year 1	\$63,541	\$66,021	\$112,421	\$117,976
Year 2	\$67,738	\$70,382	\$116,356	\$122,105
Year 3	\$71,166	\$73,943	\$118,683	\$124,547
Total Proposed	\$202,445	\$210,346	\$347,460	\$364,629
Gain	\$32,252	\$40,153	\$18,423	\$35,592

Is this perfect? No. But it is fair. It makes all of our members' pay ranked 2nd in the state like our superintendent and other administrators. It speeds up the timeframe for when PGCPS will offer a living wage by a year. Newer educators get the slide, veteran educators get a differential. Finally, it increases the dollar amount of the total compensation gain for our most loyal educators to something in line with what our newest educators will earn.