

Board Action Summary**An Outline of the Superintendent's Recommendation to the Board of Education**New Program: Yes No **X**Modified Program: Yes **X** No

Subject: Approval of the new negotiated agreements for the Prince George's County Board of Education and the Association of Supervisory and Administrative School Personnel (ASASP) Unit II & Unit III members for the period of July 1, 2025, through June 30, 2028, with the exception that Article 6.01 Bonus applies to FY 25.

Abstract and Highlights: Negotiation teams for the Prince George's County Board of Education and ASASP met during fiscal year 2025 to negotiate language and compensation improvements for a new, three year contract. The negotiation teams reached a tentative agreement on all remaining proposals and concluded negotiations in April of 2025. The respective bargaining teams considered numerous proposals and concerns, both negotiation teams prioritized quality and robust discussions which lead to extended negotiations. While the previous collective bargaining agreement expired on June 30, 2024, the Prince George's County Board of Education continued to honor the language within the previously negotiated collective bargaining agreement while good faith negotiations continued. ASASP members voted and ratified the new contract in May of 2025.

Language improvements include consistency for the 210 calendar work days, additional flex time, a modified grievance process, early notice retirement and early notice resignation incentives, increased tuition reimbursement, and small committee discussion items for increased collaboration in the best interest of all bargaining unit members, students and PGCPs.

Compensation enhancements negotiated include:

FY 2025 (July 1, 2024 - June 30, 2025)

1. 4% COLA (*previously negotiated*)
2. One Step Increase (*previously negotiated*)
3. \$4,000 Bonus (one-time)
 - a. Full-time unit members (defined as benefit-eligible employees):
 - b. Must have been on hand and in paid status as of October 1, 2024
 - c. Must still be in a benefits eligible position and a paid status as of May 1, 2025, with no break in service

FY 2026 (July 1, 2025 - June 30, 2026)

1. 3% COLA effective July 1, 2025, applied to the base salary
2. One Step increase on July 1, 2025, applied to base for all eligible employees. Eligible is defined as a unit member who has served in the Unit for at least one calendar year
3. 1% Differential for Top of Scale Employees

FY 2027 (July 1, 2026 - June 30, 2027)

1. 2% COLA effective July 1, 2026, applied to the base salary.
2. One Step increase on July 1, 2026, applied to base for all eligible employees. Eligible is defined as a unit member who has served in the Unit for at least one calendar year
3. Add one additional Step (top of the scale lane expansion) to each Grade.

FY 2028 (July 1, 2027 - June 30, 2028)

1. 2% COLA effective July 1, 2027, applied to the base salary.
2. One Step increase on July 1, 2027, applied to base for all eligible employees. Eligible is defined as a unit member who has served in the Unit for at least one calendar year
3. 1% Differential for Top of Scale Employees

Budget Implications:

FY 2025 - \$5,848,000
FY 2026 - \$11,225,995
FY 2027 - \$11,585,755
FY 2028 - \$9,075,564

School(s) Affected: N/A

Endorsed: Jose Nunez
Chief Financial Officer (if budget implications)

Approved: Mark L. [Signature]
Superintendent of Schools

Superintendent of Schools

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

RESOLUTION

WHEREAS, negotiation teams for the Prince George's County Board of Education and Association of Supervisory and Administrative School Personnel met during fiscal year 2025 to negotiate language and compensation improvements for a new, four year contract. The negotiation teams reached a tentative agreement on a new negotiated agreement and concluded negotiations in April 2025. Association of Supervisory and Administrative School Personnel members voted and ratified the contract in May of 2025; and

WHEREAS, agreement was reached on such items such as consistency for the 210 calendar work days, additional flex time, a modified grievance process, early notice retirement and early notice resignation incentives, increased tuition reimbursement, and small committee discussion items for increased collaboration in the best interest of all bargaining unit members, students and PGCPs; and

WHEREAS, the Superintendent recommends that the Prince George's County Board of Education authorize a \$4,000 one-time bonus for full-time unit members (defined as benefit-eligible employees) whom must have been on hand and in paid status as of October 1, 2024 and must still be in a benefits eligible position and a paid status as of May 1, 2025, with no break in service for FY 2025, 3% COLA, One Step increase applied to base for all eligible employees with eligible defined as a unit member who has served in the Unit for at least one calendar year, and 1% Differential for Top of Scale Employees for FY 2026, 2% COLA, One Step increase applied to base for all eligible employees with eligible defined as a unit member who has served in the Unit for at least one calendar year, and an addition of one additional Step (top of the scale lane expansion) to each Grade applied to base for all eligible employees with eligible defined as a unit member who has served in the Unit for at least one calendar year FY 2027, and 2% COLA, One Step increase, and 1% Differential for Top of Scale Employees for FY 2028;

WHEREAS, the Superintendent 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 Prince George's County Board of Education approves the negotiated agreement with the compensation changes for FY 2025, FY 2026, FY 2027 and FY 2028 for all Association of Supervisory and Administrative School Personnel members as outlined.

Submitted by:	Millard House II
Prepared by:	Luis A. Morales
Agenda Date:	May 08, 2025
Discussion:	
First Reader:	
Second Reader:	
Consent Agenda:	
Budget Consent:	May 08, 2025
Emergency:	
Amended:	
Deferred:	
Tabled:	
Approved by the Board:	