

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 Agreement for the Prince George's County Board of Education and Service Employees International Union (SEIU) Local 400 PG for the period of July 1, 2024 through June 30, 2026.

Abstract and Highlights: Negotiation teams for the Prince George's County Board of Education and SEIU Local 400 PG met during fiscal year 2024 to negotiate language and compensation improvements for a new, two year contract. The negotiation teams reached a tentative agreement on all remaining proposals and concluded negotiations in June 2024. SEIU Local 400 PG members voted and ratified the contract in August 2024.

Language improvements include new employee evaluation language, inclusion of involuntary and voluntary transfer language to better define the processes, enhanced language to include focused staff development relevant to bargaining unit positions, and removal of redundant language throughout.

Compensation enhancements negotiated include:

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

1. 4% COLA (*previously negotiated*)
2. Anniversary Step Increase (*previously negotiated*)
3. 1% Differential for all employees at the top of step of the grade
4. Retention Bonus (one time)
 - a. \$800 to be paid in December 2024 for all FTE bargaining unit members defined as 40 hour benefit eligible employees on hand and in paid status as of July 1, 2024, and remaining in paid status as of December 1, 2024.
 - b. \$600 to be paid in December 2024 for all FTE bargaining unit members defined as benefit eligible employees working less than 40 hours weekly on hand and in paid status as of July 1, 2024, and remaining in paid status as of December 1, 2024.

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

1. 3% COLA
2. Anniversary Step Increase
3. 1% Differential for all employees at the top step of the grade
4. Retention Bonus (one time)
 - a. \$600 to be paid in December 2025 for all FTE bargaining unit members defined as 40 hour benefit eligible employees on hand and in paid status as of July 1, 2025, and remaining in paid status as of December 1, 2025.
 - b. \$400 to be paid in December 2025 for all FTE bargaining unit members defined as benefit eligible employees working less than 40 hours weekly on hand and in paid status as of July 1, 2025, and remaining in paid status as of December 1, 2025.

The Superintendent hereby recommends that the Prince George's County Board of Education approve the negotiated language changes and compensation improvements for SEIU Local 400 PG and all bargaining unit members.

Budget Implications: FY 2025 – \$4,656,719
FY 2026 – \$3,693,413


Staffing Implications: N/A

School(s) Affected: N/A

Preparation Date: September 13, 2024

Endorsed: 
Chief Financial Officer

Person Preparing: Luis A. Morales

Approved: 
Superintendent of Schools

Board Agenda Introduction Date (Budget Consent): September 26, 2024

Board Action Date (Budget Consent): September 26, 2024

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

RESOLUTION

WHEREAS, negotiation teams for the Prince George's County Board of Education and SEIU Local 400 PG met during fiscal year 2024 to negotiate language and compensation improvements for a new, two year contract. The negotiation teams reached a tentative agreement on all remaining proposals and concluded negotiations in June 2024. SEIU Local 400 PG members voted and ratified the contract in August 2024; and

WHEREAS, agreement was reached on such items such as new employee evaluation language, the inclusion of a defined involuntary and voluntary transfer process, enhanced language focusing on staff development specific to bargaining unit member positions; and

WHEREAS, the Superintendent recommends that the Prince George's County Board of Education authorize a 1% Differential for all employees at the top of step of the grade for FY 2025, a one-time retention bonus of \$800 to be paid in December 2024 for all FTE bargaining unit members defined as 40 hour benefit eligible employees on hand and in paid status as of July 1, 2024, and remaining in paid status as of December 1, 2024, and a one-time retention bonus of \$600 to be paid in December 2024 for all FTE bargaining unit members defined as benefit eligible employees working less than 40 hours weekly on hand and in paid status as of July 1, 2024, and remaining in paid status as of December 1, 2024; and

WHEREAS, the Superintendent recommends that the Prince George's County Board of Education authorize a 3% COLA for FY 2026, an anniversary step increase for FY 2026, a 1% Differential for all employees at the top step of the grade for FY 2026, a one-time retention bonus of \$600 to be paid in December 2025 for all FTE bargaining unit members defined as 40 hour benefit eligible employees on hand and in paid status as of July 1, 2025, and remaining in paid status as of December 1, 2025, and a one-time retention bonus of \$400 to be paid in December 2025 for all FTE bargaining unit members defined as benefit eligible employees working less than 40 hours weekly on hand and in paid status as of July 1, 2025, and remaining in paid status as of December 1, 2025; and

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 and FY 2026 for all SEIU Local 400 PG members.

Submitted by:	<u>Millard House II</u>
Prepared by:	<u>Luis A. Morales</u>
Agenda Date:	<u>September 26, 2024</u>
Discussion:	_____
First Reader:	_____
Second Reader:	_____
Consent Agenda:	_____
Budget Consent:	<u>September 26, 2024</u>
Emergency:	_____
Amended:	_____
Deferred:	_____
Tabled:	_____
Approved by the Board:	_____