

Year Two Wages
MCEA Package Proposal 1
04.20.2023

MCEA will withdraw our salary scale redesign proposal for FY 2025, and the associated language change proposals (e.g. changing “step” to “tier”, adding in other tier language – we can discuss each one specifically), in exchange for MCPS accepting the following language:

Article 20 Language:

A. Salaries

1. ...

Fiscal Year 2025: Effective July 1, 2024, all 10-month MCEA unit members will receive a general wage adjustment of \$3,499.

4.c. On July 1, 2024, except as may otherwise be agreed upon by the parties, all unit members eligible for a step increase will move up one step from their current step.

6. ...

Fiscal Year 2025: Effective July 1, 2024, all 12-month MCEA unit members will receive a general wage adjustment of \$4,112.

Article 21 Language (New Supplements Article):

B. Longevity Supplements

- a) **... In FY25, each unit member shall become eligible to receive an annual longevity supplement of \$1,600 upon completion of twenty-four (24) years of service as an educator in MCPS.**
- b) **... In FY25, each unit member shall become eligible to receive an annual longevity supplement of \$1,600 upon completion of twenty-nine (29) years of service as an educator in MCPS.**
- c) **... In FY25, each unit member shall become eligible to receive an annual longevity supplement of \$1,600 upon completion of thirty-four (34) years of service as an educator in MCPS.**

AND

New Side Letter:

Proposal to Form a Bargaining Work Group on Salary Scale Redesign and Blueprint Career Ladder Implementation

The parties agree to convene a work group during SY 2023-2024 to develop a proposition for a salary scale redesign and plan for Career Ladder as described in the Blueprint for Maryland's Future. This work group's goal is to develop a proposition for FY 2026 contract negotiations that both satisfies the requirements of the law and, subject to negotiations, meets the needs of MCEA and the Board of Education for a salary scale that attracts, retains, and provides structured professional advancement for educators by:

- providing a competitive starting salary,
- maximizing lifetime earnings, and
- creating consistent increments between the steps and lanes.

The appointed work group will adhere to the following requirements and parameters:

- The parties will each appoint six (6) individuals to serve as their representatives in the work group by September 22, 2023.
- The work group shall convene no later than October 27, 2023.
- The work group will meet at least once every two weeks with sufficient time scheduled to make meaningful progress at each session.
- The work group will complete a proposition by April 26, 2024, to be presented to the bargaining teams for FY 2026 wage reopener contract negotiations.
- The work group will report on their progress at least once per month to both MCEA and the Board of Education or their designee. Both parties will have access to the group's notes and minutes.
- The work group's proposition will be non-binding on the parties and will remain subject to statutory negotiations.
- Work group representatives shall be free to call upon the support and expertise of all relevant experts on either side of the table necessary to develop their proposition.
- The parties agree to provide all relevant data, information, and knowledge to the work group in a timely manner when requested.

Sample Timeline for Illustration Purposes:

	2023-2024	2024-2025	2025-2026
Jul		FY26 Salary Scale Redesign Negotiations	FY26 Salary Scale Redesign Implemented
Aug		FY26 Salary Scale Redesign Negotiations	
Sep	22 nd : Appoint committee reps to work group	FY26 Salary Scale Redesign Negotiations	
Oct	27 th : Workgroup begins meeting	FY26 Salary Scale Redesign TA'd	
Nov	Workgroup meets every two weeks	Salary Scale Redesign Costs built into Superintendent's Budget	
Dec	Workgroup meets every two weeks	FY26 Superintendent's Budget Proposed with Salary Scale Redesign Incorporated	
Jan	Workgroup meets every two weeks	FY26 Budget Advocacy for Full Funding	
Feb	Workgroup meets every two weeks	FY26 Budget Advocacy for Full Funding	

Mar	Workgroup meets every two weeks	FY26 Budget Advocacy for Full Funding	
Apr	- Workgroup meets every two weeks - 26 th : proposition finalized	FY26 Budget Advocacy for Full Funding	
May	FY26 Salary Scale Redesign Negotiations	FY26 Budget Vote by County Council	
Jun	FY26 Salary Scale Redesign Negotiations	FY26 Budget Final	