

Board Action Summary

An Outline of the Interim 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 Prince George's County Educators' Association (PGCEA) for the period of July 1, 2025, through June 30, 2028.

Abstract and Highlights: Open negotiations between the Prince George's County Board of Education and the PGCEA commenced on March 4, 2025, and concluded with a tentative agreement reached on July 1, 2025. The tentative agreement, which resulted in language and compensation improvements for a new three-year collective bargaining agreement, was presented to the PGCEA membership and was ratified on August 28, 2025.

Language improvements are focused on the areas of educator work and caseloads, work and learning environments, professional autonomy, and compensation. The key changes include:

- A three-year agreement that promotes stability for the school system and its employees.
- Better clarification of provisions involving contract employees, substitute coverage, the Faculty Advisory Council, PGCEA members' rights, acceptable learning environments, tuition reimbursement, leave types, and the disposition of unused leave. This includes the removal of redundant language.
- The promotion of school safety, a collaborative approach to reduce redundancies, and more time and flexibility for quality professional development.
- Special Education and Related Services Providers' annual caseload review for necessary adjustments.
- An increase in the reimbursement amount for out-of-pocket instructional expenses.
- Blueprint/Market Adjustment – PGCPs will be highly competitive with neighboring school systems, with an increase in starting teacher salaries above the minimum state requirement of \$60,000 one year ahead of the mandate.
- Strengthening retention and recruitment efforts by increasing employee salaries at all levels through a compressed salary scale, either a step increase or a percent differential for PGCEA members at the top of the scale, and a cost-of-living adjustment (COLA) each year of the agreement (3.5% in FY 2026, 3.5% in FY 2027, and 2% in FY 2028).

Compensation enhancements include:

- **FY 2026** (July 1, 2025 – June 30, 2026)
 - 3.5% COLA
 - Step Increase (for all eligible employees)
 - Blueprint/Market Adjustment – As a result of the compressed salary scale, all eligible employees shall slide two steps on the existing pay table.
 - 3% Top of Scale Differential (for all employees at the top step of the grade)
- **FY 2027** (July 1, 2026 – June 30, 2027)
 - 3.5% COLA
 - Step Increase (for all eligible employees)
 - 1% Top of Scale Differential (for all employees at the top step of the grade)
- **FY 2028** (July 1, 2027 – June 30, 2028)
 - 2% COLA
 - Step Increase (for all eligible employees)
 - 1% Top of Scale Differential (for all employees at the top step of the grade)

The agreement was negotiated in good faith, and both parties believe it represents a fair and sustainable outcome that supports quality education while being fiscally responsible. The Interim Superintendent hereby recommends that the Prince George's County Board of Education approve the negotiated language changes and compensation enhancements for PGCEA and all bargaining unit members.

Budget Implications:

- FY 2026 – \$91,094,174
- FY 2027 – \$60,226,637
- FY 2028 – \$44,344,196

Staffing Implications: N/A

School(s) Affected: N/A

Preparation Date: August 28, 2025

Person Preparing: Jeffrey Carpenter, Dir. ELRO

Board Agenda Introduction Date (Emergency): September 5, 2025

Board Action Date (Emergency): September 5, 2025

Endorsed: 

Chief Human Resources Officer

Endorsed:  on behalf of CFO 

Chief Financial Officer

Approved: 

Interim Superintendent of Schools

RESOLUTION

THEREFORE, BE IT RESOLVED, that the Board of Education of Prince George's County approves the negotiated agreement with compensation changes for FY26 through FY28 for PGCEA and all Unit I employees.

Submitted by:	<u>Dr. Shawn Joseph, Interim Superintendent</u>
Prepared by:	<u>Jeffrey Carpenter</u>
Agenda Date:	<u>September 5, 2025</u>
Discussion:	<u></u>
Consent Agenda:	<u></u>
Emergency:	<u>September 5, 2025</u>
Amended:	<u></u>
Deferred:	<u></u>
Tabled:	<u></u>
Approved by the Board:	<u></u>