

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 Service Employees International Union (SEIU) Local 400 PG for the period of July 1, 2026, through June 30, 2029.

Abstract and Highlights: Negotiation teams for Prince George's County Board of Education and SEIU Local 400 PG met during fiscal year 2026 to negotiate language and compensation improvements for a new three-year contract with a reopener for salary and economic proposals for FY 2029. The negotiation teams reached a tentative agreement on all remaining proposals and concluded negotiations in early June 2026. SEIU Local 400 PG voted and ratified the contract on June 13, 2026.

Language improvements include clarifying language for voluntary transfers, one hour travel pay for employees called from home to report to an individual work site, specific language for quitting without notice, and bereavement leave clarifications.

Compensation enhancements negotiated include:

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

1. 3% COLA (effective July 1, 2026)
2. Anniversary Step Increase (October/April)
3. 2% Differential for all employees at the top of step of the grade
4. \$1,500 Differential for Pest Controller Certification (Maryland Department of Agriculture Pesticide Applicator Certification)
5. Retention Bonus: a. \$600 to be paid in December 2026 for all FTE bargaining unit members defined as 40-hour benefit-eligible employees on hand and in a paid status as of July 1, 2026, and remaining in a paid status as of December 1, 2026. b. \$400 to be paid in December 2026 for all FTE bargaining unit members defined as benefit-eligible employees working less than 40 hours weekly on hand in a paid status as of July 1, 2026, and remaining in a paid status as of December 1, 2026.

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

1. 3% COLA (effective July 1, 2027)
2. Anniversary Step Increase (October/April)
3. 2% Differential for all employees at the top of step of the grade
4. \$1,500 Differential for Pest Controller Certification (Maryland Department of Agriculture Pesticide Applicator Certification)
5. Retention Bonus: a. \$600 to be paid in December 2027 for all FTE bargaining unit members defined as 40-hour benefit-eligible employees on hand and in a paid status as of July 1, 2027, and remaining in a paid status as of December 1, 2027. b. \$400 to be paid in December 2027 for all FTE bargaining unit members defined as benefit-eligible employees working less than 40 hours weekly on hand and in a paid status as of July 1, 2027, and remaining in a paid status as of December 1, 2027.

***FY 2029 (July 1, 2028 - June 30, 2029)**

- Reopener for Salary and Economic Proposals ONLY

The Interim 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 2027 - \$3,687,514

FY 2028 - \$4,267,482

Staffing Implications: None

School(s) Affected: None

Preparation Date: June 17, 2026

Person Preparing: Yvette Towe, Director, Employee and Labor Relations

Board Agenda Introduction Date (Consent): June 25, 2026

Board Action Date (Consent): June 25, 2026

Endorsed: 
Chief Human Resources Officer

Endorsed: 
Chief Financial Officer

Endorsed: 
Chief Operating Officer

Approved: 
Interim Superintendent of Schools

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 2026 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 June 2026. SEIU Local 400 PG members voted and ratified the contract in June 2026; and

WHEREAS, agreement was reached on such items such as language improvements include clarifying language for voluntary transfers, one hour travel pay for employees called from home to report to an individual work site, specific language for quitting without notice, and bereavement leave clarifications; and

WHEREAS, the Interim Superintendent recommends that the Prince George's County Board of Education authorize a 3% COLA (effective July 1, 2026); Anniversary Step Increase (October/April); 2% Differential for all employees at the top of step of the grade; \$1,500 Differential for Pest Controller Certification (Maryland Department of Agriculture Pesticide Applicator Certification); Retention Bonus: a) \$600 to be paid in December 2026 for all FTE bargaining unit members defined as 40-hour benefit-eligible employees on hand and in a paid status as of July 1, 2026, and remaining in a paid status as of December 1, 2026. b) \$400 to be paid in December 2026 for all FTE bargaining unit members defined as benefit-eligible employees working less than 40 hours weekly on hand in a paid status as of July 1, 2026, and remaining in a paid status as of December 1, 2026; and

WHEREAS, 3% COLA (effective July 1, 2027); Anniversary Step Increase (October/April); 2% Differential for all employees at the top of step of the grade; \$1,500 Differential for Pest Controller Certification (Maryland Department of Agriculture Pesticide Applicator Certification); Retention Bonus: a) \$600 to be paid in December 2027 for all FTE bargaining unit members defined as 40-hour benefit-eligible employees on hand and in a paid status as of July 1, 2027, and remaining in a paid status as of December 1, 2027. b) \$400 to be paid in December 2027 for all FTE bargaining unit members defined as benefit-eligible employees working less than 40 hours weekly on hand and in a paid status as of July 1, 2027, and remaining in a paid status as of December 1, 2027; and

WHEREAS, the Interim 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 2026 and FY 2027 for all SEIU Local 400 PG members.

Submitted by:	<u>Dr. Shawn Joseph, Interim Superintendent</u>
Prepared by:	<u>Yvette Towe, Director, Employee and Labor Relations</u>
Agenda Date:	<u>June 25, 2026</u>
Discussion:	_____
Consent Agenda:	<u>June 25, 2026</u>
Emergency:	_____
Amended:	_____
Deferred:	_____
Tabled:	_____
Approved by the Board:	_____