

NEGOTIATED AGREEMENT  
BOARD OF EDUCATION and ACE-AFSCME LOCAL 2250

SALARY SCALES REOPENER NEGOTIATIONS  
FOR FY2021 and FY2022

ARTICLE 9 - SALARY PROVISIONS

FOR FISCAL YEAR (FY) 2020

- Prince George's County Public Schools (PGCPS) agrees to adjust the current negotiated cost of living adjustment from 1.5% to 2%. Effective January 2020.

FOR FISCAL YEAR (FY) 2021

- Step 10 will be eliminated from salary scales as per Section 4 of the 2018 - 2022 negotiated agreement.
  - In accordance with the executed Letter of Clarification, the Salary Scales will not reflect the elimination (condensing) of Step 10 until the October 1, 2020 and April 2021 anniversary dates.
  - The signed Letter of Clarification between PGCPS and ACE-AFSCME, Local 2250 (Union or Unit), outlines the intent of "eliminated" and when the step is actually condensed on the salary scales.
  - PGCPS and the Union will collectively be referred to as "Parties".
- Eligible employees with a hire date prior to July 1, 2020 will receive a one step merit increase as indicated in Section 3 of the 2018 - 2022 negotiated agreement between Parties.
- As a cost-of-living adjustment, all salary scales will be increased by 2% on July 1, 2020.
  - The salary scales will not reflect the elimination (condensing) of Step 10.
- One (1) longevity step will be given to all employees who are below Step 17 in the Unit as of June 30, 2020, and were on hand as of June 30, 2010, with no break in service effective July 1, 2020.
  - To be eligible, an employee must have been a permanent employee in the bargaining unit from June 30, 2010 through July 1, 2020.
- A 2% longevity differential will be given to all employees who are on Step 17 in the Unit as of June 30, 2020, and were on hand as of June 30, 2010, with no break in service effective July 1, 2020.
  - To be eligible, an employee must have been a permanent employee in the bargaining unit from June 30, 2010 through July 1, 2020.

- 1% is to be added to the top step of the pay scale on July 1, 2020.
- Per the Letter of Clarification, PGCPS will provide the Union with an electronic copy of the salary scales.

#### FOR FISCAL YEAR (FY) 2022

- Step 8 will be eliminated from the salary scales as per Section 4 of the negotiated agreement.
  - In accordance with the executed Letter of Clarification, the Salary Scales will not reflect the elimination (condensing) of Step 8 until the October 1, 2021 and April 2022 anniversary dates.
  - The signed Letter of Clarification between Parties, outlines the intent of “eliminated” and the effective date of the elimination (condensing) of salary scales.
- Eligible employees with a hire date prior to July 1, 2021 will receive a one step merit increase as indicated in Section 3 of the 2018 - 2022 negotiated agreement between Parties.
- As a cost-of-living adjustment, all salary scales will be increased by 1% on July 1, 2021.
  - The salary scales will not reflect the elimination (condensing) of Step 8.
- One (1) longevity step will be given to all employees who are below Step 16 in the Unit as of June 30, 2021, and were on hand as of June 30, 2011, with no break in service effective July 1, 2021.
  - To be eligible, an employee must have been a permanent employee in the bargaining unit from June 30, 2011 through July 1, 2021.
- A 2% longevity differential will be given to all employees who are on Step 16 in the Unit as of June 30, 2021, and were on hand as of June 30, 2011, with no break in service effective July 1, 2021.
  - To be eligible, an employee must have been a permanent employee in the bargaining unit from June 30, 2011 through July 1, 2021.
- 1% added to the top step of the pay scale on July 1, 2021.
- Per the Letter of Clarification, PGCPS will provide the Union with an electronic copy of the salary scales.
- Parties agree to not reopen negotiations for Fiscal Year 2022 to discuss salary scales. This Salary Scales Reopener will serve as the reopener for FY2022.

The above terms and conditions of the Salary Reopener have been agreed upon by representatives from PGCPS and the Union.

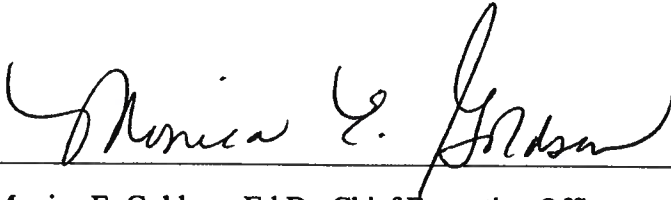
The FY2020, FY2021, and FY2022 Negotiated Agreement contains the final and entire Negotiated Agreement between the parties hereto and they shall not be bound by any terms, conditions, statements, or representatives, oral or written, not herein contained.

**Board of Education of Prince George's County:**



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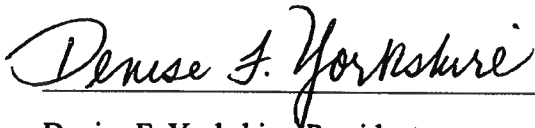
Alvin Thornton, Ph.D., Chair



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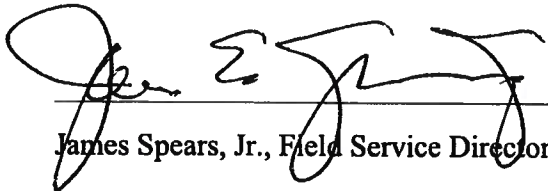
Monica E. Goldson, Ed.D., Chief Executive Officer

**ACE-AFSCME Local 2250, AFL-CIO:**



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Denise F. Yorkshire, President



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James Spears, Jr., Field Service Director