

Board Action Summary

An Outline of the Chief Executive Officer's Recommendation to the Board of Education

New Program: Yes • No X

Modified Program: Yes X No •

Subject: Facilities Services Employees, SEIU, Local 400 Prince George's County Compensation Changes in Accordance with the Approved Negotiated Addendum to the Negotiated Agreement of July 1, 2021 through June 30, 2024, settled by the negotiation teams of SEIU, Local 400 and the Board of Education

Abstract and Highlights: Negotiation teams of SEIU, Local 400 and the Board of Education met to negotiate enhanced compensation for SEIU, Local 400 employees. These teams reached a three year agreement on compensation for the period July 1, 2022 through June, 30, 2025.

Compensation increases for the period July 1, 2022 through June 30, 2023, include a 5% COLA, a one step increase for all eligible employees, a 1% differential for eligible employees at the top step of each grade and a \$1,000 retention bonus for employees with no break in service from June 1, 2022 to September 16, 2022.

Compensation increases for the period July 1, 2023 through June 30, 2024, include a 4% COLA, a one step increase for all eligible employees and a 1% differential for eligible employees at the top step of each grade.

Compensation increases for the period July 1, 2024 through June 30, 2025, include a 4% COLA and a one step increase for all eligible employees.

The Chief Executive Officer recommends that the Board of Education approve the stated increases for SEIU, Local 400 employees.

Budget Implications: \$2,619,876.27

Staffing Implications: NA

School(s) Affected: NA



Preparation Date: June 21, 2022

Person Preparing: Howard A. Burnett

Board Agenda Introduction Date (Budget Consent): June 23, 2022

Board Action Date (Budget Consent): June 23, 2022

Endorsed: 
Chief Financial Officer
Digitally signed by Michael Herbstman
DN: cn=Michael Herbstman, ou=PGCPS, ou=,
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Date: 2022.06.27 12:08:15 -0400

Approved: 
Chief Executive Officer

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

RESOLUTION

WHEREAS, negotiating teams for SEIU, Local 400 and the Board of Education met to discuss compensation enhancements to the Negotiated Agreement of July 1, 2021 through June 30, 2024; and

WHEREAS, negotiating teams of SEIU, Local 400 and the Board of Education reached agreement on compensation for SEIU, Local 400 employees for the period July 1, 2022 through June 30, 2025; and

WHEREAS, the Chief Executive Officer recommends the Board of Education authorize a 5% COLA, a one step increase for eligible SEIU, Local 400 employees, a 1% differential for all SEIU, Local 400 employees at the top step of each grade, and a \$1,000 retention bonus for all eligible SEIU, Local 400 employees effective July 1, 2022. The Chief Executive Officer recommends that the Board of Education authorize a 4% COLA, a one step increase for all eligible SEIU, Local 400 employees and a 1% differential for all SEIU, Local 400 employees at the top step of each grade effective July 1, 2023. The Chief Executive Officer recommends the Board of Education authorize a 4% COLA and a one step increase for all eligible SEIU, Local 400 employees effective July 1, 2024; and

WHEREAS, the Chief Executive Officer 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 salary changes;

THEREFORE, BE IT RESOLVED, that the Board of Education of Prince George's County approves the compensation changes for SEIU, Local 400 employees as stated herein.

Submitted by:	<u>Dr. Monica Goldson, CEO</u>
Prepared by:	<u>Howard A. Burnett</u>
Agenda Date:	<u>June 23, 2022</u>
First Reader:	_____
Budget Consent:	<u>June 23, 2022</u>
Amended:	_____
Deferred:	_____
Tabled:	_____
Approved by the Board:	_____