

Office of the Superintendent of Schools
MONTGOMERY COUNTY PUBLIC SCHOOLS
Rockville, Maryland

March 18, 2025

MEMORANDUM

To: Members of the Board of Education

From: Thomas W. Taylor, Superintendent of Schools

Subject: Amendment to the Agreement for the School Years 2023–2025 Between
Montgomery County Association of Administrators and
Principals/Montgomery County Business and Operations Administrators
and Board of Education of Montgomery County Contract

☐ Information ☒ Action

Superintendent Recommendation:

The superintendent recommends that the Board of Education approve the amendment to the Montgomery County Association of Administrators and Principals/Montgomery County Business and Operations Administrators Agreement for the School Years 2023–2025 contract.

WHEREAS, Section 6-408 of the Education Article, Annotated Code of Maryland, requires the Board of Education to enter into negotiations with designated employee organizations concerning salaries, wages, hours, benefits, and other working conditions; and

WHEREAS, the parties have a negotiated agreement for July 1, 2023, through June 30, 2025, which recently was subject to a limited reopener to address specific items within the current agreement; and

WHEREAS, such changes demonstrate a commitment to fair and equitable working conditions, fostering open communication and accountability within the organization; and

WHEREAS, the Montgomery County Association of Administrators and Principals/Montgomery County Business and Operations Administrators properly was designated as the exclusive representative of the certificated administrative employee unit for these negotiations; and

WHEREAS, said negotiations have occurred in good faith, as required by law and the agreement; and

WHEREAS, the parties have reached a tentative agreement on items in Article 17, Employee Benefits, and Article 20, Leaves, and

WHEREAS, the amended agreement reinforces our shared commitment to professional and operational excellence and seeks to document our commitment to employee rights and transparency, and

WHEREAS, the amended agreement for employee benefits and compensation duly was ratified on February 18, 2025, and March 14, 2025, by the membership of the Montgomery County Association of Administrators and Principals/Montgomery County Business and Operations Administrators; now therefore be it

Resolved, That the Board of Education approve the amendment to Montgomery County Association of Administrators and Principals/Montgomery County Business and Operations Administrators Agreement for the School Years 2023–2025 contract; and be it further

Resolved, That the president of the Board of Education and the superintendent of schools be authorized to sign the amended agreement, according to said agreement and the law.

TWT:DEE:MHS:mj

Attachment

**Agreement between
Montgomery County Association of Administrators and Principals/
Montgomery County Business and Operations Administrators
and Board of Education of Montgomery County
Rockville, Maryland for July 1, 2023, through June 30, 2025**

The following amendments to Articles 14, 17, and 20 to the 2023 through 2025 negotiated Agreement are recommended.

Article 14, Salaries and Compensation

A. Step Increases and Pay Adjustments

1. For fiscal year ~~2024~~2026, the MCAAP and MCBOA salary schedules shall be increased by ~~7.0%~~ 3.25% effective on July 1, ~~2023~~2025. ~~There will be no step increase. For fiscal year 2027, the MCAAP and MCBOA salary schedules shall be increased by 3.25% effective on July 1, 2026.~~
2. ~~For fiscal year 2025, step 10 on grades O, P, and Q of the MCAAP salary schedule will be increased to 2.98% over step 9. In addition, the MCAAP and MCBOA salary schedules will have two steps added. The new steps will have an increment value of 2.25% over the previous step. There will be no additional adjustment to the salary schedule amounts for FY25. All eligible unit members will receive a step. On July 1, 2025 all unit members eligible for a step increase will move up one step from their current step. On July 1, 2026 all unit members eligible for a step increase will move up one step from their current step.~~
3. Effective July 1, 2025, the MCAAP and MCBOA salary schedules will have one step added at 2.25% increments. Effective July 1, 2026, the MCAAP and MCBOA salary schedules will have one step added with a 2.25% increment.
- ~~34.~~ There shall be a work group to study the MCAAP and MCBOA salary schedule redesign. This work group will function within the duration of this agreement and make recommendations in time for negotiating a successor to this agreement, fiscal year ~~2026~~2028.

B. Salary Schedules and Pay Adjustments – Updated salary schedules will be calculated as described above and available before July 1, 2025.

C. Supplements – These represent new or updated supplements.

1. Longevity 1 and Longevity 2 Supplements

- a. Each unit member shall become eligible to receive an annual longevity supplement of ~~\$1,500~~ \$2,000 upon completion of five (5) years of service as an administrator and/or supervisor in MCPS.
- b. Each unit member shall become eligible to receive an annual longevity supplement of ~~\$1,500~~ \$2,000 upon completion of ten (10) years of service as an administrator and/or supervisor in MCPS.

9. Athletics Certification Supplement: Each central office/school based athletic administrator who has earned the Certified Athletic Administrator credential will receive a \$500 supplement. Each central office/school based athletic administrator who has earned the Certified Master Athletic Administrator credential will receive a \$1,000 supplement.

10. Each Director (II) of School Support and Improvement who supervises a portfolio of schools and is responsible for coaching and building the capacity of principals to improve teaching and learning in schools will receive a salary supplement equal to 5 percent of their base salary.

D. Stipends –

1. Schools Under Construction – Each principal of a school that is undergoing major renovation or reconstruction will receive an annual stipend of \$1,000. Each principal managing newly constructed buildings will receive an additional \$1,000 stipend. ~~In addition,~~ Each school will receive an additional stipend of \$750 to be distributed to the appropriate administrator(s) identified by the principal who are directly involved in the major construction project. For purposes of the stipends, the Joint Collaboration Committee will identify those activities that will be approved for this stipend on an annual basis.

3. Peer Assistance Review (PAR) Panels – Each unit member participating on the Teacher PAR Panel and the Supporting Services PAR Panel will receive an annual stipend of \$1,500. Each unit member participating on the Administrative and Supervisory (A&S) PAR Panel will receive an annual stipend of \$500.

9. Professional Learning Community (PLC) Leads – The PLC lead in each of the following categories will receive a \$1,000 annual stipend:

- a. Elementary School Principal PLC,
- b. Middle School Principal PLC,
- c. High School Principal PLC,
- d. Central Services PLC, and
- e. Business and Operations PLC.

Article 17, Employee Benefits

B. Medical Plans

MCPS will implement managed healthcare plans, which combine utilization review, physician profiling, and case-management techniques. The plan will protect a physician's ability to make a final medical determination of the appropriate care. The Benefit Plan shall include the following options:

1. Effective January 1, 2018, there will be one (1) Point-of-Service (POS) plan. ~~One Point-of-Service (POS) plan~~ with differentials between in-network and out-of-network plan design.
2. **HMOs – Health Maintenance Organizations.** Two (2) Health Maintenance Organization (HMO) Plans, including both network and staff model HMOs.
3. The Board agrees to pay the dominant share of premiums in accordance with the schedule and provisions below: ~~The insurance cost premium sharing formulas will remain protected through June 30, 2023.~~

a. Base Premium Cost-sharing Formulas

		<u>2026</u>	<u>2027</u>
HMO Plans	<u>88/12</u>	<u>87 / 13</u>	<u>86/14</u>
POS Plan	<u>83/17</u>	<u>82 / 18</u>	<u>81/19</u>

Dental, Vision, Rx, & Life	<u>83/17</u>	<u>82 / 18</u>	<u>81/19</u>
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4. Additionally, to make available the ability to maintain limited medical management with the healthcare plan, MCPS shall offer one (1) Point-of-Service (POS) plan and one (1) HMO plan with a “Basic Low” level of managed care. This POS plan will have \$200/\$400 deductible in network, and \$500/\$1,000 out-of-network. The premium cost-share will be in accordance with the schedule and provisions below:

		<u>2026</u>	<u>2027</u>
<u>Basic Low Medical Management HMO Plan</u>		<u>80 / 20</u>	<u>79 / 21</u>
<u>Basic Low Medical Management POS Plan</u>		<u>75 / 25</u>	<u>74 / 26</u>

C.

Supplemental Plans

3. **Vision Plan** The vision plan benefits will be as follows (“NVA Wholesale 1” option):

- The system vision plan shall be modified to provide existing benefits on a 12-month cycle instead of an 18-month cycle.

(Note: This language will not appear in the contract but reflects agreement between the parties to be effective January 1, 2026.)

H Joint Employee Benefits Committee

The parties will work jointly through the ADC to reinvigorate the JEBC so that it returns to its intended function as a body actually making recommendations to the Board and superintendent, rather than simply serving as a sounding board listening to vendor and staff reports. Part of this shall include exploring ways in which the unions can play an expanded role in the governance and oversight of the plans.

1. The joint ~~Economic Benefits~~ SEIU-MCAAP/MCBOA-MCEA-MCPS committee, for the purpose of reviewing periodically the employee benefit plan, shall be continued and shall make recommendations to the parties when warranted. Each party shall appoint three members of the committee.
2. The committee also shall select and monitor the performance of the healthcare plan administrators.
3. It is understood that the committee shall utilize the bid process, if required by state law or MCPS regulation, to contract for outside services required to assist the committee, including but not limited to the services of a Health and Welfare Consultant/Employee Benefits Consulting Firm (Consulting Firm).
4. The committee will have pre-decisional involvement in the selection of such Consulting Firm, subject to full compliance with all confidentiality requirements in the process.

Article 20, Leaves

F. Annual Leave

3. Accumulation of Annual Leave

d. Unit members with at least five (5) years of experience with MCPS, and who have accumulated at least 160 hours of annual leave, will be permitted to do one of the following:

- i. Deposit the pre-tax monetary value of up to 80 hours of earned annual leave into a qualifying MCPS-offered 403(b) or 457 retirement plan;
- ii. Receive an after-tax cash payment for up to 40 hours of earned annual leave and deposit the pre-tax monetary value of up to 40 hours of earned annual leave into a qualifying MCPS-offered 403(b) or 457 retirement plan; or
- iii. Receive an after-tax cash payment for up to 40 hours of earned annual leave.

This provision will be administered in accordance with IRS Regulations regarding the distribution of such funds. Desiring to avoid the risk of IRS penalties against eligible employees who choose not to exercise this conversion option based on “constructive receipt” and/or against MCPS for improper implementation of tax laws, the parties agree that the pay-out for employees choosing one of these options will be subject to a “haircut” reduction in the amount of the payout.

As a “haircut” reduction, employees will forfeit 15 percent of the leave amount selected prior to the conversion of leave to cash or retirement plans (403(b)/457(b)). Following an annual review of applicable federal or state laws or regulations, no later than April 1, the parties will consult on any changes to the “haircut reduction” percentage.

This provision also applies to unit members retiring on July 1. A deposit into a qualifying MCPS-offered 403(b) or 457 retirement plan is **treated as an employee contribution** subject to federal contribution limits.

**Amendment Agreement between
Montgomery County Association of Administrators and Principals/
Montgomery County Business and Operations Administrators
and Board of Education of Montgomery County
Rockville, Maryland for July 1, 2023, through June 30, 2025**

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE EXECUTED THIS AMENDED AGREEMENT IN THE STATE OF MARYLAND UPON THE DATE INDICATED BELOW:

For Montgomery County Board of Education

Julie Yang
President

Date

For Montgomery County Public Schools

Thomas W. Taylor, Ed.D., M.B.A.
Superintendent of Schools

Date

For Montgomery County Association of Administrators and Principals/Montgomery County
Business and Operations Administrators

Dr. Christine C. Handy
President

Date