

JULY 1, 2019 – JUNE 30, 2020
ADDENDUM TO NEGOTIATED AGREEMENT
between
FREDERICK COUNTY TEACHERS ASSOCIATION
and
BOARD OF EDUCATION OF FREDERICK COUNTY

The parties, by their signatures below, agree to amend the Agreement in accordance with the following terms for the 2019-20 school year:

ARTICLE VI – SALARIES

FCPS is fully committed to the planned 4th year salary transition and recognizes all teachers as our most valuable resource. The Board will complete the 4th year salary transition as found on pages 44 through 61 of the 2017-2020 Negotiated Agreement Appendix A.

The Board will allocate an additional \$250,000 to improve the pay of starting teachers in years 1 through 5 as well as an additional \$250,000 to improve pay for experienced teachers. Therefore, the updated final scales for FY2019-2020 are attached.

A 2% increase will be applied to FY19 insurance premiums for the FY20 plan year.

10 Month FCTA Pay Scale 2019-20

Step	BA		MA/36		45		60		75	
	Years		(Min. 21 Grad Credits)		(Min. 21 Grad Credits)		(Min. 30 Grad Credits)		(Min. 36 Grad Credits)	
Step	Years		Years		Years		Years		Years	
1	1	46000	1	47500	1		1		1	
2	2	46600	2	48100	2		2		2	
3	3	47300	3	48800	3		3		3	
4	4	48585	4	50085	4	52250	4	54700	4	56800
5	5	50000	5	51500	5	53600	5	56050	5	58150
6	6	51450	6	52950	6	55050	6	57500	6	59600
7	7	53100	7	54600	7	56700	7	59150	7	61250
8	8	54750	8	56600	8	58700	8	61150	8	63250
9	9	56400	9	58600	9	60700	9	63150	9	65250
10	10	58050	10	60600	10	62700	10	65150	10	67250
11	11	58050	11	63000	11	65100	11	67550	11	69650
12	12	58050	12	65400	12	67500	12	69950	12	72050
13	13	58050	13	67800	13	69900	13	72350	13	74450
14	14	58050	14	70200	14	72300	14	74750	14	76850
15	15	58050	15	72600	15	74700	15	77150	15	79250
16	16,17,18,19	58050	16	73800	16	75900	16	78350	16	80450
17	20	58050	17	75000	17	77100	17	79550	17	81650
18	21+	58910	18	76200	18	78300	18	80750	18	82850
19			19	77400	19	79500	19	81950	19	84050
20			20	78600	20	80700	20	83150	20	85250
21			21	78600	21	81900	21	84350	21	86450
22			22	78600	22	83100	22	85550	22	87650
23			23	78600	23	84300	23	86750	23	88850
24			24	78600	24	84300	24	87950	24	90050
25			25	78600	25	84300	25	89150	25	91250
26			26,27	78600			26	89150	26	91250
27			28	78600			27	89150	27	91250
28							28	90250	28	93000

29*	81508
30*	83631
31*	85652
32,33,34*	87675
35*	89842

29,30*	90,250
31*	91,000
32,33*	92,120
34,35,36*	94305
37*	97357

*These figures are for teachers who entered their 26th Year+ of teaching in 2016/17 and who choose to remain on the MA/36 or 60 Hr Scale because of years of service

11 Month FCTA Pay Scales 2019-20

Step	BA		MA/36		45		60		75	
	Years		(Min. 21 Grad Credits)		(Min. 21 Grad Credits)		(Min. 30 Grad Credits)		(Min. 36 Grad Credits)	
1	1	49404	1	51015	1		1		1	
2	2	50048	2	51659	2		2		2	
3	3	50800	3	52411	3		3		3	
4	4	52180	4	53791	4	56116	4	58747	4	61003
5	5	53700	5	55310	5	57566	5	60197	5	62453
6	6	55257	6	56868	6	59124	6	61755	6	64010
7	7	57029	7	58640	7	60896	7	63527	7	65783
8	8	58802	8	60788	8	63044	8	65675	8	67931
9	9	60574	9	62936	9	65192	9	67823	9	70079
10	10	62346	10	65084	10	67340	10	69971	10	72227
11	11	62346	11	67662	11	69917	11	72549	11	74804
12	12	62346	12	70240	12	72495	12	75126	12	77382
13	13	62346	13	72817	13	75073	13	77704	13	79959
14	14	62346	14	75395	14	77650	14	80282	14	82537
15	15	62346	15	77972	15	80228	15	82859	15	85115
16	16,17,18,19	62346	16	79261	16	81517	16	84148	16	86403
17	20	62346	17	80550	17	82805	17	85437	17	87692
18	21+	63276	18	81839	18	84094	18	86726	18	88981
19			19	83128	19	85383	19	88014	19	90270
20			20	84416	20	86672	20	89303	20	91559
21			21	84416	21	87961	21	90592	21	92847
22			22	84416	22	89249	22	91881	22	94136
23			23	84416	23	90538	23	93170	23	95425
24			24	84416	24	90538	24	94458	24	96714
25			25	84416	25	90538	25	95747	25	98003
26			26	84416	26+	90538	26	95747	26	98003
27			27	84416			27	95747	27	98003
28			28	84416			28	96847	28+	99770

29*	89745
30*	91918
31,32*	94091
33,34*	96502
35,36,37*	96502
38+*	96502

29*	96847
30*	97847
31,32*	99069
33,34*	101281
35,36,37*	103504
38+*	105304

*These figures are for teachers who entered their 26th Year+ of teaching in 2016/17 and who choose to remain on the MA/36 or 60 Hr Scale because of years of service

12 Month FCTA Pay Scales 2019-20

Step	BA	MA/36		45		60		75	
		(Min. 21 Grad Credits)		(Min. 21 Grad Credits)		(Min. 30 Grad Credits)		(Min. 36 Grad Credits)	
		Years		Years		Years		Years	
1		1	55,100						
2		2	55,796						
3		3	56,608						
4		4	58,099	4	60,610	4	63,452	4	65,888
5		5	59,740	5	62,176	5	65,018	5	67,454
6		6	61,422	6	63,858	6	66,700	6	69,136
7		7	63,336	7	65,772	7	68,614	7	71,050
8		8	65,656	8	68,092	8	70,934	8	73,370
9		9	67,976	9	70,412	9	73,254	9	75,690
10		10	70,296	10	72,732	10	75,574	10	78,010
11		11	73,080	11	75,516	11	78,358	11	80,794
12		12	75,864	12	78,300	12	81,142	12	83,578
13		13	78,648	13	81,084	13	83,926	13	86,362
14		14	81,432	14	83,868	14	86,710	14	89,146
15		15	84,216	15	86,652	15	89,494	15	91,930
16		16	85,608	16	88,044	16	90,886	16	93,322
17		17	87,000	17	89,436	17	92,278	17	94,714
18		18	88,392	18	90,828	18	93,670	18	96,106
19		19	89,784	19	92,220	19	95,062	19	97,498
20		20	91,176	20	93,612	20	96,454	20	98,890
21		21	91,176	21	95,004	21	97,846	21	100,282
22		22	91,176	22	96,396	22	99,238	22	101,674
23		23	91,176	23	97,788	23	100,630	23	103,066
24		24	91,176	24	97,788	24	102,022	24	104,458
25		25	91,176	25	97,788	25	103,414	25	105,850
26		26	91,176	26+	97,788	26	103,414	26	105,850
27		27	91,176			27	103,414	27	105,850
28		28	91,176			28,29*	104,690	28,29	105,850
29						30*	104,690	30+	107,880

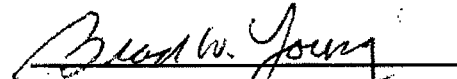
29*	96,845
30*	99,193
31,32*	101,539
33,34*	103,887
35+*	104,232

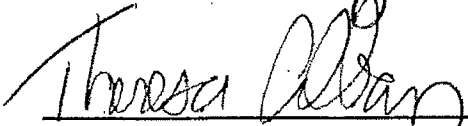
31*	106,886
32,33,34*	109,421
35,36*	111,956
37+*	112,934

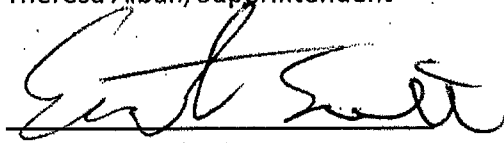
*These figures are for teachers with 25 years of experience or more in 2016-17 school year and who choose to remain on the MA/36 or 60 Hr scale because of years of service.

IN WITNESS WHEREOF, the parties hereto have caused this document to be executed by their duly authorized officers this 12th day of July, 2019.

**BOARD OF EDUCATION OF
FREDERICK, MARYLAND**

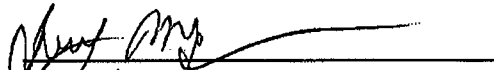

Brad Young, President


Theresa Alban, Superintendent


Curtis Scott, Chief Negotiator

**FREDERICK COUNTY TEACHERS
ASSOCIATION**


Melissa Dirks, President


Jennifer Nguherimo, Chief Negotiator