



# Frederick County Teachers Association

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## Tentative Agreement between FCTA and the Board of Education of Frederick County for a Negotiated Agreement for the 2023-2024 school year.

The Board of Directors of the Frederick County Teachers Association (FCTA) has voted to place the following offer for the 2023-2024 school year to a ratification vote of the members. The FCTA Board of Directors and Negotiations Team are recommending ratification.

To recap, this year’s negotiation was limited to salary, benefits, one language proposal for each side, items related to the implementation of the Blueprint for Maryland’s Future Law and the two items from the current contract up for re-evaluation.

### The Tentative Agreement is as follows:

#### Salary-Effective July 1, 2023:

- ✓ A step for all eligible bargaining unit members. (The FCTA step is an average of 2 %)
- ✓ \$500 one-time stipend for those who are ineligible for a step increase payable on July 31, 2023.
- ✓ 4% COLA applied to all FCTA unit scales effective to July 1, 2023.
  - [Link to Tentative Agreement \(TA\) Salary Scales](#)
  - [Link to Current Scales](#) for comparison, take note of how linked years of service step together from this scale to the TA scales.

#### Effective Date July 1, 2024:

Pending funding, Salary Resource Pool (7% on average or Step + 5%) as the starting point for negotiation.

#### Benefits – Effective July 1, 2023:

- ✓ 9.5% increase to Medical/RX/Vision insurance premium (no increase to Dental Premiums).
- ✓ No increase in copays and no change in benefit coverage.

#### 2023-24 Medical/RX/Vision Rates Per Pay

	10- month Employee 20 Pays	11-month Employee 22 Pays	12-Month Employee 24 Pays	Employer Annual Contribution
Employee Only	\$25.27 (Increase of \$2.19)	\$22.98 (Increase of \$2.00)	\$21.06 (Increase of \$1.83)	\$9,600.60
Employee + 1 Dependent	\$192.22 (Increase of \$16.68)	\$174.74 (Increase of \$15.16)	\$160.18 (Increase of \$13.90)	\$18,186.84
Employee + Family (2 or more dependents)	\$255.18 (Increase of \$22.14)	\$231.98 (Increase of \$20.12)	\$212.65 (Increase of \$18.45)	\$18,140.28
2 Employee+ Family (both parents employed by FCPS)	\$50.54 (Increase of \$4.38)	\$45.95 (Increase of \$3.99)	\$42.12 (Increase of \$3.66)	\$22,233.12

### Language Changes:

- ✓ Codified into the contract the FY2023 Elementary and Middle School Planning Time Pilot with an increase of 10 minutes. The new language: Additional **90** minutes a month of planning time for Elementary & Middle Schools. The additional planning time must be in blocks of no less than 20 minutes.
- ✓ One- Half (.5) step service credit shall be provided to all new teacher hires, for each year of prior service in FCPS as an instructional assistant, special education instructional assistant, or resident substitute\* and subsequently were hired as a teacher. In the event the employee has a .5-year prior year of service that service credit amount shall be rounded up. No more than six (6) years or 3.0 step service credits shall be granted toward placement on the teacher salary scale.
  - Current unit members who qualify for this service credit will have a one-time opportunity to submit a request to have their placement reviewed. For FY 24 only, current employees may submit the form between August 1-September 30, 2023, to have their years of service as FCPS support staff evaluated for new placement on the scale.
- ✓ Special Education teachers will continue to be provided a total of three (3) additional workdays at their per diem rate of pay for FY24. These days will now be pension eligible. These days will be used flexibly to accomplish case management tasks at the discretion of the teacher.
  - For FY25 10-month Special Education teachers will be provided a total of six (6) additional workdays. One day will be available for special education professional development prior to or after the work year. Options will be provided if special educators are unable to participate in the training beyond the 10-month school year. The other days will be used flexibly to accomplish case management tasks at the discretion of the teacher. 11-month special education teachers will continue to be provided the additional 3 flexible pension eligible per diem days.
  - For FY26 10-month Special Education teachers will be provided a total of nine (9) additional workdays. Two days will be available for special education professional development prior to or after the work year. Options will be provided if special educators are unable to participate in the training beyond the 10-month school year. The other days will be used flexibly to accomplish case management tasks at the discretion of the teacher. 11-month special education teachers will continue to be provided the additional 3 flexible pension eligible per diem days.
- ✓ Defined exclusions to the Tuition Repayment Obligation by including a list of extenuating circumstances where the normal repayment obligation of any course taken in the last two years will be waived. Those extenuating circumstances include: Employee death; Non-tenured non-renewal recommendation; Military transfer for employee or spouse; Job transfer for spouse; Divorce; Retirement; Medically certified temporary disability for employee which prevents them from fulfilling their job responsibilities; Medically certified care responsibilities for an employee's family member, as defined by FMLA, which prevents employee from fulfilling employment duties and responsibilities during this time; Prolonged, catastrophic,

incapacitating personal illness or injury resulting in a permanent disability of the employee, as recognized by the Maryland State Retirement and Pension System and/or the United States Social Security Administration.

### Editorial Changes:

- Clarified language under Article XXVIII Extended Leave of Absence for childcare: If an employee has a second child when out on the first childcare leave, they will be permitted to extend their unpaid leave by an additional 1 year.
- Streamlined FPT reporting process for unit members with 3 or more years of experience. The only reporting requirements moving forward will be part of the regular end of year checkout process instead of the separate online reporting that has been required in the fall and spring.

This contract would remain in effect until June 30, 2025, with reopeners for the next school year only for Salary, Insurance Benefits, and items related to the Blueprint for Maryland's Future Law, including the Career Ladder.

The FCTA Negotiations Team and Board of Directors thank all FCTA members for their support and patience through the negotiations process.

**We are holding two voluntary Q&A meetings via Zoom which are open to all members.**

**Time: June 14, 2023, 10:00-10:45 AM**

<https://us02web.zoom.us/j/83905721789?pwd=U1dsSDNqVGR5em5qbGtsU0trZXFzQT09>

Meeting ID: 839 0572 1789 Passcode: mrr5YD

**Time: June 15, 2023, 4:00-4:45 PM**

<https://us02web.zoom.us/j/82656135151?pwd=ekEvdzBkY3htV3hHRGhQNER3eHJpZz09>

Meeting ID: 826 5613 5151 Passcode: cclRq0

Should you have any questions, please contact the FCTA office (301-662-9077) or members of the FCTA Negotiations Team: Justin Heid (OES, VP and Negotiations Chair), Missy Dirks (President, [mdirks@mseanea.org](mailto:mdirks@mseanea.org)), Jen Nguherimo (Chief Negotiator, [jenguherimo@mseanea.org](mailto:jenguherimo@mseanea.org)), Toni Border (FHS), Beth Strakonsky (FHS), and Karyn White (OES).

**Please vote via Survey Monkey no later than Tuesday, June 20<sup>th</sup> at 5:00. The voting process will be closed after that.**

**A decision by the membership of FCTA to reject this offer will send both sides back to the table to restart negotiations.**

While not part of this contract ratification, as a reminder the following items were part of previous contract settlements but had phased implementation for the 2023-24 School Year:

- ❖ Final phase of increasing the minimum days of compensation for leadership positions 2023-24 School year, increase from (3) days to (4) days of compensation.
- ❖ NBC educators that do not meet the MSDE definition and all other recognized national certifications will move from a \$3,000 salary enhancement to a \$5,000 salary enhancement.