



# 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 2024-2025 school year

The Board of Directors of the Frederick County Teachers Association (FCTA) has voted to place the following offer for the 2024-2025 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, and items related to the implementation of the Blueprint for Maryland's Future Law.

### The Tentative Agreement is as follows:

#### Salary Effective July 1, 2024:

- ✓ A step for all eligible bargaining unit members.
- ✓ 2% COLA applied to all FCTA unit scales with a 2.4% COLA for all terminal steps including the grandfathered steps.
  - 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.

#### Benefits Effective July 1, 2024:

- ✓ 16% increase to the Medical/RX/Vision insurance premium (No increase to Dental Premiums).
- ✓ No change to Primary Care or Physical Therapy Co-Pays.
- ✓ Urgent Care Co-Pay will now be \$20, and Specialists Co-Pays will be \$35
- ✓ Implementation of GoodRX saving program that helps you save money on commonly dispensed generic medications. This will happen automatically and make sure you receive the lowest price for medications covered under our plan.

#### 2024-25 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	\$29.32 (Increase of \$4.05)	\$26.65 (Increase of \$3.67)	\$24.43 (Increase of \$3.37)	\$11,136.62 (Increase of \$1,536.14)
Employee + 1 Dependent	\$222.98 (Increase of \$30.76)	\$202.71 (Increase of \$27.97)	\$185.82 (Increase of \$25.64)	\$25,556.30 (Increase of \$7,369.58)
Employee + Family (2 or more dependents)	\$296.02 (Increase of \$40.84)	\$269.11 (Increase of \$37.13)	\$246.68 (Increase of \$34.03)	\$26,963.04 (Increase of \$8,822.88)
2 Employee+ Family (both parents employed by FCPS)	\$58.63 (Increase of \$8.09)	\$269.02 (Increase of \$7.35)	\$48.86 (Increase of \$6.74)	\$26,962.98 (Increase of \$4,730.10)

### Blueprint for Maryland's Future Related Items:

- ✓ Career Ladder to be submitted to the Blueprint Accountability and Implementation Board for final approval (submission due July 1, 2024) for implementation on July 1, 2025.
  - [Career Ladder Narrative](#) and [Career Ladder Salary Scale Model](#) (Developed by consensus of the Pillar 2 Career Ladder Blueprint Workgroup)
- ✓ Professional Growth System (PGS)/Peer Assistance and Review (PAR): Adoption of the Teacher Evaluation Workgroup's Recommendations regarding the [PGS/PAR framework](#), which shall be bargained for inclusion in the negotiated agreement for an effective date of July 1, 2025.

This contract would remain in effect until June 30, 2025 with the full contract and other items for the Blueprint for Maryland's Future law to be negotiated next year.

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: 3:30-4:30pm, Tuesday, May 21, 2024**

<https://us02web.zoom.us/j/88476822303?pwd=MG1iVUhTazFzUFFlejhKWDDNeGtxZz09>

Meeting ID: 884 7682 2303 Passcode: Uq2Dw4

**Time: 4:30-5:30pm, Wednesday, May 22, 2024**

<https://us02web.zoom.us/j/85358233571?pwd=bGx3UE1VOC9NcERSV0VheHQwWnE1Zz09>

Meeting ID: 853 5823 3571 Passcode: 3c07ec

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), Andrew Macluskie (Chief Negotiator, [aamacluskie@mseanea.org](mailto:aamacluskie@mseanea.org)), Toni Border (WKMS, Treasurer), Missy Dirks (President, [mdirks@mseanea.org](mailto:mdirks@mseanea.org)), Mike Skena (RVHS), Beth Strakonsky (FHS), and Karyn White (OES).

**Please vote via Survey Monkey no later than Tuesday, May 28, 2024 at 5:00 pm. 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.