

The Local 500 bargaining team is happy to announce a proposed settlement agreement with Montgomery County Public Schools, for the School Years 2018 – 2020. This agreement includes general wage and step increases, a guaranteed minimum \$15 per hour wage for our lowest paid employees, a three year bar on healthcare premium cost shifts to employees, significant pay premium expansions and much, much more! To become final, the proposed agreement requires approval by Local 500 membership and the Montgomery County Board of Education. Upon ratification, the new agreement would include significant improvements in both the economic and non-economic provisions of the collective bargaining agreement. ***The Local 500 bargaining team recommends that the membership vote 'YES' in favor of the proposal.***

Highlights of the settlement include:

1. Three year guarantee of no healthcare premium shifts to employees. Healthcare cost increases are limited to small increases in co-pays for office visits, pharmaceuticals, emergency room visits, and hospitalizations. New coverage for previously excluded dental implants.
2. 1% General Wage Increase, effective July 1, 2017; contract reopener in second and third years of the agreement for General Wage Increase, as well as continuation of negotiations for “make up steps.”
3. Step increase for all eligible employees, effective July 1, 2017.
4. Amount of 22-year longevity wage increment increases from 1.65% above the rate of pay with the 18-year longevity to 2.5% above the 18-year longevity.
5. New \$15/hour MCPS minimum wage, raising rates for many employees in grades 6 and 7, and some in grade 8.
6. Increase in shift differential pay above the basic hourly straight time, from current rate of 5% to 5.5% for the evening shift, and increasing from 7.5% to 8% for the night shift.
7. Improvements for Paraeducators, including class coverage rate increasing from \$7.50/hour to \$9.00/hour; eligibility threshold for class coverage stipend dropping to 1 period of at least 45 minutes; No more removal of paraeducators from covering classes to avoid paying class coverage premiums; reimbursement to any employee for cost of ParaPro test for those with passing score.
8. The training rate for Tier 2 training will increase from \$15 to \$20/hour. SP 10 training opportunities will increase from 4 hours to 8 hours per year (paid for otherwise “no work/no pay” days).
9. Creation of an annual \$550,000 Student Debt Relief fund, to assist employees saddled with student debt from before their career began with MCPS. [The Fund increases to \\$600,000 per year beginning July 1, 2018 and each year thereafter.](#)
10. Creation of an annual \$334,000 emergency childcare assistance fund to assist employees facing excessive “last minute” childcare costs. [The fund increases to \\$354,000 beginning July 1, 2018 and each year thereafter.](#)
11. Creation of a contributory family leave bank to provide paid time off for the care of family members with serious illnesses, with MCPS seeding the first 200 days to the fund
12. Bereavement leave includes “persons who raised you” in definition of immediate family.
13. Breaks defined as 15 minutes, not 10-15 minutes
14. ESRs will receive the same stipend rate as MCEA’s EFRs, increasing from \$1000 to \$1500.
15. The number of paid workdays for FY 2018 will not be reduced from the number in FY 2017.

16. The Board of Education has recommitted to ensuring that SEIU Local 500 leaders and representatives will be included in collaborative decision making at the school and worksite level, as well as at the institutional level.
17. The Board of Education and the Union will work together to ensure that employees represented by Local 500 will have access to training about the workplace bullying policy and rules.