

SEIU Local 500/MCPS Contract Highlights

During the **first year** of the agreement, ***all eligible employees will receive a regular step increase***. In addition, the FY 12 missed step is restored for those who are still behind because of not getting that step. It also adds two additional step advancements beyond Step 10! All first year improvements will take effect July 1, 2018,

Here are some of the details:

- If you were employed at MCPS and missed a scheduled step in 2012 and your hourly rate is still below what it would have been had you received that missed step, you will be advanced one additional step as a makeup step for the one you missed, effective July 1, 2018.
- A revised salary structure is introduced that will allow for two additional step advances above Step 10. Under the new structure, seven progression steps will be added. All employees currently at Step 10 or at higher temporary steps will be placed at one of the following progression steps, **based on how long they have been sitting at least at a Step 10**. The step increases will happen at Steps 13 and 17. All new steps except 13 and 17 are only for the purpose of measuring progress to the next step increase and there is no money tied to them.
 - Step 11 – Progression Step toward next step increase
 - Step 12 – Progression Step toward next step increase
 - **Step 13 – 2% step increase**
 - Step 14 – Progression Step toward next step increase
 - Step 15 – Progression Step toward next step increase
 - Step 16 – Progression Step toward next step increase
 - **Step 17 – 2% step increase**

These steps are in addition to longevity increases, based on seniority with MCPS at years 10, 14, 18 and 22!

- Employees who **do not receive any salary advancement**, including the FY 12 makeup step, the two additional steps or a longevity step will receive a one-time, prorated full time bonus of \$900 which will appear in the October 26, 2018 paycheck.

During the **second year**, all employees will receive a 1% COLA, plus a regular step advancement, effective July 1, 2019!

This agreement not only recognizes the sacrifices that MCPS employees have made, it also begins moving compensation forward in a real and significant fashion and it respects the critical role you play in educating the students.