

EACC/CCPS TA  
Informational Meeting

*FY2021*



Leslie Schroeck - Chief Negotiator  
Andrew Shanbarger - Bargaining Team Chair  
Jacob Gerding  
Matt Howard  
Kelley Perry  
Courtney Dowling - Negotiations Support

Dan Besseck - Co-Chief Negotiator  
Sonia Blue  
Darnell Lewis Russell  
Kristin Shields  
Linda Stocks  
Linda McLaughlin - Ex-Officio, EACC President

## CCPS TEAM

- Amy Hollstein, Chief Negotiator
- Marvin Jones, Jr., Team Member
  - Nikki Majors, Team Member
- Sherri Fisher-Davis, Team Member



## 1% COLA for all Unit I and Unit II

- The scales will increase by 1%
- You will make 1% more than FY20
- This is our “starting point” in future bargaining

## \$500 Stiped

- Issued in the September 4 paycheck
  - » All Unit I and Unit II employees
- This is a ONE-TIME payment

## Why Did We Negotiate Again?

- The Charles County Commissioners did NOT fund the requested budget.
- Charles County Public Schools would have been unable to meet the TA.
- By law we must “go back to the table”.

# Unit I: 10Mo.

Level	COND	BS	BSX	APC	APCX	MA	MAX	M30	M30X	PHD	PHDX
1	46,751	49,751	50,434	52,735	53,460	53,791	54,530	54,791	55,530	57,291	58,030
2	48,118	51,118	51,821	54,185	54,930	55,269	56,029	56,269	57,029	58,769	59,529
3	49,524	52,524	53,246	55,675	56,441	56,789	57,570	57,789	58,570	60,289	61,070
4	50,968	53,968	54,711	57,206	57,993	58,351	59,153	59,351	60,154	61,851	62,654
5	52,453	55,453	56,215	58,780	59,588	59,956	60,780	60,956	61,780	63,456	64,280
6	53,977	56,977	57,761	60,397	61,227	61,604	62,451	62,604	63,451	65,104	65,951
7	55,545	58,545	58,545	62,057	62,911	63,298	64,168	64,298	65,169	66,798	67,669
8	-	-		63,764	64,641	65,039	65,933	66,039	66,934	68,539	69,434
9	-	-		65,517	66,418	66,828	67,747	67,828	68,747	70,328	71,247
10	-	-		67,320	68,245	68,666	69,610	69,666	70,610	72,166	73,110
11	-	-		69,171	70,122	70,554	71,524	71,554	72,525	74,054	75,025
12	-	-		71,073	72,050	72,495	73,491	73,495	74,492	75,995	76,992
13	-	-		73,027	74,031	74,488	75,512	75,488	76,512	77,988	79,012
14	-	-		75,035	76,067	76,536	77,588	77,536	78,589	80,036	81,089
15	-	-		77,098	78,159	78,641	79,722	79,641	80,723	82,141	83,223
16	-	-		79,219	80,309	80,804	81,915	81,804	82,915	84,304	85,415
17	-	-		81,398	82,516	83,025	84,166	84,025	85,167	86,525	87,667
18	-	-		83,635	84,785	85,308	86,481	86,308	87,482	88,808	89,982
19	-	-		85,936	87,118	87,655	88,860	88,655	89,860	91,155	92,360
20	-	-		88,299	88,299	90,065	90,065	91,065	91,065	93,565	93,565

# Unit 1: 10.5Mo.

Level	COND	BS	BSX	APC	APCX	MA	MAX	M30	M30X	PHD	PHDX
1	49,369	52,369	53,089	55,511	56,274	56,621	57,400	57,621	58,400	60,121	60,900
2	50,809	53,809	54,549	57,037	57,822	58,179	58,978	59,179	59,979	61,679	62,479
3	52,288	55,288	56,049	58,606	59,412	59,778	60,600	60,778	61,600	63,278	64,100
4	53,809	56,809	57,591	60,217	61,046	61,422	62,267	62,422	63,267	64,922	65,767
5	55,372	58,372	59,174	61,874	62,725	63,111	63,978	64,111	64,979	66,611	67,479
6	56,976	59,976	60,801	63,576	64,450	64,846	65,737	65,846	66,738	68,346	69,238
7	58,626	61,626	61,626	65,324	66,222	66,629	67,546	67,629	68,546	70,129	71,046
8				67,120	68,043	68,463	69,404	69,463	70,404	71,963	72,904
9				68,965	69,914	70,345	71,313	71,345	72,313	73,845	74,813
10				70,863	71,837	72,280	73,273	73,280	74,274	75,780	76,774
11				72,811	73,812	74,267	75,288	75,267	76,289	77,767	78,789
12				74,813	75,842	76,310	77,358	77,310	78,359	79,810	80,859
13				76,871	77,928	78,407	79,485	79,407	80,485	81,907	82,985
14				78,984	80,070	80,563	81,671	81,563	82,672	84,063	85,172
15				81,156	82,273	82,780	83,918	83,780	84,918	86,280	87,418
16				83,389	84,536	85,056	86,225	86,056	87,225	88,556	89,725
17				85,682	86,860	87,394	88,596	88,394	89,596	90,894	92,096
18				88,037	89,248	89,798	91,033	90,798	92,033	93,298	94,533
19				90,459	91,703	92,268	93,536	93,268	94,536	95,768	97,036
20				92,947	92,947	94,804	94,804	95,804	95,804	98,304	98,304



# Unit 1: 11Mo.

Level	COND	BS	BSX	APC	APCX	MA	MAX	M30	M30X	PHD	PHDX
1	51,987	54,987	55,743	58,286	59,088	59,453	60,270	60,453	61,270	62,953	63,770
2	53,499	56,499	57,276	59,889	60,713	61,087	61,927	62,087	62,927	64,587	65,427
3	55,053	58,053	58,851	61,536	62,382	62,766	63,629	63,766	64,630	66,266	67,130
4	56,649	59,649	60,470	63,228	64,098	64,493	65,379	65,493	66,380	67,993	68,880
5	58,290	61,290	62,133	64,967	65,861	66,266	67,178	67,266	68,178	69,766	70,678
6	59,975	62,975	63,841	66,755	67,673	68,089	69,025	69,089	70,026	71,589	72,526
7	61,707	64,707	64,707	68,590	69,533	69,962	70,923	70,962	71,924	73,462	74,424
8				70,476	71,445	71,885	72,874	72,885	73,874	75,385	76,374
9				72,413	73,410	73,862	74,878	74,862	75,878	77,362	78,378
10				74,406	75,429	75,893	76,937	76,893	77,937	79,393	80,437
11				76,452	77,503	77,980	79,053	78,980	80,053	81,480	82,553
12				78,554	79,634	80,125	81,227	81,125	82,227	83,625	84,727
13				80,714	81,824	82,328	83,460	83,328	84,460	85,828	86,960
14				82,933	84,074	84,592	85,755	85,592	86,756	88,092	89,256
15				85,214	86,386	86,919	88,114	87,919	89,114	90,419	91,614
16				87,558	88,762	89,309	90,537	90,309	91,537	92,809	94,037
17				89,966	91,203	91,765	93,026	92,765	94,027	95,265	96,527
18				92,439	93,711	94,288	95,584	95,288	96,585	97,788	99,085
19				94,982	96,288	96,881	98,213	97,881	99,213	100,381	101,713
20				97,594	97,594	99,545	99,545	100,545	100,545	103,045	103,045

# Unit I: 12Mo.

Level	COND	BS	BSX	APC	APCX	MA	MAX	M30	M30X	PHD	PHDX
1	56,438	59,438	60,256	63,005	63,871	64,265	65,148	65,265	66,148	67,765	68,648
2	58,073	61,073	61,913	64,737	65,627	66,032	66,940	67,032	67,940	69,532	70,440
3	59,752	62,752	63,615	66,518	67,432	67,848	68,781	68,848	69,781	71,348	72,281
4	61,478	64,478	65,365	68,347	69,287	69,714	70,672	70,714	71,672	73,214	74,172
5	63,251	66,251	67,162	70,226	71,192	71,631	72,616	72,631	73,616	75,131	76,116
6	65,073	68,073	69,009	72,158	73,150	73,601	74,613	74,601	75,613	77,101	78,113
7	66,945	69,945	69,945	74,142	75,161	75,625	76,665	76,625	77,665	79,125	80,165
8				76,181	77,228	77,705	78,773	78,705	79,773	81,205	82,273
9				78,276	79,352	79,841	80,939	80,841	81,939	83,341	84,439
10				80,429	81,534	82,037	83,165	83,037	84,165	85,537	86,665
11				82,640	83,777	84,293	85,452	85,293	86,452	87,793	88,952
12				84,913	86,080	86,611	87,802	87,611	88,802	90,111	91,302
13				87,248	88,448	88,993	90,217	89,993	91,217	92,493	93,717
14				89,647	90,880	91,440	92,698	92,440	93,698	94,940	96,198
15				92,113	93,379	93,955	95,247	94,955	96,247	97,455	98,747
16				94,646	95,947	96,539	97,866	97,539	98,866	100,039	101,366
17				97,249	98,586	99,194	100,557	100,194	101,557	102,694	104,057
18				99,923	101,297	101,921	103,323	102,921	104,323	105,421	106,823
19				102,671	104,083	104,724	106,164	105,724	107,164	108,224	109,664
20				105,494	105,494	107,604	107,604	108,604	108,604	111,104	111,104

## Unit II

			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Pupil Personnel/School Psychologist 10 mo.	A4	PPSP	71,205	72,986	74,810	76,680	78,597	80,562	82,576	84,640	86,756	88,925	91,148	93,427	95,763	98,157	100,611
Pupil Personnel/School Psychologist 10.5 mo.	A4.5	PPSP	74,953	76,827	78,747	80,716	82,734	84,802	86,922	89,095	91,322	93,606	95,946	98,345	100,803	103,323	105,907
Pupil Personnel/School Psychologist 11 mo.	A3	PPSP	78,700	80,668	82,685	84,751	86,870	89,043	91,269	93,550	95,888	98,286	100,743	103,261	105,843	108,489	111,201
Pupil Personnel/School Psychologist 12 mo.	A2	PPSP	85,071	87,198	89,378	91,612	93,903	96,250	98,657	101,123	103,651	106,242	108,898	111,621	114,412	117,272	120,203
Supervising PPW/SP/Counselor	A2	SPP	95,445	97,832	100,277	102,784	105,353	107,987	110,687	113,454	116,290	119,198	122,178	125,232	128,363	131,572	134,861
Instructional Specialist 11 mo.	A3	ISPE	69,185	70,915	72,688	74,505	76,367	78,276	80,233	82,239	84,296	86,402	88,563	90,777	93,046	95,372	97,757
Instructional Specialist 12 mo.	A2	ISPE	74,785	76,655	78,572	80,536	82,549	84,613	86,729	88,897	91,119	93,397	95,732	98,126	100,579	103,093	105,670
Coordinator/Specialist	A2	CSPE	83,325	85,409	87,544	89,731	91,976	94,274	96,632	99,048	101,523	104,061	106,663	109,329	112,063	114,864	117,736
Elementary VP 11 mo.	A3	VPES	77,265	79,197	81,177	83,206	85,286	87,419	89,604	91,843	94,140	96,493	98,905	101,379	103,913	106,511	109,173
Middle School VP 11 mo.	A3	VPMS	79,285	81,268	83,299	85,381	87,515	89,704	91,946	94,245	96,601	99,016	101,492	104,029	106,630	109,295	112,027
Middle School VP 12 mo.	A2	VPMS12	85,704	87,846	90,043	92,293	94,601	96,965	99,390	101,875	104,421	107,032	109,707	112,450	115,261	118,143	121,097
High School VP 12 mo.	A2	VP12	90,395	92,655	94,971	97,346	99,779	102,274	104,831	107,451	110,137	112,891	115,714	118,606	121,572	124,611	127,726
Elementary School Principal	A2	PES	99,485	101,973	104,522	107,135	109,813	112,558	115,372	118,257	121,213	124,243	127,349	130,533	133,797	137,141	140,570
Middle School Principal	A2	PMS	103,525	106,114	108,766	111,485	114,272	117,129	120,058	123,058	126,135	129,288	132,521	135,834	139,230	142,710	146,278
High School Principal	A2	PHS	110,595	113,360	116,193	119,099	122,077	125,128	128,256	131,463	134,749	138,118	141,571	145,110	148,738	152,456	156,268
Director	A2	DIR	104,535	107,149	109,827	112,573	115,387	118,272	121,228	124,259	127,366	130,550	133,814	137,159	140,588	144,103	147,705

## We Recommend Voting 'YES'

- We were able to get reoccurring funds into our salary scale.
- We do not know what next year will bring.