

F.A.Q. CUB + BCPSS TENTATIVE AGREEMENT FY26



QUESTION What is the length of the contract? 

ANSWER This is a one-year contract that is retroactive to July 1, 2025 and will expire on June 30, 2026.

QUESTION Who is eligible to vote on this contract?

ANSWER Any CUB dues paying member of the BCPSS is eligible to vote on this contract.

QUESTION When is the ratification vote? 

ANSWER The ratification vote will take place on Thursday January 22, 2026 from 7:00a.m. to 6:00 p.m. at the CUB office located at 2117 North Howard Street, Baltimore

QUESTION Were there any changes to our current health and pension or leave benefits?


ANSWER No. All current benefits remain in place. There were **NO givebacks** with this contract.

QUESTION Did we get a pay increase?

ANSWER Yes! There will be a 3.5% increase to the salary schedules, retroactive to July 1, 2025 for unit members who are not designated as Directors or otherwise place on the Director salary schedule. CUB unit members designated as Directors or otherwise place on the Director salary schedule will receive a 3% increase retroactive to July 1, 2025.

QUESTION Were changes made to the Employee Pathways program? 

A: Yes. There were changes made to the Employee Pathways.

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- The new program ends accelerated movement, or interval jumps
 - In recognition of the new 4-tier system:
 - Movement would occur only for evaluation ratings of Highly Effective or Effective
 - A unit member who received a Developing evaluation moves one rating after their first evaluation. If a unit member receives a Developing evaluation rating the following year, they will not move until after they receive an Effective or Highly Effective evaluation rating.
 - There is no movement for Ineffective evaluation ratings.
 - Two additional intervals will be added to the Distinguished Pathway, to be effective July 1, 2025. Once unit members reach the top of the **current** Distinguished Pathway, they will receive a stipend of \$1500.00 after 2 consecutive Highly Effective evaluation Ratings. This stipend is not pensionable.
 - A unit member on the Standard Pathway will receive a stipend of \$1500.00 after 4 consecutive Highly Effective evaluation ratings. This stipend is not pensionable.
 - A unit member on the Professional Pathway will receive a stipend of \$1500.00 after 3 consecutive Highly Effective evaluation ratings.

QUESTION Is there anything in the contract regarding job classifications?

A: Yes, CUB and Baltimore City Board of School Commissioners will be working together to re-examine the district's job classifications when CUB identifies that disparity exists in the application of exempt versus non-exempt designation for employees performing identical duties in their assignments.

This applies to:

- CUB Unit members designated as exempt and therefore, ineligible to qualify for overtime pay
- CUB unit members designated as non-exempt and therefore, eligible to qualify for overtime pay

QUESTION What is the CUB leadership recommending for the ratification vote?

ANSWER CUB leadership is recommending a **YES vote** on the one-year contract. We believe that this is a fair contract for our members.

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INFO SESSIONS

CUB + BCPSS TENTATIVE AGREEMENT FY26



The City Union of Baltimore and the Baltimore City Board of School Commissioners tentatively agreed to a one-year contract. The ratification vote is scheduled for Thursday, January 22, 2026.

Please attend one of the following CUB informational meetings:

MONDAY, JAN. 12 11:00 am to 12:00 pm - North Ave, 1st Floor Board Room
12:00 pm to 1:00 pm

WEDNESDAY, JAN. 14 11:00 am to 12:00 pm - North Ave, 1st Floor Board Room
12:00 pm to 1:00 pm

4:00 pm to 5:00 pm - CUB Office, 2117 N Howard St
5:00 pm to 6:00 pm

THURSDAY, JAN. 15 4:00 pm to 5:00 pm - CUB Office, 2117 N Howard St
5:00 pm to 6:00 pm

TUESDAY, JAN. 20 11:00 am to 12:00 pm - North Ave, Room 301
12:00 pm to 1:00 pm

4:00 pm to 5:00 pm - CUB Office, 2117 N Howard St
5:00 pm to 6:00 pm

THURSDAY, JAN. 22 **RATIFICATION VOTE AT CUB OFFICE**
2117 N Howard St
7:00 am to 6:00 pm

Meeting Locations:
BCPSS: 200 East North Ave.
CUB Office: 2117 North Howard St.

EVERY BARGAINING UNIT MEMBER is invited and urged to attend an informational meeting to find out what is in the tentative agreement.

However, only CUB MEMBERS will be able to vote to ratify on Thursday, Jan. 22nd.
Not a member? **JOIN CUB TODAY** to have your voice counted!

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