

FCFT DUES FAQ

Where Do Dues Come From?

Dues come from us and allow us to build our power! Dues for monthly-paid employees are based on salary up to a cap. Biweekly-paid workers are on a fixed scale. For both categories, dues are deducted through payroll for ten months of the year, from September to June.

How Have Dues Changed Since Last School Year?

Dues depend on your monthly or biweekly pay from FCPS. If you receive pay monthly, dues are one percent of your yearly salary, capped

at Master's Step 8 (or \$88 max per month for the 2025-2026 school year). The monthly paid job categories previously paying half dues pay 1% up to half the full cap or \$44 max per month for this year (explained in more detail below). If you receive biweekly pay, your dues have not changed this year - it's a flat \$18 per paycheck (\$36 per month) for full-time and \$9 per paycheck (\$18 per month) for part time.

Why Change Dues?

We changed our dues structure to a more equitable model, to effectively fight for the rights of all 27,500 FCPS workers.

Changing dues allows for proper FCFT staffing to organize, enforce our collective bargaining agreements, and develop outreach to members and the broader community. We saw this as an opportunity to make our dues structure more accurately reflect our values as a union for all workers. The new structure allows us to increase the dues revenue while also ensuring that we are not placing too much of a burden on workers making the least. Union membership is now more accessible for early career staff. Now dues start small and slowly scale up as salaries increase. A teacher starting at \$60k/year would pay \$60 monthly while someone making \$70k/year would pay \$70 monthly. Both of these workers are paying less in dues than the previous \$72 flat rate, while those making over \$72k/year contribute a bit more.

Category	Dues (SY '24-25)	Dues (SY '25-26)
Paid Biweekly	Full time: \$36 monthly (\$18 per paycheck); Part time: \$18 monthly (\$9 per paycheck)	No Change
Paid Monthly	\$72 monthly (Sep-Jun)	1% of yearly salary capped at the Salary for Master's Step 8
Paid Monthly w/ Half Rate	\$36 monthly (Sep-Jun)	1% of yearly Salary capped at half of the Master's Step 8

**DUES QUESTION?
SCAN TO CONTACT
AN ORGANIZER.**



SCAN ME



FCFT DUES FAQ



What About Part-Time Workers?

Previously, all part-time workers paid a half flat rate. For example, a part-time teacher would pay \$36 instead of \$72 per month. Now, for all monthly paid workers, the model is percentage-based. The new dues structure means a worker that makes half as much will contribute half as much..

Why Is The Salary Cap Tied To Master's Step 8?

Moving to a percentage-based model means everyone pays their share. We want to be mindful to avoid a large single year increase. The cap at MA step 8 allows us to fulfill our budget needs, while moderating the single year increase to those at the top of the scale.

By tying the salary cap to a specific salary step instead of just a dollar amount, we will be able to sustainably and equitably meet our growing needs as we continue to build power.

What Roles have the reduced salary cap? Why?

The following monthly paid jobs have the reduced salary cap of \$44 per month: Classroom Instructional Support (CIS) Scale employees (IA, PHTA, PHA), Office Assistants, Safety & Security Assistants. Prior to the dues restructure, workers in these job positions paid half of the standard monthly

rate because their salaries are roughly half that of teacher-scale employees. Before we added the reduced salary cap, we saw that FCFT members in these roles, who are near the top of their respective salary scales, would see a significant increase in monthly dues. Given their previous reduced rate, we saw a need to set a comparable cap to provide the same relief as the full cap provides to those at the higher ends of other scales. While the greatest increase seen by employees with the full cap is \$16/month, the greatest increase seen in the half-cap positions is \$8/month to ensure the impact is more proportionate relative to pay.

DUES QUESTION? SCAN TO CONTACT AN ORGANIZER.



SCAN ME