



Join Us! Wear Red!
FEBRUARY 19 7 P.M.
Board of Education

Approval of Superintendent
Arlotto's proposed AACPS budget

UNITY AND ACTION

Unity of action and message can accomplish much

At County Executive Pittman's town halls and at Board of Education (BOE) public meetings, TAAAC leaders and members across Anne Arundel County have made certain elected leaders know our students and teachers must be a priority in the county budget.

At these meetings, TAAAC members shared themes of equity with County and Board of Education decision makers; these same issues are being pushed by the TAAAC Bargaining Team. This clear and consistent messaging has helped support our position during negotiations and in the public space.

The County Council and the Board of Education have heard our major demands and recognize that TAAAC

is unified toward a contract that reflects our three core proposals:

- **Pay Us a Fair and Competitive Wage**
There are enough resources to place all Unit 1 employees on the wage scale consistent with their years of credited service.
- **No to Increased Health Care Costs**
Increased costs associated with health benefits shouldn't moderate or decrease take home pay.
- **More Planning Time** Educators' daily schedules can't absorb more mandated work, assignments, or tasks to already overburdened workdays.

Together is our best chance to win Our best opportunity for a fair contract is when our Bargaining Team works on these issues at the table with the support of TAAACtivists making sure the public knows and understands our needs. Until TAAAC secures a new contract, we'll need to continue:

- **Attending** Board of Education and County Council meetings
- **Lobbying** fiscal decision makers
- **Writing** emails and letters
- **Showing up** at TAAAC events and rallies

BARGAINING UPDATE The session on January 16 included discussions around the costing of economic proposals and more debate about other proposals on each side, including the AACPS proposal to end annual step increases, escalate health care costs, and assign additional evening activities.

And, as most reading here know, Dr. Arlotto has publicly recommended a salary proposal including an

AT THE TABLE

ONE DAY LONGER | ONE DAY STRONGER



A BARGAINING BULLETIN

across the board step increase for all eligible employees, one make-up step for those impacted by the 2011-2012 year where there was a step-freeze, and a 2% across-the-board cost-of-living adjustment/increase (COLA).

While Dr. Arlotto's "placeholder recommendations" are subject to further bargaining, TAAAC has the difficult task of insisting that more resources be made available to more fully repair pay equity and offer wages comparable to surrounding counties.

The TAAAC Bargaining Team reports an expectation that more detailed proposals and negotiating over wages should start sometime after the February 19 budget adoption.

Note: The evening after each bargaining session, the newly formed TAAAC Negotiations Support Committee meets with the Bargaining Team to offer advice and consultation allowing more direct member input.