

# AT THE TABLE

ONE DAY LONGER | ONE DAY STRONGER



## A BARGAINING BULLETIN

TAAAC's member-led bargaining team met with AACPS during the bargaining session on Monday, May 3rd to detail our union's priority items. This list was informed by the largely positive announcement of the County Executive's Budget Recommendations:

- 1% COLA (value - \$5.5 million)
- One step increase (value - \$10.5 million)
- Approximately \$5.6 million to address experience credit imbalance.

The County Executive's budget recommendations are still subject to review and approval by the County Council. Their vote is scheduled on or around June 15.

**To make your voice heard, click here to register to speak virtually at the County Council Budget hearing this Monday, May 10, or in person on Thursday, May 20.**

While the full amount of money available to TAAAC for salary should be known in June, the Negotiating Team will still need to bargain with AACPS over the metrics and distribution of dollars designated for salary before then.

There is substantial work ahead to convince the BoE to display flexibility and understanding in developing an equitable wage package. We are asking them to be responsive to both the experience credit inequities and to remain open to returning any FY21 and FY22 surpluses in the Instructional Salary budget line item back to educators - where it was originally

budgeted, instead of allocating it to other BOE priorities as has happened in the past.

Through broader proposals, the TAAAC bargaining team is examining the workload of special educators, related service providers, and ESOL colleagues. Multiple studies have shown how overburdening these educators with non-professional duties has a negative impact on instructional quality and student outcomes. TAAAC continues to argue that AAC should adopt appropriate planning time and restrict nonprofessional duties similar to our colleagues in the four large neighboring "urban counties."

We will share more details as they become available, but now it is important for the entire membership to recognize the value of our collective work thus far: In an enormously difficult and shifting budget environment for Local Governments, we secured funding reflecting about three-fourths of our initial demand. This could not have happened without us working collectively and making our voices heard.

Yes, the obstacles to securing a fair final contract are substantial, but we approach the final phase of negotiations with positive positioning and a fair chance to reach most of our goals. #TAAACProud

In solidarity,  
Kenneth Page  
*Executive Director*