

AT THE TABLE

ONE DAY LONGER | ONE DAY STRONGER



A BARGAINING BULLETIN

It has been a long, hard year of bargaining for our next contract. We are cautiously optimistic to report our next agreement is within reach. Our financials are largely fleshed out thanks to the County Executive, County Council and the elected members of the Board of Education. We have dealt with most of the issues in a way that we believe is fair and balanced. In fact, we think most will be generally satisfied with what this new agreement accomplishes, especially those who for many years have not been compensated consistent with their years of credited service.

That said, sadly, we still have one sticking point. The Central Office is insisting on a giveback we do not think is fair or appropriate. They are asking for one additional evening, along with the one already in the contract, of work from you in exchange for nothing - no comp time, no flex time, no extra pay. Nothing!

In light of all you have done over the past year and how complicated next year is bound to be post-pandemic, TAAAC's Board of Directors has determined their demand is unacceptable. We cannot even imagine how, in good conscience, they could make such an outlandish request.

Most of our initial 20+ proposals hoped to moderate nonprofessional duty workload, to provide more time to prepare for instruction, and to decrease the burden on our SPED and ESOL colleagues. Our Team withdrew all of these proposals with the intent to finally paying all Unit 1 employees equitably, and still AACPS insists on an extra non-compensated night of work.

We completely understand AACPS believes families and educators will need more interaction next year and that somehow schools will need to facilitate more face-to-face time between you and your students' families. However, we do not understand why AACPS thinks you do not deserve some sort of compensation for your time. If they require extra work, you deserve to be compensated.

Because of this sticking point, our Negotiating Team unanimously recommended to our TAAAC Board of Directors a filing with the Public Schools Labor Relations Board (PSLRB) for a determination of impasse. Last night, the Board of Directors unanimously voted to support moving to impasse. Impasse simply indicates we are stuck and cannot reach a negotiated agreement at this point and seek the PSLRB's assistance in guiding the parties toward an agreement per their statute (law). While nothing is guaranteed, if an impasse finding is determined by the PSLRB, the initial



step after this finding includes a mediator helping us work through the issues anew with the goal of reaching a viable solution. We will keep you posted.

Your continued collective support has resonated throughout AACPS and Anne Arundel County. Together, we have moved our profession, our schools, and our union forward toward a better tomorrow. The solidarity you have shown and the work you have put in over this past year brought this agreement within reach. We are so proud to be a part of this union.

#TAAACproud

TAAAC Board of Directors

Russell Leone, *President*
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Tamara Thumbtzen*,
Treasurer/Secretary

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Richard Benfer, *Park Elementary*
Betsy Brininger, *Pershing Hill*
Elementary
Emmanuelle Carr, *Glen Burnie High*
Jorge Cordoba, *Arundel High*
Dyana Cronin, *Chesapeake High*
Jane Delph, *Severna Park Middle*
Jill Grimm*, *Crofton Middle*
Allison Heintz, *Cape St. Claire*
Elementary
Maureen Liakos, *North County High*
Elizabeth Ruddy, *Crofton Meadows*
Elementary

TAAAC Negotiations Team

Kenneth Page, *Executive Director*
Keith Wright, *TAAAC Staff*

Marlena Colleton-Pearsell, *Solley*
Elementary
Andrew Posner, *George Cromwell*
Elementary
Marissa Raimond, *Crofton Elementary*
Mike Wierzbicki, *North County High*

* Board members also on Negotiations
Team