

# ENOUGH IS ENOUGH

## Enforce our Contract



*What should **parents** know about the Enforce our Contract Action?*

Educators are incredibly thankful to our Anne Arundel County families who have been patient and understanding of our workload throughout this pandemic, and we are asking you again for your support so that we can get back to the business we know best: educating children.

<b>Q:</b>	<p><b>What does it mean to enforce your contract?</b></p> <p>We will be performing all of our normal duties during the normal workday. The action (which will last for 2 weeks) is meant to highlight the unpaid labor educators do before and after school, on weekends, and during our lunch and planning periods.</p>
<b>Q:</b>	<p><b>What can we expect as parents and community members during this time?</b></p> <p>We hope that the impact to families will be minimal. However, you may notice the following:</p> <ul style="list-style-type: none"> <li>✓ Staff will be available for mutually agreed parent conferences, and during the workday. If you need to speak to a teacher, please make an appointment during the duty day. It may take staff longer to respond to emails.</li> <li>✓ Some after-school activities like student clubs will be cancelled during work-to-rule. Activities for which teachers are paid (e.g. athletics) will continue as planned.</li> <li>✓ Assignments may take somewhat longer to be graded and returned to students. Teachers will try their best to grade assignments as soon as possible.</li> <li>✓ Makeup assignments are at the discretion of the teacher. Makeup assignments require extra work to modify and grade. During this period, your child's teacher may not allow for a makeup assignment, unless there is an extreme circumstance.</li> <li>✓ Substitute coverage will be more difficult both because of the ongoing teacher shortage, and the action</li> </ul>
<b>Q:</b>	<p><b>Why are educators taking this action now?</b></p> <p>We believe educators deserve a seat at the table when decisions are being made about our working conditions. AACPS has refused to bargain with us over the implementation of Brightspace, rollout of the COVID vaccine mandate and testing, increases to caseloads and service requirements without the time to complete work, and more. As we reach impasse at the bargaining table, we are taking this action to collectively show the reality of our work conditions that go into creating the high-quality public education our students deserve.</p>
<b>Q:</b>	<p><b>What can I do to support educators at this time?</b></p> <ul style="list-style-type: none"> <li>✓ Please be patient with us regarding grading and responding to email, as we will be doing these only during the workday.</li> <li>✓ Contact elected officials to ask them to support educators in our schools and at the bargaining table. All elected leaders have power to alleviate our out-of-control workloads.             <ul style="list-style-type: none"> <li>○ County Executive Steuart Pittman: 410-222-2875</li> <li>○ County Council: 410-222-7000</li> <li>○ Board of Education: 410-222-5000</li> </ul> </li> <li>✓ Write letters to the Editor – There should be a letter in The Capital nearly every day from a parent or educator protesting school employee's treatment. It should not and cannot die down after a week or two. This drumbeat must be steady throughout the budget and negotiation cycle.</li> <li>✓ Contact the PTA – Without parental support, this movement will fail.</li> </ul>

# ENOUGH IS ENOUGH

## Enforce our Contract



What should *students* know about the Enforce our Contract Action?

---

Enforcing our contract is a small step we take to protect our work conditions, which we hope will make us better support systems for our students. It is not our preference, but we feel it is necessary to make the changes we deserve.

<b>Q: What does it mean to enforce your contract?</b>	We will be performing all of our normal duties during the normal workday. The action (which will last for 2 weeks) is meant to highlight the unpaid labor educators do before and after school, on weekends, and during our lunch and planning periods. We love working with our students and we love volunteering our time to help you succeed. But we cannot do that when AACPS refuses to acknowledge the time and energy this additional work requires, or compensate us fairly.
<b>Q: What can we expect as students during this time?</b>	We hope that the impact to you will be minimal. However, you may notice one or more of the following: <ul style="list-style-type: none"><li>✓ Educators will not be available outside of their working hours. It may also take longer for them to respond to your emails, so we ask you to be patient.</li><li>✓ Some after-school activities like student clubs will be cancelled. Other activities, however, like athletics, will continue as planned.</li><li>✓ It may take teachers longer to grade exams and assignments. We will do our best to provide grades as soon as possible.</li><li>✓ Makeup assignments are at the discretion of your teacher, and they may not occur unless there is an extreme circumstance.</li><li>✓ Educators will be unable to write letters of recommendation during these two weeks.</li></ul>
<b>Q: Why are educators taking this action now?</b>	Our working conditions are our students' learning conditions. When AACPS refuses to bargain with us over COVID sick leave, quarantine restrictions, Brightspace requirements, and more, it hinders our capacity to be the best educators for you.
<b>Q: How can I support educators during this time?</b>	<ul style="list-style-type: none"><li>✓ Please be patient with us as we work to grade your assignments and respond to your questions/emails.</li><li>✓ Consider wearing red (#RedforEd) on Wednesday, November 17 in support of your educators.</li><li>✓ Please be aware that we are not allowed to discuss the "Enforce our Contract" action with you while at school. If you ask a question, we will respond that we are not at liberty to discuss while at school.</li></ul>