

Term Sheet of Agreement for FY2021 Agreement between the Board of Education of Anne Arundel County and the Teachers Association of Anne Arundel County

1) Article 3, Salary and Other Compensation, Section A, Teacher Scale, will be amended to provide the following:

A. All eligible Unit I employees will receive a mid-year step which will be effective on December 30, 2020, (January 13, 2021, payroll) for 12-month employees and January 27, 2021, (February 10, 2021, payroll) for 10-month employees.

2. One (1) mid-year Back Step/Catchup Step will be provided to eligible Unit I employees on December 30, 2020, (January 13, 2021, payroll) for 12-month employees and January 27, 2021, (February 10, 2021, payroll) for 10-month employees who did not receive a step in the 2011-2012 academic year as called for in their applicable Negotiated Agreement based on the following criteria:

i. An employee who was an employee as of June 30, 2011, and missed a step or step equivalent in FY2012 due to negotiated step freezes.

ii. The employee is still with the District and has not changed units or has changed units without an appropriate placement on the salary scale per a bargaining unit agreement.

Employees who have reached the top of the salary scale for their unit are not eligible for the "Back Step"/"Catchup Step."

Employees who left employment during this time and came back at a later date, are not eligible for the "Back Step"/"Catchup Step."

Employees whose salary step is above their experience step are not eligible for the "Back Step"/"Catchup Step."

2) The provisions of the second paragraph of Article 3, Salary and Other Compensation, Section F., Experience Credit, will be modified to provide that: "No Unit 1 employees will receive any automatic salary step increases pursuant to this section during the year beginning July 1, 2020, and ending June 30, 2021.

3) Unless modified by items in this Term Sheet or reflected in items represented to the Public School Labor Relations Board as tentatively agreed to prior to Mediation (Bereavement Leave and the Four-Day Work Week), all of the provisions of the July 1, 2019, through June 30, 2020, Agreement, including all amendments agreed to through October 28, 2020, will be continued through June 30, 2021. Copies are attached as Appendix A.

4) The Provisional Bachelor's and Master's salary scales will be modified to match the first four steps of the Bachelor's and Master's SPC scales respectively effective mid-year on December 30, 2020 (January 13, 2021, payroll), for 12-month employees and January 27, 2021, (February 10, 2021, payroll), for 10-month employees.

5) ASI-TAAAC will devote 30 minutes (elementary and secondary) biannually to discuss in-service Professional Development for Unit I employees.

6) A special education work group will convene no later than December 15, 2020, to discuss concerns. There will be no more than 5 representatives from the Board and 5 representatives from TAAAC including four (4) Unit I representative and 1 TAAAC representative, if desired. A report including recommendations will be provided to Dr. Maureen McMahon, Deputy Superintendent of Academic and Strategic Initiatives, by June 30, 2021. The Board remains committed to seeking budgetary funding support for additional special education related FTEs.

7) The Board will provide TAAAC advance notification of changes to the rating and evaluation process via an electronic sharing platform (OneDrive), meetings with the AACPS Teacher Principal Evaluation Committee, or ASI-TAAAC.

8) Article 17, Resignation and Contract Renewal, has been revised to read as follows:

A. Provision for Resigning

Tenured Unit I Members and Non-tenured Unit I Members shall resign in accordance with COMAR: 13A.07.02.01.

Healthcare coverage will expire at the end of the month in which employment ends. Continued coverage will be offered through August 31 for 10-month employees who provided early notice of resignation by April 15 and continue employment to the end of the work year.

Unit I employees who are non-renewed are not required to provide an early notice of resignation to continue healthcare coverage. However, a non-tenured Unit I employee may opt to provide an early notice of resignation prior to a non-renewal action.

B. Failure to Give Advance Notice

Failure to resign in accordance with COMAR: 13A.07.02.01, with the exceptions listed below, shall result in the following:

1. References will not be provided to prospective employers. However, verification of employment experience shall be given, upon request.
2. A request may be made to the Maryland State Department of Education for a suspension of the Unit I member's professional certificate.

The above penalties shall not be invoked in the event of:

- a. Personal illness verified by a physician.
 - b. Transfer of a spouse not known in time to provide the required notice and verified by military orders or by a statement from an employer.
 - c. Military service of a Unit I member verified by orders that were not known in time to have allowed resignation in compliance with COMAR: 13A.07.02.01.
 - d. An emergency or other compelling reasons that would render the imposition of these penalties severely inequitable. The question of whether an emergency or other compelling reasons has been shown would be determined by the Executive Director of Human Resources, which judgment will be exercised on a reasonable basis in light of the facts of the specific situation.
- 9) The agreements reached in paragraphs #5, #6, and #7, will be addressed in a side letter between the Board and TAAAC and need not be in the form of new contract language.
- 10) Article 24, Duration of Agreement, will be amended to state: Unless as may be otherwise herein provided, the terms and conditions of this Agreement shall take effect July 1, 2020, and remain in effect through June 30, 2021.
- 11) All other proposals made by the Parties in negotiation and mediation regarding the terms of the 2020-2021 Agreement are withdrawn.
- 12) It is understood that the 2020-2021 Agreement described in this Term Sheet will be subject to ratification by the membership of TAAAC and by the Board of Education.