

ENOUGH IS ENOUGH

Enforce our Contract



EST 1920
TAAAC

Two-Week Campaign Toolkit

Educators deserve a seat at the table when decisions are made about our workloads. AACPS leadership has refused to show educators respect at the bargaining table and is instead asking for three additional nights of uncompensated work.

By enforcing our contract, we highlight the work educators do above and beyond duty days and professional requirements, sacrificing family time and prioritizing the students we serve. The lack of gratitude and appreciation from AACPS leadership is unacceptable! Take a look at your rights below.

TAAAC understands every educator and worksite will have different capacities to participate in this work action. Form your own standards (especially for untenured employees) and participate as you can.



Duty Free Lunch

You are obligated to receive a duty-free lunch every day for no less than 25 minutes, without students in front of you.



Non-professional Duties

You may be asked to work up to 100 minutes per week for lunch duty, recess duty, detention duty, etc. Arrival and dismissal do not count toward the 100 minutes. Special educators and related service providers should ask your admin to excuse you from non-essential duties exceeding your contracted hours.



Planning Time

[Review the CBA for more information](#)

Classroom teachers must receive 410 minutes of planning time per week. Elementary teachers in Triple E Schools will receive 470 minutes. Planning time is not for covering classes, meetings, or other duties. Importantly, individual planning time is for you to plan without students.

- **Elementary:** You should receive 225 minutes of individual planning time, 210 should be during the student day in blocks of 30 minutes or greater.
- **Middle/ High:** You should receive 210 minutes of individual planning time, all of which must be during the student day in blocks of 40 minutes or greater.
- **Special Educators and Related Service Providers:** You should receive the same planning time as provided to classroom teachers at your level.



Work at Home

The only task you are required to do at home is plan for instruction. Additional work, including calling parents, returning emails, grading, required readings, and filing forms, is working for free.

Scan the code to the right or visit
www.taaaconline.org/enforceourcontract
for a full toolkit to support your efforts in your building.

