

# AT THE TABLE

BEYOND STEP  
EQUITY

BARGAINING IN THE  
BLUEPRINT ERA



A BARGAINING BULLETIN

Last week, TAAAC received confirmation from the AACPS Board of Education that we are at impasse. Already, we have proposed mediators and are hoping to begin meeting in two weeks – maintaining our goal of settling the contract by the end of the school year.

Issues giving rise to impasse include the County's refusal to fairly bargain with our negotiations team around proposals including salary, non-professional duties, and an increase in the differential to be paid to educators that sign up for summer and school year learning loss programs. Additionally, AACPS refused to even provide counteroffers for proposals related to compensation for Department Chairs, reimbursement for college credit, inclusion of planning time as currently provided, and more. [You can read the full list of proposals and counterproposals here.](#)

Last year, we finally resolved the salary inequities that left our union divided. This year, AACPS is trying to further that division by refusing to bargain over the impacts of the Blueprint, including the NBC stipends. However, educators refuse to be bullied into accepting an agreement that would harm our ability to support our students, and plan for our personal futures.

While we are still waiting for the official declaration of impasse from the Maryland Public School Labor Relations Board (PSLRB), TAAAC members are continuing to advocate for what we deserve: respect, fair pay, and working conditions that support our profession and our students. The pressure members have kept up, with photos in solidarity with our bargaining team, letters to the Board of Education, and a #RedforEd day to show unity across our county, is already making a difference and pressuring AACPS to come to the table with us.

At the Representative Assembly, on Wednesday, June 8, there will be additional updates for members about actions, next steps, and more.

Kristy Anderson  
*Acting Chief Negotiator*

**YOUR  
BARGAINING  
TEAM**

Marlena Colleton-Pearsell

Andrew Posner

Kate Snyder

Mike Wierzbicki

Jill Grimm

Marissa Raimond

Tamara Thumbtzen

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