

# AT THE TABLE

BEYOND STEP  
EQUITY

BARGAINING IN THE  
BLUEPRINT ERA



A BARGAINING BULLETIN

We deserve a fair contract that protects and respects our time for what we have been hired to do - educate and support our students and school communities.

Year after year, AACPS has forced us to impasse just to get the last word. This year, our negotiations team took the first step to initiating impasse as soon as AACPS refused to respond to proposals without any counter. Their disrespect and refusal to agree to a contract that supports our working conditions and treats us as professionals dedicated to our students only exacerbates the educator shortages they continue to face.

While the parties were close to reaching a resolution in mediation, we could not reach an agreement. AACPS is intent on increasing the amount of time educators may be assigned non-professional duties due to the national staffing shortages, and refuses to give any time or compensation in return. As such, the next step is moving the process to the [Public School Labor Relations Board](#). This is not our preferred outcome but is one we believe will bring us to a speedy resolution given that the PSLRB's decision is final and binding on both parties.

Tomorrow, the Board of Education is meeting to review our last proposal: Instead of increasing our duty time permanently to 120 minutes per week, we hope the BOE will agree to a 1-year extension of non-professional duty time to temporarily address these issues.

Your actions can make this proposal a reality. We can stand united and demand a fair contract, together. Ahead of their meeting, tell the Board of Ed to show us respect and agree to our proposal. [Click here to sign our petition now.](#)

[Below is a quick timeline of FY23 Negotiations so far:](#)

- January 21: Bargaining survey put out to members
- January 28: TAAAC secures MOU to pay members for class coverage
- March 2: TAAAC and AACPS teams meet for the first session of negotiations, presenting opening statements and top priorities
- May 11: Bargaining Session 2, members share photos of support on social media
- May 18: Members attend the Board of Ed meeting to share with elected leaders the importance of planning time, capping non-professional duties, and compensation for sub coverage
- May 23: Teams agree we are at impasse
- May 26: Over one thousand educators send emails to the Board of Education
- June 1: Members wear TAAAC shirts to show solidarity
- June 8: Members hear from the bargaining team at our last union meeting of the school year
- June 9: Hundreds of educators call AACPS to tell Chief Negotiator Melisa Rawles to settle our contract
- June 28: TAAAC meets with the mediator for pre-mediation
- June 30: FY22 Contract is extended until a tentative agreement is reached
- July 18: Teams meet for 12+ hours of mediation, and do not reach an agreement
- July 25: Mediator writes recommended settlement and sends to the Public School Labor Relations Board

**YOUR  
BARGAINING  
TEAM**

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