

AT THE TABLE



A BARGAINING BULLETIN

Your bargaining team met with representatives from the Board of Education for our second negotiation session on Thursday, December 8. Our team presented our financial proposal, the Board responded to some of our non-economic proposals, and we have a clear timeline for when AACPS will be ready to present their financial proposal to us.

To remind, this year is a “partial reopener” with only the following topics on the table: compensation, health insurance, Blueprint requirements, the Sub-MOU, and one other topic each party can bring. Our contract limits the details our team can divulge prior to settlement or impasse, but below is a summary of each item.

1) Compensation

Our team delivered a robust financial proposal that addresses out of control inflation, rewards teacher experience, and makes AACPS competitive with surrounding counties to attract and retain educators. Discussion was positive, and the Board made clear that Superintendent Bedell will be preparing his budget proposal in the coming weeks that will shape their response.

We need YOU to attend the public budget hearing on January 24th to make it clear to the Board of Education and community that educators need a raise! [CLICK HERE TO RSVP.](#)

2) Health Insurance

The parties acknowledged general satisfaction with our current insurance benefits and discussed the costs of proposals we presented at our previous session.

3) Blueprint

The Career Ladder is the largest component of the Blueprint and also the most important aspect of the law for our members. We discussed ways that TAAAC and the Board can collaborate on developing a Career Ladder that satisfies the requirements of the law and meets the needs of **ALL** of our members. If you are interested in learning more about the Blueprint, [TAAAC held two webinars on the subject you can find here.](#)

4) Sub MOU

The teams discussed the challenges of the ongoing vacancy crisis and the opportunities for compensation for Unit 1 members who step up to do additional work. This subject will likely take several sessions to make progress, but our initial conversations were productive, and we are beginning to identify key priorities and interests.

5) Reopener

Our team’s reopener proposal focuses on ensuring our members are not subject to discipline for taking necessary leave time and discussions were productive. The Board informed us that they will

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not be bringing any reopener proposal this cycle because they are not interested in expanding the scope of disagreement unnecessarily. Our team was pleased with this update because it demonstrates a desire from the Board to work with TAAAC to reach timely agreement, rather than bog down negotiations with controversial and excessive proposals.

Our next two bargaining sessions are on January 11 and January 30. The next several weeks are critical to shaping Superintendent Bedell's budget proposal before it is finalized, so your bargaining team needs YOU to [attend the January 24th Budget Hearing](#) and make it clear to the Board that educators deserve a raise!

In solidarity,

Mike Magee, TAAAC UniServ Director and Lead Negotiator

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