

AT THE TABLE



A BARGAINING BULLETIN

Your bargaining team met with representatives from AACPS for our fifth negotiation session on Friday, February 10, 2023. The session focused on two major issues: compensation for coverage and our proposal to ensure members aren't disciplined when they need to take leave after exhausting sick leave during FMLA (for details on this latter topic, [see previous bargaining updates](#)). Your team is optimistic on the progress we made on each item and AACPS came to the table prepared with a coverage proposal that, while not our ideal, is encouraging in several ways.

On coverage compensation, AACPS introduced an update to the [current MOU](#) and new language in the contract that would memorialize paid coverage for filling vacancies and substituting for absent colleagues in future years. While their revised MOU did not include most of the changes your team proposed, it does demonstrate AACPS's commitment to maintaining paid coverage for the next year during this ongoing crisis of vacancies.

More interesting was their proposal to make paid coverage the norm in future contracts once the MOU expires. To remind, prior to the pandemic the only compensation members would receive when subbing or covering was compensatory time which was, at best, inequitably distributed and, at worst, outright ignored by management. Your team is encouraged by AACPS's desire to move to a paid coverage model in perpetuity rather than return to compensatory time. As with the MOU, there are many areas of this proposal that fall short of our expectations and we intend to fight hard for the best contract possible, but the fight will be one over details and nuance rather than basic principle.

Finally, your team introduced a counter proposal on leave after AACPS outright rejected our initial offer. We remain disappointed that AACPS has been uninterested in working with us to solve this problem so far in negotiations, but we made clear that our members' health and wellbeing is not a bargaining chip.

Our next negotiation session is on March 9, 2023. In the meantime, we continue to need YOUR HELP to push the Board of Education and County Council to approve a budget that includes fair compensation for educators! [You can use pre-made templates here to email the councilmembers directly](#), or use your own. Stay tuned for opportunities to testify in person or virtually in the coming weeks and months.

In solidarity,

Mike Magee, TAAAC UniServ Director and Lead Negotiator

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