

AT THE TABLE



A BARGAINING BULLETIN

Greetings,

Your bargaining team met with representatives from AACPS management yesterday, March 22, for an all-day negotiation session. Negotiations were productive, with several proposals passed from both sides, including a formal compensation proposal from management. Though we are making progress, as we dive deeper into financial issues the space for disagreement grows.

First, some positive news. We reached agreement on a Memorandum of Understanding (MOU) – a side agreement that is added to the contract – on a four-day workweek for this summer for 12-month employees. Similar to previous years, AACPS will be closed on Fridays during the summer and this MOU ensures our 12-month members are scheduled fairly during those weeks. You should receive more updates from management soon once our union colleagues in the other units reach similar agreements.

Our team came prepared with a counterproposal extending the [Substitute MOU](#) into next school year. While both teams agree to this extension, our team insists that coverage compensation be extended to other job categories, like counselors, who take on additional work resulting from vacancies. This proposal will likely take several more sessions to finalize, but we are encouraged by management's position on this topic so far.

We also issued a formal demand for information related to substitute and coverage costs to better inform any counterproposal making paid coverage a permanent feature of our contract.

Management presented, after many months, their formal compensation proposal which reflects [Dr. Bedell's proposed budget](#) recently passed by the Board of Education. The proposal includes a 6% Cost of Living Adjustment (COLA), a one-step experience increase for all eligible Unit 1 employees, and a \$2,000 stipend for special educators and related service providers. Your team requested additional data on the overall cost of this proposal, and we will be discussing our counter proposal in the coming weeks.

Finally, management presented a counter proposal on approved unpaid leave for Unit 1 employees who exhaust all their leave after taking FMLA. While we are encouraged by AACPS's willingness to finally engage on this topic, their proposal removed some key elements we believe are critical to protect our members from unjustified discipline. We are currently weighing our options for a counter proposal, but it is clear management's willingness to move is limited.

YOUR NEGOTIATIONS TEAM

Dawn Austin
Robin Beers
Marlena Colleton-Pearsell

Rob Connerton
Nicole Disney-Bates
Jill Grimm

Mike Magee
Andrew Posner
Marissa Raimond

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Our next negotiation session is on April 24, 2023. In order to see any pay increase this year, we need YOU to advocate for full funding of the public education budget to members of the County Council and County Executive Steuart Pittman. Stay tuned for dates to speak at the final budget hearings in May. For now, [click here](#) to email your councilmember directly, and [RSVP here](#) for our Community Forum on the budget.

In Solidarity,

Mike Magee, TAAAC UniServ Director and Lead Negotiator

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