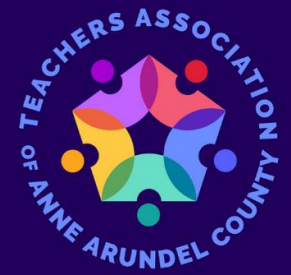


AT THE TABLE



A BARGAINING BULLETIN

Greetings,

Your bargaining team met with AACPS for a full-day negotiation session on April 24, 2023. The session focused on the details of extending the Sub MOU into next year and creating permanent contract language for coverage pay in future years.

AACPS came in the morning with a counter proposal on the Sub MOU [[see the current version of the MOU here](#)]. They agreed with several of our changes, including clearer definitions and more streamlined language. However, all the additions we proposed to expand compensation for other employee groups and coverage situations were rejected in favor of maintaining the status quo. Your team was disappointed with this response because the current MOU leaves many of our members out, requiring increases in caseloads and students from vacancies without any additional compensation.

We ended the day with a counter proposal on the MOU where we reasserted our demands for expanded compensation and moved closer to agreement on most of the language cleanup and streamlining of the MOU.

We also introduced a counter proposal on permanent coverage pay that would, for the first time in TAAAC's history, permanently provide real financial compensation (not simply "comp time") when Unit 1 members cover for absent colleagues. This coverage pay won't begin until the 2024-2025 school year (the MOU would continue through next year), but we believe TAAAC and AACPS are aligned in principle on this proposal and what remains to be negotiated is the structure and amount of coverage pay.

Our next negotiation session is scheduled for May 15. We are optimistic that AACPS will return with substantive counter proposals on coverage, and we can move closer to a tentative agreement on compensation. Prior to this date, we will hear from [County Executive Steuart Pittman](#) about the Anne Arundel County budget, which is expected to include full funding of the proposed 6% COLA and one step for school staff. The County Council will then mark up the budget and make final changes – this is our chance to advocate for full funding of our wage increases, and other important supports for our students and schools. You can [make your voice heard](#) by testifying at hearings on May 11 (Council Chambers) or May 18 (Crofton High School). Our community supports increasing educator salaries – it's up to us to tell our leaders what we deserve.

In solidarity,

Mike Magee, TAAAC UniServ Director and Lead Negotiator

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