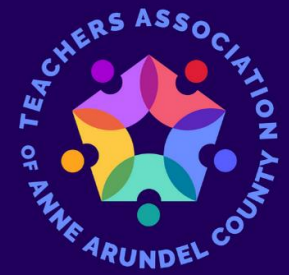


# AT THE TABLE



## A BARGAINING BULLETIN

Greetings,

Your bargaining team is very pleased to announce that effective May 15, 2023, we have reached a tentative agreement with AACPS for the 2023-2024 school year contract! This agreement is the result of over six months of negotiations and is the first time in many years we have a tentative agreement before the end of the school year. Your bargaining team unanimously endorses it and recommends a "yes" vote.

This message highlights some of the major gains in this agreement and then discusses the details of the ratification process.

The tentative agreement includes the following improvements in the four areas of the contract that were reopened (please see previous "[At the Table Updates](#)" for details for what a "partial opener" is): compensation, coverage pay, unpaid leave, and insurance:

### Compensation:

- 6% cost of living adjustment (COLA) for all Unit 1 employees
- Experience step increase for all eligible Unit 1 employees
- \$2000 stipend for Special Educators and Related Service Providers

### Coverage Pay:

- Co-teachers are now BOTH eligible for coverage pay when their counterpart is absent.
- Maintain full coverage MOU for the 2023-2024 school year.
- Several clarifications and improvements to the Sub MOU language to make it clearer and more enforceable.
- PERMANENT coverage compensation for the first time in the TAAAC Negotiated Agreement starting in the 2024-2025 school year at the rate of \$30 per coverage.

### Unpaid Leave:

- New language in the contract allowing members to request approved unpaid leave when other forms of leave, including FMLA, are exhausted.

### Insurance:

- No changes or cuts to the insurance plan.

## 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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# AT THE TABLE



## A BARGAINING BULLETIN

In the coming days you will receive additional details, including the full proposed contract language and logistics of the voting process. This agreement remains "tentative" – meaning that it is up to you and other TAAAC members to decide if it is our final contract through a vote and remains subject to approval by the Board of Education. Each TAAAC member receives one vote, and the entire membership decides. Your team will also [host meetings](#) where we will present details of the TA and answer questions. Please keep an eye on your inbox for these updates.

We would like to take this opportunity to thank each and every member who came to a Board of Education, County Council, or other budget hearing and made your voices heard on the importance of funding the full budget. Without your hard work, your bargaining team would not have been able to secure this agreement, which includes the highest one-year salary increase in TAAAC's history.

In Solidarity,

The TAAAC Bargaining Team

## YOUR NEGOTIATIONS TEAM

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