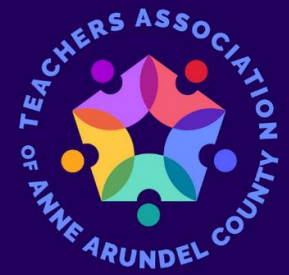


AT THE TABLE



A BARGAINING BULLETIN

November 30, 2023

We had our first session on Tuesday, November 28 with AACPS. This was just our initial exchange of proposals so there has not been anything agreed to at this point. Among the 16 proposals we put across the table this session, topics include:

- 10% COLA each year for 3 years
- A new annual longevity scale that gives bonuses to Unit 1 employees as follows:
 - Years 5-9 - \$1,000
 - Years 10-14 - \$1,500
 - Years 15-19 - \$2,000
 - Years 20-24 - \$2,500
 - Years 25+ - \$3,500
- Ensuring all educators have a desk, chair, locking file cabinet, storage space, temperature-controlled classrooms, air quality reports upon request and designated break rooms
- Unit 1 staff shall not be asked to direct traffic, open car doors, supervise crossing of students in traffic, or other potentially dangerous duties
- Strengthening our grievance procedure and due process language
- Lifting restrictions in Article 22
- Better communication between administrators and non-tenured staff

We have many more proposals to pass across the table in our next session (December 14) that focus on student discipline, safety, and improving working conditions; we will keep you updated as we make progress. Thanks to all Unit 1 members who gave us proposal suggestions and filled out our survey, we are looking forward to bringing back the contract you deserve!

As we move along in the process, it is important that we show up to Board of Education meetings and county council budget hearings.

[RSVP here for the January 9 Budget Hearing](#) to make your priorities heard. 6:00 PM at Old Mill High School.

In solidarity,

**YOUR
NEGOTIATIONS
TEAM**

Dawn Austin
Charis Cephas
Robin Cooper
Dyana Cronin

Nicole Disney-Bates
Cathy Flanders
Jill Grimm
Will Johnson

Andrew Posner
Marissa Raimond
Scott Soares
John Wilson

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