

AT THE TABLE



A BARGAINING BULLETIN

We had our third session on Thursday, January 11 with AACPS and passed our final 4 proposals across the table. Our final 4 included:

- Reimbursement of any license renewal costs and /or fees associated with your profession.
- Increase in life insurance from the current \$50,000 to \$250,000 with the ability to increase to \$500,000 at the employee's expense. The plan would also be portable if you leave AACPS.
- Ability to bank earned compensatory time for future use in ½ hour (or more) increments. *Our proposal seeks to allow you to convert comp time into paid leave to be used as you would your other paid time.*
- Compensation for hybrid teaching at the rate of \$50.00 per period per section for each period of instruction worked. In addition, Unit 1 members shall be compensated for three (3) hours per week per section at the rate of \$40.00 per hour to account for the additional associated work.

As we expected, AACPS passed a proposal across the table on health care. Included was a 7% increase in employee health care premium share and \$5 increases for most co-pays. As you would expect, this was not received well by our negotiating team. We asked many questions about how and why they arrived at these numbers but have not received satisfactory answers to this point. Over the coming weeks, the team will get a presentation from AACPS's insurance consultants, and we will do a forensic audit of the budget and the economic and insurance proposals.

While this proposal, along with the superintendent's recommended 3% COLA, is not what we were hoping for, we pledge to you that we will not bring a tentative agreement back to you until we believe it is worthy of your consideration. As it stands now, it doesn't meet that standard, however we are still very early in the process and confident through good faith negotiations, we will be able to come to a fair agreement for both sides.

In the interim, we encourage you to attend the [BOE Budget Hearing at Old Mill High School on Thursday, January 25 at 6:00 PM to make your voice heard](#). If you can't attend on the 25th, [click here](#) to find a County Council Budget hearing date to speak out in your community.

We also encourage you to [share your story with us](#). We want to hear what AACPS' proposals as written would mean to your future at AACPS, what TAAAC's proposals would mean to your future at AACPS and what your current working conditions mean to your future at AACPS.

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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