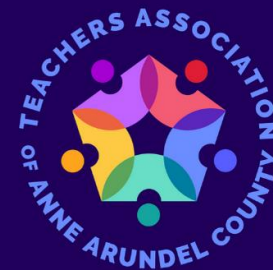


AT THE TABLE



A BARGAINING BULLETIN

We had our fourth session with AACPS on January 22nd. We talked a lot about economics and why the Superintendent's proposed 3% COLA and 7% increase in insurance premium is not enough for Unit 1 employees. We also discussed additional planning time, however AACPS does not believe there needs to be a change at this time. We will continue to advocate for this and all other improvements to the working conditions for unit 1 employees we have proposed.

For example: Did you know our COLAs over the past 5 years are 7.2% less than the rate of inflation? Below is what our COLAs have been along with inflation and where you would be if your COLAs matched what the social security increases have been over the last 5 years.

School Year	COLA	Yearly Average Inflation	SS COLA
2019-2020	2%	2019 – 1.8%	2.8%
2020-2021	0%	2020 – 1.2%	1.6%
2021-2022	1%	2021 – 4.7%	1.3%
2022-2023	4%	2022 – 8%	5.9%
2023-2024	6%	2023 – 4.1%	8.7%
2024-2025	3% (proposed)	2024 N/A (3.4% Jan.)*	3.2%
	16%	23.2%	23.5%

* Inflation for December 2023 was 3.4% so it is assumed that it will be the same for January 2024
3% proposed COLA not included in this calculation.

We also discussed Superintendent Dr. Bedell's claim that morale is up in our schools. The following numbers were taken from a MSEA phone poll conducted from July 9-16, 2023 asking if you thought the following issues were problems in Anne Arundel County. You said you were concerned about:

86% - educator burnout	54% - school safety.
82% - teacher and school staff shortages.	54% - large Class Size.
68% - student behavioral and discipline issues.	44% - not enough planning time.
54% - low wages.	38% - lack of support from admin.
89% - purchasing school supplies at own expense.	

If you think these are issues or are one of the 40% of educators who work at least one additional job, or the 50% of educators who incur personal debt to make ends meet, we want to hear from you! AACPS' bargaining team thinks we are making these numbers up, so your

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Will Johnson

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stories are essential to ensuring they know about the realities in our schools. To submit your story/ concerns, [click here](#).

If you can take one additional action this school year, now is the time. [Make your voice heard at the Board of Education Budget Hearing](#) on Thursday, January 25! We want to have a strong showing to tell County and BOE members we deserve better than the current proposed budget.

In solidarity,
The team

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