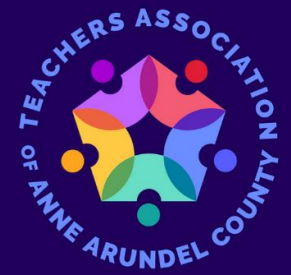


AT THE TABLE



A BARGAINING BULLETIN

At The Table 2.6.24

I wanted to take this opportunity to address the members of TAAAC and explain how we landed where we are today. As the lead negotiator and Executive Director, I take very seriously the issues and concerns of our membership, especially in negotiations. I have been in the labor movement for over 25 years because advocating for working families is my passion. During this time, I have been a union and political activist for politicians that recognize that public employees are what make our communities work and thrive, especially teachers and educational related service providers.

The negotiation team recently became aware of suggestions that it does not take into consideration or talk to the membership about their concerns and priorities. This is a false narrative, and the negotiation team cannot allow this narrative to go unchecked.

Following our annual membership-wide bargaining survey sent at the beginning of the school year, which collects member priorities, we held a Bargaining Kick Off forum on October 2 at Crofton Elementary School. Throughout the year, members of the bargaining team, Board of Directors, and TAAAC staff have conversations in schools and with colleagues about the important issues facing staff and students, and how our contract can be updated with creative solutions that will address our highest needs. All these concerns are compiled and discussed at weekly Bargaining team meetings and shape how we move forward with proposals.

The team has reported to the members after each bargaining session via the At The Table communications which has been a transparent mode of communication not only to the membership, but the TAAAC Board of Directors regarding what is happening. I also have reported out to the RA and taken questions on negotiations. Below are a few concerns brought to us and the corresponding proposals:

- **25-year employees no longer eligible for steps** - we have proposed a longevity scale so those at the top would receive a \$3,500 bonus each year
- **Challenge school stipend** - we have proposed to bring the bonus back

**YOUR
NEGOTIATIONS
TEAM**

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Charis Cephas
Robin Cooper
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Nicole Disney-Bates
Cathy Flanders
Jill Grimm
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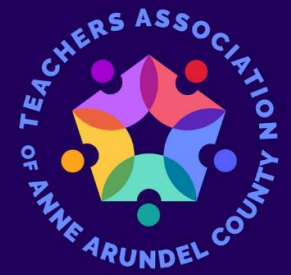
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- **Technical teachers not having pay commensurate with classroom teachers** – we have proposed to change their scale to be paid the same as classroom teachers
- **Employees not eligible to receive NBC money** – we have proposed that all teachers be paid for receiving their NBC. We also continue to lobby legislators to change the law

In addition to what I have outlined above, we have proposals regarding working conditions. This would include issues such as safety, student discipline and empowering Unit 1 employees at their worksite.

These are just a few examples of what we are trying to accomplish in negotiations. We may not get everything we propose, but we will continue to advocate for all our members even after negotiations are finished. Advocating is a year-round activity.

We are never happy with the status quo, which is why we presented 46 proposals to management.

We felt it was imperative that every group had a voice in our ongoing career ladder negotiations. Each group had a team of colleagues who not only prepared a proposal but gave a presentation to AACPS to talk about why they also need a career ladder. We will continue to fight for what is right for **all** our members. There are not just a few people at the top who are making decisions. We have many committees who advocate for their interests. We have a strategic plan to guide association activities and programs, including working with our member driven Contract Action Team who continue to work to spread our message. We have been asking our members for their personal stories to better inform us of their experiences within AACPS so we can make their voices heard as we negotiate.

We encourage all our members to consider being on the Negotiations Team, join committees such as the CAT, run for the Board of Directors, run for office, become a Building Representative, join us at BOE meetings and budget hearings and join us at our events, including Annapolis Pride and Juneteenth celebrations.

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I invite anyone who wants to speak to me directly to call my cell phone 667.646.7002 if you have questions or would like to talk to me about an issue or invite me to your school to talk to you and your colleagues.

The negotiating team is in place to work to win the best contract we can. The team is made up of teachers and related service providers who are as invested as you are in our success. The team works tirelessly, oftentimes at night away from their families. We are doing the best we can and working hard to get you the best contract we can. When we do bring a tentative agreement back, you have the ultimate and final say on whether it is acceptable.

Any insinuation that we are not working in your best interest, not using your voice for guidance or not being transparent, is disingenuous and dishonest.

In solidarity
The Team

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