

# AT THE TABLE



## A BARGAINING BULLETIN

At The Table 3.19.24

We met with AACPS on Thursday of last week. The session was highlighted by the Career Ladder sub-committee making a presentation to the full TAAAC and AACPS bargaining teams on the agreement that was reached on what the Career Ladder will look like. The TAAAC bargaining team is reviewing the information and will decide on how to move forward. We should have much more to report on this in our next At The Table.

We also reached agreements on 3 issues that have been discussed in previous sessions. They are as follows:

**4-day workweek** – the 4-day workweek will begin this year on June 26, 2024, and will run through August 6, 2024, with the same terms and conditions as previous years. We will post a copy of the MOU on the website.

**Summer Special Education Proceedings** – We also agreed to language adjustments for summer compensation for special education proceedings:

Compensation for Summer **Proceedings** ~~Hearings / Court Cases~~

10-month Unit I members who are required at the request of the school system to serve as witnesses at school related Special Education **proceedings** ~~hearings or school related court cases~~ **(i.e. Mediations, Due Process Hearings, and State Complaint Investigations)** between the end of one ten (10) month work year and the beginning of another will be paid an hourly rate computed from the Unit I member's actual per diem rate in effect at the time of the **proceedings** ~~hearings or court cases~~ with a **maximum** ~~minimum~~ of three (3) hours of **preparation** ~~applied~~. Unit I Members shall be reimbursed at the rate included in this negotiated agreement for authorized travel relating to their attendance at such hearing(s) or court case(s).

**Planning Time Committee** – As we reported in the previous At The Table, we have agreed to a committee to look at planning time. The language is as follows:

This memorandum memorializes an understanding between the Teachers Association of Anne Arundel County (TAAAC) and the Board of Education (Board). To address ongoing planning time concerns and Blueprint planning and teaching time requirements, the TAAAC and the Board agree to convene a 1/2-day retreat by May 15, 2024.

## 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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Prior to convening, both parties agree to mutually develop an agenda, establish protocols to utilize at the retreat; and have a working understanding of the Blueprint requirements to inform the committee's work.

The retreat will include the following participants:

1. TAAAC co-facilitator
2. 5 TAAAC representatives
3. Board co-facilitator
4. 5 Board representatives

The purpose of the retreat will include the following:

1. Review AACPS planning and teaching structures to identify areas of concern and modifications.
2. Analyze other Maryland LEAs planning and teaching times structures.
3. Examine Blueprint requirements to ensure that future AACPS planning and teaching times comply with state law.
4. Draft a planning and teaching time framework to present to the TAAAC president, Superintendent, and the Board.
5. Determine next steps for future development of planning and teaching time structures beginning in the fall of 2024 to include subsequent committees, recommendations, and negotiations.

We will be meeting with AACPS again on April 8. Our agenda for our next meeting is health care. We will spend the entire session making proposals and counter proposals on insurance. We will keep you informed of our progress.

In Solidarity,  
The Team

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