PROPOSALS OF THE UNION

BETWEEN

TEACHERS ASSOCIATION OF ANNE ARUNDEL COUNTY

AND

ANNE ARUNDEL COUNTY PUBLIC SCHOOLS

(15 proposals were made on NOVEMBER 28, 2023, 26 were made on DECEMBER 14, 2023, and the final four were made on January 10, 2024)

The Union proposes the following additions, modifications, deletions, or changes to the existing collective bargaining agreement. Any current provisions not mentioned shall remain unchanged. The Union reserves the right to add to, modify, correct or withdraw any or all of these proposals as allowed by the ground rules as agreed to the parties. The Union reserves the right to submit counterproposals at any time. This document is a draft and as such may contain errors.

New language appears in bold type. ~~Language to be deleted appears in strikethrough~~

Union # 1
Article 2 – Unit 1 Members' Rights, Privileges, And Responsibilities
Section G2 – Prohibited Political Activities

Current Language:

2. Prohibited Political Activities
Political activities of any Unit I member seeking or holding office or campaigning for a candidate shall be conducted outside the classroom and school premises and outside working hours.

The following activities upon property under the jurisdiction of the Board are specifically prohibited:

a. The posting of political circulars or petitions on bulletin boards.
b. The distribution to employees, whether by placing in their school mailboxes or otherwise, of political circulars or petitions, United States mail being excepted.
c. The collection of and/or solicitation for campaign funds.
d. The solicitation for campaign workers.
e. The use of pupils for writing or addressing political materials, or the distribution of such materials to pupils.

Proposed Language:

2. Prohibited Political Activities
Political activities of any Unit I member seeking or holding office or campaigning for a candidate shall be conducted outside the classroom and school premises and outside working hours.

The following activities upon property under the jurisdiction of the Board are specifically prohibited:

a. The posting of political circulars or petitions on bulletin boards.
b. The distribution to employees, whether by placing in their school mailboxes or otherwise, of political circulars or petitions, United States mail being excepted.
c. The collection of and/or solicitation for campaign funds. **for specific candidates.**
d. The solicitation for campaign workers.
e. The use of pupils for writing or addressing political materials, or the distribution of such materials to pupils.

Union # 2
Article 2 – Unit 1 Members' Rights, Privileges, And Responsibilities
New Section – Discipline

Proposed Language:

A. No Unit 1 employees shall be disciplined or otherwise reprimanded without just cause. In all disciplinary cases, the principle of progressive discipline shall be applied. When disciplined, the Unit 1 employee must be notified in writing stating the reason for the discipline.

B. All Unit 1 employees will be advised in writing of their right to have TAAAC representation present for any investigatory interview and at the due process hearing/meeting. Association representative(s) shall be entitled to accompany and represent a Unit 1 employee at the meeting. All meetings will be scheduled at a mutually acceptable time at least 24 hours in advance.

C. Unit 1 employees shall be provided due process before the imposition of any discipline. Prior to any due process hearing/meeting, the Unit 1 will be advised that disciplinary action is being considered.

A. Nothing contained in the Unit 1 employee's personnel file may be used for progressive discipline after three (3) years.

Union # 3
Article 3 – Salary And Other Compensation
New Section

Proposed Language:

No later than October 1, 2024, a mutually agreed upon team appointed by AACPS and TAAAC will form to address the Professional and Technical Education salary scale to be implemented for the 2026 fiscal year.

Union # 4
Article 3 – Salary And Other Compensation
New Section

Proposed Language:

All Unit 1 employees shall receive yearly longevity bonuses for continued faithful service per the following scale:

Year 5-9 - $1000
Year 10-14 - $1500
Year 15-19 - $2000
Year 20-24 - $2500
Year 25+ - $3500

Union # 5
Article 11 – Work Time And Work Load
New Section

Proposed Language:

<u>Differentiation of Meetings and Professional Development</u>

Unit 1 members will only be required to attend meetings relevant to their job description and/or subjects taught. If a unit 1 member is required to attend meetings that are not relevant to their job description and/or subjects taught an equal amount of time will be given back to that teacher within 2 weeks (time must be given in at least 30-minute blocks). Should time not be allotted, the teacher will be compensated per diem for time lost.

Union # 6
Article 16 – Evaluation And Rating Of Professional Staff
Section B3 – The Evaluation Process for Unit I Members

Current Language:

3. Collaborative Achievement Plan

Whenever a supervisor or administrator articulates a performance related concern, a Collaborative Achievement Plan may be mutually developed and implemented with the employee.

Constructive suggestions for improvement should include consideration of professional preparation needed for the assignment, conditions under which the Unit I member works, physical facilities, pupil load, and the number of pupils with special needs or adjustment problems.

Proposed Language:

3. Collaborative Achievement Plan

Whenever a supervisor or administrator articulates a performance related concern, a Collaborative Achievement Plan may be mutually developed and implemented with the employee.

Constructive suggestions for improvement should include consideration of professional preparation needed for the assignment, conditions under which the Unit I member works, physical facilities, pupil load, and the number of pupils with special needs or adjustment problems.

When a non-tenured Unit 1 employee is demonstrating performance concerns that are likely to lead to an ineffective rating, a delay in tenure, nonrenewal or any other adverse outcome, the administrator will meet with the Unit 1 employee and their TAAAC representative, document actionable steps and concerns with both the Unit 1 employee and their TAAAC representative. Documentation will be signed by the administrator and the Unit 1 member.

Union # 7
Article 18 – Other Personnel Policies
Section E – Health and Safety Hazards

Current Language:

E. Health and Safety Hazards
Conditions on school premises which are considered by the Faculty Advisory Council to endanger the health and safety of pupils or Unit I members shall be reported to the principal, who shall immediately request an inspection by persons qualified to determine the existence or the extent of the alleged hazard. Upon receipt of recommendations from the qualified persons appropriate remedial action shall be taken at once.

Unit I members will not be asked to search for bombs or handle any objects suspected of being bombs, explosives or similar devices.

The closing of schools as a result of adverse environmental conditions will be considered on an individual school basis by the Superintendent of Schools or designee. Decisions concerning the length of the working day and place of duty for Unit I members will be made simultaneously.

The Board will ensure that each school principal, after consultation with the Faculty Advisory Council, develops a plan to enable teachers to notify the main office staff of emergency health or safety problems in their classrooms.

The Board will determine the existence/condition of equipment in each school which enables the teachers to notify the main office staff of emergency, safety, or health problems in their classrooms.

Where emergency notification equipment is in place, the principal will ensure that the system is monitored during the student day. Where the equipment does not exist, the Board will identify additional and/or future requirements.

Proposed Language:

E. Health and Safety Hazards
Conditions on school premises which are considered by the Faculty Advisory Council to endanger the health and safety of pupils or Unit I members shall be reported to the principal, who shall immediately request an inspection by persons qualified to determine the existence or the extent of the alleged hazard. Upon receipt of recommendations from the qualified persons appropriate remedial action shall be taken at once.

Unit I members will not be asked to search for bombs or handle any objects suspected of being bombs, explosives or similar devices.

The closing of schools as a result of adverse environmental conditions will be considered on an individual school basis by the Superintendent of Schools or designee. Decisions concerning the length of the working day and place of duty for Unit I members will be made simultaneously.

The Board will ensure that each school principal, after consultation with the Faculty Advisory Council, develops a plan to enable teachers to notify the main office staff of emergency health or safety problems in their classrooms.

The Board will determine the existence/condition of equipment in each school which enables the teachers to notify the main office staff of emergency, safety, or health problems in their classrooms.

Where emergency notification equipment is in place, the principal will ensure that the system is monitored during the student day. Where the equipment does not exist, the Board will identify additional and/or future requirements.

Unit 1 members shall not be asked to direct traffic, open car doors, supervise crossing of students in traffic, or other potentially dangerous duties. Schools will communicate to families that supervision of students begins inside the building. Teachers may be asked to assist in the arrival and dismissal of buses.

Unit members who are experiencing problems with the indoor air quality in their workplaces may request an investigation and appropriate relief by using the mutually established process for an Indoor Air Quality Inquiry, Investigation, Report, and Review. The administration shall respond in accord with the timelines established therein at each stage of the process. Failure to do so may be appealed only through the administrative complaint procedure.

Adequately ventilated and humidity-controlled, and temperate (fully air-conditioned and heated), classrooms, throughout the school year and summer programs. In the event that temperatures in the classroom are below 55 degrees or above 80 degrees, the educator shall have the discretion to relocate the class to a more comfortable location after approval from the administrator.

Clean and serviceable equipment shall be provided in classrooms for teaching and learning, including desks and chairs for all educators, locking (with working keys) cabinets, filing cabinets, or desks, storage space, functioning walkie-talkies (or other communication device) and designated break room with a microwave and refrigerator.

Union # 8
Article 19 – Grievance Procedure
Section A - Definitions

Current Language:

The Board and TAAAC agree to following definitions:

1. A "grievance" is a dispute concerning the meaning, interpretation or application of provisions of this negotiated Agreement concerning the salaries, hours, or working conditions of Unit I members.

2. "Grievant" shall be the Unit I member or members making the claim.

3. A "party in interest" is the person or persons making the claim and any person or persons who may be required to take action or against whom action may be taken in order to resolve the grievance.

4. A "time limit" is the requirement that action be taken within a specific number of school days.

Proposed Language:

The Board and TAAAC agree to following definitions:

1. A "grievance" is a dispute concerning the meaning, interpretation or application of provisions of this negotiated Agreement concerning the salaries, hours, or working conditions of Unit I members.

2. "Grievant" shall be the Unit I member**,** ~~or~~ members**, or group** making the claim.

3. A "party in interest" is the person**,** ~~or~~ persons**, group,** or **TAAAC representative** making the claim and any person**,** ~~or~~ persons**, group** or **TAAAC representative** who may be required to take action or against whom action may be taken in order to resolve the grievance.

4. A "time limit" is the requirement that action be taken within a specific number of school days.

Union # 9
Article 19 – Grievance Procedure
Section B – Purpose

Current Language:

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may from time to time arise regarding this Agreement. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

Nothing contained herein will be construed as limiting the right of any Unit I member having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without the assistance of TAAAC.

Proposed Language:

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may from time to time arise regarding this Agreement. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

Nothing contained herein will be construed as limiting the right of any Unit I member having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted with~~out~~ the assistance of TAAAC.

Union # 10
Article 19 – Grievance Procedure
Section C – Informal Discussion

Current Language:

C. Informal Discussion
A Unit I member with a potential grievance shall first discuss the problem with the administrator who made the decision or the interpretation which is alleged to be in error. If the administrator involved is not school-based, an informal discussion shall be held, however, an association representative may be present.

Proposed Language:

~~C. Informal Discussion~~
~~A Unit I member with a potential grievance shall first discuss the problem with the administrator who made the decision or the interpretation which is alleged to be in error. If the administrator involved is not school-based, an informal discussion shall be held, however, an association representative may be present.~~

Union # 11
Article 19 – Grievance Procedure
Section K – Representation

Current Language:

K. Representation
Grievants may be represented above level one only by TAAAC or agents of TAAAC. The grievant must, however, be present at all hearings. In case the grievant is prevented from attending a hearing because of an emergency, the hearing shall be rescheduled

Proposed Language:

K. Representation
Grievants may be represented ~~above level one only~~ **at all levels** by TAAAC or agents of TAAAC. The grievant must, however, be present at all hearings. In case the grievant is prevented from attending a hearing because of an emergency, the hearing shall be rescheduled**. Hearings shall be scheduled at a time mutually acceptable by all parties.**

Union # 12
Article 19 – Grievance Procedure
New Section

Proposed Language:

AACPS will provide any and all information requested by TAAAC within five (5) school days in order to present its case at any level of the grievance procedure. If AACPS is unable to furnish the information request within five (5) school days, it will notify TAAAC in writing as soon as practicable and will inform TAAAC when the request will be fulfilled. Further, the timeline will be paused, and any scheduled hearing will be postponed until TAAAC has received the requested information and a new hearing can be mutually scheduled between the parties.

Union # 13
Article 22 – Procedures For Negotiations

Current Language:

A. Designation of Negotiators

A negotiating team of no more than eight (8) persons shall represent each party in negotiations. By no later than the fourth Wednesday of September, TAAAC and the Board shall each designate to the other in writing the names of the chairperson, permanent representatives and alternates who will serve on their respective negotiating teams. These negotiating teams shall have full power to negotiate for their respective parties.

B. Consultants

Though both teams may utilize from time to time the services of consultants for information and advice, no more than a total of six negotiators and consultants for a team may be present at any negotiating session unless prior approval has been given by the other team.

C. Presentation of Proposals

All proposals from TAAAC and the Board shall be presented prior to the close of the second negotiating session, except that, by mutual agreement, the teams may later make additional proposals based on unforeseen situations which have arisen since the opening of negotiations.

D. Time Limits of Meetings

Normally, at least one day each week shall be scheduled for negotiations with released time on such days for permanent members of the TAAAC team. Negotiating sessions shall be scheduled from 9:00 a.m. to 3:00 p.m. Additional sessions after school hours, may also be called by mutual consent.

E. Confidentiality of Discussions

The content of negotiations discussions shall be regarded as confidential. There shall be no public announcement or press releases on the content of negotiations discussions prior to the (1) successful conclusion of negotiations or (2) impasse being declared by the Maryland Public School Labor Relations Board, unless by mutual agreement.

The above provision shall not prevent the Board team from seeking guidance from the Board and staff or the TAAAC team from seeking guidance from its members.

F. Inclusive Dates of Negotiations

During years in which negotiations occur, negotiating sessions shall begin no later than the second Friday in October. Unless an impasse has been requested by one of the parties, the team members shall complete the non-compensation provisions of the Agreement by December 31, all other items by March 31, and affix their signatures to the tentative agreement and transmit it to TAAAC and the Board, who shall take action within fifteen (15) school days to ratify or reject the Agreement.

Nothing in this Agreement shall be construed as precluding a decision by the parties to utilize the service of a mediator prior to March 31.

The above time limits may be extended by mutual agreement.

G. Signing the Agreement

Following mutual ratification of the Agreement, the presidents of TAAAC and the Board shall sign the Agreement.

Proposed Language:

~~A. Designation of Negotiators~~

~~A negotiating team of no more than eight (8) persons shall represent each party in negotiations. By no later than the fourth Wednesday of September, TAAAC and the Board shall each designate to the other in writing the names of the chairperson, permanent representatives and alternates who will serve on their respective negotiating teams. These negotiating teams shall have full power to negotiate for their respective parties.~~

A. Ten (10) months prior to the expiration of the Agreement, the parties will meet to establish negotiation procedures. Such procedures shall include, but not be limited to meeting dates and times, locations, number of team members, consultants and/or facilitators, and/or observers, tentative agreement procedures, communications to the press and public, expense sharing of third-party neutrals, and procedures for joint union bargaining (if agreed upon). The parties may also discuss and establish other procedures. Nothing shall prevent the Board team from seeking guidance from the Board and staff or the TAAAC team from seeking guidance from its members. Nothing shall preclude the parties from amending this agreement by mutual consent.

~~B. Consultants~~

~~Though both teams may utilize from time to time the services of consultants for information and advice, no more than a total of six negotiators and consultants for a team may be present at any negotiating session unless prior approval has been given by the other team.~~

~~C. Presentation of Proposals~~

~~All proposals from TAAAC and the Board shall be presented prior to the close of the second negotiating session, except that, by mutual agreement, the teams may later make additional proposals based on unforeseen situations which have arisen since the opening of negotiations.~~

~~D.~~ **B.** Time Limits of Meetings

Normally, ~~at least one day each week~~ **two days per month** shall be scheduled for negotiations with released time on such days for permanent members of the TAAAC team. Negotiating

sessions shall be scheduled from 9:00 a.m. to 3:00 p.m. Additional sessions after school hours, may also be called by mutual consent.

~~E. Confidentiality of Discussions~~

~~The content of negotiations discussions shall be regarded as confidential. There shall be no public announcement or press releases on the content of negotiations discussions prior to the (1) successful conclusion of negotiations or (2) impasse being declared by the Maryland Public School Labor Relations Board, unless by mutual agreement.~~

~~The above provision shall not prevent the Board team from seeking guidance from the Board and staff or the TAAAC team from seeking guidance from its members.~~

~~F. Inclusive Dates of Negotiations~~

~~During years in which negotiations occur, negotiating sessions shall begin no later than the second Friday in October. Unless an impasse has been requested by one of the parties, the team members shall complete the non-compensation provisions of the Agreement by December 31, all other items by March 31, and affix their signatures to the tentative agreement and transmit it to TAAAC and the Board, who shall take action within fifteen (15) school days to ratify or reject the Agreement.~~

~~Nothing in this Agreement shall be construed as precluding a decision by the parties to utilize the service of a mediator prior to March 31.~~

~~The above time limits may be extended by mutual agreement.~~

C. In the event of impasse, the parties agree to utilize a mediator to help reach an agreement. The mediator will have no ability to bind the parties and such mediation will be off the record and will not constitute bargaining history. The cost of the mediator will be equally borne between the parties.

G. Signing the Agreement

Following mutual ratification of the Agreement, the presidents of TAAAC and the Board shall sign the Agreement.

Union # 14
New Article – Blueprint

Proposed Language:

TAAAC and AACPS agree to form a Blueprint committee that will be tasked with creating sub-groups to negotiate future Blueprint requirements as required by law. This committee will form no later than October 2024. The committee will consist of 5 members on each side not including the Lead Negotiators.

Union # 15
Article 3 – Salary and Other Compensation
Section A – Teacher Scale

Current Language:

A. Teacher Scale

For fiscal year 2023, the following will occur effective July 1, 2022:

- One (1) step increase will be provided to all eligible Unit I employees. Unit I employees who are above their experience step are ineligible for a step increase until their salary step matches their experience step.

- All Unit I employees will receive a 4% Cost of Living Adjustment (COLA)

Proposed Language:

A. Teacher Scale

For fiscal year ~~2023~~ **2025**, the following will occur effective and **retroactively to** July 1, ~~2022~~ **2024:**

- One (1) step increase will be provided to all eligible Unit I employees. Unit I employees who are above their experience step are ineligible for a step increase until their salary step matches their experience step.

- All Unit I employees will receive a ~~4~~**10**% Cost of Living Adjustment (COLA)

For fiscal year 2026, the following will occur effective July 1, 2025:

- **One (1) step increase will be provided to all eligible Unit I employees. Unit I employees who are above their experience step are ineligible for a step increase until their salary step matches their experience step.**

- **All Unit I employees will receive a 10% Cost of Living Adjustment (COLA)**

For fiscal year 2027, the following will occur effective July 1, 2026:

- **One (1) step increase will be provided to all eligible Unit I employees. Unit I employees who are above their experience step are ineligible for a step increase until their salary step matches their experience step.**

- **All Unit I employees will receive a 10% Cost of Living Adjustment (COLA)**

Union # 16
Article 1 – General Provision Of The Agreement
Section B – Definition of "Unit 1 Member"

Current Language:

A. <u>Definition of "Unit I member"</u>

The term "Unit I member" in this Agreement shall apply to a certificated professional employee of the Board who spends more than 50% of the employee's time during required working hours in one or more of the following activities:

- instructing pupils
- preparing, processing, and distributing learning materials for pupils
- planning activities for pupils
- guiding and counseling pupils
- diagnosing and helping to solve adjustment and learning problems of pupils
- mentoring teachers
- serving as a resource teacher

Exceptions shall be the Superintendent and any person designated by the Board to act in a negotiating capacity.

"Student services Personnel" shall refer to psychologists, psychology specialists, pupil personnel workers, counselors, speech pathologists, social workers, occupational therapists, physical therapists, and school test coordinators.

"Teacher" shall refer to all other Unit I members.

Proposed Language:

A. <u>Definition of "Unit I member"</u>

The term "Unit I member" in this Agreement shall apply to a certificated professional employee of the Board who spends more than 50% of the employee's time during required working hours in one or more of the following activities:

- instructing pupils
- preparing, processing, and distributing learning materials for pupils
- planning activities for pupils
- guiding and counseling pupils
- diagnosing and helping to solve adjustment and learning problems of pupils
- mentoring teachers
- serving as a resource teacher

Exceptions shall be the Superintendent and any person designated by the Board to act in a negotiating capacity.

"Student services Personnel" shall refer to psychologists, psychology specialists, pupil personnel workers, counselors, speech pathologists, social workers, occupational therapists, physical therapists, and school test coordinators.

"Teacher" shall refer to all other Unit I members.

All Unit 5 employees who do not meet the criteria set forth above shall be absorbed into Unit 1 upon ratification of this collective bargaining agreement commencing July 1, 2024. All aspects of working conditions, including but not limited to wages, not addressed in this agreement will be negotiated no later than 1 month after ratification and will be retroactive to July 1, 2024.

Union # 17
Article 5 - Sick Leave
New Section - Maryland Time To Care Act

Proposed Language:

TAAAC and AACPS recognize that the Maryland Time To Care Act will have an impact on both parties and includes mandatory subjects of bargaining. Both parties agree to meet no later than August 1, 2024 for bargaining over implementation requirements that are due to go into effect October 1, 2024

Union # 18
Article 15 – Substitute Teachers
Section B – Class Coverage

Current Language:

Beginning in the 2024 – 2025 school year, the following language will become effective:

Substitutes shall normally be provided for all teachers absent from their regular teaching assignment including art, music, media specialists and physical education. Only after reasonable but unsuccessful efforts to obtain substitutes Unit 1 employees shall be compensated for each period they are called upon to provide emergency class coverage during their scheduled planning time pending funding appropriation in the following manner:

1. A high school teacher who covers for a class during their individual planning period will be paid 30.00. Unit I employees will be limited to compensation for, and assignment to, one class coverage a day.

2. A middle school teacher who covers for a class during their individual planning period will be paid $30.00. Unit I employees will be limited to compensation for, and assignment to, two class coverages a day.

3. In the event a Unit 1 elementary school-based employee is absent, and no substitute is available, and the principal divides a class between staff or covered by a teacher using their planning period, the Unit I employees to whom the students are assigned shall be paid $30.00 for the day.

Proposed Language:

Beginning in the 2024 – 2025 school year, the following language will become effective:

Substitutes shall normally be provided for all teachers absent from their regular teaching assignment including art, music, media specialists and physical education. Only after reasonable but unsuccessful efforts to obtain substitutes Unit 1 employees shall be compensated for each period they are called upon to provide emergency class coverage during their scheduled planning time pending funding appropriation in the following manner:

1. A high school teacher who covers for a class during their individual planning period will be paid 30.00**.** Unit I employees will be limited to compensation for, and assignment to, one class coverage a day.

2. A middle school teacher who covers for a class during their individual planning period will be paid $30.00. Unit I employees will be limited to compensation for, and assignment to, two class coverages a day.

3. In the event a Unit 1 elementary school-based employee is absent, and no substitute is available, and the principal divides a class between staff or covered by a teacher using their planning period, the Unit I employees to whom the students are assigned shall be paid $30.00 for the day.

Beginning in the 2025-2026 school year, the following language will become effective:

Each Unit 1 employee who covers shall receive daily compensation equal to the current highest daily temporary substitute pay rate divided by the total number of covering Unit 1 employees, or $40.00, whichever amount is higher. At the discretion of the administrator, multiple teachers can cover.

Union # 19
Article 11 – Work Time And Work Load
Section H 1 – 2 – Work Year

Current Language:

1. All non-teaching department chairpersons and department chairpersons who conduct observations shall work a 195-day work year with their annual salary adjusted commensurately and shall be provided the option of working one (1) additional workday before or after the 195-day work year. The use of the day beyond the 195-day work year shall be based on school need as determined and approved by the principal. Pay for the additional day shall be at the per diem rate.

2. All other department chairpersons unless otherwise noted and media specialists shall work a 193-day work year with their annual salary adjusted commensurately and shall be provided the option of working up to three (3) workdays before or after the 193-day work year. The use of these days beyond the 193-day work year shall be based on school need as determined and approved by the principal. Pay for the three (3) days shall be at the per diem rate.

Proposed Language:

1. All non-teaching department chairpersons and department chairpersons who conduct observations shall work a 195-day work year with their annual salary adjusted commensurately and shall be provided the option of working one (1) additional workday before or after the 195-day work year. The use of the day beyond the 195-day work year shall be based on school need as determined and approved by the principal. Pay for the additional day shall be at the per diem rate. **Department chairpersons shall have additional DC planning periods as follows:**

7 or more members — 2 DC planning periods
From 3–6.9 members— 1 DC planning period
Less than 3 members— 0 DC planning periods

2. All other department chairpersons unless otherwise noted and media specialists shall work a 193-day work year with their annual salary adjusted commensurately and shall be provided the option of working up to ~~three (3)~~ **six (6)** workdays before or after the 193-day work year. The use of these days beyond the 193-day work year shall be based on school need as determined and approved by the principal. Pay for the ~~three (3)~~ **six (6)** days shall be at the per diem rate. **Department chairpersons shall have additional DC planning periods as follows:**

7 or more members — 2 DC planning periods
From 3–6.9 members— 1 DC planning period
Less than 3 members— 0 DC planning periods

3. Any department leader / department chair with 3 or fewer members or non-SS, LA, Sci, Math department leader will be given 1 additional planning or paid a stipend for their

extra work upon agreement with the any department leader / department chair and school administration.

Union # 20
Article 3 – Salary and Other Compensation
Section K – Compensation for Team Leaders

Current Language:

K. Compensation for Team Leaders
Unit I members who serve as middle school interdisciplinary team leaders will be compensated for the additional work required by these positions at the rate of $2,000 per annum.

Unit I members designated as elementary school or special education center instructional team leaders will be compensated for the additional work required by these positions as defined, at the rate of $2,000 per annum.

All other school based elementary school Unit I members shall serve the teams in an advisory basis but will not be required to attend all meetings.

Proposed Language:

K. Compensation for Team Leaders **and Department Chairs**
Unit I members who serve as middle school interdisciplinary team leaders will be compensated for the additional work required by these positions at the rate of **$2,500** per annum.

Unit I members designated as elementary school or special education center instructional team leaders will be compensated for the additional work required by these positions as defined, at the rate of $2,500 per annum.

All other school based elementary school Unit I members shall serve the teams on an advisory basis but will not be required to attend all meetings.

Unit 1 employees who serve as department chairs will be compensated at the rate of $2,500 per annum.

Union # 21
Article 9 – Professional Development
Section C – New Language

Proposed Language:

All Unit 1 employees will be reimbursed for all expenses incurred in pursuit of National Board Certification and all recertifications.

Union # 22
Article 3 – Salary and Other Compensation
Section L – Compensation for Cooperating Teachers

Current Language:

L. Compensation for Cooperating Teachers
All stipends paid by colleges for supervising student teachers will be paid to the cooperating teachers who supervise the student teachers.

Proposed Language:

L. Compensation for ~~Cooperating Teachers~~ **Unit 1 Employees Supervising / Mentoring Undergraduate Or Graduate Students**
~~All stipends paid by colleges for supervising student teachers will be paid~~ **The stipend for** ~~to the cooperating teachers~~ **Unit 1 employees** who supervise **/ mentor undergraduate or graduate** ~~the~~ student teachers~~.~~ **will be $2,000.00 per annum.**

Union # 23
Article 8 – Other Leave
Section E – Bereavement

Current Language

Each Unit I member shall be granted up to four (4) consecutive duty days of absence without loss of salary on the death of a child, stepchild, parent, stepparent, spouse, sibling, stepbrother, stepsister, aunt, uncle, parent- in- law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, niece, nephew, grandparent, grandchild, spouse's grandparent, or one who has lived regularly in the household of the member. One of the four (4) consecutive days must be taken on the day of the funeral or interment unless the funeral or interment occurs on a non-workday. With approval from the Superintendent or designee, one or more of the allowed days may be used at a time that is not immediately proximate to the date of death for a burial or memorial service that occurs at a later date. Upon written request from the member, stating the circumstances which made additional time necessary, the Superintendent or designee may authorize an additional day.

Proposed Language:

Each Unit I member shall be granted up to four (4) consecutive duty days of absence without loss of salary on the death of a child, stepchild, parent, stepparent, spouse, sibling, stepbrother, stepsister, aunt, uncle, parent- in- law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, niece, nephew, grandparent, grandchild, spouse's grandparent, or one who has lived regularly in the household of the member **within 90 days of the death**. ~~One of the four (4) consecutive days must be taken on the day of the funeral or interment unless the funeral or interment occurs on a non-workday. With approval from the Superintendent or designee, one or more of the allowed days may be used at a time that is not immediately proximate to the date of death for a burial or memorial service that occurs at a later date. Upon written request from the member, stating the circumstances which made additional time necessary, the Superintendent or designee may authorize an additional day.~~

Union # 24
Article 2 – Unit 1 Members' Rights, Privileges, And Responsibilities
New Section – Communication

Proposed Language:

1. **All Unit 1 employees shall receive communications (memos, updates, notices, etc…) provided to administrators that are intended to be shared with Unit 1 staff directly.**

2. **All school-based Unit 1 staff shall be made aware by building level administration of staff changes within the school.**

3. **All school-based Unit 1 employees shall be informed of staff absences within the school and sub coverage being provided.**

4. **All Unit 1 employees shall be informed by AACPS of leadership changes within the school system when they are approved.**

5. **All Unit 1 members shall be informed of any threats, possible threats, incidents, or discovery of weapons of any kind occurring in any AACPS school or property as soon as practical.**

Union # 25
Article 3 – Salary And Other Compensation
New Section

Proposed Language:

No later than October 1, 2024, a mutually agreed upon team with equal members for each side will be appointed by AACPS and TAAAC will form to address specialist / school counselor salary scales to be implemented for the 2026 fiscal year.

Union # 26
Article 3 – Salary and Other Compensation
Section U

Current Language:

Professional Development Summer Pay
10-month Unit I members will be paid $30 per hour for attending system approved non-credit professional development activities outside the regular workday/work year. 10-month Unit I members will be paid $225 per day for instructing professional development activities during the summer.

Proposed Language:

Professional Development Summer Pay
10-month Unit I members will be paid ~~$30.00 per hour.~~ **per diem** for attending system approved non-credit professional development activities outside the regular workday/work year. 10-month Unit I members will be paid $225 per day for instructing professional development activities during the summer. **This amount will automatically be increased according to cola increases. 10-month Unit 1 members will be paid $225 per day for curriculum writing. This amount will automatically increase according to cola increases. Unit I members shall be compensated at their per diem rate for all summer programs.**

Commencing in Summer 2024, Unit I rate of stipend pay for qualified summer instructional work, including planning and professional development directly related to summer instructional programs that will benefit student education (including but not limited to Extended School Year, Camp Engage, Camp SOAR, Assessment and Curriculum Writing, mental and social emotional counseling, Summer Jump Start Programs, Textbook Adoptions, Special Education Recovery services) shall be paid per diem. The per diem rate will exclusively be paid to employees who conduct direct qualified instruction (both core, enrichment, and non-core academic areas) with students and families. Furthermore, to continue to aid in increasing student enrollment/engagement levels as well as attraction of qualified staff participating in the summer educational programs of Extended School Year, Special Educators and Related Service Providers will receive their per diem rate * 1.25 to pay towards their planning time. Additionally, Special Educators and Related Service Providers will receive an additional 20 hours of per diem pay for paperwork and progress report writing. All summer school supplies will be provided by AACPS.

All pay for the work above will be retroactive.

Union # 27

Article 3 – Salary And Other Compensation
Section V, W, X – National Board Certified Teachers

Current Language:

A. National Board Certified Teachers

In accordance with Blueprint for Maryland's Future, the following will occur:

A teacher who holds an active National Board Certification (NBC) and who is primarily responsible and accountable for teaching students in a class, shall be paid $10,000 annually. To receive this increase, a teacher must have an active NBC by January of the preceding fiscal year.

An NBC teacher who is teaching at an eligible school as defined by the Maryland State Department of Education and identified by the Anne Arundel County Board of Education shall be paid $7,000 annually.

A teacher that receives the $7,000 salary increase for teaching at an eligible school may not lose that salary increase while teaching at the school even if the school ceases to be identified as an eligible school.

B. Stipend for National Certified School Counselors (NCSC)*

Guidance counselors shall be paid an annual stipend of $1,000 for the attainment or maintenance of the National Certified School Counselor designation issued by the National Board for Certified Counselors.

C. Stipend for National Certified School Psychologist (NCSP)*

School Psychologists shall be paid an annual stipend of $2,000 for the attainment or maintenance of the National Certified School Psychologist designation issued by the National School Psychology Certification Board.

*Stipends identified in section (W) and (X) shall be retained through FY24 absent any expansion of Blueprint eligibility requirements to include counselors and psychologists for NBC compensation**.**

Proposed Language:

D. National Board Certified Teachers and Unit 1 Employees

In accordance with Blueprint for Maryland's Future, the following will occur:

A teacher who holds an active National Board Certification (NBC) and who is primarily responsible and accountable for teaching students in a class, shall be ~~paid~~ **receive a** $10,000 ~~annually~~ **salary increase**. **In addition, teachers will also receive salary increases of $8,000, $7,000 and 6,000 for first, second and third maintenance respectively. Any change to compensation per Blueprint legislation will go into effect immediately, however no change in legislation will result in loss of pay for any teacher holding a NBC.** To receive this increase, a teacher must have an active NBC by January of the preceding fiscal year~~.~~ **or provide notification to AACPS of anticipated completion of NBC or maintenance in the previous fiscal year to receive the salary increase upon completion. Any teacher who has already achieved NBC or any maintenances will have their salary increased to the appropriate level effective immediately.**

An NBC teacher who is teaching at an eligible school as defined by the Maryland State Department of Education and identified by the Anne Arundel County Board of Education shall be paid $7,000 annually.

A teacher that receives the $7,000 salary increase for teaching at an eligible school may not lose that salary increase while teaching at the school even if the school ceases to be identified as an eligible school.

E. ~~Stipend~~ Salary Adjustment for National Certified School Counselors (NCSC)*

School counselors shall be paid an ~~annual stipend~~ **salary increase** of $1**0**,000 for the attainment or maintenance of the National Certified School Counselor designation issued by the National Board for Certified Counselors. **School counselors will also receive salary increases of $8,000, $7,000 and 6,000 for first, second and third maintenance respectively. Any school counselor who has already achieved NBC or any maintenances will have their salary increased to the appropriate level effective immediately.**

F. ~~Stipend~~ Salary Adjustment for National Certified School Psychologist (NCSP)*

School Psychologists shall be paid an ~~annual stipend~~ **salary adjustment** of ~~$2,000~~ **$10,000** for the attainment or maintenance of the National Certified School Psychologist designation issued by the National School Psychology Certification Board. **School psychologists will also receive salary increases of $8,000, $7,000 and 6,000 for first, second and third maintenance respectively. Any school psychologist who has already achieved NBC or any maintenances will have their salary increased to the appropriate level effective immediately.**

G. Salary Adjustment for National Certified Literacy Teachers (NCSC)*

Literacy teachers shall be paid an ~~annual stipend~~ salary increase of $10,000 for the attainment or maintenance of the National Certified literacy teachers designation issued by the National

Board for Certified Counselors. Literacy teachers will also receive salary increases of $8,000, $7,000 and 6,000 for first, second and third maintenance respectively. Any literacy teachers who has already achieved NBC or any maintenances will have their salary increased to the appropriate level effective immediately.

~~*Stipends identified in section (W) and (X) shall be retained through FY24 absent any expansion of Blueprint eligibility requirements to include counselors and psychologists for NBC compensation.~~

Union # 28
Article 3 – Salary And Other Compensation
New Section

Proposed Language:

All Unit 1 employees who work in a challenge school (to be defined) shall be paid an annual stipend of $XX.XX.

Union # 29
Article 4 – Employee Benefits
Section A – Healthcare

Proposed Language:

AACPS and TAAAC will form a committee to look at health care and ways to keep costs down.

AACPS will include fertility treatments (including but not limited to surrogacy, egg donation, and sperm donation) costs that are not currently covered through insurance for Unit 1 members.

AACPS will make available to all Unit 1 members any weight loss drugs recommended by employee's treating physician.

Union # 30
Article 10 – Student Control And Discipline
Section B – Severe Cases

Current Language:

B. Referral of Severe Cases

TAAAC agrees that the motivation of students toward worthwhile learning activities helps significantly in preventing disciplinary problems. The teacher, therefore, shall exercise professional competence toward such motivation and thereby assume responsibility toward the establishment of effective discipline for the student and an atmosphere conducive to learning and disciplinary control in the classroom.

A student who refuses to obey a reasonable request of a teacher may be excluded from class and shall be retained in the office for the remainder of the instructional period. A serious disciplinary infraction or disruption by a student whom the teacher can no longer control shall be referred to the principal or to another staff member designated by the principal to deal with such a case. Both the teacher and the school administrator shall be involved in the final resolution of such problems.

A pupil whose needs cannot be met by the school shall be referred immediately to the Department of Pupil Personnel for prompt action.

The principal, with the advice of the Faculty Advisory Council, shall review periodically the handling of discipline in the school to assure that this policy is being effectively implemented by teachers and administrators.

Proposed Language:

B. Referral of Severe Cases

TAAAC agrees that the motivation of students toward worthwhile learning activities helps significantly in preventing disciplinary problems. The teacher, therefore, shall exercise professional competence toward such motivation and thereby assume responsibility toward the establishment of effective discipline for the student and an atmosphere conducive to learning and disciplinary control in the classroom.

A student who refuses to obey a reasonable request of a teacher may be excluded from class and shall be retained in the office for the remainder of the instructional period. **After four such incidents, TAAAC will be notified, and the student will be removed permanently from the classroom at the request of the Unit 1 employee**. A serious disciplinary infraction or disruption by a student whom the teacher can no longer control shall be referred to the principal or to another staff member designated by the

principal to deal with such a case. Both the teacher and the school administrator shall be involved in the final resolution of such problems. **The final resolution shall be documented on the referral form with both the staff and the administrator's signature. If the final resolution is not satisfactory to the teacher, the matter shall be referred to the Regional Superintendent.**

A pupil whose needs cannot be met by the school shall be referred immediately to the ~~Department of Pupil Personnel~~ **Office of Student and Systemic Supports** for prompt action.

The principal, with the advice of the Faculty Advisory Council, shall review periodically the handling of discipline in the school to assure that this policy is being effectively implemented by teachers and administrators.

Any physical assault upon a teacher by a student may result in suspension of said student based on an investigation of the incident conducted by the school administrator. Administration will follow established school system discipline guidelines. No student shall be returned to class without the consent of the teacher.

Any Unit 1 employee who is the victim of an assault or injury caused by a student or nonstudent while within the scope of their duties shall remain on full pay status. If a Unit 1 employee is on workman's compensation due to an assault or injury by a student, the board will make the employee whole by paying any difference between workman's compensation payments and what the employee would be paid had the assault not occurred, including any step increases and COLA.

When staff members are injured by a specific student, AACPS will act based on the recommendation of a school team which will include Special Educator, School Psychologist, Administration, Behavior Specialist and others that the team deems reasonable. Based on this recommendation, if the student continues to display physically aggressive behaviors, the staff will have the opportunity to move to a different worksite and/or the student will be moved to an equivalent classroom within the school building.

Except in cases prohibited by law, if a student has been apprehended in a plan to cause serious injury or death to a teacher, that student will not be returned to that teacher's classroom.

The Board shall provide, at the teacher's request, legal counsel to defend the teacher in an action arising out of an assault on a teacher in the course of the teacher's professional duties or arising out of any disciplinary action taken by a teacher in accordance with the disciplinary policy of the county.

In the event of threats made against staff members, the affected employee will be

provided access to available resources within the system to address emotional wellbeing. At the conclusion of the investigation, the employee will be informed of the outcome.

Union # 31
Article 10 – Student Control And Discipline
Section D

Current Language:

D. Personal Property Damage

Subject to a recommendation of the principal and approval by the Superintendent, the Board shall pay an amount not to exceed $500 for damage to a Unit I member's personal property which may be incurred by the member as a result of personal assault while the member is on duty. Payment by the Board shall not be construed as an admission of responsibility or liability by the Board, its agents, servants, or employees.

Proposed Language:

D. ~~Personal Property Damage~~

~~Subject to a recommendation of the principal and approval by the Superintendent, the Board shall pay an amount not to exceed $500 for damage to a Unit I member's personal property which may be incurred by the member as a result of personal assault while the member is on duty. Payment by the Board shall not be construed as an admission of responsibility or liability by the Board, its agents, servants, or employees.~~

In case of an assault by a student, or a nonstudent, on school property, including the school parking lot, on a Unit 1 employee, causing damage or loss to their personal property-such as clothing-the Board shall make an equitable financial adjustment with the teacher for personal property losses not otherwise covered by insurance or restitution. For other damage to personal property or injury caused by a student the board will take the lead in seeking restitution from the family.

Union # 32
Article 10 – Student Control And Discipline
Section E

Current Language:

E. Joint Committee on Safe and Orderly Learning Environment
TAAAC and the Board will form a joint committee on safe and orderly learning environments. The joint committee will be co-chaired by the Superintendent and the TAAAC President or their respective designees. The joint committee will meet quarterly and shall submit an annual report with recommendations. The Board and TAAAC shall have an equal number of appointed members unless either waives equal representation.

Proposed Language:

E. Joint Committee on Safe and Orderly Learning Environment
TAAAC and the Board will form a joint committee on safe and orderly learning environments. The joint committee will be co-chaired by the Superintendent and the TAAAC President or their respective designees. The joint committee will meet quarterly and shall submit an annual report with recommendations. The Board and TAAAC shall have an equal number of appointed members unless either waives equal representation.

A comprehensive and thorough review of the Emergency Operating Procedures will occur prior to the end of September each school year. This review will include the roles, responsibilities, and expectations of staff members in the event of an emergency. Information and instructions on accessing 911 will be included.

AACPS agrees to inform TAAAC all Unit 1 personnel when there is any threat or possibility of a threat as soon as practical. Further, AACPS agrees to inform TAAAC and all Unit 1 personnel of any and all incidents that involve violence or when weapons of any kind are found in any school.

Union # 33
Article 10 – Student Control and Discipline
Section F

Current Language:

F. Student Information
Unit I members shall be informed on a need-to-know basis concerning pupils with disabilities or a history of serious overt behavior that would endanger the safety of themselves and others in the classroom.

Proposed Language:

F. Student Information
Unit I members shall be informed on a need-to-know basis concerning pupils with disabilities or a history of serious overt behavior that would endanger the safety of themselves and others in the classroom.

All staff members that will work with pupils with disabilities or a history of serious overt behavior will be provided with an opportunity with paid leave for de-escalation training.

When staff members are injured by a specific student, AACPS will act based on the recommendation of a school team which will include Special Educator, School Psychologist, Administration, Behavior Specialist and others that the team deems reasonable. Based on this recommendation, if the student continues to display physically aggressive behaviors, the staff will have the opportunity to move to a different worksite and/or the student will be moved to an equivalent classroom within the school building.

School based administration shall notify all Unit 1 employee when issues within the school that result in a letter being sent home to parents along with staff, a weapons violation, an issue within the school that results in Law Enforcement being contacted and any other instances that could reasonably be considered a safety issue as soon as practicable.

To ensure that all unit 1 members have the tools needed to maintain proper classroom management, the board shall inform TAAAC of all policies regarding classroom management including but not limited to allowed positive supports and negative consequences in the classroom.

Union # 34
Article 11 – Work Time And Work Load
Section B – Duty Free Lunch

Current Language:

Scheduling in each school shall provide for a duty-free lunch period for each Unit I member of no less than twenty-five (25) minutes.

Proposed Language:

Scheduling in each school shall provide for a duty-free lunch period for each Unit I member of no less than ~~twenty-five (25)~~ thirty **(30) minutes**. **Unit 1 employees shall have their lunches scheduled during the same time the student lunches are scheduled. To ensure that unit I members receive the full duty-free lunch, lunch shall either be scheduled either directly before or after recess or shall have 5 minutes transition before and after to pick up and drop off students.**

Union # 35
Article 11 – Work Time And Work Load
Section C – Planning Time

Current Language:

The Board and TAAAC mutually agree on the importance of the teachers planning collaboratively in our schools. We know that nothing is as important as the classroom teacher in making a difference in student performance. When teachers are collegial, sharing their knowledge and wisdom and problem solving, planning, implementing, and evaluating as a team, great gains for students can be realized.

Except where not administratively possible, each classroom teacher shall have at least 410 minutes of individual and group planning time within the required work week when not responsible for the supervision of students.

Collaborative planning includes a group, team or partnership working together during the teacher workday as they complete tasks which include:

- Differentiation of instruction/accommodations
- Developing units, lessons and classroom-based assessments
- Examining evaluating student work
- Evaluating materials
- Planning the use and evaluation of instructional practices
- Making instructional decisions based upon data
- Sharing best practices
- Developing methodology and documentation to satisfy needs of both teacher and principal

Collaborative planning is part of group planning and will be made available at a minimum of sixty minutes per week in increments of no less than thirty minutes. Collaborative planning does not include meetings such as IEP team, Section 504, School Improvement Team, Faculty Advisory Council, in-service, training and similar school committees.

- Administrators will limit the number of meetings where administratively possible to afford elementary teachers optimal time for planning.
- Principals and FAC's will collaboratively consider departmentalizing to assist in managing elementary teacher workload. If a collaborative determination cannot be made, assistance may be sought from the appropriate supervisor or designee.
- AACPS with TAAAC involvement shall examine and implement best practices to improve the utilization of elementary school planning time.

The above bulleted items are not subject to the grievance process.

Elementary school teachers in non-Enhancing Elementary Excellence ("Triple E") Schools shall have a minimum of 410 minutes of weekly planning time including 225 minutes of individual planning time for delivery of instruction, 210 minutes of which must be scheduled during the student day. For elementary school teachers working in Triple E Schools, a minimum of 470 minutes of weekly planning time is provided, including 225 minutes of individual planning time for delivery of instruction, 210 minutes of which must be scheduled during the student day.

Individual planning time during the student day for elementary school teachers will be scheduled in blocks of no less than 30 consecutive minutes. Nothing contained herein would preclude an elementary school from using a model which provides double blocks (1 full hour) on some days of the week and none on others in meeting the above 210 minutes minimum.

For secondary school teachers, a minimum of 210 of these 410 minutes of planning time will be scheduled during the student day and set aside for the individual planning time for the delivery of instruction. Planning time during the student day for secondary school teachers will be scheduled in blocks of no less than 40 consecutive minutes.

For all teachers, if individual planning time is used for required group planning, an equal amount of time during the teacher workday will be set aside for individual planning time.

In addition to the non-student time referenced above, teachers assigned to the special education centers will receive sixty (60) minutes per week of non-student time for case management, billing and other paperwork demands.

Proposed Language:

The Board and TAAAC mutually agree on the importance of the teachers planning collaboratively in our schools. We know that nothing is as important as the classroom teacher in making a difference in student performance. When teachers are collegial, sharing their knowledge and wisdom and problem solving, planning, implementing, and evaluating as a team, great gains for students can be realized.

Except where not administratively possible, each classroom teacher shall have at least 410 minutes of individual and group planning time within the required work week when not responsible for the supervision of students.

Collaborative planning includes a group, team or partnership working together during the teacher workday as they complete tasks which include:

- Differentiation of instruction/accommodations
- Developing units, lessons and classroom-based assessments
- Examining evaluating student work
- Evaluating materials
- Planning the use and evaluation of instructional practices
- Making instructional decisions based upon data
- Sharing best practices
- Developing methodology and documentation to satisfy needs of both teacher and principal

Collaborative planning is **not** part of **individual or** group planning and will be made available at a ~~minimum~~ **maximum** of sixty minutes per week in increments of no less than thirty minutes. Collaborative planning does not include meetings such as IEP team, Section 504, School Improvement Team, Faculty Advisory Council, in-service, training and similar school committees.

- Administrators will limit the number of meetings where administratively possible to afford elementary teachers optimal time for planning.
- Principals and FAC's will collaboratively consider departmentalizing to assist in managing elementary teacher workload. If a collaborative determination cannot be made, assistance may be sought from the appropriate supervisor or designee.
- AACPS with TAAAC involvement shall examine and implement best practices to improve the utilization of elementary school planning time.

The above bulleted items are not subject to the grievance process.

~~Elementary school teachers in non-Enhancing Elementary Excellence ("Triple E") Schools shall have a minimum of 410 minutes of weekly planning time including 225 minutes of individual planning time for delivery of instruction, 210 minutes of which must be scheduled during the student day.~~ For elementary school teachers ~~working in Triple E Schools~~, a minimum of 470 minutes of weekly planning time is provided, including ~~225~~ **300** minutes of individual planning time for delivery of instruction, ~~210 minutes of~~ which must be scheduled during the student day.

Individual planning time during the student day for elementary school teachers will be scheduled in blocks of no less than 30 consecutive minutes. Nothing contained herein would preclude an elementary school from using a model which provides double blocks (1 full hour) on some days of the week and none on others in meeting the above ~~210~~ **300** minutes minimum.

For secondary school teachers, a minimum of ~~210~~ **300** of these 410 minutes of planning time will be scheduled during the student day and set aside for the individual planning time for the delivery of instruction. Planning time during the student day for secondary school teachers will be scheduled in blocks of no less than 40 consecutive minutes.

For all teachers, if individual planning time is used for required group **/ collaborative** planning,

an equal amount of time during the teacher workday will be set aside for individual planning time.

In addition to the non-student time referenced above, teachers assigned to ~~the~~ special education **or related service providers** ~~centers~~ will receive sixty (60) minutes per week of non-student time for case management, billing and other paperwork demands.

Any planning time lost as a result of a two-hour early dismissal or delay schedule shall be given back either during that day or at some point throughout the week. This does not apply to emergencies resulting in schedule changes where teachers' work hours are adjusted.

Union # 36
Article 11 – Work Time And Work Load
Section K – Report Cards

Current Language:

Grades 1 through 12 Report Cards
For the first three grading periods each year, completed report cards will be turned in by teachers no sooner than four (4) workdays following the end of the marking period. For the final marking period, teachers will be provided at least four (4) workdays to complete the report cards prior to the submission date which will be no sooner than four (4) before the last duty day for teachers.

Proposed Language:

Grades 1 through 12 Report Cards
For the first three grading periods each year, completed report cards **and all IEP progress reports** will be turned in by teachers no sooner than four (4) workdays following the end of the marking period. For the final marking period, teachers will be provided at least four (4) workdays to complete the report cards **and all IEP progress reports** prior to the submission date which will be no sooner than four (4) before the last duty day for teachers.

Union # 37
Article 11 – Work Time And Work Load
New Section

Proposed Language:

<u>Elementary Cultural Arts Scheduling</u>
In elementary schools, the cultural arts team will meet in the spring of the prior school year to develop their teaching schedule for the following year. These schedules may need to be revised in consultation with the cultural arts team due to changes in teacher assignment and allocation. Art, Media, and Triple E shall be scheduled with each class meeting once a week for an hour with five-minute transition times after each class. Music and PE may be scheduled in the same manner as Art, Media and Triple E, or at the discretion of the Music and PE teachers may be scheduled in half hours alternating between Music and PE, with each class twice weekly (this is especially recommended for Pk-2nd grade) with a five-minute transition between grade levels. Chorus shall be scheduled with 4th and 5th grade receiving an hour of instruction (or two half hours). Nothing shall preclude the Chorus teacher from choosing to separate the classes, so long as they receive their required planning time, and each student receives an hour of instruction exclusive of transition time. Chorus shall be scheduled during the student instructional day exclusive of the cultural arts block. Due to the limited time in instruction and large student populations making makeup work difficult, care will be taken to avoid pull-outs during cultural arts. As possible, building administrators shall provide flexibility in scheduling for concert preparation.

On two-hour early dismissal and early release days, classes shall be scheduled for 30 minutes with 5-minute transitions between classes. If music and PE are 30 minutes twice per week, students will have only one during that day as determined by the cultural arts team.
Instrumental music teachers shall create a rotating schedule during the student instructional day that avoids the cultural arts block due to the limited instructional time in cultural arts. Instrumental music shall be scheduled for either two half hours twice weekly or one hour weekly.

<u>Secondary Scheduling</u>
School counselors shall be given a complete draft of the master schedule no later than June 1 to ensure that student schedules are finalized before the start of the school year.
Since every classroom teacher will plan differently for each group of students, principals will strive to assign secondary school teachers in their major fields of certification and to require no more than three separate preparations. Preparation is a process of making ready for the teaching task requiring time on a daily basis prior to meeting assigned classes as, for example, the formulation of teaching plans and the development of instructional materials.
When secondary classroom teachers have more than three separate preparations and/or an unusually large student load (considering both numbers and educational needs), effort will be made to allow use of IRA time to accommodate the additional responsibilities. Other accommodations, such as reduced committee and/or chaperone assignments, also may be

considered.

All Grades

For workweeks that result in an overall reduction in planning, teams will determine how work will be accomplished. When a decrease in total available non instructional time is unavoidable, it is expected that, except in emergencies, group meeting time will be adjusted to a greater degree than individually managed time.

Special Ed

Special education teachers shall meet with scheduling teams including elementary grade level scheduling teams to ensure that schedules allow for IEP requirements to be met. Building administrators shall ensure that classroom schedules are designed so special education co-taught classes are effectively implemented.

Scheduling Requirement Clarification

The board shall inform TAAAC of all scheduling requirements to ensure that all unit 1 members are receiving equitable schedules. Should the board choose to make changes to the above requirements, it may do so by creating an MOU that TAAAC shall review and negotiate.

School Psychologists and 12 Month Employees

School psychologists and 12-month employees shall receive five (5) off location days to complete paperwork per school year.

Supplies and Support

The board agrees to provide all unit 1 members with the necessary supplies to meet curriculum expectations. This includes but is not limited to office supplies such as paper, pencils, copiers, and technology; providing accompanists for required concerts/performances; and providing other materials required by curriculum, IEPs, and/or department expectations.

Union # 38
Article 13 – Evening And Summer Programs
New Section – C

Proposed Language:

In the event a Unit 1 employee is responsible for chaperoning students for any overnight field trip / event, the Unit 1 member shall receive 2 compensation days to be used at their discretion.

Union # 38
Article 14 – Non-Professional Duties
Section A

Current Language:

The Board and TAAAC recognize that the function of the teacher is to teach and perform related professional duties; therefore, the parties agree that effort will be made to eliminate duties which do not contribute directly to the primary learning function.

Except in emergencies, individually assigned non-professional duties will not exceed one hundred twenty (120) minutes per week during the student day. For the purpose of this article, supervision of students during arrival, departure and transitions between classes will not be considered non-professional duties. Nothing in this article shall preclude a different arrangement or schedule of duties if agreed to by the Principal and Faculty Advisory Council.

Proposed Language:

The Board and TAAAC recognize that the function of the ~~teacher is to teach~~ **unit 1 member is to teach and/or perform their duties directly related to their job description** ~~and perform related professional duties~~; therefore, the parties agree that ~~teachers effort will be made to eliminate duties which do not contribute directly to the primary learning function.~~ **unit 1 members shall not be required to perform non-professional duties such as monitor recess or lunch duty. Effort will be made to eliminate duties which do not contribute directly to the primary learning function.**

Except in emergencies, individually assigned non-professional duties will not exceed ~~one hundred twenty (120) minutes per week~~ **twenty (20) minutes per day** during the student day. For the purpose of this article, supervision of students during arrival, departure and transitions between classes will not be considered non-professional duties. **Secondary teachers shall have at least one transition during the morning and afternoon with no duty for personal care. Elementary teachers with no transitions will consider personal care in scheduling.** Nothing in this article shall preclude a different arrangement or schedule of duties if agreed to by the Principal and Faculty Advisory Council.

Union # 40
Article 20 – Faculty Advisory Committee
New Language

Proposed Language:

J. Dispute Resolution
In the event an issue has not been resolved to the satisfaction of the council, a mediator shall be utilized to assist the council in finding a resolution. The mediator will not have the ability to impose a resolution but the use of said mediator will be documented along with the issue to be resolved.

K. Regional Labor / Management Meetings
In addition to FAC, regional labor / management meetings will be held with the assistant superintendent every other month to report on the status of FAC progress. One member from each FAC will be entitled to attend along with the TAAAC president.

L. Climate Surveys
Climate surveys will normally be conducted in the Fall of each school year.

Union # 41
Article 24 – Duration of Agreement

Current Language:

DURATION OF THE AGREEMENT
Unless as may be otherwise herein provided, the terms and conditions of this Agreement shall take effect July 1, 2022 and remain in effect through June 30, 2024.

The parties will enter into a 2-year agreement with compensation/healthcare, review and evaluate the extension of the class coverage MOU, Blueprint requirements and one (1) additional reopener per party.

AACPS is committed to structured collaboration with TAAAC, the exclusive bargaining representative, relating to the implementation of the Blueprint requirements. As part of this agreement, TAAAC representatives will be included on Blueprint committees including but not limited to early childhood education, career ladder development, and college and career readiness pathways.

On August 31, 2022, the Public School Labor Relations Board (PSLRB) decided the impasse arbitration between TAAAC and the Board of Education of Anne Arundel County in the matter of FY23 negotiations and so ordered the adoption of the mediator's complete offer of settlement. The Board of Education of Anne Arundel County adopted said order on September 7, 2022.

Proposed Language:

DURATION OF THE AGREEMENT
Unless as may be otherwise herein provided, the terms and conditions of this Agreement shall take effect July 1, ~~2022~~ **2024** and remain in effect through June 30, ~~2024~~ **2027**.

~~The parties will enter into a 2-year agreement with compensation/healthcare, review and evaluate the extension of the class coverage MOU, Blueprint requirements and one (1) additional reopener per party.~~

~~AACPS is committed to structured collaboration with TAAAC, the exclusive bargaining representative, relating to the implementation of the Blueprint requirements. As part of this agreement, TAAAC representatives will be included on Blueprint committees including but not limited to early childhood education, career ladder development, and college and career readiness pathways.~~

~~On August 31, 2022, the Public School Labor Relations Board (PSLRB) decided the impasse arbitration between TAAAC and the Board of Education of Anne Arundel County in the matter of FY23 negotiations and so ordered the adoption of the mediator's complete offer of settlement. The Board of Education of Anne Arundel County adopted said order on September 7, 2022.~~

Union # 42
Article 3 – Salary And Other Compensation
New Section

Current Language:

Proposed Language:

Z. All other Unit 1 employees who submit documentation will be reimbursed any and all fees associated with license renewal or other fees related to license maintenance.

Union # 43
Article 4 - Benefits
Section C - Term Life Insurance

Current Language:

A term life insurance for $50,000, with full cost paid by the Board, shall be provided for each Unit 1 employee. Optional term life in $5,000 increments up to $200,000 may be purchased at employee cost. New employees opting to purchase more than $100,000 will be required to submit Evidence of Insurability. During open enrollment, Employees may purchase optional life insurance in any amount and will be required to submit Evidence of Insurability.

Proposed Language:

A term life insurance for ~~$50,000~~ **$250,000**, with full cost paid by the Board, shall be provided for each Unit 1 employee. Optional term life in $5,000 increments up to ~~$200,00~~ **$500,000** may be purchased at employee cost. New employees opting to purchase more than ~~$100,000~~ **$350,000** will be required to submit Evidence of Insurability. During open enrollment, Employees may purchase optional life insurance in any amount and will be required to submit Evidence of Insurability. **Said policy shall be portable at the request of the separating Unit 1 employee. (note: Unit 1 employees who elect to continue coverage after separation will be required to cover the entire cost of policy premium) Current employees will be moved to $250,000 on July 1, 2024, or upon ratification.**

Union # 44
Article 8 - Other Leaves
Section N - Comp Time

Proposed Language:

Comp time can be deposited into Unit 1 employee's leave accounts in increments of 0.5 hour. As said time accrues, it may be utilized in accordance with AACPS' standard leave usage policy per articles 5, 6, 7, and 8.

Union # 45
Article 3 – Salary And Other Compensation
New Section

Proposed Language:

AA. Unit 1 employees shall be compensated at the rate of $50.00 per period per section for each period of instruction worked in the additional section. 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 planning, grading, parent communication, online platform management, and other duties that must be completed outside their ordinary contracted work time. For purposes of this section, the following definitions will apply:

- "Hybrid" shall refer to a Unit 1 employee physically present in a classroom instructing students with an additional digital broadcast of their lesson to another section of students who engage with instruction thought digital mechanisms.
- "In Person" shall refer to a Unit 1 employee physically present in a classroom instructing students.
- "Section" shall refer to a class of students in a course a Unit 1 employee is currently assigned to, but who are either in a different building or are in the same building without an assigned instructor for that course.
- "Virtual" shall refer to a Unit 1 member instructing students using a digital broadcast with or without in-person students.

Unit 1 members shall not be held responsible for damage to any electronic equipment when instructing a hybrid section.

When a vacant position is filled, the volunteering member shall be compensated at the rate of $40.00 per hour for any additional work involved with transitioning the section to the new instructor. The Board will provide advanced notice as soon as practicable regarding the transition.