

# AT THE TABLE



A BARGAINING BULLETIN

At The Table 7.19.24

The negotiating team has given notice to AACPS that we are at an impasse with our negotiations. This was not a decision the team came to lightly; we knew that this would be a difficult year to achieve many financial gains, but we had hoped to make some improvements to working conditions and language items in the contract. While we were able to make some improvements, we did not think it was enough to offset the impact of the increase in insurance you will be seeing over the next 3 years. We are grateful that Dr. Bedell's budget was funded to include a 3% COLA with step movement for those who are eligible, and that we were able to work with AACPS to get a career ladder that is financially the best in the state.

Although we are at impasse, we would like to make you aware of a few of our proposals in which we were able to get tentative agreements in addition to the updates we provided in the last At the Table regarding wages, insurance and career ladder:

- During the 2024-2025 school year, 12-month employees will be granted five (5) telework days upon supervisor approval and in accordance with teleworking protocols.
- TAAAC and AACPS will form a committee to examine pay structures for career and technical education Unit 1 employees. Recommendations from this committee will be considered for the FY26 negotiations.
- TAAAC and AACPS will form a committee to address upcoming blueprint mandates consisting of 5 participants from each side.
- Language aligning IEP progress reports with report cards.

Everything listed above has been agreed to by TAAAC and AACPS and will go into effect upon ratification; we are going to mediation to try to secure a few more language items. We are currently working with AACPS to move to tentative agreements within the following areas:

- Unit 1 employees will receive 3% COLA plus a step, if eligible to receive a step.
- We were able to reduce the initial insurance proposal of 7% premium increase to go into effect in January 2025 to 5%. Instead of the entire amount coming in January, the board agreed to spread it out over 3 years. As a result, unit 1 employees will see an increase in insurance premium share of 1.5% in January 2025, 1.5% in January of 2026 and 2% in January of 2027.
  - These increases are necessary for a few reasons: first the cost of insurance has been on the rise since the end of the pandemic as have medical costs. Second, the other 3 bargaining units in Anne Arundel have agreed to these increases already, which put us in a tight spot when negotiating. Lastly, there has not been an increase in premium share for us

**YOUR  
NEGOTIATIONS  
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in about seven years. AACPS has one of the best insurance plans in the state and in order for us to maintain the high level of benefits, it was necessary to agree to some changes. We also agreed to modest increases in co pays for prescription drugs and office visits. We will also be joining a prescription drug plan that will be a savings to AACPS and users of the plan.

- We will have a career ladder that will go into effect in July of 2025. Our career ladder will have the most financial benefit compared to any other in the state that goes above and beyond what the legislation calls for. The career ladder is the result of close collaboration between TAAAC and AACPS, and as a result, we achieved our goal of being the leader in the state on creating a career ladder that distinguishes Anne Arundel from other counties. We will have more information on this, along with presentations, this fall.

Both sides have come to agreement on these items, but we are working together to ensure that the language details are correct before signing any tentative agreements. The team would like to thank you for your support through this process and will keep you posted as events transpire.

The Team

## YOUR NEGOTIATIONS TEAM

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