

# AT THE TABLE



A BARGAINING BULLETIN

AT The Table 8.12.24

The team wanted to give an update as to where we are since our last communication. On Tuesday of this past week, the state granted our request for declaration of impasse which means we are now in the process of choosing a mediator. Per the statute, we have five calendar days from the date of impasse determination to work out who the mediator will be with AACPS. From there, we have fourteen calendar days to "commence mediation" which is defined as "the parties have selected the mediator, and the mediator has agreed to serve."

When the mediation occurs, our goal will be to work out our remaining issues with AACPS and get the new contract out for ratification as soon as possible.

We know the biggest question from the membership is how your insurance rates will be affected due to the agreed upon increases over the next 3 years. In this communication, you will see a table that shows what the current rates are, what a 1.5% increase for each plan and tier is worth, what the difference you can expect to see in each pay period and what it comes to yearly. It is important to note that the costs of the plans are for this insurance plan year. (The insurance plan year runs January through December) Each fall, AACPS receives renewal rates from CareFirst as to what the allocated rate of the plans should be that go into effect in January. AACPS is self-insured which means they pay all claims that come in from employee usage of insurance, including prescription drugs. The insurance company administers the plan and does the actuarial calculations based on how much AACPS spent in the last year and looks at future trends to determine what the cost should be for each plan. That becomes the number from which premium share is calculated. We only have the ability to negotiate the percentage we pay, not the cost of the plan itself. The table in this communication will give you a good idea of how much more you will be paying in January.

Equally as important is what will happen with your pay. We have tentatively agreed to a 3% wage increase plus a step for those that are eligible. Since we have not agreed to a contract yet, this increase will be delayed until we have ratified. Our proposal, as in previous years, includes retroactive pay back to when your increase would have gone into effect. For 10-month employees that means September 1<sup>st</sup> and for 12-month employees that means July 1<sup>st</sup>. The BOE has indicated it would be agreeable to retroactive pay as it has in the past.

Every other part of the contract remains in effect even though the contract has expired.

We know this has been a lengthy process, but the team wants you to know we are only at this point because we want to bring back the best contract possible. The decision to go to impasse was not an easy one and was debated vigorously amongst the team. In the end,

**YOUR  
NEGOTIATIONS  
TEAM**

Dawn Austin  
Charis Cephas  
Robin Cooper  
Dyana Cronin

Cathy Flanders  
Jill Grimm  
Will Johnson

Marissa Raimond  
Scott Soares  
John Wilson

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we agreed that getting equal value in language changes in exchange for the level of changes made to the insurance was the right choice.

We appreciate Dr. Bedell's inclusion of 3% and a step in his budget and are very proud of the collaboration between TAAAC and AACPS on the career ladder, which is the best in the state, and look forward to amicably settling this contract and starting the work that still needs to be done.

We want to thank you again for your support and ask that you please contact me with any questions you have as we prepare for the upcoming school year.

In solidarity,  
The team

## YOUR NEGOTIATIONS TEAM

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