

AT THE TABLE



A BARGAINING BULLETIN

Mediation Update

Earlier this week we were able to come to an agreement with AACPS on a mediator. We are now in the process of choosing a date that works for the mediator, TAAAC and AACPS.

How we got here:

We began negotiations for the successor contract that expired on June 30th of this year in November of 2023 but have not been able to reach an agreement. When we received declaration from the state that we have reached impasse, we attempted to choose a mediator but were unable to agree on one that worked for both sides, so we utilized the American Arbitration Association to provide us with a list of mediators in our area. We each struck names from a list of 9 potential candidates until we got down to one. We have contacted AAA to inform them of our choice, they then work with all involved to get to a date that works for everyone. We are confident that we can come to a resolution on these items through mediation but if we can't, we could go to arbitration over the remaining issues. We expect mediation to take place in the next few weeks. We will keep you updated as events transpire.

As we communicated in the previous "at the table" communication (click here to access) we have agreements on the following:

- 3% COLA plus step movement for those eligible
- 1.5% increase in premium share beginning in January (click here for the chart that outlines what 1.5% looks like)
- 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 five participants from each side.
- Language aligning IEP progress reports with report cards.
- Committee consisting of TAAAC members and AACPS to look at planning time for now and future blueprint mandates.

Why we are here:

While we are happy to have made a few gains in this contract, we felt we needed to hold the line on other issues such as student discipline, communication, and safety. We could not work out language on these issues so the team felt we might be able to work something

**YOUR
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out in mediation. We also were not able to come to agreements on AACPS proposals that include the following:

- Middle school sports / staff supervision of sporting events
- Timeline for notification of assignment / electronic postings
- New teacher orientation
- Change to 1 SLO (this was discussed in negotiations but as a side conversation and will be discussed outside of negotiations, but it is a mediation topic)

We also will discuss in mediation the expiration of a MOU that raised the starting salary to step 3 for the 2023-2024 school year. We have to figure out what the salary scale looks like going forward due to the \$60,000 starting salary mandated by Blueprint.

We will also be moving forward with this year's negotiations that will include salary and up to three re-opener topics from both sides. We have proposed three reopeners and AACPS has proposed one. This will also be worked out in mediation.

We know this has been a lengthy process, but it is because the team wants to bring back the best possible contract for your consideration. The team thanks you for your patience and support. If you have questions, please contact Scott Soares by email (ssoares@mseanea.org) or phone (667.646.7002)

In solidarity

The Team

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