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To resolve FY25 negotiations, TAAAC and the Board agree to implement the following measures to address key areas of concern.

1. AACPS Employee Communication.

AACPS is committed to enhancing communication to inform Unit I employees of system-wide updates, priorities, and expectations. By streamlining communication channels, AACPS strives to ensure that key information is delivered clearly and promptly to update employees of ongoing initiatives and upcoming changes and provide support to meet goals and enhance student success.

Streamlining the communication process will provide TAAAC with the opportunity to identify and address potential issues early, while ensuring that both TAAAC and Unit I employees have access to the same information.

To accomplish this goal, AACPS will:

1. Increase direct communication from central office to Unit I employees to provide information regarding systematic updates and initiatives.
2. Streamline communication expectation for administrators and supervisors to promote timely, consistent, and clear messaging.
3. Provide employee communication to TAAAC prior to distribution, allowing for collaboration and awareness before sharing with Unit I employees.

2. Student Discipline

The *TAAAC Safe and Orderly School Committee* will resume meetings during the 2024-2025 school year no later than November 4, 2024, to continue collaborative discussions on student discipline concerns and practices within AACPS. The committee will work to identify potential solutions and opportunities for improvement, ensuring a safe and supportive environment for all students and staff.

3. Faculty Advisory Council

TAAAC and the Board agree to establish a committee no later than November 4, 2024, to evaluate the effectiveness of the current Faculty Advisory Council (FAC) structure.

The committee will focus on the following key areas:

1. *Feedback Collection*: Solicit and gather input from Unit I employees, school administrators, and representatives from the Division of Instructional School Performance to understand their experiences and perspectives on the FAC.
2. *Current Practice Analysis*: Review and analyze the structure, operations, and impact of the FAC in specific schools to identify successes, inefficiencies, or areas in need of improvement.
3. *Best Practices Evaluation*: Research and compare effective advisory practices from other school districts to identify potential enhancements.

The committee will identify areas for improvement and make recommendations to restructure the FAC, ensuring a more efficient and collaborative system for both Unit I employees and school administrators. These recommendations will be presented to the Superintendent, TAAAC President, and other stakeholders for implementation consideration.