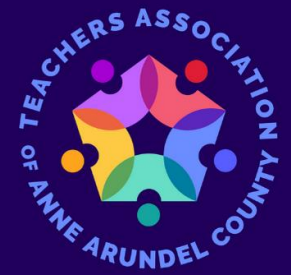


# AT THE TABLE



A BARGAINING BULLETIN

At the Table 2.19.25

We had our second session with AACPS on Tuesday, February 18<sup>th</sup> to pass our remaining proposals across the table. As we reported in our last ATT, both sides have the option to re-open two articles of the contract in addition to wages.

We submitted proposals to add two additional personal days, expand bereavement leave from four days to five non-consecutive days and allowances for travel time, expand assault leave to include psychological trauma, and three proposals to give Unit 1 employees more self-directed time. We also have 10% COLA plus step proposals for the 2025-2026 and 2026-2027 school year and adjustments to the social worker salary scale to be more in line with other counties.

During Tuesday's session, we submitted a proposal to codify remote work and expand it to include all non-classroom-based Unit 1 personnel. We also proposed giving all other personnel who have taken on additional workload due to vacancies or other mitigating circumstances the ability to work remote days with their appropriate supervisor's approval if there is a legitimate need. The agreement we came to with AACPS last cycle was to have a pilot for remote work for the 2024-2025 school year.

AACPS has submitted a proposal surrounding the appropriate conduct of Unit 1 employees, including off-duty time, and electronic communications as it relates to student interaction.

We do not expect further proposals from AACPS.

Also, we have joint proposals on the 4-day summer work week, a minor adjustment for parity for middle school and high school bocce coaches along with career ladder enhancements that would go in effect for the fiscal year 2027.

In addition to our contract negotiations, we have active committees charged with addressing the following:

- Professional Technical Employees salary scale
- Faculty Advisory Committee
- Salary scale (to address the changes stemming from the \$60,000 starting salary)
- Planning time
- Career Ladder
- Blueprint implementation

We will have our next update after our next session with AACPS on March 11<sup>th</sup>.

As always, we thank you for your support!

In solidarity,  
The Team

**YOUR  
NEGOTIATIONS  
TEAM**

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