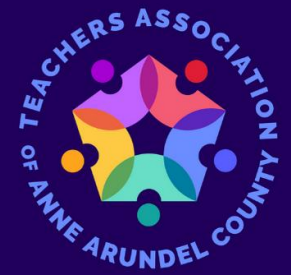


AT THE TABLE



A BARGAINING BULLETIN

4.29.25

We had our fifth set of negotiations last Thursday and we are happy to report we are continuing to make movement. We had engagement with AACPS on the following:

Although we proposed a 10% COLA, the board has countered with 3% and a 1% mid-year increase. We are prepared to accept this proposal from AACPS and will be closely monitoring the County Executive's budget that will be revealed on May 1. In the event the budget is not funded, we will have to reengage with AACPS on salary. The board rejected our proposal to restructure the salary scale to make it 23 steps due to the increased starting salary that we agreed to in 2023 that resulted in our salaries not lining up with years of experience. We will continue to work with AACPS to resolve that issue.

The board also rejected our counterproposal to include all Unit 1 members at the top of the scale to receive the \$1,000 longevity salary enhancement and have cited cost as the reason to not expand the list of eligible employees. While we strongly believe all top of the scale employees should be eligible, we are prepared to accept their proposal that only includes employees with 30 or more years of experience and look to include more Unit 1 employees in future contract cycles. This, of course, is subject to county funding as well.

We came to an agreement on annual leave that gives more clarity and flexibility to when 12-month employees can use their accrued time

We made progress on the amount of duty time that will be assigned to Unit 1 employees that have three or more preps and are hopeful we can reach a tentative agreement on this proposal in our next session.

We also had substantive dialogue on the 4-day work for this summer and bereavement leave. We are also continuing to advocate for the possibility of expanding the 5 telework day language that we agreed to PILOT in our last contract cycle.

Our proposal to give case managers and other related service providers one professional day per quarter for the purpose of completing case manager duties is still being evaluated by the board.

Our proposal to give additional planning time to special educators and related service providers is also still being evaluated by the board.

YOUR NEGOTIATIONS TEAM

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Cathy Flanders
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Marissa Raimond
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A BARGAINING BULLETIN

Our next session with the board is on May 14th and will give another update on our progress at that time. Our goal is to finish negotiations and have a vote on this contract prior to the end of the school year.

As always, thank you for your support and please contact us if you have any questions or comments.

In solidarity

The Team

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