

AT THE TABLE



A BARGAINING BULLETIN

At The Table 5.16.25

We met with AACPS on Friday, May 30th to wrap up contract negotiations for fiscal year 2026 and can report the following changes to the contract to be voted on by the full membership:

WAGE INCREASES:

- **General Wage Increase**

All Unit 1 employees will receive a 3% COLA along with advancing a step if eligible.

- **Career Ladder Improvements**

We made significant changes to the career ladder during this negotiation. Some of the highlights:

- STEP-EQUIVALENT YEARLY INCREASES: Beginning in FY27, employees on Levels 3 and 4 will receive an annual step-equivalent increase on base salary, pending full-step funding. This is being done in lieu of the \$500 annual increase.
- ADVANCED DEGREES: Unit I employees who opt into the AACPS Teacher Career Ladder for the 2025–2026 school year and are accepted into or enrolled in an approved comprehensive program by June 30, 2025, that leads to a Master's, Master's +30, Master's +60, or doctoral degree will receive a one-time pay enhancement (equivalent to one "right" lane movement) that they would have received under the traditional salary scale upon completion.

[To see the full changes to the career ladder, click HERE.](#)

- **Adjustment to Classification Level for High School Unified / Allied Coaches**

Move and rename "Unified Allied Sports Advisor" from class IV to class III and rename it to "High School Unified / Allied Coach." The position will include Unified Tennis (Fall), Unified Bowling (Winter) and Unified Bocce (Spring)

**YOUR
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Robin Cooper
Dyana Cronin

Cathy Flanders
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- III High School Head Cross Country Coach
High School Head Golf Coach
High School Head Tennis Coach
High School Yearbook Advisor
Fall High School Cheerleader Coach
Winter High School Cheerleader Coach
High School Unified / Allied Coach

- IV Intramural Director
Middle School Yearbook Advisor
Musical Production Director
Senior Class Advisor
~~Unified/Allied Sports Advisor~~
Student Government Advisor (all secondary levels)
High School Band Front Advisor

NEW SECTIONS ADDED TO CONTRACT:

- **Professional Day For Case Managers And Related Service Providers:**

As a pilot for the 2025-2026 school year and pending funding approval, case managers and/or related services providers will be given one (1) Case Management Day at all levels per quarter (or two half-day increments) for the purpose of completing case management duties (i.e. data analysis to inform SDI, resource navigation, process compliance/progress monitoring and Medicaid billing, etc.) with advanced supervisor approval.

- **Preparations:**

Secondary teacher assigned more than three (3) course preparations shall be given reduced duties during the regular school year. Additionally, teachers assigned to more than one work location shall not be assigned more than 50% percent of allowed non-professional duties.

- **Interactions with Students:***

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Unit 1 employees shall maintain professional interactions with students at all times, including outside of school hours and through electronic communications.

*NOTE: This last addition was initiated by the Board of Education.

ENHANCEMENTS TO CURRENT LANGUAGE:

- **Annual leave—the following changes allow for more flexibility in the use of annual leave:**

~~A Unit 1 member shall normally take annual leave during the summer following the year in which it is earned. The Unit 1 member may take annual leave at other times during the school year if the request has been approved by the member's immediate supervisor and if the leave does not interfere with the needs of the school system.~~

A Unit 1 member may take annual leave throughout the school year upon approval by the member's immediate supervisor, provided the leave does not interfere with the needs of the school system.

- **Bereavement—the following change expands qualifying uses of bereavement**

Each Unit 1 member shall be granted up to four (4) consecutive duty days of absence without loss of salary on the death of a child, stepchild, parent, stepparent, spouse, sibling, stepbrother, stepsister, aunt, uncle, parent-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, niece, nephew, grandparent, grandchild, spouse's grandparent, or one who has lived regularly in the household of the member. One of the four (4) consecutive days must be taken on the day of the funeral, **memorial**, or interment unless the funeral, **memorial**, or interment occurs on a nonwork day. With approval from the Superintendent or designee, one or more of the allowed days may be used at a time that is not immediately proximate to the date of death for a burial or memorial service that occurs at a later date. Upon written request from the member, stating the circumstances which made additional time necessary, the Superintendent or designee may authorize an additional day.

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- **4-day work week—note this is NOT the exact language but is the intent of what was bargained**

This year the 4-day work week will commence on June 25th. However, you will now have the option to flex your time within a 12-hour window period between 6:15am and 6:15pm if you are a central office employee. If you are school based, these hours will vary depending on your building, but you will also have flexibility with your hours.

EXTENSION OF PILOT PROGRAM:

- **12-month Employee Telework Pilot—the bargaining team made efforts to expand who qualified for telework but the Board was unwilling to engage on this since they are currently examining the future of telework in the school system**

During the 2025-2026 school year, 12-month Unit 1 employees will be granted five (5) telework days upon supervisor approval and in accordance with telework protocols beginning on July 1.

We will hold a virtual ratification meeting on [Thursday, June 5th from 7 to 8 pm](#) to go over the changes and answer any questions you may have. We will also be available on [Monday, June 9th for an office hours session from 7 to 8 pm](#) if anyone has any questions (NOTE: this second session will not be another presentation but an opportunity to answer additional questions).

The ratification vote will commence at 9am on Friday, June 6th and will continue until Monday, June 16th at 5pm. Be on the lookout for an email next week with voting instructions.

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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