

# AT THE TABLE



## A BARGAINING BULLETIN

We had our first session with AACPS on Tuesday, November 4th, where we exchanged a few proposals. This round of negotiations includes two reopeners for each side, which means we can choose two articles of the contract to open in addition to compensation. We have chosen to open Article 10 (Student Control and Discipline) and Article 11 (Work Time and Workload).

On Tuesday, we focused on compensation. Our priority this year is to improve the salary scale to both make it more competitive with surrounding counties and to resolve an issue created when the first two steps were eliminated to get to a \$60,000 starting salary as required by the Blueprint for Maryland's Future. By eliminating the first two steps, some inequities were created at the start of the scale that our proposal will resolve. We submitted a proposal that would renumber the salary scale from 1 to 23 instead of the current steps 3 to 25. In this realignment, everyone moves to their correct experience step, and all eligible employees will still receive their annual salary step as well. For those at the top of the scale, the proposal includes an additional increase to ensure that every Unit 1 employee will receive a salary increase during this realignment. Ultimately, a shorter scale of just 23 steps means that everyone will get to the top faster and earn more in lifetime earnings.

In addition, we proposed changes to the scale that affect teachers with Professional and Technical Education licenses (those primarily at the CAT centers). We are working to expand their scale from a top step of 13 to a top step of 25 (on the current scale). We also proposed language to the provisional scale to correct inadvertent changes that occurred by eliminating the first two steps as well as changes to the social worker pay scale.

The Board only submitted one proposal on the first day. It impacts educators who are either indicted on criminal charges or are being investigated for particular types of misconduct. The Board wants these educators to go without pay during the investigation period. Our next negotiation session is scheduled for November 20th, 2025. In addition to what we proposed on the 4th, we will be proposing more compensation proposals including proposals related to extra-curricular pay and changes to Article 10 and 11.

Right now, you can support your negotiations team at the bargaining table by participating in TAAAC Tuesdays by wearing your TAAAC shirt. Be on the lookout for further opportunities to get involved so you can advocate for your salaries, working conditions, and profession.

## YOUR NEGOTIATIONS TEAM

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