

AT THE TABLE



A BARGAINING BULLETIN

Last week, your TAAAC Negotiations Team met with AACPS and presented the remaining non-economic proposals. These are related to Work Time and Workload, and Student Control and Discipline—details are below. We also included a placeholder to allow an additional proposal at a later point once we receive information from AACPS that has not yet been provided.

Article 11- Work Time and Workload

TAAAC proposed increasing uninterrupted lunch period from 25 to 30 minutes and limiting collaborative planning sessions to a maximum of 60 minutes per week. Related Service Providers were added to those eligible for the additional 60 minutes of planning time provided in the Special Education section of the article. We also proposed extending hybrid/telework days for 12-month employees through the 2026-2027 school year and allowing all Unit 1 employees to work from an alternate work location on non-student days with supervisor approval.

To address patterns of disproportionate workloads, we introduced an equitable assignments process. Employees may raise concerns in writing; administrators must meet within five workdays to review comparative assignment data and implement corrections when inequity is confirmed. The proposal defines inequitable assignments as those involving disproportionate preps, challenging student populations without equitable rotation, excessive non-professional duties, or recurring workload patterns without relief. It also requires AACPS to provide assignments, preps, duties, and caseload data upon request to support transparency and enforcement.

Article 10 – Student Control and Discipline

TAAAC proposed strengthening protections for employees responding to severe or repeated student misconduct by ensuring that a student removed for ongoing disruptive or dangerous behavior does not return to the classroom, activity or area until a resolution has been reached. Additionally, language clarifies that when a Unit 1 member is physically injured by a student while performing AACPS duties, the student may be suspended following investigation; and for non-student offenders, the Board will take the lead in seeking restitution from the offending party.

We also proposed expanding the role of the Joint Committee on Safe and orderly Learning Environments by requiring that it meet at least quarterly, conduct analysis of discipline-related data, and issue annual recommendations. The committee will gather information from Unit 1 employees to ensure consistent application of the Student Code of Conduct and will address inconsistencies when identified. Updates were also proposed to student information requirements so employees receive need-to-know information about students whose disabilities or behavioral histories may pose a safety risk in the classroom or at the employee's worksite when a home visit is required.

YOUR NEGOTIATIONS TEAM

Dawn Austin
Charis Cephas
Robin Cooper

Jorge Córdoba
Dyana Cronin
Jill Grimm

Juanita Howard
Will Johnson
Ravi Pillalamarri

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Placeholder for additional proposal

We added a placeholder to reserve the opportunity to submit one additional proposal once AACPS provides employee census data that has not yet been shared. This information is necessary to address the salary compression that occurred via the district's decision to implement the Blueprint salary mandate by dropping the top two steps of what was then the AACPS pay scale. Without information about who was affected by this and by how much, we cannot yet propose the appropriate corrective action.

This concludes our proposal submissions for this round of negotiations.

How you can advocate

On Wednesday, Dr. Bedell will announce the FY27 AACPS Board of Education budget. As detailed in this and previous At the Table updates, TAAAC members expect to see a COLA (cost of living adjustment) increase that ensures salaries keep up with inflation for all employees, and increased staffing to address class size, caseload, and behaviors of elementary students. We know that in the face of thousands of federal layoffs impacting our communities, it is more important than ever to ensure that educators can continue to provide for their families, afford their healthcare, and pay for the rising costs of groceries. If we are struggling, we know that the families we serve are more in need of the supports our public schools provide too.

Ahead of the announcement, TAAAC members across the county will wear their blue union t-shirts TOMORROW, Dec 16 to show solidarity and make their voices heard. The more you are united in your organizing and advocacy, the stronger you will be to demand what your students and community deserve. Showing up and speaking up are the only way the Board of Education members will know what you need in your personal and professional lives. Coordinate with your building reps for information about taking a photo tomorrow, and let's show our elected leaders what you and your colleagues are willing to do to win the Schools We All Deserve.

Please look out for the next At the Table update and opportunity to get involved as we move forward!

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