

AT THE TABLE



A BARGAINING BULLETIN

On November 20, 2025, the TAAAC Bargaining Committee met with AACPS for our second negotiations session. During this session, TAAAC advanced the following proposals on behalf of our members:

Teacher Salary (Article 3) we proposed:

- A **step increase** and a **5% Cost of Living Adjustment (COLA)**
- A **4% longevity increase** for top wage earners currently on the last step of the salary scale
- As shared in our last update, we also proposed **renumbering the salary scale from Steps 3–25 to Steps 1–23**, with corresponding **experience placement adjustments for each Unit 1 member** to fully align with this change.

Extra-Curricular Pay Scale

The extra-curricular scale has not seen an increase in over **ten years**. We proposed:

- A **5% increase in FY 2026–27** and another **5% increase in FY 2027–28**
- A **\$1,000 bonus for Head Coaches** and **\$500 for Assistant Coaches** in Unit 1
- Formation of a **joint committee** to review all extra-curricular classifications to ensure proper placement and to identify additional groups that may need to be added.

Department Chair Stipend

We proposed:

- An annual **\$5,000 stipend for Department Chairs** to recognize the amount of work they perform outside of the school day. For over a decade, Department Chairs have sought compensation for this work, and each year the proposal has been rejected. This year, we are approaching it from a new perspective to finally secure the compensation DCs deserve.

School Psychologist Stipend

We proposed:

- The **School Psychologist stipend be reinstated at \$2,000 annually** for the attainment and maintenance of the **National Certified School Psychologist (NCSP)** designation.

Our **next negotiations session is scheduled for December 4, 2025**. Please be on the lookout for our next *At the Table update* and for opportunities to get involved and support your bargaining team.

**YOUR
NEGOTIATIONS
TEAM**

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