

AT THE TABLE



A BARGAINING BULLETIN

Dear TAAAC members,

Our bargaining team went to the table with AACPS today prepared to negotiate in good faith with the Board's representatives.

Unfortunately, the AACPS team continued to represent to us that the Board will not engage with the substance of our proposals unless and until we comply with their belief that only very limited sections of two articles can be negotiated during a reopener like the one we are now in.

Our proposals are fully contained within Articles 3 and 10. Our Article 3 proposal includes adjustments to the general Unit 1 and PTE salary scales to correct for earlier salary compression, increased pay for coaches and advisors of extracurricular activities, adjustments to social workers' and school psychologists' pay, and a stipend for department chairs, in addition to the COLA. Our Article 10 proposal is for students who have been referred to a building principal not to be returned to their classrooms until a resolution of disruptive behavior has been reached, and for pupil personnel workers to be included as Unit 1 members with a "need to know" about student histories of serious endangering behavior. We also propose a joint committee to review discipline metrics.

Today's bargaining session was scheduled to begin at 9 am. The Board's team signaled its readiness to meet at 9:33. Our teams met from 9:52 to 9:55 for the exchange described above to take place. We restated that we were ready to bargain, that all of our proposals were on the table and that we would be receptive to counters on any of them. The Board's team requested a caucus, from which we returned at 10:02. At that point, the Board's representative shared the "update" that the County Executive's budget will be released on Friday, stating that this would provide more clarity about the financial aspects of the negotiation.

The session ended at 10:09, for a total of ten minutes of meeting on a day when we had scheduled a full six-hour negotiating day.

As we have shared before, we have an arbitration case pending about the Board's interpretation of what the scope of a "reopener" is. The parties have already pre-briefed the arbitrator. This case will be heard on Monday, May 4 in the Board's offices; because the arbitration is expedited by order of the Public Employment Relations Board, we expect an arbitration decision by Monday, May 11. We will keep you posted as to the decision and our next steps in negotiating this reopener.

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Even as this school year (and, we hope, this negotiation of a reopener) wraps up, TAAAC is preparing for full contract negotiations in the 2026-2027 school year. By definition, when the contract is reopened in its entirety, there is no dispute about who can propose what (other than the narrow range of issues, notably including class size, on which negotiations are currently prohibited by Maryland statute). We expect 2026-2027 negotiations to be momentous for TAAAC and our members. One of our first steps will be to seat a bargaining team that is broadly representative of our membership—and to identify members who are interested in taking action in support of TAAAC bargaining as part of the contract action team. [Here is the application we are using to do that.](#) Click through to complete it if you're interested in participating in bargaining during the 2026-2027 school year.

In solidarity,
TAAAC Negotiations Team