

AT THE TABLE



A BARGAINING BULLETIN

Dear colleagues,

Your TAAAC negotiations team met with AACPS negotiators on Friday, October 9, for our first bargaining session.

Following introductions, the morning session focused on the results of the TAAAC bargaining survey, including anonymized member comments from open-ended questions. Some topics that were included under the open-ended question rubric were class size and caseload equity, school administration, building temperatures and maintenance, and protections related to artificial intelligence. [You can see a summary of the areas of concern that were highlighted by the survey attached.](#)

TAAAC representatives emphasized the cumulative impact of frequent changes and new initiatives on employees' daily work. We underscored the importance of allowing staff adequate time to adapt, and highlighted the critical role of administrative support in managing the stress associated with ongoing and significant change.

Non-Economic Priorities

Members' non-economic priorities included adequate planning time, fewer meetings, reduced paperwork, smaller class sizes and caseloads, and access to telework. We also discussed the need for more effective support for addressing student behavior, including physical violence and the use of cellphones and other personal devices.

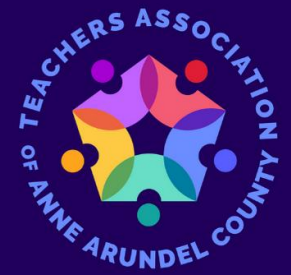
Additional priorities centered on stronger administrative support, clearer building-level communication, greater transparency and employee input regarding position reassignments, and more meaningful consideration of Faculty Advisory Council recommendations. Members also called for professional development that offers greater choice, better differentiation, and higher-quality learning opportunities.

Economic Priorities

Economic priorities were led by concerns that cost-of-living adjustments have not kept pace with inflation, along with the importance of protecting annual step increases. Members also identified compensation equity related to National Board Certification and tuition reimbursement as priorities.

Health care concerns focused primarily on affordability and preserving CareFirst coverage and existing plan benefits.

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Contract Language and Clarification

The afternoon session focused on proposed revisions to Article 1 of the existing agreement. TAAAC presented changes intended to modernize terminology (including bringing the language of the contract's nondiscrimination provisions into alignment with Maryland's Fair Employment Practices Act), to unify parts of the agreement that are operationally related but that are currently spread across the document in a way that makes them difficult to track, and to clarify provisions that may be ambiguous or unnecessarily restrictive.

Additional discussion concerned salary payment options—specifically, whether AACPS would be willing to return to offering the option of receiving pay over 22 or 24 paychecks, instead of defaulting to 26. The existing contract language on this, which is in Article 3, appears to reflect changes made over many years and not fully harmonized in the agreement itself. The AACPS team committed to investigate and come back with some answers.

Next Steps

The teams established meeting dates through December. At the conclusion of the session, one team member, Atticus Bedingfield of Lindale MS, reflected:

"As someone new to union activity and collaboration with AACPS in this format, my first impression is a very positive one. The TAAAC team is very passionate and informed, from the discussions we were having I can tell that a wide range of Unit 1 employees are going to be represented and aggressively advocated for in the coming sessions. The interactions we had with the AACPS bargaining team, from my perspective, were overwhelmingly positive. Everyone was listening, focused, engaging in questions and working to collaborate when needed. Turns out members on both sides are excited about "[Walktober](#)" and I can tell that everyone in that room is invested in the success of Anne Arundel County Public Schools and creating the best environment possible for our students to grow in. As negotiations continue, I am optimistic that we will be able to collaborate and communicate effectively with the representatives across the table from us. It was a promising start, and we are excited to get to work for our peers!"

There will be three Contract Action Town Halls hosted throughout the fall for members to hear bargaining updates and take action to win the contract we deserve. [Click here to RSVP for the first event on Tuesday, October 20 from 5:00 pm to 7:00 pm at North County High.](#)

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Our team remains focused on ensuring that members' priorities guide these negotiations, and on securing meaningful improvements in working conditions, compensation, and support.

Please send any questions or concerns to the team via our lead negotiator, TAAAC Executive Director Alyssa Picard, at apicard@mseanea.org

Yours in solidarity,
The TAAAC Bargaining Team