

AT THE TABLE



A BARGAINING BULLETIN

Dear TAAAC Members,

While this week's bargaining session included some productive discussion, it concluded with a concerning development. As the session ended, AACPS handed over a compensation proposal containing one page of the existing salary schedule, with no identified step advancement or cost-of-living adjustment (COLA).

If this reflects the district's intended position, it is **a proposal for a salary freeze**. We need all of our members to attend a Contract Town Hall this Tuesday, and to call Board of Education members before their regularly scheduled meeting on Wednesday—details on this are described below.

Context

Our contract currently includes a prescribed set of bargaining groundrules in Article 22, which states that "All proposals from TAAAC and the Board shall be presented prior to the close of the second negotiating session, except that, by mutual agreement, the teams may later make additional proposals based on unforeseen situations which have arisen since the opening of negotiations."

At several different meetings before bargaining began, we offered to waive the requirements of Article 22, and AACPS declined. Accordingly, we began negotiating with Article 22 in place, and we have fulfilled our obligations under it.

Among other things, we put all of our proposals on the table on Friday, October 16—the second negotiating session. Broadly, those proposals fall into the areas of pay and benefits, working and learning conditions, union power-building, and needed modernization of the contract. You can see a summary of what we proposed in each of these areas [\[HERE\]](#) and the contract language in its entirety [\[HERE\]](#).

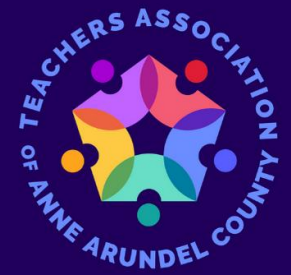
What happened on Friday

Much of our negotiation session was taken up with our explaining what we proposed changing or adding, and why. Our team members spoke cogently to the reasons these changes are needed.

When we returned from lunch break, the AACPS team was collating their package of proposals. We asked whether they wanted to walk us through some of the highlights of their package, so that we could both meet the intent of Article 22.

AACPS's lead negotiator said that she would prefer that we complete our presentation so that she could lay it all out to the Board of Education when they meet on Oct. 21. We did

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that. AACPS ultimately handed us their proposals as we ended negotiations at around 3:15 on Friday.

A single page of the existing salary schedule was attached to the Board's package of proposals. The salary numbers in it are the ones that exist in the salary schedule today—that is, the proposal we received includes no step increase and no proposed COLA. A salary freeze would not maintain the status quo for our members; it would reduce their purchasing power as the cost of living continues to rise.

We have written to their lead negotiator asking for clarification as to what AACPS's intent is, and will report what we learn in Tuesday's Contract Town Hall, which will be held at Brooklyn Park Middle School from 5-7 pm on October 20. [RSVP HERE for the town hall](#). In the meantime, we need ALL of our members to take three actions.

1. Increase the pressure by calling the members of the AACPS Board of Education before this Wednesday at 4:30 pm and let them know how you and/or your family will be impacted if you do not receive a step increase and COLA. They need to know that the proposal provided by their negotiating team does not meet our needs. Their phone numbers are as follows; be sure to leave a message if you do not speak to a person: Start by calling the Board member for [where you live and/or work](#).
 - President Gloria Dent (District 1): 410-991-5133
 - Vice President Dawn Pulliam (District 7): 410-507-9204
 - Robert Silkworth (District 2): 443-534-5766
 - Erica McFarland (District 3): 410-693-7458
 - Sarah McDermott (District 4): 410-533-7940
 - Dana Schallheim (District 5): 443-534-2660
 - Dr. Joanna Tobin (District 6): 410-570-0361
 - Sara Hamdaoui (student member): shamdaoui@aacps.org
2. Participate in TAAAC Tuesday by wearing your TAAAC shirt on Tuesday (or any blue shirt if you don't have a TAAAC shirt). Take a group picture with the members in your building that day to show that you are in solidarity with your bargaining team, and text it to Amanda Trellis, one of our staff organizers, at 443.994.0509.
3. Come to Tuesday's Contract Town Hall at Brooklyn Middle School at 5 pm to help plan our next steps. This is our fight, and we need everyone on the front lines to help us win a strong contract this year. Invite the members at your worksite to join you. [RSVP HERE to let us know you are coming](#). Dinner will be provided.

When we fight, WE WIN!

Yours in solidarity,

The TAAAC Bargaining Team

PS. You can review AACPS's contract proposal to us [\[HERE\]](#).