November 11, 2026

Amana T. Simmons
Executive Director
Employee Relations and Leadership Advancement
Anne Arundel County Public Schools
2644 Riva Road
Annapolis, MD 21401

Dear Ms. Simmons,

This is a grievance on behalf of Unit I members. It arises as a result of the Board team's failure to present all of its contractual proposals by the conclusion of the second negotiating session, a circumstance which—as you explained in our negotiating session on November 9, 2026—the Board's lead negotiator and negotiating team have no power to remedy without seeking specific permission from the Board.

As required by Article 19 of the current agreement, we have attached a signed Level One grievance form with this letter. However, because it is clear that the series of events that are the basis for this grievance are the result of decisions by the Board, we suggest that we mutually agree to move this grievance directly to arbitration.

Statement of Facts

The collective bargaining agreement prescribes rules for the conduct of negotiations, including a requirement in Article 22, Section C that "all proposals shall be presented prior to the close of the second negotiating session."

The first meeting between our teams for the negotiation of this successor agreement took place on Friday, October 9, 2026. The second negotiating session took place on Friday, October 16, 2026. The union presented all of its proposals by the end of the day on October 16; AACPS did not.

On October 16, you indicated that you had prepared proposals. When there was more than an hour of the negotiation session remaining, I asked whether you wanted to present those proposals to us; you declined. As your team was departing, you provided our bargaining team with a packet of proposed changes to the text of the collective bargaining agreement. At the end of the packet was a single page of the existing salary scale.

After the session had concluded and you had left the negotiation site, Angie Kennedy-Auth, a member of the AACPS negotiating team, advised Cathy Flanders, a member of the union's

negotiating team, that the Board would not make a financial proposal until after Superintendent Bedell had presented his proposed budget to the Board of Education, and the budget had then gone to the County Council.

I wrote to you immediately requesting clarification of the situation, but did not receive a reply that day. We have since had several exchanges over the table about the fact that AACPS's proposals to TAAAC are incomplete.

This culminated in your advising us, near the conclusion of our session on November 9, that you could not supply a date certain when a compensation proposal would be forthcoming, and would have to consult with the Board of Education at its next regularly scheduled meeting in order to determine when you would be able to do this. These statements confirmed that you do not have the full authority to negotiate that both the law and the contract require.

Contract Violations

The Board's continuing failure to present a true compensation proposal is an ongoing violation of Article 22, Section C, which requires both parties to present all of their proposals by the close of the second negotiation session except by mutual agreement. You have characterized your proposal as a "placeholder"; we have not mutually agreed to a placeholder.

The fact that you are not able to state a date on which you will be able to make a compensation proposal, but will have to consult with the Board to determine when this will be possible, illustrates the ongoing violation of Article 22, Section A, which requires that each negotiating team have the full power to negotiate on behalf of their respective parties.

In addition, a Board of Education member made public statements about TAAAC and the negotiation process that violate Article 22, Section E of the current collective bargaining agreement, which states that "There shall be no public announcements or press releases on the content of negotiations discussions" prior to negotiations concluding successfully or impasse being declared. This statement, which is still published on the Board of Education member's official Board Facebook page today, is an ongoing violation of Section E. We have attached this statement as Exhibit 1.

Requested Remedy

As a remedy to this grievance, we request that the Board offer a compensation proposal at the next regularly scheduled negotiation session between TAAAC representatives and representatives of the Board of Education.

If this remedy cannot be granted, we suggest that we mutually agree to move this grievance directly to arbitration. Our attorney, Kristy Anderson of MSEA, who is cc'd here, will be the point of contact for choosing an arbitrator.

If you have questions or would like to discuss this matter, please do not hesitate to contact me.

Yours truly,



Alyssa Picard
Executive Director