

TERM SHEET OF AGREEMENT FOR FY2022 AGREEMENT
BETWEEN THE BOARD OF EDUCATION OF ANNE ARUNDEL
COUNTY AND THE TEACHERS ASSOCIATION OF ANNE
ARUNDEL COUNTY

1) Article 3, Salary and Other Compensation, Section A, Teacher Scale, will be amended to provide that: “Effective July 1, 2021, the salary scales for July 1, 2021, through June 30, 2022, shall reflect the same salary rates as those of 2020-2021 increased by one percent (1%) across the board.”

2) Effective July 1, 2021, eligible Unit I employees will be moved to positions on the salary scale that aligns steps and experience credit (prior to receiving the FY 22 step) which will result in all Unit I employees being placed on their correct experience step as of the beginning of the 2020-2021 school year. Unit I employees who are above their experience credit will be ineligible for step increases until their step placement aligns with their experience credit.

3) Pursuant to Article 3.A., one (1) step increase will be provided to all eligible Unit I employees as provided in Article 3.F., effective December 29, 2021, for 12-month employees and effective February 23, 2022, for 10-month employees.

4) Retroactive pay checks will be calculated and distributed as soon as practicable following ratification by the Association and the Board.

5) Article 4, Employee Benefits, Section A, Healthcare, will be amended to delete the following paragraph:

All healthcare coverage shall be the subject of joint health care negotiations conducted with all AACPS bargaining units and the agreement reached with all bargaining units in this manner shall be incorporated into and made part of this Agreement.

6) The MOU regarding Extra Instructional Programs Stipend Pay (6-21-21) (copy attached) was previously agreed upon.

7) The MOU regarding the Work Year for IB DP/CP Coordinators (8-4-21) (copy attached) is incorporated in the FY22 Agreement.

8) The Parties agree to continue the Side Agreement for the Special Education Workgroup in the 2021-22 school year.

9) The Parties agree to modify Article 11, Work Time and Work Load, Section G., Evening Activities, to provide as follows:

1. Attendance at Back-to-School Night or one such similar evening activity as directed by the principal shall be required each year. This meeting shall not be considered part of the required workweek.

2. Unit I employees shall be required to participate in one (1) additional evening activity of expected duration of three (3) hours or less, as directed by their supervisor. The additional evening activity shall be considered part of the required workweek. The additional evening activity and date shall be determined no later than ten (10) workdays after the commencement of each semester. Guidance may be received by the supervisor from the Faculty Advisory Council (FAC). The Board agrees to compensate employees for the time spent on the additional evening activity through reduced hours equal to the time spent on the additional required evening activity, said time to be provided no later than the last day for teachers as determined by the AACPS calendar. The particular compensating time off will be identified by their supervisor and will not disrupt the student day nor require substitute coverage. In the event that a system-wide or school-based adjustment is made to Unit I work hours, the hours included in that adjustment may be applied to the hours due to be provided in exchange for the required additional evening activity. Any compensatory time for the additional evening activity that the Board has agreed to provide pursuant to this section and that has not been provided prior to the last day of the school year will be provided from the work hours on that last day for teachers as determined by the AACPS calendar. Nothing herein shall prevent the employee and the supervisor from reaching an agreement to substitute different evening activities or different reduced hours for those identified in this paragraph.

The Parties recognize that there may be unanticipated hardships that will prevent an employee from performing their additional evening activity. In such unusual cases, the matters will be addressed on a case-by-case basis and the supervisor may designate an appropriate replacement additional evening activity after consultation with the employee.

The additional required evening activity shall not include activities that are already designated for compensation under the Agreement.

10) Unless modified by items in this Term Sheet, all of the provisions of the July 1, 2020, through June 30, 2021 Agreement, will be continued through June 30, 2022.

11) All other proposals made by the Parties in negotiation and mediation regarding the terms of the 2021-22 Agreement are withdrawn.

12) It is understood that the 2021-2022 Agreement described in this Term Sheet will be subject to ratification by the membership of TAAAC and by the Board of Education.

Agreed to this 13th day of December 2021:

For the Board of Education:

Angie Kennedy-Hunt

Ad Synowicz

M. Michele Batten

For TAAAC:

2. Unit I employees shall be required to participate in one (1) additional evening activity of expected duration of three (3) hours or less, as directed by their supervisor. The additional evening activity shall be considered part of the required workweek. The additional evening activity and date shall be determined no later than ten (10) workdays after the commencement of each semester. Guidance may be received by the supervisor from the Faculty Advisory Council (FAC). The Board agrees to compensate employees for the time spent on the additional evening activity through reduced hours equal to the time spent on the additional required evening activity, said time to be provided no later than the last day for teachers as determined by the AACPS calendar. The particular compensating time off will be identified by their supervisor and will not disrupt the student day nor require substitute coverage. In the event that a system-wide or school-based adjustment is made to Unit I work hours, the hours included in that adjustment may be applied to the hours due to be provided in exchange for the required additional evening activity. Any compensatory time for the additional evening activity that the Board has agreed to provide pursuant to this section and that has not been provided prior to the last day of the school year will be provided from the work hours on that last day for teachers as determined by the AACPS calendar. Nothing herein shall prevent the employee and the supervisor from reaching an agreement to substitute different evening activities or different reduced hours for those identified in this paragraph.

The Parties recognize that there may be unanticipated hardships that will prevent an employee from performing their additional evening activity. In such unusual cases, the matters will be addressed on a case-by-case basis and the supervisor may designate an appropriate replacement additional evening activity after consultation with the employee.

The additional required evening activity shall not include activities that are already designated for compensation under the Agreement.

10) Unless modified by items in this Term Sheet, all of the provisions of the July 1, 2020, through June 30, 2021 Agreement, will be continued through June 30, 2022.

11) All other proposals made by the Parties in negotiation and mediation regarding the terms of the 2021-22 Agreement are withdrawn.

12) It is understood that the 2021-2022 Agreement described in this Term Sheet will be subject to ratification by the membership of TAAAC and by the Board of Education.

Agreed to this 13th day of December 2021:

For the Board of Education:

For TAAAC:

Russell C. Leone

Kenneth Page

Catherine M. Snyder

Keith Wright

Tamara V. Thumtzen

Jill A. Grimm

Michael Wierzbicki

Marissa J. Raimond

Andrew D. Posner

Marlena Collston-Pearsell

Memorandum of Understanding between the Teachers Association of Anne Arundel County and the Board of Education of Anne Arundel County

This memorandum memorializes an understanding between the Teachers Association of Anne Arundel County (TAAAC) and the Board of Education of Anne Arundel County (Board) to increase the extra-instructional programs stipend pay by \$10.00/hour for eligible duties related to the COVID-19 pandemic recovery programs. The following modifications shall be made to the FY22 Negotiated Agreement.

Article 3 – Salary and Other Compensation

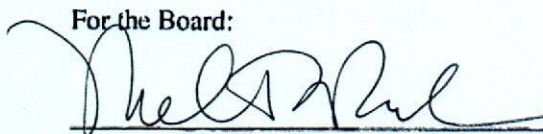
In order to address the direct effects of the COVID-19 pandemic on student learning loss, and aid in increasing student enrollment and engagement levels in summer educational recovery programs, the Board and TAAAC agree to temporarily increase the Unit I rate of stipend pay for direct COVID-19 qualified summer instructional work, including planning and professional development directly related to COVID-19 summer instructional programs, from \$30/hour to \$40/hour. The \$40/hour stipend rate will exclusively be paid to employees who conduct direct COVID-19 qualified instruction (both core, enrichment, and non-core academic areas), Special Education recovery activities, and COVID-19 related mental and social/emotional counseling and supports with students and families during the summer of 2021, summer of 2022, and summer of 2023, or when the grant funding is exhausted, expires, or if the costs are otherwise deemed to be ineligible, whichever comes first.

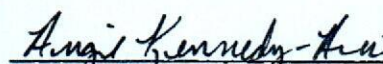
Stipend rates for the management of summer programs will also increase by \$10/hour respectively, depending on the level of supervision. Additional hours worked for activities not directly related to COVID-19 summer instruction, such as Professional Development, Team Meetings, Textbook Adoptions, and Assessment and Curriculum Writing will remain at the previously established contractual rate of pay.

Furthermore, to continue to address the effects of the COVID-19 pandemic on student learning losses, Unit I employees who provide tutoring, supplemental instruction, mental and social/emotional counseling, and/ or Special Education Recovery services for PreK-Grade 12 as well as Birth to 21 Special Education Services to students and families outside the regular duty day explicitly funded with Elementary and Secondary School Emergency Relief Grant Programs (ESSER II and ESSER III) and other similar permissible Federal and State grants shall be paid a stipend rate of \$40/hour for these services. This change in rate of pay will extend through the 2021-2022 school year and the 2022-2023 school year, or when the grant funding is exhausted, expires, or if the costs are otherwise deemed as ineligible, whichever comes first. All other extra-curricular activities and additional hours worked shall remain at the previously established contractual rate of pay.

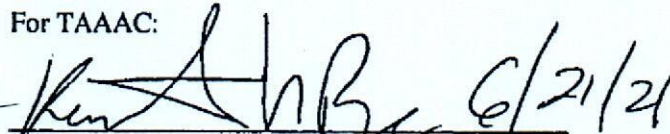
The terms and conditions of this memorandum were agreed to by the undersigned representatives of the parties on April 15, 2021.

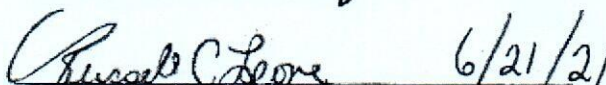
For the Board:


Melissa D. Rawles, Esq., Chief Negotiator


Angie Kennedy-Auth, Negotiator

For TAAAC:

 6/21/21
Kenneth Page, Chief Negotiator

 6/21/21
Russell C. Leone, Negotiator

Memorandum of Understanding Between the Teachers Association of Anne Arundel County and the Board of Education of Anne Arundel County

The following memorializes an understanding made between the Teachers Association of Anne Arundel County [hereinafter, "TAAAC"] and the Board of Education of Anne Arundel County [hereinafter "Board"] regarding the work year for International Baccalaureate (IB) DP/CP Coordinator. Effective August 25, 2021, the following modifications shall be made to the Negotiated Agreement for the 2021-2022 school year.

ARTICLE 3 – SALARY AND OTHER COMPENSATION

Q. Salary payment plan

IB DP/CP Coordinators will transition from 10-month to a 12-month position and will be paid on the 12-month Unit I salary scale on the twenty-six (26) pay schedule.

ARTICLE 5 – SICK LEAVE

A. Rate of earning

IB DP/CP Coordinators sick leave will be prorated and accrue in accordance with the 12-month work schedule.

ARTICLE 8 – OTHER LEAVES

B. Annual Leave s

IB DP/CP Coordinators will convert remaining personal business leave hours to annual leave hours and will accrue annual leave in accordance with the 12-month work schedule.

ARTICLE 11 – WORK TIME AND WORK LOAD

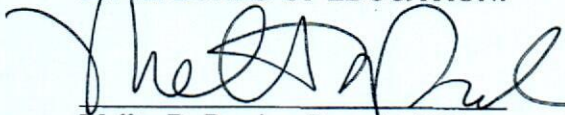
H. Work year

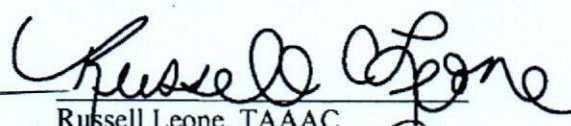
IB DP/CP Coordinator position shall work a 12-month work year.

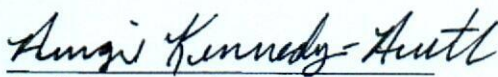
The terms and conditions of this memorandum were agreed to by the undersigned representatives of the parties on August 4, 2021.

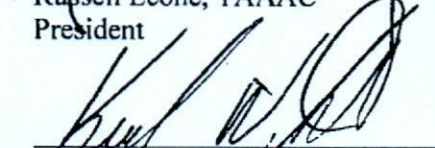
For the BOARD OF EDUCATION:

For TAAAC:


Melisa D. Rawles, Esq., AACPS
Director of Employee Relations


Russell Leone, TAAAC
President


Angie Kennedy Auth, AACPS
Employee and Labor Relations Specialist


Keith Wright, TAAAC
UniServ Director