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# Bargaining Updates

## Summer Update

### Downloads

- [AAMC / CareFirst Contract](#)

- [Summer Pay Distributions](#)
- [Memorandum of Understanding](#)
- [The Summer Pay Memo](#)

## TAAAC Update: June 21, 2017

### Negotiations

The Anne Arundel County Board of Education adopted terms and conditions of employment this morning for all six bargaining units including the two unrepresented units V and VI. Imposing these terms and conditions of employment on the represented units (I, II, III, and VI) is an obligation of the public school employer in the absence of a ratified and binding collective bargaining agreement. In the matter of the collective bargaining agreement shared between TAAAC and the Board, a ratified agreement did exist but only part of it was binding. In the Maryland Public School collective bargaining environment, mutually agreed upon non-economic items bind both parties upon ratification. Economic items, however, do not bind the employer until ratified AND funded (Section 6-408.1 of the Education Article). When County Executive Schuh presented his proposed budget to the Council, he had cut the Board's request for compensation increases by \$7.5 million, a bit over one-third. Consequently, the parties are currently in "renegotiations" over the use of the funding allocated, and the imposed terms and conditions of employment included all ratified and binding items, and only those economic items that were funded. The exhibit used in the presentation to the Board is shown below:

### Terms of Employment for Unit I Employees for FY 2018

The provisions of the July 1, 2017 to June 30, 2018, Negotiated Agreement between the Teachers Association of Anne Arundel County (TAAAC) and the Board of Education of Anne Arundel County (Board), as ratified by the Board on May 17, 2017, will remain in effect with the exception of the following changes:

#### Article 3 – Salary and Other Compensation

No second full step will be provided to eligible employees who were employed in Unit I during the 2008-09 school year and who remain employed in Unit I into the 2017-18 school year.

#### Article 9 – Professional Improvement

The current annual reimbursement allotment will continue at a maximum of six (6) credits. The Board's action will allow those salary increases that were funded to take effect on July 1. More information will follow as renegotiations proceed.

## TAAAC Sick Leave Bank

At the close of each year, the TAAAC Sick Leave Bank Approval Committee must make an assessment of the number of days it must collect to keep the bank solvent. Following the contribution "holiday" in fiscal year 2016-17, the SLBAC determined it will require one day of sick leave from each enrollee for fiscal year 2017-18. The AACPS Office of Payroll was notified today of the SLBAC determination. Enrollees who wish to cancel SLB membership and avoid the contribution of one day of personal sick leave must do so by June 30. Cancellation that occur on or after July 1 will not result in the return of the contributed day. Enjoy the Summer Season.

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