

June 18, 2015

Yesterday, June 17, the Anne Arundel County Board of Education adopted terms and conditions of employment for the bargaining units that have not yet reached a satisfactory settlement. Translated, that means that the Board adopted terms and conditions of employment for all of its bargaining units. None have been able to reach an agreement.

With few exceptions, the Board continued the current terms and conditions of employment as prescribed in the current FY15 Negotiated Agreement into the coming fiscal year. In summary form, the modifications to current terms and conditions of employment are outlined below. Please be reminded that the parties are still in the process of negotiations and should soon be provided with the assistance of a mediator, the first step in the codified impasse process. Only the modifications are listed. All other negotiated terms and conditions of employment from FY15 continue into FY16 until negotiations are concluded.

Article 3 – Salary and Other Compensation

No step or longevity salary increases were adopted. (To emphasize by repetition, this topic is still under discussion.)

Article 11 Work Time and Work Load

All non-teaching department chairpersons and department chairpersons who conduct observations shall work a 195-day work year with their annual salary adjusted commensurately and shall be provided the option of working one (1) additional workday before or after the 195-day work year. The use of the day beyond the 195-day work year shall be based on school need as determined and approved by the principal. Pay for the additional day shall be at the per diem rate. All other department chairpersons unless otherwise noted and media specialists shall work a 193-day work year with their annual salary adjusted commensurately and shall be provided the option of working up to three (3) working days before or after the 193-day work year. The use of these days beyond the 193-day work year shall be based on school need as determined and approved by the principal. Pay for the three (3) days shall be at the per diem rate.

All pupil personnel workers and professional school psychologists will work a 12-month schedule.

All high school counselors will work a 12-month schedule.

Article 16 Evaluation and Rating of Professional Staff

All non-teaching department chairpersons shall conduct observations of teachers and participate in the evaluation process within the department.

Other department chairpersons may continue to conduct observations of teachers and participate in the evaluation process within the department in accordance with current guidelines requiring an affirmative vote of 2/3rds of the department. The process of conducting the balloting was clarified. Voting shall occur by a secret ballot to be conducted by the principal and the chair of

the Faculty Advisory Council, and the department chair may cast a ballot as a member of the department.

The Annapolis High School Memorandum of Understanding

The Annapolis High School Memorandum of Understanding was extended for 2015-2016 school year with the following modifications:

- Current 12-month positions will remain 12-month positions.
- The 200-day work year for 10-month employees will be reduced to 195 days.
- The per diem rate for extra-instructional pay will continue, but other incentives do not. (Note: The \$2,000 assignment component of the challenged school stipend is one of the topics going to impasse.)

The School Test Coordinator Memorandum of Understanding

The School Test Coordinator Memorandum of Understanding of 2010, which provided STC's with 9 additional work days and flexibility in the scheduling of those days was extended for the 2015-2016 school year.

TAAAC and the Board continue to negotiate the terms of the FY16 Negotiated Agreement that will include compensation enhancement as well as other provisions.

The exhibit utilized in the Board's discussion may be viewed at <http://www.boarddocs.com/mabe/aacps/Board.nsf/Public>.