

**Tentative Agreement for Fiscal Year 2017**  
**Between**  
**Teachers Association of Anne Arundel County and**  
**The Board of Education of Anne Arundel County**

**Summary of Changes**

The following summarizes the changes to the Negotiated Agreement that have been agreed upon by representatives from both parties. Pending ratification by Teachers Association of Anne Arundel County and The Board of Education of Anne Arundel County, these changes will take effect on July 1, 2016.

The summarized items are presented below by Article.

Article 3, Salary and Other Compensation

**Section A, Teacher Scale**, will be amended to provide the following:

All eligible Unit I employees (excluding newly hired employees for the 2016-2017 school year and employees located on Step 25 on June 30, 2016) will receive a one (1) step increase for FY2017 effective on their second pay period in accordance with the FY2017 payroll cycle for each Unit I employee.” The parties anticipate that the step increase will be reflected in the October 12, 2016, salary distribution, and agree that it will be no later than the October 26, 2016, distribution.

All Unit I employees located on Step 25 on June 30, 2016, and remaining active on Step 25 at the date of Board ratification, will receive a one (1) time payment of \$926.31. The parties anticipate that the one-time payment of \$926.31 will be reflected in the October 12, 2016, salary distribution, and agree that it will be no later than the October 26, 2016, distribution.

Retroactive pay checks will be processed and distributed as soon as practicable following ratification by the Association and the Board, but no later than December 31, 2016.

Article 11, Work Time and Work Load

**Section A, Required Work Hours**, will be modified to state the following:

On days when inclement weather causes a delayed opening, the required workday will begin thirty (30) minutes before the revised starting time. On days when inclement weather or excessive heat causes an early dismissal, the workday of school based Unit I employees will end as soon as responsibilities for student supervision are completed. On days when inclement weather or excessive heat causes an early dismissal, the workday of non-school based Unit I employees will end as soon as required duties and responsibilities are completed. If inclement weather occurs on a day when students have a scheduled early dismissal (as set forth in the school calendar) the workday for Unit I employees will continue until an early release is authorized by the Superintendent, unless the inclement weather causes the student to be released earlier than the pre-scheduled time.

Article 20, Faculty Advisory Councils

This section will be modified to refer to “Unit I educators” and commit TAAAC to maintaining an updated version of the FAC Handbook on its website.

Article 24, Duration of Agreement

The Agreement will be in effect from July 1, 2016, through June 30, 2017.

Annapolis High School (AHS) Memorandum of Understanding (MOU)

The Annapolis High School MOU will be extended through 2016-2017 school year.

Four-Day Work Week MOU

The Four-day work week MOU will continue for summer 2016.

Salary Scale

A salary scale will be established for school counselors using existing structure with no pay adjustments.