

AT THE TABLE

ONE DAY LONGER | ONE DAY STRONGER



A BARGAINING BULLETIN

TAAAC Leadership and each of our over 6,300 members can agree with AACPS that our educators are awesome. But the actions of AACPS leaders speak louder than words. Dr. Arlotto and President Ellis demonstrated their out-of-touch leadership with their factually incorrect press statement, inappropriately issued via the emergency notification system. They resorted to claiming all our demands and issues are mischaracterizations. We know this is not the case.

In the same statement, AACPS acknowledges it is “indisputable that more is being asked from all AACPS employees.” Yet, they continue to insist on additional uncompensated work from TAAAC members at the bargaining table. Based on this statement, it is difficult to believe that President Ellis has seen the proposals from the AACPS bargaining team or reviewed their PSLRB filing. Their continued demand for extra evenings is proof that AACPS leaders are willfully refusing to address the daily struggles faced by educators to keep up with growing workloads. Additionally, AACPS’ claim that Brightspace has been successfully implemented as a learning management system show how little educator and parent challenges are heard.

Unsurprisingly, the press release was met promptly with widespread rebuke from employees and the public. It in fact furthered to unite the entire community behind us as we raise the alarms about our frustrations over wages, out-of-control workloads, and disrespect towards union leadership. On Thursday, the TAAAC bargaining team met with AACPS to discuss concerns and propose solutions around Brightspace and substitute coverage among other agenda items. Rather than work towards resolution in the face of these challenges, AACPS resorted to name-calling. It is further disappointing that Central Office still continues to insist on impasse for our FY22 contract rather than implementing the wage package immediately.

During our July bargaining sessions, AACPS’ central request was to demand overworked educators work an extra evening without pay. Now, in their impasse response, the demand has increased to *three* additional evenings of work without pay. And it gets even worse:

In their impasse response, AACPS argues that “this historic potential wage package” is the basis of their offensive demands for additional non-paid evening work. While the total dollars are at a historic high, this completely ignores the fact that these funds are needed to resolve the pay inequities that have existed for years. Central office also has given no consideration to the decade-plus of lost wages that over 3,000 of our members will never recoup. AACPS has long had the resources but neither the will nor the compassion to fix the problem of paying people below their years of credited public service. [AACPS managers, appearing before the County Council](#), have dodged questions about how AACPS has used surplus money along the instructional salary budget line item over the last five years. Why are we still waiting for a fair wage package today, even when those surplus dollars could have long repaired the wage imbalance?

They also ignore the fact that the other half of our members -- who are now on the correct step -- will receive only an increase with these funds that are less than the real cost of living. The issue of resolving the salary inequities was so important to us as a union that we removed all other items from our list of

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demands. Yet, AACPS still wants more from us, despite the fact that the county has *again* provided the resources this year to end the wage imbalance and discrimination within our salary scale.

We deserve our wage package. We have earned it. AACPS' posture speaks volumes about what our leaders really think of us, our students, and our families. Enough is Enough!

TAAAC Executive Team

Russell Leone, TAAAC President
Kate Snyder*, TAAAC Vice President & Mary
Moss @ J. Albert Adams
Maureen Liakos, TAAAC Secretary-Treasurer &
North County High
Kenneth Page*, TAAAC Executive Director

TAAAC Board of Directors

Betsy Brininger, Pershing Hill Elementary
Emmanuelle Carr, Glen Burnie High
Jorge Cordoba, Arundel High
Dyana Cronin, Chesapeake High
Jill Grimm*, Crofton Middle
Allison Heintz, Cape St. Claire Elementary
Minna Kim, North Glen Elementary
Kristina Korona, Meade High
Elizabeth Ruddy, Severna Park Middle
Adria Watt, Arundel High

TAAAC Negotiations Team

Marlena Colleton-Pearsell, Solley Elementary
Andrew Posner, George Cromwell Elementary
Marissa Raimond, Crofton Elementary
Tamara Thumbtzen, North Glen Elementary
Mike Wierzbicki, North County High
Keith Wright, TAAAC Staff

** Elected members also part of the negotiation team*

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