

TABCO MASTER AGREEMENT

HOT TOPICS

ISSUE 21

Job Security

- 6.7** *In all cases of layoff, system-wide seniority shall prevail where the senior teacher holds a first class certificate appropriate for the subject field and/or grade level of a remaining position, except where other relevant and valid considerations justify the retention of a less senior tenured teacher. Where a senior teacher holds a less than a first class certificate, the Board may disregard seniority except as between two (2) or more such senior teachers holding the same type certificate unless other relevant and valid considerations justify the retention of a less senior teacher with the same type of certificate.*

Part-Time Teachers

- 16.13** *Any part-time teacher who has requested full-time shall be considered for a position for which he/she is qualified before a new teacher may be hired for that position.*

So what does this mean for you?

At this point, BCPS does not anticipate any layoffs within the TABCO bargaining unit. However, staffing positions are being decided on daily by personnel officers and Area Assistant Superintendents. The excerpted language from the Master Agreement Article 6.7, and additional language within that article, address lay off procedures as negotiated with TABCO if they are to occur.

The key line in this language is “system-wide seniority shall prevail.” This is important language, along with the subsequent language in the article, in case we do face lay-offs in small curricular areas this year. Additionally, employees must keep in mind that they can be placed in any area in which they hold a Maryland Certificate. For example, an

excessed Physical Education teacher dually certified in Health may be placed in a Health position.

We strongly believe that each employee of each school must be a good fit for optimum instruction and growth of both students and the educator to occur. We will continue to advocate this position. However, employees must keep in mind that they are employees of Baltimore County Public Schools, not of an individual school. This comes into play when we have so many teachers excessed from schools for a variety of reasons. They will have a job, but it may not be at the top 10 schools they desire. We believe they are entitled to interview at these schools and should be given full consideration. We also believe that excessed employees should be providing more than 10 school choices to the Human Resources Office for potential interviews. (Please note it is a BCPS practice, not a TABCO position, that non-tenured teachers should not be excessed at the end of their first year of employment.)

Additional items for consideration:

- **Formal written excess notification is not scheduled to be sent out to employees until after May 17.**
- **If you are excessed, and a position for which you are qualified opens up at your current site, then you have right of return. (Article XIV)**
- **Involuntary excess transfers, involuntary administrative transfers, and individuals returning from leave are not considered in the transfer limits set by BCPS. Only certain voluntary transfers going into a site are restricted by those limits. (Exceptions include, but are not limited to, new department chairs and other leadership positions and those leaving Chesapeake HS this year.)**
- **If you are currently a full time employee (1.0) and your administration is planning to excess you to .8, BCPS is obligated to find you employment to maintain full time status. (Article XIV)**
- **For more information, go to your AR or the TABCO website www.mstanea.org and read the informational guide on the transfer process.**
- **TABCO members can contact their UniServ Directors with questions and assistance. (410-828-6403)**

You are a part of TEAM TABCO and together we are strong!