

TABCO MASTER AGREEMENT

HOT TOPICS

ISSUE 27

Master Agreement Article XVI

Extra Compensation

16.10 When the responsibilities related to non-classroom activities require the time of a teacher on a regular basis, exceeding the duties outlined in Article X, 10.6 through 10.7.10 inclusive, such a teacher shall be compensated by granting added salary allowances. Activities will be compensated as indicated in Appendix D.

16.10.1 The pay for compensable activities will be increased each year by the same percentage as the increase in the basic teachers' salary schedule.

16.10.2 Activities for which the sponsor may receive compensation are listed in Appendix D and have been classified into the appropriate category for compensation. Additional activities may be identified by the principal and compensated appropriately.

16.10.3 The Area Assistant Superintendent shall approve all compensation for extra duty.

16.10.4 The Area Assistant Superintendent shall review the activities listed in Appendix D for qualifying additions each spring when the organization reports are submitted for the ensuing school year.

Appendix D – (attached)

So what does this mean for you?

Many teachers throughout the county at all levels are not completing the appropriate paperwork to be compensated for extra duty activities that they are entitled to be paid for through the Master Agreement.

If an activity is listed on Appendix D and you are sponsoring such activity or working on that activity you are entitled to be compensated as negotiated. Many of the activities listed have no indication of level next to them, indicating that anyone at any level shall be compensated. These are not just for secondary teachers.

For example- If you are AV Coordinator taking care of the AV equipment, you are entitled to be paid \$1809 for conducting such duties at the elementary, middle, and high school levels.

Additionally, there is no set minimum number of hours that you are required to work in order to receive compensation. The EDA Handbook and additional paperwork provided to administrators are suggested guidelines for those activities labeled with an asterisk. You cannot be required to work the suggested number of hours or be denied payment if you don't complete the suggested number of hours or have a certain minimum number of students participating. We will file grievances on behalf of members denied payment or pressured to work a set number of hours.

Other activities can be identified by the administrator as stated in the last sentence of 16.10 in the Master Agreement. However, if approved the payment should be at one of the levels identified on Appendix D. It is not appropriate for administrators to make up a level of pay outside of those negotiated on Appendix D, no matter how much they say they have been allocated by the area office. We are in the process of filing an association grievance on your behalf, but if this is happening to you, please contact us.

Additionally, the computer liaisons have another method by which their stipend level is determine. Please keep in mind that these are minimums and principals can deem it appropriate to increase the stipend based on the scope and responsibility of the activity. Level 1- \$904- servicing 25-75 computers at the site; Level 2- \$1809- servicing 76-150 computers at the site; Level 3- \$2193- servicing 151-250 computers at the site; and Level 4- \$2710- servicing 251 computers or more at the site.

There has been much confusion over EDAs this year because more and more educators are completing the paperwork to be paid what they are entitled to in light of not receiving a COLA. We have been entitled to these stipends all along and we encourage everyone to complete the paperwork now to receive the stipend. Don't wait! The forms can be found on our website www.mstane.org/tabco and at www.beps.org under offices, payroll, EDAs. A sample is attached.

If your rights are being violated or if you have questions regarding any items delineated in the Master Agreement, please contact your TABCO Association Representative at your site or contact your TABCO UniServ Director at 410-828-6403.

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

**APPENDIX D
EXTRA COMPENSATION
2008-09**

INTERSCHOLASTICS -- Varsity Head Coach*

<p>\$1809 Allied Sports (per season) Cheerleading (Spring) Middle School Coaches</p>	<p>\$2710 Field Hockey Soccer Cheerleading (Winter) Baseball Lacrosse Softball Tennis Track & Field Certified Athletic Trainer (per season) Athletic Directors (per season)</p>	<p>\$3097 Volleyball</p> <p>\$3356 Indoor Track</p> <p>\$4130 Basketball Wrestling</p> <p>\$4647 Football</p>
<p>\$2193 Badminton Cheerleading (Fall) Cross Country Golf</p>		

*JV Coach receives 80% and Assistant Coach receives 55% of the compensation listed for the Head Coach.
The junior varsity coach becomes an assistant varsity coach at the end of the junior varsity season.

ACTIVITIES

<p>\$904 Band** Black Saga Chess Class Advisor -- Freshman Class Advisor -- Sophomore Computer Liaison** Destination Imagination ** Drama -- Middle School Future Teachers of Maryland Honor Society HOSA It's Academic Key Club, Rotoract, etc. Literary Magazine MESA Mock Trial NAHS NVHS Odyssey of the Mind** Quiz Bowl SADD School Store Science Fair Coordinator** Student Council -- Middle School Student Service Learning**</p>	<p>\$1809 AV Coordinator Band** Class Advisor -- Junior Class Advisor -- Senior Computer Liaison** Dance** DECA Destination Imagination** Drama -- Secondary Drama -- Technical Theatre FBLA Forensics** Intramurals Newspaper** Odyssey of the Mind** SAT Coordinator Science Fair Coordinator** SOEP VICA Vocal Music Yearbook Student Service Learning**</p>	<p>\$2193 AVID Coordinator** Band** Computer Liaison** Dance** Forensics** JROTC** Newspaper** Student Council -- High School</p> <p>\$2710 AVID Coordinator** Band** Computer Liaison** Dance** FFA Forensics** JROTC Newspaper**</p>
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**These activities are listed in more than one category, depending upon the scope of the responsibility and activity.

BALTIMORE COUNTY PUBLIC SCHOOLS
Extra Duty Activity (EDA) Agreement
TEACHERS

Teacher's Name _____
School

I am pleased to acknowledge that you have agreed to sponsor _____
for the _____ school year. _____
Activity

In accordance with Article XVI and Appendix D of Teachers' Association of Baltimore County (TABCO) Master Agreement, your compensation will be \$ _____ payable upon the successful completion of the responsibilities for this activity. The terms of this agreement are:

- ◆ Your compensation for this activity shall be reduced or forfeited if this agreement is terminated by the principal or other appropriate administrator or if you withdraw from the activity prior to the completion of your responsibilities.
- ◆ This agreement is limited solely to the _____ school year and expires at the end of the designated school year. There shall be no tenure associated with your sponsorship of this EDA.
- ◆ The Board of Education shall under no circumstances be bound to designate you as a sponsor of an EDA of any type for the ensuing school year, and you shall under no circumstances be lawfully bound to accept the sponsorship of an EDA for the ensuing school year.

Your acceptance of this agreement means that you are assuming the responsibilities and obligations for the sponsorship of this EDA in accordance with the policies, rules, and procedures of the Board of Education of Baltimore County. This responsibility is not related in any way to, or contingent upon, any other job or responsibility you may have with the Board of Education of Baltimore County.

Teacher's Signature _____
Date

Teacher's Social Security Number

Principal's Signature _____
Date

EDA Code: _____

White Copy - EDA Sponsor
Yellow Copy - Principal