

TABCO approves a work-to-rule activity to begin Thursday, April 22nd and to continue until the following are met:

1. All internet issues for in-person and hybrid learning are resolved.
2. If the district moves to 4-days of in-person learning the district will develop a plan that allows for the option of an in-person learning cohort 4-days a week and a separate cohort for virtual instruction.
3. The district will reimburse all staff for 100 minutes of lost planning time that occurred on Thursday, April 8 and Friday, April 9. This reimbursement will be paid at each member's per diem rate.
4. The district will rescind all excessing of staff since the County Executive has funded all the positions and there will be no reduction of staff for FY22.
5. BCPS explain in detail the steps to which they refer in their current public messaging regarding the personally identifiable information—names, addresses, and social security numbers—of employees that was posted on the intranet by BCPS and was accessible to the other employees for approximately 1 month. “BCPS has also taken steps to reduce the risk of this type of incident occurring in the future, including enhancing our technical security measures.”

TABCO shall immediately form a Work-to-Rule Committee made of members to create and implement a proactive, aggressive communications plan for the duration of the Work-to-Rule Action with the goal of:

- Educating members, families, and community about the purpose and necessity of the Work-to-Rule action and
- Defining the public narrative. Such communications plans may include press conferences, interviews with local news, social media campaigns, member communication, producing and propagating information about work-to-rule and our rights, commitment cards, and other materials and activities.