

The TABCO Rep assembly has voted to approve a work to rule beginning Thursday April 22<sup>nd</sup>.

### **In Short:**

Why now? TABCO members have dealt with too many crises created or mishandled by Central office.

- There were four new educational models (original distance learning, enhanced distance learning Spring 2020, enhanced distance learning Fall 2020, hybrid learning and now four-day in-person for elementary),
- Three separate tech crises (the ransomware attack spawned the reimaging process, the entire payroll crisis- W2, leave time, pension 403(b), overpay and more, in addition to a data breach compromising at least 2500 people's personal information),
- The biggest problem—WiFi outages mean we can't teach the 70% of students that are not in school buildings. This is unacceptable.

We have to work to rule starting April 22<sup>nd</sup> because it's our last resort to force the system to address these crises for our students and for ourselves.

### **In More Detail:**

Our educators have faced countless challenges, pivots, changes, and problems this school year. At every turn, BCPS said to do the best with what we have and to give them time to address the problems. We are out of time and out of patience. The problems around the internet the week of April 6<sup>th</sup> were the final straw. What is happening is not what is best for our students. The majority of students are learning from home and we can't teach them on broken WiFi networks. This failure hurts children learning at home who are largely Black, Brown and poorer students. It is fundamentally inequitable. **We need all internet and network issues resolved so we can effectively reach all our students.**

We pivoted when the ransomware attack hit and we couldn't access our lessons or our years of teaching materials, we pivoted when we had to swap our devices and use Chromebooks – or had no device, and we pivoted when concurrent instruction began. We learned on the fly and kept on doing what is best for our students. We asked BCPS for a plan where some educators could teach the virtual students and others teach the in-person students. BCPS did not listen to us then. **We now need the option of an in-person learning cohort 4-days a week and a separate cohort for virtual instruction.**

Educator planning time is crucial to developing rigorous, authentic lessons and more so when we are teaching students both in-person and virtually. When the Wi-Fi collapsed on April 8<sup>th</sup> and 9<sup>th</sup>, educators lost 100 minutes of planning time, which we made up over nights and the weekend so our students would have lessons. **BCPS needs to compensate us for our lost 100 minutes of planning time, showing us that BCPS understands our lost time and values us enough to make us whole.**

Excessed educators are facing an additional stressor. County Executive Olszewski reinstated positions in his budget so BCPS needs to let those educators know that the situation has changed, and there will be no reduction in staffing. **BCPS must rescind all excessing of staff.**

BCPS compromised the personal identifiable information of some members. Doing the bare minimum under the law and doing what is right are not the same thing. **BCPS must explain in detail what they are doing to protect these members and what they are doing to protect all members against future breaches.**

We must Work to Rule to show how much work our educators have done, and continue to do, every single day in the face of these unprecedented crises. The workload keeps growing and it is not sustainable. **Everyone must know that our students are our priority.** However, what is being demanded of us is so far beyond reasonable expectations and our contractual agreements that it cannot continue. We have been attacked and blamed for BCPS' systemic problems and failures. Communications from BCPS are insincere and sometimes outright lies. **Enough is enough.** We are the educators. We are teaching our students. We need the system to do its job so we can teach!