

BALTIMORE COUNTY PUBLIC SCHOOLS
2020-2021 TABCO Negotiations
TENTATIVE AGREEMENT

ARTICLE X - Teaching Conditions
Regular School Day

10.6 The regular school duty day for educators shall be seven (7) hours AND FIFTEEN MINUTES in duration including a thirty (30) minute duty-free lunch. THE STUDENT INSTRUCTIONAL DAY SHALL BE SIX (6) HOURS AND FORTY-FIVE (45) MINUTES IN DURATION. The regular [school] duty day shall extend from 15 minutes before the time for starting scheduled activities for students and shall ~~not~~ extend ~~beyond~~ 15 minutes after the time for dismissing regularly scheduled students.**

Tentative Agreement:

TABCO: Glen Galante
Printed Name
Glen Galante 4/16/2021
Signature Date

BOE: George M. Duque
Printed Name
George M. Duque 4/16/2021
Signature Date

** dependent upon approval of FY22 budget and the funding of the addition of 15 minutes to the school day by the Baltimore County Council

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This tentative agreement is contingent upon the funding by the Baltimore County Council of the addition of fifteen (15) minutes to the student day.

ARTICLE X - Teaching Conditions

Preparation, Planning, and Duty-free Lunch

10.13.3 ALL EDUCATORS AS DEFINED IN THE BARGAINING UNIT WILL HAVE A MINIMUM OF THREE HUNDRED TWENTY-FIVE (325) UNASSIGNED MINUTES PER WEEK FOR PREPARATION AND PLANNING. EVERY REASONABLE EFFORT WILL BE MADE TO ASSURE THAT SUCH PERIODS ARE NOT LESS THAN FORTY-FIVE (45) MINUTES IN DURATION.

THE SUPERVISOR/ADMINISTRATOR SHALL PROVIDE PLANNING TIME EACH DAY.

PREPARATION AND PLANNING TIME DOES NOT INCLUDE THE THIRTY (30) MINUTES DUTY FREE LUNCH OR THE FIFTEEN (15) MINUTES BEFORE THE TIME FOR STARTING SCHEDULED ACTIVITIES FOR STUDENTS OR THE FIFTEEN (15) MINUTES AFTER THE DISMISSAL TIME FOR REGULARLY SCHEDULED STUDENTS. [Educators in secondary schools shall have at least five (5) unassigned periods per week for preparation and planning with the objective of providing at least one per day. This is assuming a 35-period week. If the secondary school week is other than 35 periods, a minimum of two hundred fifty (250) minutes of preparation time will be provided with every reasonable effort being made to assure that such periods are no less than fifty (50) minutes in duration. Preparation time does not include the thirty (30) minutes duty free lunch or the fifteen (15) minutes before the time for starting scheduled activities for students or the fifteen (15) minutes after the time for dismissing regularly scheduled students.]

10.13.4 [Educators in elementary schools shall have a minimum of two hundred fifty (250) unassigned minutes per week to use for preparation and planning, with every reasonable effort being made to assure that such periods are no less than twenty five (25) minutes in duration. This does not include before and after school time or the duty free lunch. When the organization of a school permits, the supervisor/administrator shall provide planning time each day.]

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10.13.5 Whenever the organization of the school and staffing patterns permit, supervisors/administrators may provide additional time beyond the 325 [250] unassigned minutes per week. This time may be utilized for preparation and planning, grade level planning, vertical team meetings and other group meetings with educators and/or supervisors/administrators for instructional planning purposes, data analysis, co-planning between resource staff and general educators, special education case management, professional development activities and for other professional responsibilities and duties as allowed or assigned by the supervisor/administrator. This additional time may be allotted on a differentiated basis depending upon individual educator assignments and/or schedules. To address unusual situations, the supervisor/administrator reserves the right to switch a planning period with a duty period.

RENUMBER SUBSEQUENT ARTICLES

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ARTICLE XXII - Duration of the Agreement

22.1 The provisions of this agreement shall be effective through June 30, 2023, except as indicated in the following. Unless the parties mutually agree to the contrary during negotiations, negotiable items will be as follows:

22.2 Effective July 1, 2021, fiscal year (FY) 22, all salary schedule steps contained in Appendix A will be funded. In addition, there shall be no furloughs or layoffs of bargaining unit employees during FY 22.

22.3 Effective January 1, 2022, all salary schedule steps contained in Appendix A will be increased by a two percent (2%) COLA. Except for Fall Interscholastic Sport Extra Duty Assignments (EDA), related provisions as stipulated throughout the agreement will also be increased effective January 1, 2022, by the same percentage as the COLA. Fall Interscholastic Sport EDAs will be increased by a two percent (2%) COLA effective July 1, 2021.

22.4 Effective July 1, 2021, all salary schedule steps contained in Appendix A shall be adjusted by 3.846 % to appropriately reflect the fifteen (15) minute increase in the teacher duty day.

22.5 For the FY 23 successor agreement, Article – XVI Professional Compensation, and the provisions of Article XVII – Insurances shall be open for negotiations.

22.6 Implementation of negotiated fiscal provisions each year of this agreement is dependent upon appropriation of the necessary funds by the county council of Baltimore County. If the County Council of Baltimore County does not approve enough funds to implement the negotiated agreement, the board shall renegotiate with the association in accordance with COMAR § 6-408-1.

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