

BALTIMORE COUNTY PUBLIC SCHOOLS
FY 24 TABCO Negotiations
TENTATIVE AGREEMENT

ARTICLE XXII - Duration of the Agreement

22.1 The provisions of this Agreement shall be effective through June 30, 2024, except as indicated in the following.

22.2 Effective July 1, ~~2023~~ [2022], Fiscal Year (FY) ~~24~~ [23], all ten and twelve-month TABCO represented employees shall **MOVE TO THE NEW SALARY SCALE FOUND IN APPENDIX A** ~~advance a step on their respective FY22, January 1, 2022, salary scales for exempt 10 and 12 month employees represented by TABCO as contained in Appendix A-1].~~

~~[22.3 Effective July 1, 2022, all 10 and 12 month TABCO represented employees shall advance an additional step on the salary scale. All new hires will be placed on step two (2) and step one (1) will be eliminated. In addition, all TABCO represented employees will receive a three percent (3%) cost of living adjustment (COLA), both which will be retroactive to July 1, 2022, as contained in Appendix A-2.~~

~~[22.3.1 The retroactive increases related to base pay (additional step and three percent (3%) COLA) will be included no later than the December 22, 2022, pay date. Retroactive pay will be calculated as the difference between the amount the employee has been paid since July 1, 2022, and the amount the employee would have been paid had the employee received the step and COLA increases on July 1, 2022. Employees who step mid-year will get retroactive pay from July 1, 2022, to the date retroactive pay is paid out as the difference between their current pay and one step and the three percent (3%) COLA. These employees will then receive their step in February as usual.]~~

22.3[4] Effective July 1, ~~2023~~ responsibility factors listed in Article 16.3, rates stipulated in Article 16.6 – Workshops, rates stipulated in Article 16.7 – Summer and Extended Year Learning Programs, rates stipulated in Article 16.9 – Evening & Saturday High School and all fall interscholastic sport EDA rates in Article 16.10 – Extra Compensation and Appendix D shall be increased by **TWO PERCENT (2%)**.

~~[22.5 No later than the first pay after December 22, 2022, all ten month TABCO represented employees who participated in school year 2021-2022 extended year employment after July 1, 2022, shall receive pay adjustments retroactive to July 1, 2022.]~~

22.4[6] In addition, there shall be no furloughs or layoffs of bargaining unit employees during FY23.

22.5[7] Unless the parties mutually agree to the contrary during negotiations, negotiable items will be as follows. ~~[For the FY24 agreement, negotiations shall be limited to three reopeners, i.e., wages~~

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~~and other rates of pay included in the agreement and two (2) other articles selected by each respective party.]~~ For the FY25 **SUCCESSOR** agreement, all existing articles shall be open for negotiations. **BOTH PARTIES SHARE THE GOAL TO NEGOTIATE A MINIMUM OF A THREE (3) YEAR WAGE PACKAGE.**

22.6[8] BOTH PARTIES SHARE THE GOAL TO REDUCE THE SALARY SCALE TO TWENTY-FIVE (25) STEPS OR LESS. 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.~~]

Tentative Agreement:

TABCO: **Ben Forstenzer**
Printed Name

Signature Date

BOE: **Joelle Bielski**
Printed Name

Signature Date