

HOT TOPICS

TABCO MASTER AGREEMENT

What is Collective Bargaining, and Why Should You Care?

What is collective bargaining?

- Collective bargaining gives educators a voice. Collective bargaining is a process in which TABCO and BCPS exchange ideas, mutually solve problems, and reach a written agreement—the collective bargaining agreement (often referred to as the “Master Agreement” or “contract”).

Why should you care?

- Collective Bargaining is how we improve our pay, benefits, and working conditions through shared engagement and action.
- Collective bargaining creates a baseline for teaching and learning conditions, compensation reflective of the economic environment, and helps to ensure safer and more efficient worksites.
- Every TABCO member should read the contract (Master Agreement) so you understand your rights, and if you have questions, ask your Building Representative.

Key provisions that new educators ask about the most

1. UNION RIGHTS

The contract contains language that describes how the association operates and protects your rights. It contains a formal dispute process, called a grievance procedure. It also explains your due process protections if you face a discipline situation. (Master Agreement Articles 6, 8)

2. SALARY, BENEFITS, AND WORKING CONDITIONS

Salary: The TABCO negotiations team negotiates changes to the salary scale to ensure BCPS remains competitive with neighboring school districts, and you earn the professional pay you deserve. (Article 16, Appendix A)

Medical, dental, and vision benefits: The contract contains details on plan offerings, your costs, employer contributions, eligibility, and more. (Article 17)

Leave benefits: You are entitled to different types of leave such as sick, personal, bereavement, religious and family leave. Learn about these benefits and how you apply for the different types in your contract. (Article 12)

Working conditions: Your contract contains many provisions that govern your working conditions like healthy and safe buildings, your duty day, number of days you work and much more. Your working conditions are your students' learning conditions -- they matter! (Articles 10, 11)

3. EVALUATION

Your contract outlines the criteria and timing of your evaluation, as well as your right to a fair evaluation process. (Article 13, MOU 8-17-23)

4. PLANNING

All educators need adequate time to collaborate and reflect with colleagues so you can grow professionally and improve your practice. Your contract outlines the required time provided and includes information specific to certain educators' roles. Your contract guarantees 325 minutes of planning per week. (Article 10)

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