

Increased Pay

- ✓ Upon leaving BCPS 12-month employees can now be paid for up to 45 days of unused vacation.
- ☑ Workshop leaders now paid \$65.13/hr, previously lower and same as attendee.
- BCPS' most recent proposal is a 3-year contract moving people five increments closer to the top of scale via steps and compression. This proposal increases educator salaries by \$100 million over 3 years.
- EYE should be offered if 10 mo. educators have required summer work. Create a process for counselors and nurses to request EYE.
- X Enhanced Responsibility Factor for nurses and counselors.
- X Reimbursement for licensure & certification.
- X Pay for tutoring.
- X Pay for voluntary collaborative planning.
- X Compensation for evening duties.
- X Match EDLP pay rate to EYLP pay rate.
- X Reimbursement for school counselors licensure or any related licensure.



X Not Yet **Student Discipline** Administrators must support educators around student behavior management before educators can face discipline. ✓ Students posing a danger to their selves or others can be removed from the classroom to get help. ☑ Bi-lateral discipline committee to work on student behavior issues over at least two school years. X Educator access to same-school-year student discipline information. **Reduce Educator Workload** Recognition that length of report card comments is up to of the educator. Special area elementary teachers only have to write comments when a student is struggling academically. ✓ No more than 3 faculty meetings per month. Faculty meetings cannot start later than fifteen minutes after duty day ends.



X Not Yet Reduce Educator Workload, Cont. ✓ 90 new minutes of collaborative planning on school based professional development days without losing individual planning time on those days. \$75 an hour for up to 7.5 hours per pay period for volunteering to take an extra class in middle and high schools. This reduces the need for coverages. 🖖 Health suite coverage plan including absence for planning time. Pay for caseload coverage. X Pay for coverage. X Pay for "sprinkling" of extra students in classroom. X Pay for co-teacher "coverage." X SISP Paid for lost lunch/planning. **Increase Leave Time** ✓ All unit members receive additional 2 personal days, while maintaining protections for religious leave. Summer school educators now advanced sick leave.





✓ Tentative Agreement → Actively Engaged w/BCPS × Not Yet
Increase Leave Time, Cont.
✓ Ability to use bereavement leave non-consecutively.
Committee to improve the employee attendance monitoring program.
X Bereavement leave for pregnancy loss.
X As of yet, no movement on a variety of improvements to Birth & Bonding leave.
X Court summons leave for filing a peace order.
X Combine family and personal illnesses leave.
Tuition Reimbursement
X Increase from 9 to 12 credit cap for reimbursement and increase to the rate of
reimbursement.
X Working group to work to drive down costs of higher education for Baltimore
County Educators.



▼ Tentative Agreement

♣ Actively Engaged w/BCPS

X Not Yet

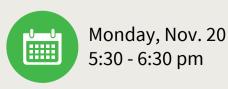
Other

- ✓ Mental health providers should have their own space where possible, no more than two mental health providers should occupy a space.
- X Recognition of SISP as useful label for discussing critical issues that affect mental health and clinical staff.
- X Ability to leave the system without prejudice when reassigned close to the start of the school year.
- X SISP right to request a qualified SISP to observe them.

With little time before our deadline, we're calling on all TABCO members to make our voices heard!

Join the Rally to Finish Our Historic Bargaining Year to make it clear that we will not settle for what is currently on the table.







Baltimore County School Board Meeting 6901 Charles Street, Building E