

2023-2024 Bargaining Platform Update



✓ Tentative Agreement 🔥 Actively Engaged w/BCPS ✗ Not Yet

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.

✗ Enhanced Responsibility Factor for nurses and counselors.

✗ Reimbursement for licensure & certification.

✗ Pay for tutoring.

✗ Pay for voluntary collaborative planning.

✗ Compensation for evening duties.

✗ Match EDLP pay rate to EYLP pay rate.

✗ Reimbursement for school counselors licensure or any related licensure.

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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.

✗ 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.

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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.

✗ Pay for coverage.

✗ Pay for "sprinkling" of extra students in classroom.

✗ Pay for co-teacher "coverage."

✗ 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.

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Increase Leave Time, Cont.

✓ Ability to use bereavement leave non-consecutively.

🔥 Committee to improve the employee attendance monitoring program.

✗ Bereavement leave for pregnancy loss.

✗ As of yet, no movement on a variety of improvements to Birth & Bonding leave.

✗ Court summons leave for filing a peace order.

✗ Combine family and personal illnesses leave.

Tuition Reimbursement

✗ Increase from 9 to 12 credit cap for reimbursement and increase to the rate of reimbursement.

✗ Working group to work to drive down costs of higher education for Baltimore County Educators.

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Other

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

SCAN TO RSVP



Monday, Nov. 20
5:30 - 6:30 pm



Baltimore County School Board Meeting
6901 Charles Street, Building E