

# **TABCO Members- Do you know this?**

## **Extra Duty Activities- Clarification on items for all TABCO bargaining unit employees**

- Activities listed on Appendix D are there because TABCO has negotiated for those items with BCPS.
- The pay for items listed on Appendix D is also negotiated and will increase by 3.5% as of January 1. See the Supplement for those increases.
- If an item is listed on Appendix D and the administration wants that work to be done, then teachers must complete an agreement and have it approved by the administrator. We do not recommend teachers begin working on the EDA until they have the approval of the administrator in writing.
- Forms to complete are located at [www.bcps.org](http://www.bcps.org) under Our System then Offices, then Payroll, then left menu Non-Sports Extra Duty Activities. *Sample form is on the reverse.*
- This site also has descriptions for the various activities. Keep in mind that estimated hours listed are only estimated and are in no way a requirement for payment. Additionally, student minimums were not negotiated and can be decided upon by administrators as to whether or not they want the activity to occur or not.
- EDAs are open to all grade levels unless stated otherwise. Example- School store can be elementary, middle, and high school since there is no level designated in the Master Agreement. Yearbook is the same way.
- Those activities that have an asterisk can be compensated at various levels depending “upon the scope of the responsibility and activity.” There is no hourly threshold negotiated for each level so sponsors cannot be denied payment based on hours worked or not worked.
- Technology liaisons are compensated based on the number of computers they are responsible for in the school. See the description. Some inventories only count certain computers, but you are to compensated based on the numbers of all computers you are responsible for even if that differs from one inventory to another.
- Some of the names have changed for the EDAs listed, but none have been removed from previous years. Several were added and are in the TABCO Supplement.
- Principals can identify items to be compensated that are not listed on Appendix D per Master Agreement item 16.10.2. Our interpretation is that those additional EDAs identified must be compensated using the negotiated rates. BCPS disagrees with this interpretation and as a result we will all be part of an arbitration hearing on the issue in November that includes the form with hours and amounts different than the negotiated agreement. Until this is resolved, hold onto your contracts for these EDAs. If we win, we will be working to get appropriate back pay for all unit members this involved.

We did not put the information on the BCPS website regarding these activities, so do not believe everything you read. The Master Agreement is what sets these activities and the compensation. When you have a question about EDAs or any other part of the Master Agreement, please contact your TABCO UniServ Director in a timely manner so if a grievance needs to be filed we are within the time limits set in the Master Agreement.

*Membership pays!*