

TABCO MASTER AGREEMENT

HOT TOPICS

ISSUE 34

Master Agreement Article X

10.6 *The regular school day for teachers shall be seven (7) hours in duration. This period shall extend from 15 minutes before the time for starting scheduled activities for students and shall not extend beyond 15 minutes after the time for dismissing regularly scheduled students.*

10.7.5 *Supervising students as needed before, during, and after school in the building and on the playground on a regular duty roster basis.*

Recent Arbitrator's Ruling- Board of Education of Baltimore County and the Teachers Association of Baltimore County (TABCO) Re: Ridge Ruxton and White Oak Faculty Councils- Arbitrator Shapiro- January 12, 2010- Below is an excerpt from the arbitrator's ruling.

"The Board violated the Agreement by treating the assignment of teachers to student supervision beyond the end of the regular school day, as defined in Section 10.6 of the Master Agreement, as part of the normal assignment for teachers."

The grievances filed by the Faculty Councils at Ridge Ruxton and White Oak were upheld and the Board is required to cease alternative interpretations. We have been working to come to an agreement with BCPS since the ruling in January, and we have currently come to a tentative agreement to resolve this arbitration.

So what does this mean for you?

It has been agreed that bargaining unit employees will be compensated \$32.00 per hour when they are required to perform bus supervision duty beyond the duty day.

Administrators are encouraged by both BCPS and TABCO to first seek volunteers when assistance for bus supervision duty is needed. Administrators can also require employees to perform bus supervision duty on a regular duty roster basis.

When employees in the TABCO bargaining unit perform bus supervision duty, they will be required to record the actual time worked. At the end of each quarter, the records will be collected, totals rounded up to the nearest 10 minute increment, and employees will be paid quarterly.

The start date to keep track of time worked was April 19, 2010.

Please remember that in case of emergencies, employees can be required to assist with supervision beyond the duty day. Typically, emergencies are not planned and they are not frequent.

These are newly agreed upon procedures as a result of the arbitration award, and you probably have more information than your administrators do on this issue. Please feel free to share this Hot Topic with your administration and discuss the process for seeking volunteers and/or establishing a regular duty roster.

If you need assistance working through this new procedure or issues on any of the items delineated in the Master Agreement, please contact your TABCO UniServ Director at 410-828-6403.

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