



ASSOCIATION OF EDUCATIONAL LEADERS

2521 RIVA ROAD, SUITE L-2, ANNAPOLIS, MARYLAND 21401

(O) 410-224-3311 (FAX) 410-224-3345

AELAACPS.ORG

The results of the survey taken of all AEL members regarding the tentative agreement proposal was an overwhelming acceptance. Below is the Agreement for Fiscal Year 2021 as they pertain to the Contract:

**Agreement for Fiscal Year 2021
Between
The Association of Educational Leaders
and
The Board of Education of Anne Arundel County**

Summary of Changes

The following summarizes the changes to the Negotiated Agreement that have been agreed upon by representatives from both parties. Pending ratification by The Association of Educational Leaders and The Board of Education of Anne Arundel County, the following changes will take effect on July 1, 2020:

The summarized items are presented below by Article.

ARTICLE 4 – Salaries

Salary Scale will be amended to provide the following:

- One (1) full step increase will be provided to eligible Unit II employees.

The Board and AEL will continue efforts to restructure the current salary scale.

ARTICLE 9 – Other Leaves

Annual Leave, will be updated to delete “Commencing July 1, 2013, each Unit II employee shall be given one (1) floating non-chargeable annual/personal business leave day.”

The Carry-Over of Unused Days provision will be modified to state that if at the end of any fiscal year (June 30), 12-month Unit II employees have any unused annual leave from the previous fiscal year they may carry over a maximum of twenty-four (24) days of such unused leave giving them a maximum of fifty (50) days of annual leave at the beginning of any fiscal year. Not more than fifty (50) consecutive days of annual leave may be taken during any 12-month period. Notwithstanding any provision to the contrary, commencing July 1, 2013, annual leave days eligible for redemption and pay out shall be seventy-five (75) days during the last year of service. and shall be considered for negotiated increase in FY15. Unused annual leave which would be lost because of this limitation on carry-over shall be converted to accumulated sick leave.

Job Protected Alternative Leave, will be updated to state that JPAL shall run concurrently with other leave types. In addition, employees who have accrued paid leave remaining at the conclusion of JPAL will be permitted to use that leave in accordance with federal, state, and local law, and AACPS leave policies.

Article 11 – Work Schedule

Four-day Work Week - The four-day work week will continue from June 24, 2020, through August 25, 2020.

Required Work Hours

A Memorandum of Understanding (MOU) regarding the pilot professional leave and telecommuting program will be implemented through August 31, 2020, that will grant three (3) days of professional leave to all Unit II employees. [***These days may only be used during the 4-day work week and you must elect regular hours. These days will cover 3 of the Fridays. You will have to use annual leave for the remaining Fridays.***]