

Dear CES Family and Community,

It is with heavy hearts that we share this information. Most Unit 1 staff at Central Elementary school have decided to Work to Rule.

Work to Rule is a collaborative statement that includes teachers meeting only the duties that are outlined in their contracts.

We, teachers at CES, love what we do and want nothing more than to see our students happy, safe, and thriving academically. To see that this happens, we often spend time outside of our paid, contracted hours planning field trips, heading before or after school clubs, answering e-mails, holding conferences, and even spending extended days on field trips. Often times the time we put in outside of our contractual hours is at the expense of our family.

Unfortunately, our efforts are not being recognized by the Anne Arundel County Executive and Council and we aren't being heard loud enough by the Board of Education. Our primary concern is the county's refusal to honor step increases that were promised when we took our positions within Anne Arundel County. Teachers were not honored any promised salary step increases in FY2010, 2011, 2012, 2013, or in 2016. They did receive one step half-way through FY2014 and a full step for FY2015; however this means that teachers have lost five and one-half salary step increases over the course of seven years. In Anne Arundel County a teacher with ten years of experience is paid on a Step 3 salary of \$59,809 because they have not received their experience steps for years. According to the salary step scale, if this same teacher had been honored all step increases, then with 10 years of experience they would be paid \$64,739.

As educators, we understand and value the importance of being life-long learners. We are continuously looking for ways to motivate, engage, and instruct our students. In addition, we are required to complete continuing education course and advanced degrees in order to renew our teaching certification. Although AACPS does provide tuition reimbursement, currently \$250 per credit hour, without fair compensation for our experiences, it is difficult to financially afford the required coursework.

Another area of concern is workload. New curricula and programs are continuously being developed of which we are asked to implement. This is near

impossible to do in the planning time allotted at the elementary level. We are not being fairly compensated for the increasing demands of our job. It is our hope that publicly showing our disapproval of the most recent contract as well as past contracts, we will be heard. We hope that we can make a statement and a difference. We work tirelessly because we love our jobs, however it is time to be valued as hard as we work.

With this being said, Unit 1 Faculty at CES will begin their Work to Rule campaign effective January 4, 2016.

Work to Rule at CES will include:

- We will not be checking and answering e-mails or phone calls outside of our contracted hours (8:00 am – 4:00 pm) or during our duty-free lunch time.
- We will not be holding conferences outside of our contracted hours: 8:00 am – 4:00 pm.
- Teachers will not be participating in, representing, and/or planning any **new** clubs or activities. Activities and clubs that are already in place will continue to meet, however the frequency may change.

You can make a difference and help to support us by:

- Contacting the County Executive and County Council Members requesting that they pass the superintendent's budget as proposed, including teacher's compensation.
- Attend County Council and/or Board of Education Meetings.
- Respect our contracted hours and be understanding if it takes us a little longer to get back to your emails and/or phone calls. We will do our best to get back to you within 24 hours.

Thank you in advance for showing your support for your children's educators to be fairly and equitably compensated. We sincerely appreciate your support.

Sincerely,

CES Unit 1 Faculty Members

County Contact Information:

County Executive Steve Schuh: exschu00@aacounty.org

County Council Website:

<http://www.aacounty.org/CountyCouncil/index.cfm>

How to find your County Councilmember:

To determine who your Councilmember is, please go to <http://www.aacounty.org/OIT/GIS/MyAA.cfm>, or call the Council office in Annapolis at (410) 222-1401 with your street address. You will be furnished with the Councilmember's name.

County Council Members:

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