7-1-1984

Anne Arundel County Board of Education and Secretaries and Aides Association of Anne Arundel County Addendum (1984)

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Anne Arundel County Board of Education and Secretaries and Aides Association of Anne Arundel County Addendum (1984)

**Keywords**
collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

**Comments**
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The attached changes to the Negotiated Agreement between the Board of Education of Anne Arundel County and the Secretaries and Aides Association of Anne Arundel County are printed on prepasted paper. The changes should be cut and pasted in your current negotiated agreement which is in effect through June 30, 1986.

Changes should be made to Agreements which are located in the back of the Board's Policies and Regulations Manual.
The following changes were agreed to during negotiations and are printed on prepasted paper. Please cut and paste in your agreement in the appropriate place.

On page 8 - cut and paste over old 4.5 Emergency Closing

4.5 Emergency Closings

When schools are closed because of inclement weather, the following Unit IV members shall not report to work:
- instructional aides, permanent substitutes
- 10-month school clerical, technical and secretarial.

When weather conditions are such that the central office is closed, announcement shall be made on the radio, and 12 month clerical, technical and secretarial employees need not report for work. On the days when schools are scheduled to be in session according to the school calendar, these twelve-month school personnel shall report to work even though schools may be closed for pupils.

When school is delayed in opening for inclement weather, Unit IV members shall report to their job assignment sites in line with regular reporting time as affected by the time delay.
14.1 Hospital-Medical Insurance

The Board shall pay 80% of the premium cost of a Board sponsored Blue Cross/Blue Shield hospital-medical insurance plan or its equivalent on an individual, husband-wife, parent-child, or family basis for Unit IV members who elect to enroll during the annual enrollment period or within 30 days after the effective date of their employment. The Board shall also accept enrollment during the year from a Unit IV member who, because of the spouse's termination of employment by the employer loses hospital-medical insurance coverage provided by the spouse's employer. That portion of Blue Cross/Blue Shield premiums or an equivalent plan paid by the employee shall be by payroll deduction. The Board's group plan shall consist of the following benefits:

- 365 days Blue Cross hospital care
- Hospital maternity care in compliance with Section 701(K) of the Civil Rights Act of 1964
- Blue Shield Plan C with pre- and post-natal care
- Special diagnostic endorsement number 4 (no maximum)
- Sudden and Serious endorsement
- Student endorsement
- Maryland Dental Plan, including endorsements I and II with Rider A.

Part-time Unit IV members shall have the option to purchase insurance benefits which are on payroll deduction, with a contribution by the Board prorated to their amount of service, provided the carrier will issue policies on this basis.
15.1 Annual Salaries

The annual salaries for Unit IV members are specified in attached Appendicies.

The salaries shall be increased by 6% above the 1983-84 scales effective July 1, 1984. An adjustment of six cents (6c) per hour for Central Office Unit IV employees shall become effective July 1, 1984. An adjustment of twenty-three cents (23c) per hour for all Unit IV employees shall become effective July 1, 1984.

Effective July 1, 1985 the 1984-85 salary scales shall be increased by 6% for 1985-86.

Scales in the appendicies are computed as follows:

<table>
<thead>
<tr>
<th>Central Office</th>
<th>1820 hours/1040 hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>School 12-month</td>
<td>1626 hours/1020 hours</td>
</tr>
<tr>
<td>School 10-month</td>
<td>1372 hours/844 hours</td>
</tr>
<tr>
<td>Instructional Aides &amp; Permanent Substitutes</td>
<td>1235 hours/618 hours</td>
</tr>
</tbody>
</table>

No Unit IV member employed in 1983-84 and continuing in the same position for 1984-85 shall have the annual salary decreased as a consequence of the implementation of the salary scale.

Credits earned by instructional aides and permanent substitutes in Board-approved workshops may be utilized toward completion of the requirement for Instructional Aide Salary Scale for 30 semester hours.
## Approved Secretaries and Clerks Salary Scale - Central Office

### 1984-85

### Annual Salaries

<table>
<thead>
<tr>
<th>GRADE</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>8,427</td>
<td>8,772</td>
<td>9,136</td>
<td>9,482</td>
<td>9,828</td>
<td>10,174</td>
<td>10,520</td>
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<tr>
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<td>9,227</td>
<td>9,591</td>
<td>9,955</td>
<td>10,319</td>
<td>10,702</td>
<td>11,084</td>
</tr>
<tr>
<td>3</td>
<td>9,628</td>
<td>10,028</td>
<td>10,447</td>
<td>10,847</td>
<td>11,248</td>
<td>11,666</td>
<td>12,085</td>
</tr>
<tr>
<td>4</td>
<td>10,338</td>
<td>10,793</td>
<td>11,229</td>
<td>11,666</td>
<td>12,121</td>
<td>12,558</td>
<td>13,013</td>
</tr>
<tr>
<td>5</td>
<td>11,157</td>
<td>11,630</td>
<td>12,121</td>
<td>12,594</td>
<td>13,086</td>
<td>13,559</td>
<td>14,050</td>
</tr>
<tr>
<td>6</td>
<td>12,067</td>
<td>12,576</td>
<td>13,122</td>
<td>13,650</td>
<td>14,178</td>
<td>14,706</td>
<td>15,215</td>
</tr>
<tr>
<td>7</td>
<td>13,086</td>
<td>13,668</td>
<td>14,232</td>
<td>14,815</td>
<td>15,397</td>
<td>15,980</td>
<td>16,562</td>
</tr>
<tr>
<td>8</td>
<td>13,796</td>
<td>14,414</td>
<td>15,033</td>
<td>15,652</td>
<td>16,271</td>
<td>16,890</td>
<td>17,490</td>
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<tr>
<td>9</td>
<td>14,469</td>
<td>15,124</td>
<td>15,761</td>
<td>16,416</td>
<td>17,072</td>
<td>17,709</td>
<td>18,364</td>
</tr>
</tbody>
</table>

**NOTE:** Scales are based on 1820 hours per year.
<table>
<thead>
<tr>
<th>GRADE</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>7,528</td>
<td>7,837</td>
<td>8,163</td>
<td>8,471</td>
<td>8,780</td>
<td>9,089</td>
<td>9,398</td>
</tr>
<tr>
<td>2</td>
<td>7,919</td>
<td>8,244</td>
<td>8,569</td>
<td>8,894</td>
<td>9,219</td>
<td>9,561</td>
<td>9,902</td>
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<tr>
<td>3</td>
<td>8,602</td>
<td>8,959</td>
<td>9,333</td>
<td>9,691</td>
<td>10,049</td>
<td>10,423</td>
<td>10,797</td>
</tr>
<tr>
<td>4</td>
<td>9,236</td>
<td>9,642</td>
<td>10,032</td>
<td>10,423</td>
<td>10,829</td>
<td>11,219</td>
<td>11,626</td>
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<tr>
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<td>9,967</td>
<td>10,390</td>
<td>10,829</td>
<td>11,252</td>
<td>11,691</td>
<td>12,114</td>
<td>12,553</td>
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<tr>
<td>6</td>
<td>10,780</td>
<td>11,236</td>
<td>11,723</td>
<td>12,195</td>
<td>12,667</td>
<td>13,138</td>
<td>13,593</td>
</tr>
<tr>
<td>7</td>
<td>11,691</td>
<td>12,211</td>
<td>12,715</td>
<td>13,236</td>
<td>13,756</td>
<td>14,276</td>
<td>14,797</td>
</tr>
</tbody>
</table>
## Approved Salary Scale for Instructional Aides and Permanent Substitutes 1984-85

<table>
<thead>
<tr>
<th>Step</th>
<th>Without High School Diploma</th>
<th>High School Diploma</th>
<th>30 Semester Hours College Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>7,608</td>
<td>7,805</td>
<td>8,188</td>
</tr>
<tr>
<td>2</td>
<td>8,126</td>
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<td>3</td>
<td>8,460</td>
<td>8,460</td>
<td>8,880</td>
</tr>
<tr>
<td>4</td>
<td>8,781</td>
<td>8,781</td>
<td>9,225</td>
</tr>
<tr>
<td>5</td>
<td>9,114</td>
<td>9,114</td>
<td>9,571</td>
</tr>
<tr>
<td>6</td>
<td>9,435</td>
<td>9,435</td>
<td>9,917</td>
</tr>
<tr>
<td>7</td>
<td>9,769</td>
<td>9,769</td>
<td>10,263</td>
</tr>
</tbody>
</table>
The foregoing agreement for 1984-86, was reached by the undersigned on February 20, 1984 and submitted for ratification to SAAAAC and the Board:

FOR THE BOARD:

William Scott
Chief Negotiator

Dale Templeton
Chief Negotiator

George K. Rehorn
Negotiator

Caroline Cox
Negotiator

Everett Pettigrew
Negotiator

Darlene Zepi
Negotiator

Kathy Mason
Negotiator

FOR SAAAAC:

Bobby Kudzma
Negotiator

Caroline Cox
Negotiator

Dale Templeton
Consultant

Blobby Kudzma
Negotiator

Nancy Phillips
Negotiator

Kathy Mason
Negotiator

Evangeline Pindell
Negotiator

Following mutual ratification, the parties hereunto set their hands and seals on March 7, 1984

Anne Arundel County Board of Education

Edward J. Anderson
Superintendent

John C. Wobensmith
President

Secretaries and Aides Association of Anne Arundel County

Dale Templeton
Consultant

Caroline Cox
President