



AFT 340 AFL-CIO
Seton Business Park
5800 Metro Drive, 2nd Floor
Baltimore, MD 21215-3209

October 22, 2021

Dear PSRP Chapter Members,

Please see the enclosed information about the **PSRP Chapter Wage Reopener Tentative Agreement Ratification** process:

- **Voting Window: Oct 22 @ 8:00am - Oct 29 @ 11:59pm**
- **PSRP Chapter Members can vote by Online Voting or In-Person Ballot**
- **In-Person Voting at BTU (5800 Metro Drive, 21215) on:**
 - Wednesday Oct 27 from 6:30am to 7:30pm
 - Thursday Oct 28 from 6:30am to 7:30pm
- **Summary of PSRP Chapter Wage Reopener Tentative Agreement**
 - A pay raise of 2.25% on your base pay and on longevities (if your pay scale provides longevities).
 - If a 2.25% raise does not equal an increase of \$900, your base pay will be increased by \$900.
 - All increases will be retroactive to July 1, 2021.

Sincerely,

Diamonté Brown, President



Baltimore Teachers Union

PSRP Chapter Wage Reopener Tentative Agreement Ratification 2021-2022

PSRP Chapter Wage Reopener Tentative Agreement Ratification

Voting Window: Oct 22 @ 8:00am - Oct 29 @ 11:59pm

PSRP Chapter Members can vote by Online Voting or In-Person Ballot

Online Voting Instructions:

- Every PSRP Chapter member will be sent an email from Election Runner to vote on the PSRP Chapter Wage Reopener Tentative Agreement Ratification on Oct 22 at 8:00am.
- Election Runner will send each PSRP Chapter member a link that includes a unique voting ID and password (see picture below). This will ensure anonymity. Election Runner will only tell us that you voted, not how you voted.
- Select Yes to ratify (accept) the wage reopener tentative agreement or select No to reject the wage reopener tentative agreement.
- Submit your online vote by 11:59pm on Oct 29.

Login Information:	
Voter ID:	7C3LCJ5P
Voter Key:	69LL7HVQ

[Click Here to Vote](#)

In-Person Ballot

- On Wednesday Oct 27 and Thursday Oct 28 from 6:30am to 7:30pm, there will be in-person voting available at the BTU Office (5800 Metro Drive, Baltimore MD 21215).
- In-person voting will use a double-envelope system where the ballot (see picture below) is put into a sealed unmarked inner envelope, and then put into a sealed outer envelope with the member's name written on it.
- If an online vote was not already completed, the inner unmarked envelope is removed from the other envelope with the member's name on it for counting.



Baltimore Teachers Union
Paraprofessional and School Related Personnel (PSRP) Chapter
Ratification of Wage Reopener Tentative Agreement 2021-2022

BALLOT

The PSRP Chapter wage reopener tentative agreement provides:

- A pay raise of 2.25% on your base pay and on longevities (if your pay scale provides longevities).
- If a 2.25% raise does not equal an increase of \$900, your base pay will be increased by \$900.
 - All increases will be retroactive to July 1, 2021.

Do you approve the PSRP Chapter wage reopener tentative agreement?

Please check one (1). Any other markings will make the ballot null and void.

YES
 NO

If a member does both Online Voting and In-Person Ballot:

- For in-person voting, the name on the outer envelope is used to check Election Runner and see if an online vote was already completed.
 - **If an online vote was already completed, the in-person ballot is made invalid and not included in the ballots to count.**
- The online vote will be the only vote that counts for that member.

Important Information:

- In-person ballots will be counted by BTU staff.
- Valid in-person ballots and online votes will be combined for the total count.
- Results of the PSRP Chapter Wage Reopener Tentative Agreement ratification will be announced by email blast on Oct 30.
- If the BTU PSRP Chapter ratification passes, then the BCPSS School Board will vote to ratify the wage reopener at the next school board meeting.
- If fully ratified, the raise will go into effect no later than 20 days after ratification by the Board of School Commissioners.

To get more info about the PSRP Wage Reopener Tentative Agreement before voting:

- Look on the BTU website www.baltimoreteachers.org/PSRPs/ for:
 - Summary of Wage Reopener Tentative Agreement
 - Virtual Information Session Dates: 10/21 @4pm, 10/23 @11am, 10/28 @6:15pm
 - Powerpoint Presentation and Video Recording from 10/21 Info Session

If you have Election Runner online voting questions, email George Hendricks at ghendricks@baltu.org.

If you have any other questions, email Natalia Bacchus at nbacchus@baltu.org.

Summary of PSRP Chapter Wage Reopener Tentative Agreement

The BTU PSRP bargaining team has reached a tentative agreement concerning PSRP pay for the 2021-2022 School Year. There is a provision in the PSRP Agreement that allowed the Union to open negotiations for a pay raise this school year. The same provision allowed the Board to open negotiations to attempt to make changes to your health insurance.

We were able to negotiate a historic pay increase, something we have not been able to accomplish in over a decade.

We negotiated a pay raise of 2.25% on your base pay and on longevities (if your pay scale provides longevities). If a 2.25% raise does not equal an increase of \$900, your base pay will be increased by \$900. All increases will be retroactive to July 1, 2021.

Fortunately, the Board's bargaining team expressed no interest in making any changes to your healthcare plans.

We are proud of the pay increases that we negotiated, but want you to know that we will continue to fight for even greater increases to pay. We sought additional pay for paraprofessionals who agree to serve as substitutes, and we sought a stipend for all members of the bargaining unit to reward us for the increased workloads and health risks we are being subjected to as a result of the COVID-19 pandemic. We were not successful on these issues in this set of negotiations, but we will be back at the bargaining table for a new PSRP agreement this coming spring and will continue to fight for greater and more equitable pay for PSRPs.

One of the reasons why we were so successful was because some of your colleagues came to negotiations and told the Board's team how hard the work is and how dangerous it has become. We will need to do even more this coming spring so we ask you to think about what you can do to help us negotiate the best contract possible.

Information about voting to ratify the increase in pay and information sessions for those of you who may have questions about the pay increase can be found on the BTU website at

<https://www.baltimoreteachers.org/psrps/>

Please vote to ratify this historic pay increase.

BTU PSRP Bargaining Team:

President Diamonté Brown, Chief Negotiator

Sandra Davis, PSRP Chapter Chair, Renaissance Academy High School

Natalia Bacchus, Executive Assistant to President Brown

Ron Osei Beazer, ConneXions: A Community Based Arts School

Chris Bilal, PSRP Member Engagement Specialist

Zach Taylor, Middle School VP

Keith Zimmerman, Esq. BTU Attorney