

# Contract or Code- What's The Difference?

In school systems, employees work under both the negotiated contract and the Code of Maryland Regulations (COMAR). What are these two documents and how do they effect you? Keep reading to find out!

## Negotiated Contract



- ✓ Specific to the county and needs of employees of ACPS
- ✓ Cannot override COMAR regulations  
Addresses working conditions
- ✓ Specific to the needs of each negotiating unit-Unit 1 and Unit 4
- ✓ Are renegotiated every few years with terms to meet member's needs

**VS**



## Code of Maryland Regulations (COMAR)

- ✓ These are the official statutory laws in the state of MD
- ✓ These laws are amended through the legislative process of the General Assembly
- ✓ There are 36 articles in the code, education is one of the articles
- ✓ The code is the foundation on which our contract stands. Our contract cannot be in contradiction with COMAR.

*Why is this important to me?*

THE ANNOTATED CODE IS HUNDREDS OF PAGES- AND COULD NOT BE INCLUDED IN THE CONTRACT. THERE ARE ITEMS THAT YOU ARE RESPONSIBLE FOR AS AN EMPLOYEE OF ACPS THAT ARE IN COMAR BUT NOT LISTED IN THE CONTRACT-IF YOU NEED ANY HELP WITH THIS, JUST CONTACT ACEA!

WHEN YOU SIGN YOUR CONTRACT YOU ARE AGREEING TO BOTH THE ITEMS IN THE NEGOTIATED AGREEMENT AND COMAR.

BEFORE YOU MAKE ANY MAJOR DECISIONS REGARDING YOUR JOB-POSITION, PLACEMENT, OR OTHERWISE-REACH OUT TO ACEA TO BE SURE YOU ARE WORKING WITHIN BOTH DOCUMENTS.