

Maryland Public Employee Relations Board

45 Calvert Street, Room 102
Annapolis, MD 21401
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Wes Moore,
Governor

Membership

Lafe E. Solomon, *Chair*
Harriet E. Cooperman
Judith Rivlin
Jennifer Epps

In the Matter of:	*	
Gia Scott,	*	
Charging Party,	*	
v.	*	PERB ULP 2026-34
Teachers Association of Baltimore County,	*	
Respondent.	*	

DECISION AND ORDER

On February 12, 2026, the Charging Party, Gia Scott, filed an unfair labor practice (ULP) charge with the Public Employee Relations Board (PERB) against the Respondent, Teachers Association of Baltimore County (TABCO), pursuant to State Gov't Art. § 22-201 *et seq.* The Charging Party alleged that TABCO failed to represent her when she was an employee of Baltimore County Public Schools (BCPS) in 2023 when she faced discrimination in her workplace that led to her separation from BCPS that same year. TABCO filed a Response to these allegations which included an assertion that the matter was untimely as the material events occurred more than six (6) months before the Charging Party filed this ULP charge. Pursuant to State Gov't Art. § 22-307(a)(1), the Deputy Director investigated the matter and issued a Report and Recommendation to the Board.

Based on the Report and Recommendation of the Deputy Director and the Board's consideration of the relevant law and evidence, PERB has determined that the ULP charge is untimely. State Gov't Art. §22-307(a)(1). This Board may not issue a complaint under State Gov't Art. § 22-307(a)(2)(i) if the alleged ULP occurred more than six (6) months before the

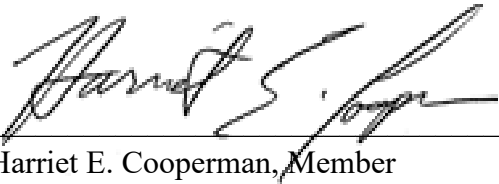
filing of the charge. The ULP allegations in this case occurred nearly three (3) years ago, making this ULP charge untimely.

For the reasons stated, the Charging Party's ULP charge is dismissed, and the proceedings are now closed.

BY ORDER OF THE PUBLIC EMPLOYEE RELATIONS BOARD



Lafe E. Solomon, Chair



Harriet E. Cooperman, Member



Judith E. Rivlin, Member



Jennifer Epps, Member

ISSUE DATE: March 18, 2026

Appeal Rights

Any party aggrieved by this action of the Board may seek judicial review in accordance with Title 10 of the State Government Article, Annotated Code of Maryland, Section 10-222, and Maryland Rules, 7-201 et. seq.