

A UNIFIED TAAAC

Despite whatever disappointments and disagreements that may have existed from past bargaining sessions, we—as a union—have set our collective and determined intention to leave those matters to the past. It's time to unify as one clear voice for our students and community and push toward the quality public education our children and Anne Arundel County deserves.

During this round of bargaining, we will have no patience for sophistic arguments attempting to disconnect workload, curriculum, and wages from the best interests of our students. We reject these claims as clearly the positions of those only feigning support for an education system that gives our children the best opportunities for growth and future success.

Our workloads leave us exhausted and with little prep time or opportunities to build strong and healthy collegial relationships. Our wages are not competitive. And our schools are rated lower than what our communities expect. We all deserve better.

PATH TO A FAIR CONTRACT

TAAAC, SAAAAC, other unionized BOE employees, our community, and our elected allies must come home to our collective beauty and power. Together, over the coming weeks, we will work to make certain those who make decisions and plans in private rooms where we are not invited can hear us well. Our children, and those who support them in any manner

throughout our county education system, *matter.*

AT THE TABLE

New TAAAC Executive Director Kenneth Page joined Keith Wright, chief negotiator and UniServ director, and the TAAAC Bargaining Team on November 14 for the second bargaining session with representatives of the superintendent and the AACPS.

The session began cordially, though through the exchange of proposals it became clear that there exists a substantial chasm toward common ground and ultimate agreement on a successor agreement.

The TAAAC team was clear about their desire to make up missed steps for any of our Unit 1 members, while also pushing for less management control or further mandates on the time of all Unit 1 employees. TAAAC members across the county daily report already how stretched and difficult their days are and that they have no room for further time or mandates from the superintendent or his designees.

The bargaining team is committed to working continuously to hold the line on fair step increases and for an overall equitable economic package that reflects the health of our region's economy over the last five years. *How can the superintendent and school board claim that we are a priority without offering wages and benefits reflective of these proclamations?*



Economics 101

The economy has been robust and healthy over the last several years, but the salaries of TAAAC members have barely been able to match the cost of living as measured by CPI-U. The Blueprint for Maryland's Future and the Kirwan Commission funding recommendations will set the framework for funding around teacher salaries.

TAAAC rejects any notion during this cycle of bargaining that we must pay more for our health benefits or receive wage increases not consistent with what would be fair and just.

**MAKE UP THE WAGE STEPS TOO LONG
IGNORED. PAY US A FAIRER WAGE CONSISTENT
WITH THE HEALTH OF THE ECONOMY—ONE
THAT KEEPS UP WITH THE COST OF LIVING.**

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