



TAAAC
EST 1920
June 2023

Action Report

Nicole Disney Bates, President
Kristina Korona, Vice President
Diane Barnes, Secretary-Treasurer

OUR NEGOTIATED AGREEMENT

Since I joined AACPS 12 years ago, I have never started a school year with a ratified negotiated agreement. Until now. I am so proud of our Negotiations Team and members for the months of work to successfully agree on proposals that both recruit and retain educators in AACPS. For those reading this update on June 7, today is your last day to vote to ratify or reject our Tentative Agreement. This is a right only open to TAAAC members so it is an important duty for you to review the changes put forward around compensation, unpaid leave, and pay for sub coverage. Check out the QR code here for



the latest updates from the Negotiations Team.

This year, members showed up at lobby nights, budget hearings, and County Council meetings to advocate for full funding of the public education budget. As I said in my testimony to the County Council, I want to be able to tell my daughter that her dream of becoming a teacher like her mom leads to a bright future, but without funding that shows educators the respect of fair pay and working conditions, I would hesitate to encourage her down this career path.

The County Council heard us. Not only are they prepared to fund our compensation package as proposed by Superintendent Dr. Bedell, but County Executive Stuart Pittman has also requested an additional \$3 million to increase our starting salary and meet the goals set by the Blueprint for Maryland's Future to help us recruit and retain educators in Anne Arundel County.



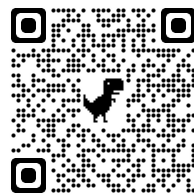
As the school year wraps up with over 200 vacancies of Unit 1 employees, half of whom are special educators, we are advocating for more to be done to be competitive with other counties, and more to keep the highly experienced and dedicated educators we have here now.

While we wrap up our FY24 Negotiated Agreement, we also are preparing to head back to the table again in the fall for a full reopener. We'll be putting our information on how to submit proposals and your thoughts over the summer, and hope you will consider applying for our Negotiations Team!

JOIN TAAAC!

Help your colleagues join our union during Early Enrollment!

Educators who join TAAAC between April 1 and August 31, 2023 pay no dues until September, but have access to limited membership benefits!



TAAAC Board of Directors

Jorge Cordoba
Cathy Flanders

Maggie Graham
Chris Lerch
Melissa McHarg

Marissa Raimond
Jessica Roth
Elizabeth Ruddy

Geoff Turk
Karina Zotti



TAAAC Member Resources

For more information, visit www.taaaconline.org.

SUMMER LEADERSHIP

Learn skills to advocate as a member leader in your building at MSEA's Summer Leadership Conference. Here are the details:

- Dates: July 25 - 27, 2023
- Location: The Maritime Institute

RSVP by June 30 at:

marylandeducators.org/summer-leadership-conference-2/

JOB OPPORTUNITY

Anchor Aquatics is now hiring for summer work!

Learn more at anchoraquatics.com

SICK LEAVE BANK

Open enrollment to join the Sick Leave Bank is between July 1 and September 30! Current enrollees have until June 30 to cancel for the following school year.

Learn more: bit.ly/3nEfApM

CELEBRATE JUNETEENTH

Join TAAAC at the Annapolis Juneteenth Parade and Festival!

Here are the details:

- When: Saturday, June 17 @ 12PM
- Where: City Dock, Annapolis

RSVP: forms.office.com/r/5kyVXLamqO

CONTENTIA: UniServ Update

At school visits earlier this year, our UniServs noticed many similar violations in elementary schools where our members covering split classes didn't receive compensation. This seemed to be a widespread problem that AACPS was not only aware of but explicitly directed principals to implement.

Sixteen brave members at four different elementary schools came forward and, working with their UniServ Directors, filed grievances demanding coverage pay. AACPS refused and rejected their grievances at the building level and, through over a dozen separate hearings, at the second level as well.

Rather than back down, with the support of the TAAAC Board of Directors, these members pushed their grievances to the final step of the process: Arbitration. All along, these members risked retaliation, relationships with their administrators, and stood up for themselves at hearings.

The TAAAC UniServs worked with AACPS through several rounds of discussions and reached a landmark settlement: **\$5000 for each grievant**, pro-rated based on the amount of coverage, for a **total settlement of \$56,000**.

These members should be commended for taking the courageous step to enforce our Contract and file grievances. All too often administrators use intimidation and veiled threats of retaliation to cow our members into compliance. This case is a vital reminder that our Contract isn't just a piece of paper, it's our collective will and is **only as powerful as our courage to enforce it**.

Congratulations to these members for their bravery and perseverance, and your UniServ Directors look forward to working with you to enforce your rights!