



TAAAC
EST 1920
November 2023

Action Report

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

Your Voice is Powerful

It is quickly becoming the winter. Pumpkin Spice season has sadly ended and we are off and running towards peppermint season. More importantly than peppermint season, this is the season where your advocacy, support and voice are needed. We are depending on your collective action!

Just ahead is the 2024 legislative session. You may ask, why does this matter to me? I would answer you that the legislature makes laws that define and prescribe your working conditions; they make laws to protect your rights as an educator/Related Service Provider; they determine funding priorities; and, they make laws about what you teach, how you teach it, when you test, etc...

MSEA, TAAAC, and other education unions around the state are working to advocate for these legislative priorities:

- Addressing the Educator Shortage, Excessive Workload, & School Safety
- Diversifying the Educator Pipeline
- Honest and Inclusive Education
- ESP Bill of Rights
- Strengthening the Blueprint



As you can see from the MSEA priorities, we want to ensure that the Blueprint meets the moment, establish clear policies that prevent partisan censorship, and address the crises our districts face with a shrinking workforce. These are all areas that are important for you, for us, for AACPS, and for the state to continue to make AACPS to be the best place to work. If you are interested in advocating for these priorities or others, here are three things you can do:

1. Write an email or letter to your local representative
2. Testify at the AACPS Budget hearing on January 9th or at County Council hearings,
3. Attend a lobby night with TAAAC every Monday during session.

These are some ways that you could have your voice heard and I hope that you do. Your voice is powerful and meaningful. Let's work together to have a meaningful, progress-filled legislative and budget season.

UNION ELECTIONS

Are you interested in taking a leadership position in your union? Run for office!

The following positions are open for nominations:

- President
- Vice President
- Board of Directors (6)
- MSEA Delegate (50)
- NEA Delegate (34)

Nominations will be open until December 15, 2023. Elections will be held between January 29 and February 16, 2024.

Submit your name:
taaaconline.org/taaac-elections/

TAAAC Board of Directors

Maria Cote
Dyana Cronin
Maryalice Davis

Cathy Flanders
Will Johnson
Chris Lerch

Melissa McHarg
Marissa Raimond
Jessica Roth

Geoff Turk
Karina Zotti



TAAAC Member Resources

For more information, visit www.taaaconline.org.

CONTENTIA: UniServ Update

As AACPS continues to review staffing capacity and programs, check out your contract language below to know your rights regarding involuntary transfers. Article 12B of our Negotiated Agreement states, "...Unit I members involuntarily transferred shall be notified in advance of the intended transfer and afforded the opportunity to discuss such transfer. Reasons for selection shall be provided, in writing, to the Unit I member by the Building Administrator ...Unit I members shall be selected for involuntary transfer (excessed) according to the following selection procedure:

1. Teacher(s) to be Excessed:

- teacher(s) volunteering to be excessed
- rehired retired teacher(s)
- teacher(s) with provisional certificate
- teacher(s) selected by the principal using the following procedure and criteria: [...] If additional teachers must be involuntarily transferred after steps a., b., and c. have been effectuated, the principal will list all teachers in the excess pool in accordance with their total years of service [...] The teacher(s) with the least service will be the excess teacher(s) unless the principal determines that instructional program needs (as defined) require the retention of that teacher, in which case the next least senior teacher will be excessed."

Additionally, Article 12C states, "If excessed teachers have not received a new assignment by the last duty day for teachers, they will have priority over applicants and teachers requesting voluntary transfers".

UPCOMING EVENTS

November 9: Retirement Workshop

November 16: Happy Hour

December 4: GR Committee

December 4: SPED/ RSP Committee

December 6: Board of Directors

December 13: Rep Assembly

EDUCATOR OF THE MONTH

Congratulations to Sheila Norris, kindergarten teacher at Hillsmere Elementary, for being named Educator of the Month! Congratulations also to Mary Kay Connerton for being named Maryland Teacher of the Year.

We're continuing to fill vacancies and recruit new members to TAAAC. In October, 9 new members joined our union! Meet them at taaaconline.org/2023/11/01/nov23nm/

Do you know a Unit 1 employee who wants to become a TAAAC Member?
Ask them to JOIN NOW! Visit mynea360.org/s/join-now