



Protecting our Healthcare

At the beginning of the school year when we asked members to tell us their bargaining priorities, wage increases and no changes to the healthcare split were the top two answers. We heard everything from better safety procedures to guidance around Department Chairs to clarity on the Blueprint, but always salary and benefits are at the top of what you want to see in your contract. A 7% increase in our healthcare split was not on our bingo card.

While Dr. Bedell’s budget amendments from February 16 are a step in the right direction for our wages, staffing, and inclusion of all qualified NBC recipients, the process moves forward and the Board of Ed will approve their budget on February 21. As we look ahead to the next steps, our focus is now on County Executive Steuart Pittman to fund and increase the budget. Last year, he was able to find the money in the budget not only to secure a 6% COLA but also an increase in our starting salaries to \$58,000.



Those efforts have definitely helped boost morale and increase recruitment, but with our vacancies creeping back toward 120 and a COLA proposal of only 3%, morale can slip back pretty quickly.

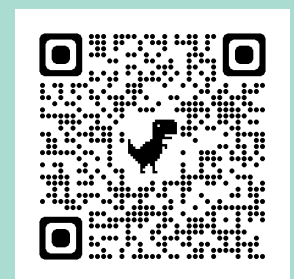
So here’s what you can do to put a little bit of pressure in a light-hearted way: Add your name to a Valentine for County Executive Pittman! You can write your own story or simply write, “Increase the public education budget to fund higher salaries and protect educators against healthcare cuts.” Put your valentine in basketmail to the TAAAC Office by February 23 so we can deliver it to him on March 1 when he formally receives the budget. Stay tuned for future actions you can take to help win a strong contract that recruits and retains dedicated educators in AACPS.

WIN A STRONG CONTRACT

Want to get more involved with your union? Check out these opportunities with the Contract Action Team!

Join a phone bank to recruit members to our Budget Town Hall with County Executive Steuart Pittman:

- February 27
- March 5
- March 12



POLITICAL ACTION

Do you know that the Board of Education elections are important but don’t know how to help - start by contributing to our political action committee! This is our opportunity to financially support candidates who will support us.

Visit: taaaconline.org/for-members/politicalaction



TAAAC Member Resources

CONTENTIA: UniServ Update

All Unit 1 staff recently received an email from HR about the opening of the Internal Transfer process for next school year. All the details and protections for this process can be found in Article 12 A of the Negotiated Agreement.

Here are some highlights and points to keep in mind:

- The internal transfer process is only open to Tenured teachers unless approved by HR. Non-tenured teachers may only participate if it is their final (third) year of non-tenured status.
- You apply for an internal transfer by applying through the AACPS online job board. You may follow up with that building's principal as needed.
- If you accept a position, you must immediately let your current principal know so they can start the process of filling your current position.
- Your current principal does not need to consent to an internal transfer.
- If your application is denied, you may request specific reasons for the denial in writing.
- You have two (2) business days to accept or reject an offer of internal transfer.
- While the internal transfer process opens in March, positions are posted on a rolling basis as faculty retire, transfer themselves etc.

LOBBY NIGHTS

Join the GR Committee every Monday for Lobbying in Annapolis on bills impacting AACPS such as:

- Student Loan Assistance
- Innovative Scheduling Pilot
- Board of Education Ombudsman

Sign up: <https://bit.ly/3Sr7Nbs>

NOMINATIONS OPEN

The Nominating Committee is accepting nominations for the Credentials Committee (8) and Nominating Committee (15).

Learn more: taaonline.org/2023-taaac-elections/

DOOR KNOCKING WITH DANA

Join TAAAC and Board of Education incumbent Dana Schallheim for door knocking in District 5!

- When: Sunday, February 25, 1-3pm
- RSVP: secure.ngpvan.com/utbUq4c4tkevn30AJmf5kA2

TAAAC FEE

The TAAAC Foundation for Educational Excellence is accepting applications for the annual scholarship program.

Eleven scholarships are available for \$300-500 each. Applications are due April 2, 2024 at 4:00 p.m.

Help a student apply: bit.ly/3I2CPIN

MEMBER HIGHLIGHTS

Congratulations to February 2024 Teacher of the Month Megan Snyder, graphic design teacher at CAT-N!

Welcome to the 23 new TAAAC members who joined our union last month! If you know someone who wants to join, visit: <https://www.mynea360.org/s/join-now>