



TAAAC
November 2024

Action Report

Kristina Korona, President
Jorge Córdoba, Vice President
Diane Barnes, Secretary-Treasurer

Education is Worth the Investment

For many, this has been a challenging school year. This is the time of semester in which the excitement of the start of the year has worn off. It can be easy to become overwhelmed and exhausted with all of the demands we face. Paperwork, violent behaviors, lack of support, and disrespect all compound our stress.

That's why TAAAC's Board of Directors has charted a vision for what is possible locally here in Anne Arundel County Public Schools. While right now the class sizes and caseloads are high and the workload demands are higher than ever, know that we have a pathway forward to make the necessary improvements to our working conditions. There is a light at the end of the tunnel if we work together in solidarity with a common purpose.

Public schools are the cornerstone of local communities and our democracy. Educators and the students they serve deserve safe, well-resourced, and fully staffed schools. We will be making a concerted effort to build the community support we need to fully fund our schools and provide the conditions to ensure the vitality of our noble profession.

This work cannot be successful with just one person or even 100. It will require all 6,500 TAAAC members to join together and advocate with a common voice. If you want to join us in the planning and organizing for our efforts, join our Member Organizing Team. Be on the lookout in the weekly Tuesday email for actions to take as we work to ensure we get our demands met.

Our efforts will need to extend beyond our union. We must work in partnership with our other local unions as well as with the larger community. We know that educators are seen as some of the most trusted members of any community. We need our community to value the work we do strongly enough to be willing to advocate with us so we have the conditions that will make this a sustainable career in which educators have the ability to thrive rather than just barely survive.

We will be working to tell our story and raise our concerns to the larger Anne Arundel County community. The more parents and community members understand that educators' working conditions are students' learning conditions, the more support we will get from them to join us in our common fight. Ultimately, we all have the same goal: we want to be able to help students thrive so they can reach their full potential. **To do this, we will need to ensure that our community knows the importance of investing in our school system to make it the best it can possibly be.**



IN PERSON

CAREER LADDER MEETINGS

Hosted by TAAAC Executive Director and Lead Negotiator Scott Soares, and MSEA Assistant Executive Director for the Center of Education Policy and Practice Geraldine Duval

RSVP 



THURSDAY, NOVEMBER 21 | 5:00-7:00 PM
SEVERNA PARK MIDDLE

MONDAY, DECEMBER 9 | 5:00-7:00PM
LOCATION TBD

Submit your questions ahead of time to forms.office.com/r/XeiQzVg1cg or by emailing ssoares@mseanea.org

TAAAC Board of Directors

Charis Cephas • Maria Côté • Dyana Cronin • Maryalice Davis
Will Johnson • Chris Lerch • Melissa McHarg • Elizabeth Ruddy
Joy Reider Simpson • Keanuú Smith-Brown • Karina Zotti



TAAAC Member Resources

CONTENTIA: UNISERV UPDATE

With the increase of violent behaviors occurring in schools, Unit I employees have the right to request assault leave when injured due to an assault or when intervening in an altercation between students. Prior to the designation of assault leave, an employee who is injured will be placed on Worker's Compensation for up to 60 days. To be eligible for assault leave, AACPS requires the following procedures to be completed:

- 1. Notification:** The employee must notify their supervisor that they want to pursue assault leave.
- 2. Medical Authorization:** The supervisor must have the employee sign the Authorization for Medical Release form and send the completed form to the Insurance Management Office.
- 3. Signed Statement:** As soon as possible, the employee must complete a "detailed" statement of the incident and submit it to their supervisor. After reviewing the statement, the supervisor must forward the statement to the Insurance Management Office.
- 4. Award of Leave:** The Chief Human Resources Officer makes the determination on the request for assault leave; this determination is sent to the employee, Payroll, the employee's supervisor, and the Insurance Management Office.
- 5. Disability Certification:** The injured employee is required to provide the Insurance Management Office with a disability certification substantiating their inability/incapacity to work.

Remember, you as the employee are responsible for reporting any injury on the job to your supervisor; this starts the Worker's Compensation and assault leave process. You can also review Article 8 in your Negotiated Agreement. If you are hurt or have further questions, please contact your UniServ Director 410-224-3330.

UPCOMING EVENTS

- Green Committee Speaker Series:** 11/19 at Arlington Echo
- Early Career Educator Committee Meeting:** 11/19 at the TAAAC Office
- Cluster Meeting:** 11/19 at Pirate's Cove, Galesville
- Career Ladder Meeting:** 11/21 at Severna Park Middle
- Green Committee Meeting:** 11/21 at the TAAAC Office
- IPD Committee Meeting:** 11/25 at the TAAAC Office
- Special Education Committee Meeting:** 11/26 at the TAAAC Office
- Government Relations Committee Meeting:** 12/2 at the TAAAC Office
- Career Ladder Meeting:** 12/9. Location TBD.
- Rep Assembly:** 12/11 at Severna Park Middle
Learn more at taaaconline.com/events

MEMBER HIGHLIGHT

Shoutout to the members who handed out apple ballots on election day, including Lauren Arditti, Rebecca Baucom, Lauren Bolin, Jon Boughey, Allison Brewer, Charis Cephas, Phyllis Cephas, Jorge Córdoba, Ben Daugherty, Krista Davies, Maryalice Davis, Lauren Elfring, Leslie Everitt, Stacy Garity, Kristi Giuliano, Sheen Goldberg, Maggie Graham, Cathy Hall Guay, Robin Harmon, Erica Harris, Jennifer Jerrell, Will Johnson, Stephanie Leuschner, Erin Lorenz, Kristen Luketich, Brendan Maltese, Jennifer DeLorge McKeown, Kate Miller, Jerian Moeller, Katherine Moore, Aaron Moul, Tammy Perunovich, Michael Reick, Colin Reinhard, Alycia Rice, Jessica Roth, Elizabeth Ruddy, Jen Sell, Stephanie Shermer, Melissa Sisk, Khristine Smith, Tammy Smith, Keanuú Smith-Brown, Tim Swann, Alex Tougas, Sherry Vain-Alexiou, Michael Vazquez, Angela Vogt, Brittany Wellington, Victoria Will, and Karen Wilson.

Welcome to the XXX new TAAAC members who joined our union over the last month!
Help other new hires join at: <https://www.mynea360.org/s/join-now>

