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**TAAAC**  
October 2024

# Action Report

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

## Use your Educator Voice this November

Every decision that affects our working conditions is made by someone who was elected into office. It is much easier to have our demands met when we have the right people in office who share our values and will listen to our concerns. This November, all seven Board of Education seats in Anne Arundel County are up for election.

For many voters, getting political information can be hard when people struggle to make ends meet, take care of their families, or just live their busy lives.

This is where we come in: educators are the most trusted members of our communities. Our perspective matters. This is why our Apple Ballot endorsement is coveted by candidates. We have the power to shape elections. With over 6,500 TAAAC members, if each of us signs up for just ONE shift of phone banking or door knocking, we can reach thousands of voters who want to be informed.

**Our election challenge to you is this:** commit to help elect our endorsed candidates by signing up for at least one action by election day: come out on a weekend to door knock, phone bank from home, sign up for 1 apple ballot shift, and give to PAC payroll deduction. We will have a special award and prizes for those who take ALL FOUR actions by Election Day.

We have a few tight races, particularly in District 3 (Pasadena, Chesapeake, and Glen Burnie) and District 7 (Crofton and South County). We believe these are winnable IF we talk to enough people to get the word out. Erica McFarland in District 3 is a mom of kids in the school system and is running against a well-known and recently retired school system employee who runs an extremist Facebook page in which he uses sexist language, disparages educators, and advocates his anti-trans positions. Jeremy York in District 7 is a veteran who is running against an opponent who is an advocate of the so-called "parental rights" movement, an effort that brought us the flag ban and that will lead to efforts to ban books. York, on the other hand, serves on the county's public library board (which just became the state's first book sanctuary), trusts educators as professionals, and will advocate for the resources that both students and educators need.

In the U.S. Senate race, the choice is clear. Educators endorsed Angela Alsobrooks because, as Prince George's County Executive, she funded significant educator salary increases and provided funding for 10 new schools. Alternatively, former Governor Larry Hogan vetoed the landmark Blueprint legislation and funding for HBCUs, never met with MSEA in his eight-year term, and called us "union thugs". In a democracy, it is critical that we don't shy away from political discussions. Have your friends visit [mdappleballot.com](http://mdappleballot.com) ahead of November 5 to find out about our educator-endorsed candidates. Whatever our political differences, we all share the same goals: ensuring we and our families are safe, having the freedom to live our lives, and flourishing rather than struggling. The candidates educators have endorsed will help improve our communities so we can all reach these common goals!

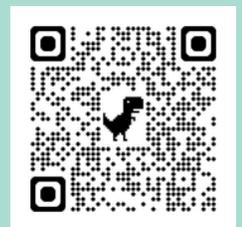


## Settlement Reached!

The negotiating team is pleased to announce we have reached a tentative agreement on a successor agreement with AACPS!

## Cast your vote during contract ratification

- October 8 at 9am-October 14 at 5pm
- Highlights of the tentative agreement include:
- 3% COLA, step increases for eligible employees
  - Career Ladder Implementation
  - 5 telework days for 12-month members
  - IEP and Report card timeline alignment+ more!



**TAAAC Board of Directors**

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



# TAAAC Member Resources

## CONTENTIA: UNISERV UPDATE

We have received many concerns recently about violent or threatening student behaviors and what rights teachers have in these scenarios. Here's what our contract says:

- Article 8(H): Right to Worker's Compensation
- Article 8(J): Assault Leave
- Article 10(B): Removal of a student from class
- Article 10(C): Right to "reasonable force" to prevent harm to yourself or others
- Article 10(D): Reimbursement for damage to personal property
- Article 18(E): You can refuse to enter an unsafe workplace or fulfill an unsafe request. If you are subjected to discipline because of this refusal, TAAAC will represent you.

You do not waive your rights when you enter the schoolhouse door. In general, your safety and the safety of your students takes priority over instructional responsibilities or other assignments. Even if a violent student is special education, they cannot harm others.

If you have further questions, please contact your UniServ Director 410-224-3330 or visit [taaaconline.org/2024/10/02/how-to-protect-yourself-at-work](https://taaaconline.org/2024/10/02/how-to-protect-yourself-at-work)

## MEMBER HIGHLIGHT

Congratulations to Sarah Delsignore, music teacher at Northeast High, who received the educator of the month award for September 2024.

## MSEA CONVENTION WORKSHOPS

This year's MSEA Convention Workshops will provide certifications for Professional Development Points for relicensing! To attend the convention, use the sub code: 25469.  
IMPORTANT: You MUST provide AACPS with proof of attendance at the convention upon your return. Make sure to get the appropriate documentation.

## UPCOMING EVENTS + GOTV

- October 13:** Door knock for Joanna Tobin
- October 14:** Phone bank to educators
- October 15:** Special Ed Concerns Event - open to all TAAAC and SAAAAC Members at Severna Park High School
- October 15:** Green Committee Bird talk and Nature walk at Arlington Echo
- October 16:** Phone bank to educators
- October 20:** Door knock for Jeremy York
- October 22:** Special Education Committee
- October 23:** Phone bank to educators
- October 24:** Cluster meeting for Meade and North County to meet TAAAC Leadership
- October 26:** Door knock for Erica McFarland
- October 30:** Phone bank to educators
- November 2:** Door knock for Dana Schallheim
- November 4:** Government Relations Committee
- November 5:** Apple Ballot on election day!
- November 13:** Rep Assembly, Severna Park Middle Visit: [taaaconline.org/events](https://taaaconline.org/events)

## MSEA GRANTS + AWARDS

MSEA is offering grants (up to \$1000) and awards to members who take action in their schools and communities. Submit your application for the Black Lives Matter at School Year of Action Grant or Human and Civil Rights Grant by October 25. Apply for or submit a nomination for someone to the Dorothy Lloyd Women's Rights Award, Ethnic Minority Recognition Awards, or Human and Civil Rights Awards by November 1. Visit [taaaconline.org/2024/09/23/msea-annual-grants-and-awards](https://taaaconline.org/2024/09/23/msea-annual-grants-and-awards) to learn more.

## TICKETS AT WORK

Tickets at Work is your one-stop shop for member-exclusive savings on products, services, and experiences, with new deals added weekly! Just enter "TAAAC" at [ticketsatwork.com](https://ticketsatwork.com)

Welcome to the 36 new TAAAC members who joined our union over the last month! Help other new hires join at: <https://www.mynea360.org/s/join-now>

