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TAAAC
September 2024

Action Report

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

Building a Stronger Union Together

In August, we hosted our first annual Leadership Development Conference. It was great to see both veteran building reps as well as new members becoming more empowered union leaders. This conference could not have happened without the efforts of our summer member organizers along with Amanda Menas, our communications organizer. We thank them for their efforts!

We hope you'll make your voice heard as the year starts through our TAAAC committees, the backbone of our union. Committees are how we advocate together on the issues that are most pressing as well as build the strength of our union internally. Find one that fits your interests:

- Focused on curriculum and instruction? Join our **IPD Committee** to provide PD opportunities to members or our **CIA Committee** to help advocate around issues of curriculum, instruction, and assessment.
- Want to make our union & school system more sustainable? Join our **Green Team**.
- Help us retain educators by planning events as part of the **Early Career Educator Committee**.
- Join the **Special Education Committee** to advocate for special educators and related service providers.
- Concerned about making our union and school system more equitable? Join the **Racial and Social Justice Committee**.
- Love to plan parties and social events? Join our **Membership Committee** to build community within our union.



To get involved, go to the "For Members" section of our website to learn more and sign up. You can also flip this newsletter over to see upcoming committee events and activities!

As the November election approaches, consider joining the **Political Action Team (PAT)**, led by Elizabeth Ruddy, one of our Board of Directors. We need a strong team to ensure our endorsed candidates are elected. All 7 school board seats are up this year. We need the right people in office who will listen to educator voices while also focusing on educator retention. The PAT meets every other Tuesday to implement our election strategy.

We also urge every union member to participate in at least 1 election-related activity: join one phone bank, door knock on one weekend, or help pass out "Apple Ballots" at the polls on election day. Your help is needed whether or not you live in Anne Arundel County because these elections will determine who will be making the decisions about our working conditions over the next four years.

Wherever you live in Maryland, you can find out who the educator endorsed candidates are by going to mdappleballot.com. Make sure to spread the word to your friends, family, and neighbors so that we get pro-public education candidates elected up and down the ballot.

All Member Survey

As we set our union's priorities for the year, make sure your voice is heard. Complete the All-Member Survey at the QR code and then join us for the All-Member meeting.

DEADLINE: Tuesday, September 17.

SAVE THE DATE: All-Member Meeting Tuesday, September 24 @ 5pm

- Review the survey results
- Receive Training
- Join committees
- Discuss upcoming elections, and
- Meet colleagues over dinner!

RSVP at: taaaconline.org/events



**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

A WORD FROM MSEA

Employees may mistakenly believe that the First Amendment protects their right to post anything they want on social networking sites. Unfortunately, school employees have limited free speech rights—employee speech is not entitled to First Amendment protection.

Here are some tips:

1. Set strict privacy settings so that only your friends can see your photos and posts.
2. Do not friend or share posts with students or their parents.
3. Create a separate account if you are using social media for educational purposes or classroom lessons.
4. Do not post on personal networking sites during work hours.
5. Do not use a school computer to post. Rules may be more restrictive when educators are using district-issued computers or the post is transmitted using the district's server. Even posts made on privately-owned devices like your smartphones using the school's wi-fi connection can be traced
6. Don't post negative or offensive comments about your job, your administrator, your school, or your students or their families.

For more from the MSEA legal team, visit: marylandeducators.org/a-word-from-the-legal-team-on-social-media-posts/

NOMINATIONS OPEN

The Nominating Committee is accepting nominations for two positions:

- One (1) vacant Board of Director seat to complete the term ending July 2026.
- Three (3) members of the Negotiations Committee (Three will also be appointed.)

Nominations will close Wednesday, October 9 at 5:00pm. Visit: taaaconline.org/oct24elect

SICK LEAVE BANK

Open enrollment for the TAAAC Sick Leave Bank ends September 30! Protect your (and your colleagues') pay, benefits, retirement, and tenure by donating just one day.

Learn more: bit.ly/3nEfApM

CONTENTIA: UNISERV UPDATE

There is no Dress Code at AACPS. While the employee handbook encourages professional appearance, it does not specify any types of clothing as "unprofessional" nor does it prohibit particular types of clothing. TAAAC's position has always been that there is no dress code, and any attempt to create or enforce a dress code is subject to collective bargaining since it is a change to working conditions. We have won several grievances over the years on this issue. Admin may suggest certain forms of dress and encourage "professional appearance" in general terms. However, you CANNOT be subjected to discipline for failure to meet particular dress standards.

If you believe your admin is instituting a dress code, please contact your UniServ Director.

JOIN A COMMITTEE

Below are the dates for upcoming committee meetings/events. For times and locations, visit taaaconline.org/events.

September 12: Member Organizing Team

September 14: Kunta Kinte Heritage Festival

September 19: Member Organizing Team

September 22: Door knock for Jeremy York

September 24: All Member Meeting

September 26: Political Action Team

Sept. 29: Door knock for Erica McFarland

October 5: Door knock for Dana Schallheim

October 7: Government Relations Committee

October 8: Political Action Team

October 9: Rep Assembly

Welcome to the 496 new TAAAC members who joined our union over the summer! Help other new hires join at: <https://www.mynea360.org/s/join-now>

