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TAAAC
February 2025

Action Report

Kristina Korona, President
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Diane Barnes, Secretary-Treasurer

Why are we part of a union?

Right now, tensions are high. Many of us are feeling under threat. We are concerned for our public school system and our marginalized communities--unsure of what will happen next. We are thinking about how the actions at the federal level will impact our immigrant students, our LGBTQ+ students, our students with disabilities, and others including ourselves and our families. We are also concerned about how right now decisions are being made without educators at the table and with limited to no Congressional oversight.

When we are in a place of fear, sometimes our reaction can be to lash out against those who disagree with us. When this happens, let us take a breath and pause to help us avoid causing harm to each other. As we have debates with our fellow TAAAC members, let us remember that in the end we have common interests that bind us together: we care about our students; we care about public education; and we care about our working conditions.

We became union members because unions are the way workers build the power they need to advocate for improved working conditions. We chose this profession because we believe public schools are the way to help every student--regardless of their background and zip code--achieve a high-quality education. When tensions are high and our differences of opinion seem insurmountable, let us return to these commonalities that have brought us together.

Every TAAAC member has a voice and a place in our union which is democratically run. Being part of a democracy requires us to step into brave spaces! If you have a question, ask it. If you have an idea, share it. If you want to take action, join with us as we organize. Let us be willing to challenge ideas and to have our ideas be challenged through civil discourse. Along the way, we must refrain from personal attacks. Personal insults and bullying are not how we will achieve our goals. Mistakes will be made but we must work through harms together in community. We cannot afford to alienate any member because our strength as a union comes from our people-power. We are lucky to be 6,600 members strong (over 90% of all Unit 1 employees)! If we want to improve our own lives, our students' lives, and our communities, we must act together in solidarity.



Right now, our union has many ways for every member to get involved in support of our students, schools, and community. Use the QR Code to find opportunities that range from 30-second virtual actions to attending in-person rallies. Along the way, let us remember that we work in the same school system; we educate the same students; we participate in the same union; and we are members of the same community. We are TAAAC--stronger together!

Joint Union + AACPS Budget Town Hall

Join with fellow union members, along with AACPS to advocate for full funding of the AACPS Budget. We are calling on the County Council to protect the essential staffing positions and our compensation package to show our children are worth the investment!

Save the Date:

Thursday, March 27, 2025

6:00-8:00 pm

Location TBD

Hear from educators, take actions, and join with community allies in support of our schools!



**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

The "Internal Transfer" process will soon open up for all Unit 1 employees. 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 without the approval of the Executive Director of Human Resources. (The form to request this approval can be found on the Employee Intranet).
- You apply for an internal transfer 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.

STUDENT SCHOLARSHIPS

The TAAAC Foundation for Educational Excellence is pleased to announce scholarships to be awarded to students in AACPS. Nine scholarships will be one-time awards of \$500 for the first year of college. One of these nine is given by TAAAC-Retired; one scholarship will require a major in computer science and/or technology; and one requires attendance at any trade school. In addition, two one-time book stipends of \$300 will be awarded in memory of Samuel and Bessie Chao. Applications are due to the TAAAC Office by 4:00pm on April 4, 2025. For more, visit: taaaconline.org/about-taaac/taaac-philanthropy/

COMMUNITY BUDGET PETITION

As educators and community members, we join in solidarity to advocate for a strong public school system here in Anne Arundel County. If we want to move AACPS from good to great, then we need to commit to raising the revenue to fully fund our schools. We know that our children are worth the investment!

As a result, we urge our elected leaders to ensure that our schools are fully funded in order to do the following:

- Ensure the entire educator pay scale is competitive with surrounding counties so we can BOTH recruit and retain educators
- Ensure all school system staff receive a living wage so that one job is enough
- Ensure there is increased staffing to reduce class sizes and caseloads
- Ensure there is increased staffing to support our special education students and multilingual learners

To add your name in support, visit:

secure.ngpvan.com/M2lgsn8_z0aSJPtYmeA0qw2

WORKGROUP OPPORTUNITY

Are you interested in advancing racial, social, and economic justice for fellow TAAAC members and our community? Do you want to help your union take action on important issues? Join our Racial Social Justice Committee as we form targeted workgroups on advocacy work!

To add your name, visit:

taaaconline.org/committee-signup/

MSEA & NEA ELECTIONS

Elections are now open for MSEA and NEA Delegates and MSEA Board of Directors! TAAAC Members have endorsed Will Johnson and Donna Christy. Written information about the candidates is hyperlinked in the ballot itself. Cast your ballot at: <https://secure.intelliscanvotes.com/msea/2025/>

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

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