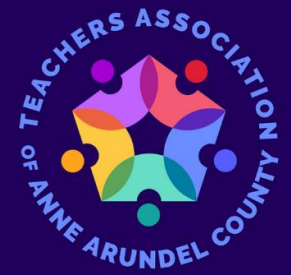


AT THE TABLE



A BARGAINING BULLETIN

Dear TAAAC members,

Even as this school year wraps up, TAAAC is preparing for contract negotiations in the 2026-2027 school year. One of our first steps will be to seat a bargaining team that is broadly representative of our membership—and to identify members who are interested in taking action in support of TAAAC bargaining as part of the contract action team. [Here is the survey we are using to do that.](#)

Why is this survey going out so early?

Under TAAAC's Bylaws, the Executive Director puts forth a slate of nominees for the bargaining team for approval by the TAAAC Board of Directors. This will occur at the Board of Directors meeting that takes place in late May, so the due date for this survey is **Friday, May 15.**

These two teams are equally essential; the bargaining process can't succeed without both. One useful analogy characterizes the bargaining team as being like a drill bit, while the contract action team is like the drill itself. A drill bit used by hand has very limited power; a drill without a bit is (literally!) pointless. They have to be paired to be effective.

How much of a time commitment is bargaining?

As you may be aware, TAAAC's current contract with AACPS contains language addressing the conduct of negotiations. [These are called "groundrules," and they are in Article 22 of the contract.](#)

It is uncommon for groundrules to reside in the contract itself; typically the parties negotiate them at the beginning of each cycle of bargaining. However, AACPS has recently insisted on adherence to the elements of this language that it regards as favorable to the district, and we will be adhering to all of the requirements of Article 22 in these negotiations.

These include the requirements that:

- The first negotiation session occur no later than October 9
- All proposals be made by the end of the second negotiating session, and
- The teams meet for one day each week from 9 am to 3 pm until we have a tentative agreement for ratification by both parties.

This means that serving on the bargaining team will be a substantial time commitment, including during the school year. There will also be significant work for the contract action team to do, but it is likely to be more flexible in time and intensity.

What if I might want to be on the bargaining team, but am not sure?

If you are interested in participating in the bargaining team, please do fill out the survey! You do not need prior bargaining experience; I have been training and leading bargaining teams for 25 years, and am confident that whatever mix of experience we bring to this contract cycle, we will have a strong group that is fully prepared for the process.

AT THE TABLE



A BARGAINING BULLETIN

What will happen after I fill out this form?

Completing the form is not a firm commitment to be on the bargaining team! We are likely to have more interested bargainers than we do slots on the team under the current groundrules, and we may have to choose among possible team members to achieve an adequate representation of school and employee types.

If you're on the fence and interested in learning more about the process, please fill out the form so that we can talk through any questions you may have about whether serving on the 2026-2027 bargaining team is the right choice for you.

In the meanwhile, if you'd like to contact me directly, I can be reached at apicard@mseaneaa.org.

Yours in solidarity,

Alyssa Picard

Executive Director, TAAAC