



TAAAC
EST 1920
June 2025

Action Report

Kristina Korona, President
Jorge Córdoba, Vice President
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How You Built Your Union This Year

This year, you and your colleagues took actions big and small in support of better working conditions and better student learning conditions. You advocated in your buildings for respect, testified at budget hearings for increased salaries and staffing, and lobbied in Annapolis to pushback on cuts to education funding. We didn't win on every front, but we made gains and laid a foundation for our work that will continue next year. Here are some of this year's highlights for how you made your voice heard and worked to build your union's power:



- Because you elected pro-public education candidates to the Board of Education (**6/7 endorsed candidates** won in 2024 with the help of **80 apple ballot volunteers!**), you secured a **3% Cost of Living Increase** in your negotiated agreement, even as surrounding counties struggle with budget shortfalls.
- Between Board of Education, County Executive, and County Council budget hearings, nearly **150 members testified**, and over **250 members sent emails** on topics ranging from higher salaries to improved staffing. Building Reps used their newly developed Building Action Teams (BATs) to quickly garner **2,628 signatures** for our budget petition to advocate for increased education funding.
- Job-based organizing by **NBCT School Counselors** has finally led to a budget amendment so they will earn a **\$10,000 salary enhancement** like NBCT teachers (stay tuned to see if the county funds this!), by **Literacy Teachers** has led to stipend pay for leading equity PDs, and by **Social Workers** has laid the groundwork for future efforts to finally resolve pay inequities and improve their working conditions.
- Staff from **17 schools** joined the national May Day movement by participating in walk-ins to protect public education and push back against the federal government's actions that are negatively impacting our schools, our students, our union siblings, and our communities.
- Members showed **cross-union solidarity** with SAAAAC and AFSCME at our **joint budget town hall**, sharing their stories about our need for improved working conditions, highlighting to our County Councilmembers the value of a living wage for all and the essential role that every educator plays in our school system. At our May Day solidarity cookout, we were joined by members of SAAAAC and AEL for an afternoon of union camaraderie.
- **Special Education Committee members** testified to educate the larger public and our elected leaders about the issues they are facing while also fostering collaboration with AACPS, hosting a joint meeting to discuss issues impacting special education and securing a commitment for further collaboration next year. **Green Committee members** are making our union meetings and offices more environmentally-friendly and have hosted union-sponsored trainings so members can earn Green School Credit.
- Due to robust member advocacy, the Board of Education agreed to **Career Ladder improvements**.

Next school year, you and your colleagues will be able to build upon these efforts to continue to improve our working conditions and our students' learning conditions while also continuing to protect our public education system as a whole and advocate for improved quality of life for our entire community.

Contract Ratification

Your bargaining team has reached a tentative agreement for your FY26 negotiated agreement, including a 3% COLA and career ladder modifications!

Here's the timeline of next steps:

- **June 5:** All member meeting via Zoom at 7:00pm
 - **June 6-16:** Ratification vote is live
- For more information and highlights, scan the QR code



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

EXECUTIVE DIRECTOR UPDATE

At the April Rep Assembly, Executive Director Scott Soares, who has served in his position since the spring of 2023, announced that he will be leaving TAAAC on June 30. He plans to send out a communication to the entire membership shortly. The Board of Directors is working with an HR firm to conduct a national search this summer so a new Executive Director will be in place by early fall.

CONTENTIA: UNISERV UPDATE

"The two days of early release time for students, scheduled immediately prior to the end of each semester will be utilized to provide self-directed work time for teachers at all levels." (Article 11N) You are not obligated to attend any "housekeeping" meetings at your school on June 12 & 13 after the students are dismissed. That is YOUR time to do what you need to complete report cards and end of the year work.

SICK LEAVE BANK

Did you know that next year you only need to donate ½ a sick day*, you can receive up to 100 days per year in the case of an emergency? The Sick Leave Bank can help protect your position, pay, and benefits if you get sick, have a long-term injury, or a psychological event that requires extended leave. Open enrollment is between July 1 and Sept 30, or during the first 30 days of a new educator's employment. Current enrollees have until June 30 to cancel in writing for the following school year or risk the irretrievable loss of their 1/2-day contribution. Note that retired-rehired educators are not eligible. Learn more at: bit.ly/3nEfApM

*Normally, 1 day is donated/year but the Board approved the Committee's recommendation that only a ½ day be donated next year since the bank has a surplus of days.

RETIREE CELEBRATION

If you are retiring at the end of the year, join your union colleagues for a celebration of your years of experience and dedication on June 12 from 4:30-6:30 at Kinder Farm Park! RSVP here: secure.ngpvan.com/_6lG_UrtgkCebIvCf8lIAA2

JUNETEENTH

March with TAAAC in the annual Annapolis Juneteenth parade and/or sign up for one shift at our booth at the festival! Here are the details:

- Parade: Sat, June 21 from 11am-1pm, St. John's College to Amos Garrett Blvd.
- Festival: Sat, June 21 AND Sun, June 22 from 1pm-7pm, Anne Arundel County Fairgrounds
- RSVP by scanning the QR Code



UPCOMING: LDC 2025

Save the date for our second annual Leadership Development Conference on September 5-6, 2025! If you want to learn about organizing, becoming a union leader, and more, sign up for more information here:

secure.ngpvan.com/ek-DrWbfl0GuNgfqBbQqsw2

TEACH TRUTH DAY

Join us on June 7 to teach our community about organizing against book bans! RSVP: secure.ngpvan.com/CqfrTqpXQ0qw7NPGv-ncfg2

MSEA TRAINING

MSEA is pleased to offer Yes, You Can! Part 1- Classroom Management at the Maritime Conference Center on 6/20-21. Meals and snacks provided. Register: secure.ngpvan.com/-PCSs3QlTESUJBPQmJqAVA2

It's Early Enrollment! That means new members can join now, and wait to pay dues until September! Learn more at: <https://www.mynea360.org/s/join-now>

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