



TAAAC
EST 1920
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Action Report

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Lack of Affordability and the Right to Strike!

Do you feel like you always have the autonomy and resources to support the students in your classroom or office when they walk through your door? Does your paycheck let you cover your grocery and electricity bills while also having some money remaining to put into savings? We know that a strong public education system depends on educators who are valued, given manageable workloads, and paid fairly; however, Anne Arundel County has historically underfunded our public schools, which is why every year we have to fight for the salaries we deserve as well as the resources that our students deserve.

These last two months, TAAAC members have continued the fight by sending emails, testifying at budget hearings, and lobbying at the state house. Most recently, 44 members showed up to the Board of Education meeting to advocate for an additional 1% COLA (on top of the previously proposed 2% COLA and step). Due to our relentless advocacy, the amendment leading to a 3% COLA did in fact pass! Members also testified at the meeting about ways to improve our working conditions. See photo below.



While our advocacy can often lead to positive change, we know that the most powerful tool we have as workers is to withhold our labor. However, in Maryland, striking is illegal for public sector workers. Often the worry is that strikes will hurt students, but we know that it is the chronic underfunding of public education that actually hurts them. In San Francisco this month, we have seen the power of striking. Here is how the union president Cassondra Curiel explained the impact: "By forcing SFUSD to invest in fully funded family healthcare, special education workloads, improved wages, sanctuary and housing protections for San Francisco families, we've made important progress towards the schools our students deserve. This contract is a strong foundation for us to continue to build the safe and stable learning environments our students deserve."

Strikes are always a last resort. Often it is just the threat of a strike that puts enough pressure on management to concede. Last August, some of our school system's privately contracted bus drivers took a strike vote. That vote alone was enough for them to get improved health care benefits. Every worker deserves the right to strike. Currently, there is a bill to do just that before the Maryland General Assembly for both public sector educators and librarians. We have been lobbying and working in partnership with other labor unions, including the Baltimore Teachers Union, on this issue this year. Ultimately, this effort is tied into our May Day Strong efforts as we fight for workers to be prioritized over billionaires. As we need do this, we will need to take larger, bolder actions to ensure we have a world that works for all of us not just the select few at the top.



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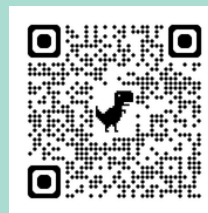
As part of our escalation plan to fight for workers over billionaires and to protect our communities in the build-up to May Day, TAAAC members are participating in this upcoming day of action!

Details:

- When: March 28
- Where: Around Anne Arundel County throughout the day!

Mark your calendar for more upcoming information to take action!

RSVP here:



**TAAAC Board
of Directors**

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



TAAAC Member Resources

CONTENTIA: UniServ Update

The annual internal transfer process opened on March 2, 2026. In Article 12A of your Negotiated Agreement, you can find information about the protections and process. Here are some highlights to keep in mind:

- The internal transfer process is only open to Tenured teachers unless approved by HR. Nontenured teachers may only participate if it is their final (third) year of non-tenured status.
- You apply for an internal transfer by applying 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.
- While the internal transfer process opens in March, positions are posted on a rolling basis as faculty retire, transfer themselves etc. By applying early, you can pick from a broader selection of positions rather than a more limited set later in the year.

Read more contract highlights by scanning the QR code.



DOCUMENTARY SERIES

-  Join us for a new discussion series on the upcoming topics: Income Inequality, Immigrant Experience, and Labor History. This month, the first will be held at the TAAAC Office on Thursday, March 19 at 5:00pm. Scan the QR code to RSVP to attend and stay tuned for the rest!

IMMIGRATION FORUM

How much do you really know about the US immigration system? How can we make it more effective and more humane? Join us on March 17 for a panel of knowledgeable community members on a range of issues related to US immigration policy. We welcome all members for a conversation across political differences as we explore ways to improve the current U.S. immigration system. Use the QR code to RSVP.



GREEN SPEAKER SERIES

-  Are you interested in enhancing your curriculum with hands-on environmental projects? Join the Green Committee on March 12 at 5:30pm at Arlington Echo. Use the QR code to sign up.

RSJ BOOK CLUB

The Racial Social Justice Committee is hosting a book club over second semester to discuss chapters from Teachers Unions and Social Justice. Scan the QR code to RSVP.



NOMINATIONS OPEN

-  The TAAAC Nominating Committee is seeking nominations for both the Nominating (15 seats) and Credentials (8 seats) Committees for the 2026-27 school year. If you are interested in submitting your name, please scan the QR code by April 8, 2026. Voting will occur at the April RA.

ELECTION RESULTS

Meet your incoming TAAAC Leadership at taaaconline.org/2025-26-taaac-elections/

Welcome to the new hires who joined their union this month. Get to know your colleagues and ask them to join your union too: <https://www.mynea360.org/s/join-now>

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