



TAAAC
EST 1920
May 2026

Action Report

Kristina Korona, President
Jorge Córdoba, Vice President
Will Johnson, Secretary-Treasurer

Member Job Satisfaction

Over this semester, Unit 1 employees have participated in what will become an annual Job Satisfaction Survey. TAAAC based our survey on the model used over the last decade in Howard County as a joint initiative between the Howard County Education Association and Howard County Public Schools. The survey asks all Unit 1 employees about their working conditions, morale, and confidence in system leadership.

The goal of implementing this survey is to make issues central to your daily work visible to your worksite administrators, central office, and the Board of Education. Ensuring educators have a voice at the table when decisions are made about their working conditions is essential as we advocate for the schools we all deserve. For too long, public school educators--and specifically the labor of women and people of color who have always led this profession--have been devalued. Taking actions like this to gather data, combined with more public actions like our May Day walkouts, make it clear to not only our employer but the community that we are willing to speak up for ourselves, our students, and our communities. Just as Howard County does, we are working to develop longitudinal data to help us assess those we represent to see what is going well within our school district, where there are areas for growth, and over time how things are progressing.



District-wide results have already been sent out by email (or scan the QR code below), and now building representatives are scheduling May 10-minute meetings to review worksite-specific data with members. The district-wide results are broadly positive, especially with regard to interpersonal relationships



between each other, our administrators, students, and their families. However, it is also clear that overwhelming numbers of you think school-based and district-level professional development need improvement, training and support to handle challenging student behaviors are currently insufficient, and as we have heard for many years, your planning time and workload do not match the demands placed on you every day.

This data is intended to celebrate the positives while also being used in solution-oriented ways to continue to move AACPS from good to great. How we achieve that is up to you and your colleagues! Here are the recommendations that we have shared with your building reps about how to move forward to give you and your colleagues a voice in improving your own working conditions:

1. With your building reps, review your school-specific data at your May 10-minute meeting.
2. Together with your colleagues, identify areas that are working well and areas of growth. Then develop specific, tangible ways to address these.
3. Afterwards, your building reps will reach out to your worksite administrators/supervisors to set up a meeting to discuss and advocate as needed. Another way to approach this is to bring the results along with your recommendations to your school's Faculty Advisory Council meeting.

County Council Budget Hearings

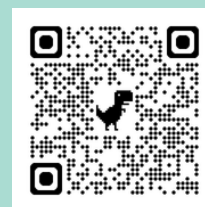
The final stage of the FY27 budget process is the County Council making their budget amendments. They can move money from other line items to fund our COLA. Sign up to attend a budget hearing here >

There are two hearings to choose from:

- May 13, 7 pm at the Arundel Center
- May 19, 7 pm at Severn Run High School

Scan the QR code to register.

RSVP:



TAAAC Board of Directors

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



TAAAC Member Resources

CONTENTIA: UniServ Update

Observations and ratings can be a stressful part of your job. If you feel that you have been unfairly targeted during an observation/rating, please use the following checklist to see if procedural errors were made by your administrator. Please note that observations and ratings are only grievable for failure to follow the procedures outlined in Article 16 of the contract.



NOTIFICATION OF ASSIGNMENTS

Your administration is required to share a copy of the school's proposed roster by June 1 annually. While assignments may change afterwards, be sure to hold your administrators accountable to this important deadline so you know what to expect for next year.

Here is what Article 12E (Notification of Assignment) says in your negotiated agreement: "Principals shall make available to school-based Unit I members a copy of the school's proposed roster of the tentative assignments and tentative schedules for the next school year by June 1 annually.

"Non-school-based Unit I members shall be notified of their tentative assignment for the next school year by their appropriate department administrator by June 1 annually.

"The reporting date for 10-month Unit I members shall be included with the above information."

RETIREE ICE CREAM SOCIAL

Save the date for Tuesday, June 2 at 5:00pm for an ice cream social to celebrate the years of service of our retiring educators and learn about TAAAC-Retired membership! Location to be determined. There will be door prizes, as well as dairy-free options. Open to all educators and their families. Please scan the QR code to register.



APPLE BALLOT WITH TAAAC

Let's help voters learn about educator-endorsed candidates in Anne Arundel County! Sign up for early voting and primary day voting locations, or choose "I'll go anywhere"! Priority precincts are currently being identified, so choose what works for you and you will be contacted closer to voting with instructions and information.



DOOR KNOCKING

Did you see your fellow TAAAC members voted to endorse James Kitchin for County Executive? Kitchin's experience as a teacher and his goal of keeping big developer money out of politics made him stand out in a crowded race. While his opponents may have strong records, Kitchin has worked in the county executive's office for nearly eight years, so he's the only one ready to step into the job on Day 1!



Every Saturday, we are door knocking throughout the county. Scan the QR code to help us get out the vote!

SUMMER JOB WITH TAAAC

Join your union as a member organizer (\$30/hour) to help recruit new members, plan our Leadership Development Conference, and build our union's power! This summer will focus on door knocking and in-person meetups with members across the county. Learn more and apply by May 20 by scanning the QR code.



BUILDING REP/ FAC ELECTIONS

Reminder: Elections for building reps and Faculty Council members should be conducted by each school in June. Speak with your current reps to determine the process and dates.

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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