



TAAAC
November 2025

Action Report

Kristina Korona, President
Jorge Córdoba, Vice President
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Schools We All Deserve

This year, based on feedback in the all-member survey as well as through listening sessions, we have developed this year's campaign priorities. We know that when you and your colleagues organize to advocate together with high member involvement, we can win the

Schools We All Deserve. In addition to **increased compensation**, here are the top three priorities you have shared that are most important for this year:

- **Health and Safety:** improved working environments & better procedures and increased staffing to manage student behaviors
- **Working Conditions:** reduced class sizes and caseloads; improved school climate; improved relationships with administrators; and flexibility in where you work
- **Time and Resources:** complete curriculum, sufficient instructional resources, and protected work time



These priorities might feel hard to tackle; however, if you and your colleagues join together to advocate and make your case to our board of education and throughout the community, none of these issues are insurmountable. Ask yourself these questions: Are you concerned about physical injuries due to unmanageable student behavior? Does inadequate staffing negatively impact your working conditions? Has your school building been too hot? Did you find mold in your classroom or office when school began? Does your class size or caseload keep growing? Are you able to work with your administration collaboratively? Do you have the time you need to do your paperwork or grading? Do you have the necessary resources you need to do your work efficiently and effectively?

If you were bothered by any of your answers, then the next question to ask yourself is this: are you ready to join with your colleagues to win the schools YOU deserve? Your first action to show solidarity is to wear your TAAAC t-shirt on Tuesdays. Remember: the closer you and your co-workers are to a supermajority of members participating in any given action, the more likely you will win the salaries and working conditions you deserve. That means it's your responsibility to check in and remind your colleagues to wear their TAAAC shirts on Tuesdays. Right now, we are building up to Tuesday, December 16 which is the day before Dr. Bedell presents his proposed school budget. Our goal is for 75% of TAAAC members to wear their shirts that day. Building reps will be tracking to see if your school has achieved this goal. By taking this action together, you and your colleagues are showing the Board of Education that we are a powerful, unified force, ready to take action on the issues that mean the most to us. In addition to advocating in your buildings, where you can address issues through your Faculty Advisory Councils or by filing grievances, you and your colleagues will have opportunities through the budget process, during the legislative session, at the bargaining table, and through community collaboration to advocate to address these top priorities that you and your colleagues have identified. Know that every action you take makes your union stronger so that we have the collective power to win the schools we all deserve!

You're Invited!
105th Celebration!
Let's celebrate together TAAAC's
105-year history & honor those
who laid our union's foundation
that we continue to build upon!

- Date & Time: Fri. Nov 14, 6-10 pm
 - Details: Food, drink, music, fellowship, reception, and dancing.
 - Location: Kurtz's Beach in Pasadena
 - Tickets: \$10 for members, \$35 for guests
- Scan the QR code to RSVP by 11/6 >>>



**TAAAC Board
of Directors**

Charis Cephas • Maria Côté • Dyana Cronin • Maryalice Davis
Will Johnson • Chris Lerch • Melissa McHarg • Elizabeth Ruddy
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TAAAC Member Resources

CONTENTIA: UNISERV UPDATE

In total, Unit 1 employees are guaranteed 410 minutes of individual and collaborative planning time per week. Elementary teachers should have 225 TOTAL minutes of individual planning time per week, 210 of which must be scheduled during the student day. Planning time blocks cannot be shorter than 30 minutes. When considering any arrival and dismissal duties, which do not count against your non-professional duty limits, make sure you are getting your full planning time, and this is not taking from it.

Secondary teachers should have 210 minutes of individual planning per week scheduled during the student day. Planning time blocks in secondary cannot be shorter than 40 minutes. (Article 11C) If you think your schedule does not include sufficient planning time, track your hours and reach out to your FAC to discuss schedule adjustments with your administration. For additional support, contact your UniServ Director at 410-224-3330.

SOCIAL WORKER ADVOCACY

At the October 15 Board of Education meeting, three school social workers testified on topics including salary equity and job clarity while their colleagues stood with them in solidarity.



BUILDING REP TRAINING

Do you want to know more about grievances and contract enforcement? Come to our next Building Rep training!

This session will take a deep dive into the TAAAC and SAAAAC contracts and grievance procedures. Topics will include: identifying and assessing grievances, legal protections and limitations, grievance writing, holding "informal" grievance meetings with building admin. Questions? Contact Brad Darjeon at bdarjeon@mseane.org. RSVP: secure.ngpvan.com/al3AKF2EH0-Vz-6pWJyRyA2

NOMINATIONS OPEN

The Nominating Committee is accepting nominations for the following positions:

- TAAAC Secretary-Treasurer
- TAAAC Board of Directors (5 seats)
- MSEA Delegates
- NEA Delegates

Nominations will close Wednesday, December 9, 2025 at 5:00pm. Elections will be conducted between January 26 and February 13, 2026.

To submit your nomination, visit:

<https://taaaconline.org/2025-26-taaac-elections/>

SOLIDARITY WITH SAAAAC

Our SAAAAC (Secretaries and Assistants Association of Anne Arundel County) are working without an updated negotiated agreement with AACPS this year. After impasse was declared, SAAAAC and AACPS met with a mediator at the end of September. No resolution was found on several key issues, so their case is now going to the Maryland Public Employee Relations Board (PERB). Reach out to your SAAAAC colleagues to learn more about what they are fighting for and let them know that you and your fellow TAAAC members are ready to join in solidarity with them as they fight for a fair contract!

Welcome to the two 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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