



TAAAC
October 2025

Action Report

Kristina Korona, President
Jorge Córdoba, Vice President
Diane Barnes, Secretary-Treasurer

Advocating since 1920!

As we prepare for another year of bargaining and continue to organize for better wages and working conditions, we are taking a look back at our history as union members in Anne Arundel County. For 105 years, TAAAC members have advocated on behalf of our students, colleagues, public schools, and entire community. At a time when public education is under attack, we are taking time to celebrate our history, learn from past leaders, and continue to grow stronger, together. That's why we're hosting a 105th Anniversary Celebration! Due to the pandemic, we were unable to celebrate our 100-year anniversary, so with the help of our TAAAC-Retired members, we want to bring everyone together now. Save the date for Friday, November



14, from 6 to 10 pm at Kurtz's Beach in Pasadena. We'll have time for fellowship, learning about TAAAC history, and honoring the TAAAC members as well as staff who have created the strong foundation that we continue to build upon. There will be a reception with food, drinks, and music, which will be followed by dancing. Scan the QR code for more information.

In terms of our current advocacy, we were able to engage 20% of members in taking the annual all-member bargaining and issue survey. Due to the fact that we are in the middle of a multi-year collective bargaining agreement, we will have two reopeners, which means we can only select two articles in our contract—in addition to wages—to bring forward as bargaining proposals this year. Based on our four summer listening sessions, we created the all-member survey. Once we had the results, the Bargaining Team and Member Organizing Committee drafted priorities and held two additional listening sessions to determine the top two bargaining priorities: Planning Time (Article 11) and Student Discipline (Article 10).

However, our advocacy is not limited to what happens at the negotiation table. Based on the survey results and feedback, the Member Organizing Committee will be developing an additional set of priorities and organizing a campaign to win on these additional issues. If you want to be part of this process, join the Member Organizing Committee, which meets on the second Wednesday of each month. Right now, the top priorities identified include the following:

- Reducing class sizes and caseloads is your top priority. To do this, AACPS needs to increase staffing, which means that you and your colleagues will need to advocate for increased funding from the county council this year.
- Temperature concerns and mold issues have increased. Your contract does include language about healthy and safe working conditions, so you and your colleagues will continue to work this year to enforce these guidelines to ensure the health and safety of educators and students in our schools.
- A positive school climate is essential to retaining educators. This is strongly connected to the relationship between Unit 1 employees and their principals and direct supervisors. You shared an interest in various ways to improve administrator-educator relationships.
- Overwhelmingly, you reported that you are not receiving a complete curriculum and/or the instructional materials and resources you need to effectively implement that curriculum for your students, and you do not feel that you are being given enough autonomy to make instructional choices to support the individual students who are in front of you.
- Based on a variety of concerns from enforcement of cell phone guidelines to early elementary student behaviors, there has been discussion about the need for the school system to better engage families and support them so they can support their students, and in turn educators.



Stay tuned for how the Member Organizing Committee will take these priorities and cut to issues that you and your colleagues will be advocating for this year.

**TAAAC Board
of Directors**

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TAAAC Member Resources

CONTENTIA: UNISERV UPDATE

We won new language on the contract for teacher coverage pay several years ago. Before this, teachers would only receive compensatory time for losing planning time or splitting classes due to vacancies/absences. The new language in Article 15 B provides:

- \$30.00 per period for Middle and High School teachers who give up their personal planning period to cover a class
- \$30.00 per day for elementary teachers who have students added to their class for the day from an absence or vacancy, OR \$30.00 per period if they give up their personal planning period to cover a class.

There is also a continuing Memorandum of Understanding that allows teachers to voluntarily give up one of their individual planning periods for a semester to become the permanent teacher of record for a class. They shall be paid \$3,200 per semester per class they cover in this way.

MEET MIKE SUKAL: INTERIM ED

Mike worked at AFSCME for twenty-four years after spending a decade organizing with the United Steelworkers and SEIU. Mike and his family moved to Montgomery County in 2012 when he began his service as the National Director of Organizing and Field Services for AFSCME. He was responsible for the strategic direction of AFSCME's Organizing and Field Services programs where he coordinated the field for the AFSCME Strong cultural change program, which resulted in over 1,000,000 member-to-member conversations about changing the union; and hundreds of thousands of members joining or recommitting to AFSCME. AFSCME also organized tens of thousands of unrepresented workers under his leadership. As administrator, Mike led AFSCME's 35,000-member affiliate, Pennsylvania Council 13, through a turbulent restructuring phase in 2024-2025.

ALL-MEMBER GIFT

To help you continue to advocate in your buildings for your students and colleagues as a member of your union, every TAAAC member has been sent a thermometer for your work area. These have been basketmailed to your school. If you did not receive one, please check with either your building rep or your school secretary.

ANNAPOLIS PRIDE

Due to inclement weather, the Annapolis Pride Parade and Festival was postponed to the fall! Celebrate your students, colleagues, and community on Saturday, October 18 from 10am to 4pm!

RSVP here: https://secure.ngpvan.com/egSQyq3Wd0m9x_3mVyatsQ2

BUILDING REP TRAINING

Want to become a building rep but don't know where to start? Come to our Building Rep Basics Training!

For new and returning building reps, this training will focus on the foundations of serving as an effective building representative. Topics will include: key contract provisions, role on the Faculty Council, handling member concerns, and relationship with administration. The meeting will be held in the Art Classroom, Room 104, in Building D (the main building). RSVP at:

secure.ngpvan.com/pwaa400cloW7oSmST_NM_g2

UNDERSTANDING RETIREMENT

Considering retiring in the next five years? Join us on Tuesday, October 14 from 6:00-7:30pm for a virtual workshop brought to you by TAAAC/SAAAAC as a member benefit and presented by BD Wealth Management. RSVP: <https://www.eventbrite.com/e/taaacsaac-understanding-your-retirement-virtual-seminar-tickets-1688984972519>

Welcome to the 30 new members who joined our union in September! Know a colleague who isn't a member yet? Ask them to join now: <https://www.mynea360.org/s/join-now>

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