



TAAAC
EST 1920
September 2025

Action Report

Kristina Korona, President
Jorge Córdoba, Vice President
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Your Organizing in the School Year Ahead

Welcome to the 2025-26 school year! Shout out to the 12-month employees who have worked hard over the summer, welcome back to the 10-month members, and welcome to the new hires!

Last year, you and your colleagues took action and won improvements to your salaries and working conditions. For example, member-leader Dana Hurwitz, shared, "The English Language Development teachers felt our English Learners were being over-tested. We created a committee, developed a teacher survey, and presented the results to AACPS. We were ultimately successful, and testing was substantially scaled back."

It is clear that when you and your colleagues speak up and advocate together, you can make positive changes for yourselves and your students. It is through your advocacy that we have a COLA that is above inflation, gained 30 new special education positions, made improvements to the career ladder, and expanded the NBCT salary enhancement to school counselors. Anne Arundel County is in a much better position than our surrounding counties which are making staffing cuts, reducing promised COLAs, banning books, and rolling back antiracism policies. We have worked hard to ensure our county government is pro-public education and must keep it that way in the 2026 elections.

While we are in a good place, there is always room for improvement. For the year ahead, ask yourself: What changes do you want to see in your working conditions? What can make you feel more valued and respected? What would improve your job satisfaction? What would help create better learning conditions for your students? Make your voice heard: help set your priorities for the year ahead by taking the annual Issue and Bargaining Survey at the QR code below by September 12.

Additionally, in exciting union news, in August we purchased a new, larger union building. This means our union space is more than doubling: we'll have multiple larger spaces for members to come together for training, professional development, community building, and collaboration. We'll be developing the renovation plans in the coming months to make this space, which is right across from the Board of Education—2661 Riva Road, Building 800—our new union home!

Finally, to start the year off, your fellow members organized a Labor Day Solidarity Cookout and Day of Action on September 1. This was the continuation of the movement we launched together on May Day, standing in solidarity with all our communities under attack and fighting for real wins for educators and working families. We were joined by our union siblings and community allies, including SAAAAC, AEL, AFSCME Local 1693, AACC's Riverhawks Educators United, UFCW 1994 Bus Drivers and Attendants, SURJ3A, CASA de Maryland, the Right to Strike Coalition, NAACP of Anne Arundel County, Coalition for LGBTQ+ Students, Annapolis Pride, One Pasadena, and Chesapeake Indivisible. Together, we heard from speakers, took direct actions, and hosted a kid-friendly art build. You and your colleagues, along with our community allies, took actions to protect public education as well as our immigrant and LGBTQ+ friends and neighbors. Our efforts are ensuring working families are centered and prioritized over billionaires. Our union will continue these efforts throughout the year as we build to May Day 2026.



All-Member Bargaining & Issue Survey

Make your voice heard!

Submissions due **September 12.**

Listening sessions will be hosted with the Bargaining Team following the close of the survey on: September 18 and September 22. Results and campaign priorities will be shared at the October 1 Rep Assembly Meeting.



**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

CONTENTIA: UNISERV UPDATE

The start of a new school year naturally brings with it questions and concerns about your contractual rights. Every month, look here for contract highlights, such as:

Back to School Night: Unit 1 employees are required to attend one evening event, typically a "back to school" night, each school year without additional compensation. (Article 11G.1) A second evening activity can be required with sufficient notice and compensatory time. (Article 11G.2) For an overview of other important contract highlights for the start of the year, scan this QR code



SICK LEAVE BANK

Did you know that this year, you only need to donate ½ a sick day* to 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. 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 this year since the bank has a surplus of days.

JOIN A COMMITTEE

Do you want to get more involved with your union to advocate for improved wages, student learning conditions, or your school community? Join a committee! There are always ways to connect what you care about to your union. Learn more: <https://taaaconline.org/committee-signup/>

KUNTA KINTE FESTIVAL

Show your union pride in Annapolis this month by tabling at the annual Kunta Kinte Festival on Saturday, September 13 from 9am to 7pm! We will be providing books, giveaway prizes, and other resources to attendees of the festival. Here are the details:

RSVP: https://secure.ngpvan.com/IrUr_2kNqkmLuED967KLrA2

CITY OF ANNAPOLIS ELECTIONS

Following the recommendation of the TAAAC Government Relations Committee, TAAAC members have endorsed four candidates for City of Annapolis aldermanic elections:

- Harry Huntley, Ward 1
- Karma O'Neill, Ward 2
- Keanuú Smith-Brown, Ward 3
- Brooks Schandelmeier, Ward 5

The primary election will be held on Tuesday, September 16.

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! Here are the details:

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

NEGOTIATIONS COMMITTEE

The Nominating Committee is accepting nominations for the seven (7) elected positions for the Negotiations Committee. Seven additional positions will be appointed by the Board of Directors for a total of 14 committee members. Nominations will close Wednesday, October 1 at 5:00pm.

Visit: taaaconline.org/2025-26-taaac-elections/

80% of all new hires joined their union this summer! Make sure to introduce yourselves to the folks in your building, and ask them to join: <https://www.mynea360.org/s/join-now>

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