TAAAC EST 1920
November 2026

Action Report

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

FUND OUR FUTURE

Now that the general election is over, how do we hold our pro-public education elected officials accountable to our priorities? How do we enforce policies we lobbied for when we know the next state budget will be tight?



We show our strength and power as union members and educators by turning out.

As we head into 2027, Marylanders are feeling the impacts of decisions made by the federal government, including the cut to Medicaid funding of $2.7 billion and the loss of federal jobs. Public education funding is in fact shrinking as a portion of the state budget—now less than 20%. In addition to our state legislature's previous disinterest in sustainably raising sufficient revenue and the spiraling rise in healthcare costs, we need new options to continue the investment in education our students deserve.

Since the pandemic and the implementation of historic public education funding, Maryland has seen:

- ~20% growth in teacher and ESP salaries
- 2% increase in teacher positions and 17% increase in ESP positions (SY 20-21 to SY 25-26)
- 55% reduction in educator vacancies
- Expansion of student programs, including community schools and Pre-K

Students have also seen academic growth above that of many other states. While this is still not where we want to be, because of the increased funding, our students have experienced gains in reading, math, and science proficiency as well as improved attendance and drops in chronic absenteeism.

If you want to continue expanding Pre-K programs that give our students a strong educational foundation, expand CTE programs to prepare our students for the workforce, and keep raising salaries for all educators, we have to hold our elected officials accountable to the promises they made. This is a local and state fight: what our Board of Education is able to propose for our compensation package at the table is directly tied to funding passed in Annapolis.

In 2019, educators participated in one of the largest turnout events in Annapolis for the March for Our Schools rally to insist on an increase in public education funding after decades of systemic underfunding. We are preparing to do it again because 1/3 of state senators and delegates today were not in office when that occurred. They need to see us show up in even stronger numbers this time to demand the funding that our schools deserve.

Scan the QR Code or RSVP at secure.ngpvan.com/SUlFUesGkEKYoWRIxSemdw2 for MSEA's Fund Our Future rally on Monday, March 15 from 6 to 8 pm at Lawyer's Mall in Annapolis. We have filled the streets with educators before, and we'll do it again in March!



TAAAC leaders have committed to bringing 400 people as we are the closest local to the action, but we will be joined by educators and community members from around the state.

CONTRACT ACTION TOWN HALL

WIN THE CONTRACT YOU DESERVE! Join the bargaining team and member organizing committee to hear about negotiations at the table, and take action to win your priorities!

On November 16, we will present a preview of what the AACPS budget should look like to fund our contract proposals, and take action to speak with the elected politicians who just won their elections to ask them to fund the budget.
Location TBD in South County area.

Register here: shorturl.at/p8wXq

TAAAC Board of Directors
Charis Cephas • Maryalice Davis • Deanna Edmunds
Chris Lerch • Kristen Luketich • Elizabeth Ruddy
Jennifer Sell • Joy Reider Simpson • Keanuú Smith-Brown • Samira Tañedo

TAAAC Member Resources

GRIEVANCES & ENFORCEMENT

Join your TAAAC UniServ Directors for a training on Grievances & Contract Enforcement on Thursday, November 19 at 5:00 pm. 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, and holding "informal" grievance meetings with building admin. Location TBD in the Glen Burnie area. Open to all members. RSVP at: taaaconline.org/building-rep-trainings

GROW YOUR OWN PROGRAM

Enroll in AACPS's free Grow Your Own program to obtain your teaching licensure! AACPS and TAAAC are partnering on a grant program to enroll current and aspiring educators in programs throughout the state to earn a degree or teaching licensure. Attend one of the virtual information sessions: https://meet.google.com/frj-iabs-kre

- November 10 at 6:00 pm
- December 10 at 4:30 pm

Questions? Contact PLOA@aacps.org

TAAAC ELECTIONS

The Nominating Committee is accepting applications for the following positions: TAAAC President, TAAAC Vice President, TAAAC Board of Directors (6), MSEA Delegate (50), and NEA Delegate (40). Nominations are open until Tuesday, December 1. Elections will be held electronically in January-February 2027. The 3-year term for TAAAC President, Vice President, and Board of Director members will begin August 1, 2027. NEA Delegates will attend the NEA Convention in Indianapolis, Indiana in July 2027, and MSEA delegates will attend the MSEA Convention in Ocean City in October 2027. Submit your nomination at https://taaaconline.org/2027-28-taaac-elections/

CONTENTIA: UniServ Update

Open Enrollment offers employees the opportunity to select healthcare (medical, dental, and vision) benefits for the upcoming calendar year. As part of this process, when no changes to benefits are needed, coverage rolls over from one year to the next. This is not the case for employees who carry their spouses on their AACPS HMO or Triple Options plans; these employees are required to complete the spousal surcharge election during Open Enrollment each year. This means that even if you made this election the previous year, you are required to do so again for the upcoming enrollment year. If the election is not made during the enrollment period, the spousal surcharge will be initiated in the new calendar year.

Article 4.A of the TAAAC Negotiated Agreement in part states "In the CareFirst HMO and the Triple Option, the coverages of Self & Spouse or Self & Family, a monthly surcharge will be added to the employee's premium share if the spouse is covered by the AACPS plan and that spouse is eligible for healthcare insurance through his or her own employer (exemptions include but are not limited to spouses employed by AACPS or spouses that are self-employed or unemployed). The amounts of the monthly surcharge will be $80 effective January 1, 2020."

In the event that that an employee discovers that the surcharge is being taken in error and contact Benefits, the information can be updated, however, no refund will be provided for the surcharge amount that has already been deducted. All employees are encouraged to ensure that all necessary elections have been completed by the close of the enrollment period.

AT THE TABLE

Visit bit.ly/4cDtYmd to read the latest updates from our bargaining team and learn about ways to take action to win the contract you deserve!

Welcome to the 23 new members who joined TAAAC last month! If you know a Unit 1 employee who has not yet signed up, ask them to join now: https://www.mynea360.org/s/join-now