



## Your Strength in Action

Your actions last month as part of the Enforce Our Contract Campaign made huge steps to improve your work conditions. Almost 100 worksites participated in at least one day of action, proving to the Board of Education that unsustainable work and caseloads are impacting every educator, student, and staff member.

You made your voice heard in the community too. Parents and supporters advocated on our behalf via social media, opinion pieces, and Board of Education testimony. Collectively, we brought AACPS back to the bargaining table for healthy, substantial conversations about our work conditions. A mediator has been selected, and we will begin mediation on December 13. Our bargaining team expects to have news about our contract soon.

Until then, we can continue to take on the role of supporting our fellow educators in our work and improving public education for each of our students, building by building. By hosting 10-minute meetings and updating bulletin boards, we keep each other informed about important resources available to union members and issues we are working to resolve together. Congratulations on taking these steps last month and making your voice heard in your worksite, with the community, and before elected officials.

### NOMINATIONS OPEN

Are you interested in running for a leadership position within TAAAC?

[Click here to learn more](#) or nominate a member today!

### POSITIONS

Elections will be held for:

- President
- Vice President
- Board of Director
- NEA Delegates
- MSEA Delegates

### DEADLINES

- December 14: Nominations Close
- January 20: Virtual Candidate Forum. [Submit questions here.](#)
- January 31 - February 18: Elections

### TAAAC Board of Directors

Betsy Bringer  
Emmanuelle Carr  
Jorge Cordoba

Dyana Cronin  
Jill Grimm  
Allison Heintz

Heather Kerlavage  
Minna Kim  
Kristina Korona

Elizabeth Ruddy  
Adria Watt

### AT THE TABLE: Bargaining Update

Our TAAAC bargaining team is hopeful that the mediator and community are seeing how unfair it is of AACPS to ask us to work an extra night for free. We are confident we will receive: a 1% COLA; a step increase for all Unit 1 members; and resolution to the decade-plus experience credit issue.

We will host an all-member meeting in December or January with more information.



# TAAAC Member Resources

For more information, visit [www.taaaconline.org](http://www.taaaconline.org).

## SPRING MEMBER ORGANIZER

Are you interested in supporting fellow union members and recruiting new educators to our union? Apply to be a part-time, paid member organizer this spring!

Member Organizers will help recruit new members and support leadership development with existing members. The deadline to apply is 12/12.

## COMMITTEE MEETINGS

RSVP below for upcoming committee meetings this month:

- [Member Organizing Team](#) (12/15)
- [Special Education](#) (12/15)
- [Community Involvement](#) (12/16 - at the TAAAC Office)

## TUTOR POOL

Apply to be included in the 2021-22 TAAAC Tutor Pool. The list of tutors will be posted on our website, shared with the media, and accessible by AACPS and libraries.

[Click here to learn more and apply!](#)

## BUDGET HEARINGS

SAVE THE DATE: The first public budget hearing of the season is January 4 at Old Mill High. Make your voice heard around issues such as hiring, infrastructure, longer-term contracts, and more!

## CONTENTIA: UniServ Update

As we look for ways to support our student's social and emotional wellbeing post-pandemic, it is important that educators understand their options and responsibilities when student behavior becomes disruptive. Per Article 10B, Faculty Advisory Councils may review student discipline policy with principals to assure it is being effectively implemented. For example, if students refuse to wear a face mask or use their cellphone during class, ask your FAC to review these policies.

You can also use methods like these to prioritize safe and welcoming environments:

- Restorative Circles, a group activity that helps students process their thoughts and feelings.
- Guided questions, to bring out the emotions and reasons that went into the student's behavior.
- Peer-led mediation, which trains students to serve as impartial mediators.

Call your UniServ Director if you need support, advice, or guidance.

## NEW MEMBERS

Our best hope to win a strong contract rests with all of us working together.

[Welcome to all the new members who have joined this month!](#)

[Know a Unit 1 employee who wants to become a TAAAC Member?](#)  
[Ask them to JOIN NOW!](#)



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[taaonline.org/2022-taaac-nominations](http://taaonline.org/2022-taaac-nominations)

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