



## OUR FY22 CONTRACT IS RATIFIED

After years of tireless advocacy, we can finally share that the wage inequity that caused over 3,000 TAAAC members to be paid less than their years of credited experience and dedicated service to our community has now been resolved. You wrote thousands of letters and made thousands of calls to elected officials and made it possible to bring all AACPS Unit 1 educators to their correct step. The COLA and back step(s) your Bargaining Team negotiated for should appear in your January 26, 2022 payroll.

This is an important milestone to add to our TAAAC history and it is because of our collective efforts! This contract will give us the space to move forward more unified than we have ever been, knowing that we have taken care of our colleagues who have been held back too long and we are on equal footing.

This is a time to celebrate, but not a time to rest. We must continue to make our voices heard as the Blueprint for Maryland's Future is implemented. The legislation will impact collective bargaining throughout the state and inform many of our options and decisions. Stay tuned for upcoming trainings, and other actions we can take together.



### BUDGET SEASON IS HERE

The Board of Education has hosted two public hearings to provide testimony. Now we must make our priorities heard with the County Council.

### TOWN HALLS

The County Council is hosting virtual hearings in each district.

[Click here to RSVP to testify.](#)

### UPCOMING DATES

- February 16: BOE approves budget
- March 1: BOE sends budget to County Executive
- May 1: County Executive sends budget to County Council

### 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

Bargaining for our FY23 contract begins immediately. You selected the resolution of the experience credit issue as our top priority for last year's negotiations team, and it is up to you to select the priorities for this year.

[Click here](#) to participate in a short member survey to share your top concerns, priorities, and actions you are willing to take to make these changes happen in your school and community.



# TAAAC Member Resources

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

## CONTENTIA: UniServ Update

COVID and related periods of quarantine have left many TAAAC members with little or no leave for the remainder of the year. And while the TAAAC Sick Leave Bank provides benefits for long-term absences, members are left wondering what to do if they need additional short-term leave for themselves or to care for an ill family member. Leave without pay options may be available, but most members simply cannot afford to go without pay.

Fortunately, another option does exist. AACPS does have a sick leave donation program available to all TAAAC members.

[Click here for information on the TAAAC Sick Leave Bank.](#)

[Click here for information on the AACPS Sick Leave Donation Program.](#)

## COMMITTEE MEETINGS

- ByLaws** - January 18
- Member Organizing Team**- January 19
- Special Education** - January 19
- ASI** - January 20
- Government Relations** - January 24
- IPD** - January 16
- Community Involvement** - January 27

[Visit taaaconline.org/events-calendar](http://taaaconline.org/events-calendar) to learn more and RSVP.

## SAFETY FORMS

Our contract details our rights to a safe work environment. It is up to TAAAC members to uphold safety standards and keep our students and peers safe.

[Click here to learn about your rights, and view a daily safety checklist.](#)

If you have questions related to COVID leave, call the TAAAC Office at 410-224-3330.

## FY 23 BARGAINING SURVEY

What are your top bargaining priorities for our next round of negotiations? So far, Superintendent Arlotto has proposed a 4% COLA and one step increase.

[Fill out the TAAAC FY23 Bargaining survey to make your voice heard!](#)

## 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!](#)

## NEW MEMBERS

[We are celebrating a new contract by welcoming all the new members who joined our union this month!](#)

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



# TAAAC Candidate Statements

## CANDIDATES FOR PRESIDENT



### Nicole Disney-Bates

You. You are the reason that I am running for TAAAC President. I am running because I care about you, your life, your school, and your challenges and successes. I promise you: that I will listen and respond to you and continue to advocate for you while continuing to grow TAAAC to be a member-led organization. As an 11th-year AACPS Special Educator, I am ready to take on the challenges of our teachers and related service providers and solve them with out-of-the-box solutions. I am here for you as new leadership for a stronger and more united TAAAC.



### Kate Snyder

We have seen our collective voice increase recently and that truly excites me about the future of TAAAC. We are headed towards an incredibly important time, a new superintendent, coming out of a pandemic and the implementation of the Blueprint. We need a leader that can navigate our union through this process. I have represented TAAAC members throughout my career as a building rep, faculty council member and chairperson, a director and now vice-president. I am ready to lead us into the future with a steadfast belief that our power lies in our collectivism. We are stronger together.

## CANDIDATES FOR VICE PRESIDENT



### Dyana Cronin

COVID has changed the landscape for Educators. There have been too many discussions and decisions made without our input impacting our work and the curriculum. My platform is simple, I will be that voice to the BOE. Explaining the impact of COVID, how it has impacted the Students and Educators of AACPS; and the need for constructive change that improves our total educational system. By gaining their RESPECT for us as Educators we will have a stable seat at the table for all items. If you agree, then all I ask is to please vote for Dyana Cronin Vice President.



### Kristina Korona

As an experienced, committed activist serving on the board of directors, I proactively examine our union's practices rather than passively accept the status quo. I've brought forward motions that are positively impacting our union from the closed Facebook group to our new communications staffer who manages our social media messaging. I've been a lead organizer for many of our actions concerning salary inequities, safety, and workload. As vice-president, I'll bring my strategic, forward-thinking vision to the executive team, ensuring that we're organizing to build our collective power so that not only are our concerns heard but our demands are met.

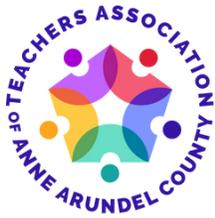
Elections will open on January 31 and close February 18.

A virtual candidate forum will be held on January 20.



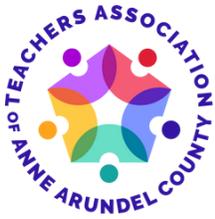
# TAAAC Candidate Statements

## CANDIDATES FOR BOARD OF DIRECTORS



### **Emmanuelle Carr**

No statement.



### **Daniel Kempler**

As a special education teacher, I have learned the most important thing is to effectively communicate, collaborate, and most importantly listen. If elected to the Board of Directors I plan to do just that, listen to member concerns and collaborate with the board of directors towards a resolution.



### **Heather Kerlavage**

The quality of the education of our students is only as good as the teachers who provide that education. To retain quality educators, they must be heard, respected, appreciated, and well-compensated. I'll represent and defend our teachers.



### **Melissa McHarg**

I have been with AACPS since 2012, working in both the middle and elementary school settings as special educator and a general education teacher. As a building rep I have learned much about our contract and union. I look forward to making positive changes by growing and strengthening our union.



### **Marissa Raimond**

As a Speech-Language Pathologist and a member of your bargaining team, I am excited about our future and advocating for positive change. I see the hard work being done by our teachers and all TAAAC members, and I know I will be a voice for all!



### **Karina Zotti**

I want to become TAAAC Board of Directors to support teachers and fight against making concessions. I taught ESOL for 27 years. I'm currently serving students and families as PPW. My experience and diversity will bring new ideas to negotiate better and obtain stronger benefits for ALL Unit 1 employees.