



Welcome back, TAAAC!

This month, thousands of educators prepared and welcomed our students back into school buildings. On behalf of TAAAC leadership, I want to offer our best for a successful school year! We have looked forward to in-person learning for over a year, but also understand 2021-22 is not a return to "normal". There are still many challenges ahead as this pandemic is not over. I know we will continue to rise to these challenges as we have for the last 16 months. We are ready to lead this year by example. We know the importance of following the science, and regardless of personal opinion, understand that our example is seen by our students. We know that our students watch and look to the adults to model these best practices in all settings.



WHAT DO I DO IF I FEEL UNSAFE?

We can work together to raise safety issues with your admin, and notify your BR/ FAC. Your concerns should be addressed immediately.

[Find the checklist here.](#)

USE YOUR SAFETY CHECKLISTS

AACPS has also provided checklists for Screening Students and Employees.

[Review them here.](#)

CONTACT YOUR BUILDING REP

Your BR and FAC should be given any safety checklists.

[Click here for more resources.](#)

TAAAC Board of Directors

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Jorge Cordoba
Dyana Cronin

Jill Grimm
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[Click here to apply to the vacant Board of Director Seat.](#)

AT THE TABLE: BARGAINING UPDATE

We are near reaching our main wage goals in a new FY 22 agreement. Our collective work has brought us to the precipice of ending the wage scale imbalance. While we remain patient, we need everyone's voice to stay united, and prepared to act if necessary.

At the moment, AACPS is holding our principle agreement on wages hostage to a mandate for a free/non-compensated work day. During the summer, we exchanged proposals with AACPS, suggesting ways to compensate us for the additional evening activity AACPS wants, but each of those were rejected. [Please see President Leone's most recent video update on bargaining here.](#)

Our contract that was scheduled to expire on July 1, has by mutual agreement been extended until we reach a new 2022 successor agreement.

TAAAC Member Resources

Here's what you need to know to start the Fall 2021 semester.

For more information, visit www.taaaconline.org.

CONTENTIA: UniServ Update

There are several resources that define the rating of Unit 1 employees; below is an overview.

- The rating is comprised of two parts – Professional Practice and Student Growth.
- A rating must include no less than two observations.
- At least one observation for a rating must be formal.
- An unsatisfactory (Developing or Ineffective) rating must include at least one observation conducted by someone other than the immediate supervisor.
- A rating must be presented to an employee in writing during a rating conference. The rating conference must occur prior to the final student day.
- Non-tenured employees are rated every year. Tenured employees must be rated at least once every three years but may be rated more frequently at the discretion of their administrator.

In all cases, TAAAC members should consult their TAAAC UniServ Director any time there is a question related to observations and ratings.

Commitment Card

Celebrating our 100th anniversary, we invite all members to take ownership of our union. [Sign here!](#)

Family Day at Six Flags!

Join fellow members for discounted tickets, all-you-can-eat lunch, and free parking on **Saturday, September 25!**

Here's how to get your tickets:

- Visit www.sixflags.com/america.
- Enter "TAAAC" as your promo code.
- Select up to 4 discounted tickets.
- Enter your TAAAC Member ID as your Gift Code.

Contact your Building Rep if you don't know your ID. There are also meal-only options for season ticket holders!

Membership Dues

Are You Paying Too Much?

If your employment status has changed and you have an annual salary under \$47,325 and/or are working half-time or less, please contact the TAAAC office so your membership dues can be adjusted accordingly.

New Members

As we start the fall semester, we're excited to welcome **423 new members!** Get to know our new colleagues!
www.taaaconline.org/new2021