



**TAAAC**

# Action Report

Vol. 54, No. 3

**Russell Leone**, President  
**Kate Snyder**, Vice President  
**Maureen Liakos**, Secretary-Treasurer  
**Kenneth Page**, Executive Director

## WE'RE ENFORCING OUR CONTRACT

[Sign on to the Class Action Grievance](#)

TAAAC members are united around the principle that we will not work for free. With AACPS insisting on three additional evening activities without pay at the bargaining table, it is time we say enough is enough.

Last month, members rallied at the Board of Education to make our voices heard around our out-of-control workloads and caseloads. Then, TAAAC leadership filed a class-action grievance to make sure that every Unit 1 employee is compensated for the extra hours we work for our students and families.

Now, we're using our power to make a change. From November 11 to November 23, we're enforcing our contract by keeping track of how many additional hours we work and filing a grievance based on violations of our contract. Already 18% of members have signed on, showing that AACPS leadership is out-of-touch when they say workload issues do not impact all members.



Take a look at the action days this month to stand with fellow educators.

| Nov 10  | Nov 11   | Nov 12   | Nov 15   | Nov 16   |
|---|--|--|--|--|
| Enforce our Contract Training at November RA                                  | Attend 10-minute meeting<br><br>Change Facebook Profile Frame                    | Email principal/supervisor asking them to prioritize work for the following week | Meet in parking lot and walk in together                                     | <a href="#">Sign the 100th anniversary commitment card</a> |
| Nov 17  | Nov 18   | Nov 19   | Nov 22   | Nov 23   |
| Wear red for #RedforEd Wednesday<br><br>Attend Member Organizing Team Meeting | Meet in cafeteria and leave together<br><br>Attend Community Involvement Meeting |  | Track extra hours worked since 11/10 and send to your TAAAC UniServ Director | Post out-of-office email response                          |

### TAAAC Board of Directors

Betsy Bringer  
Emmanuelle Carr  
Jorge Cordoba  
Dyana Cronin

Jill Grimm  
Allison Heintz  
Minna Kim

Kristina Korona  
Elizabeth Ruddy  
Adria Watt

[Visit our website to learn who was elected to the vacant BOD seat!](#)



# TAAAC Member Resources

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

## BARGAINING UPDATE

We deserve our wage package. We have earned it. AACPS' posture which insists on three additional evenings without pay is unsustainable.

In their impasse response, AACPS argues that "this historic potential wage package" is the basis of their offensive demands for additional non-paid evening work. While the total dollars are at a historic high, this completely ignores the fact that these funds are needed to resolve the pay inequities that have existed for years.

Both TAAAC and AACPS have agreed that we are now at Impasse.

The next step we take is to select a mediator who will determine if a settlement can be reached with the guidance of a third party. Continue to monitor our social media for updates and actions.

[For the full At the Table, click here.](#)

## 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!](#)

## CONTENTIA: UniServ Update

Observations are the primary component of the Professional Practice portion of a rating. Scores may be used for up to three years for tenured employees, and one year for non-tenured employees.

Per Article 16, formal observations should be scheduled at least five days in advance and require a pre-observation conference. For more, review the Negotiated Agreement.

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

## NOMINATIONS OPEN

Are you interested in running for a leadership position within TAAAC? Nominations are open until 12/6 for:

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

[Click here to nominate a member.](#)

## 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!](#)

