



**TAAAC**  
EST 1920  
September 2022

# Action Report

Nicole Disney Bates, President  
Kristina Korona, Vice President  
Maureen Liakos, Secretary-Treasurer

## Welcome, from Nicole Disney-Bates

Hello! I am grateful for the opportunity to work with you as the president of our union, the Teachers Association of Anne Arundel County. For the last 11 years, I have worked in AACPS as a special educator. In this role, I modified curriculum, held hands with parents while we qualified a student and they cried, helped feed students, and provided students with a voice. Since the start of my term, special educators have been hit hard by AACPS' choice to use contractors as a temporary fix to a much larger problem. However, all educators face a multitude of challenges at the start of the 22-23 school year. You have already faced new Brightspace expectations, involuntary transfers, changes to start times, and new bus schedules, just to name a few. You deserve the best, the students deserve the best, and we will keep paving a path to get us there because AACPS is not providing that now.



We know we are stronger together, so here's what all of us can do right now:

1. **Track our hours.** Scan the QR code to keep track of how many hours before, during, and after your duty day you are spending on Brightspace, for 2 weeks.
2. **Talk to your FAC.** By adding Brightspace workload to your FAC agenda, all members can gather data on how much extra time is being spent (or wasted) on Brightspace, and how that would be more productive.
3. **Get support from your admin.** Your principal doesn't want to have to spend time monitoring Brightspace either. Ask them for support in bringing your data to the regional superintendent to ask for changes to the expectations.
4. **Reach out to your UniServ Director.** If these avenues do not result in changes to your work conditions, get in touch with your TAAAC staff liaison: Mike Magee ([mmagee@mseanea.org](mailto:mmagee@mseanea.org)), Mark Mench ([mmench@mseanea.org](mailto:mmench@mseanea.org)), or Allison Yunda ([ayunda@mseanea.org](mailto:ayunda@mseanea.org)).



If every school commits to tracking your time for 2 weeks, we could change Brightspace expectations within the month for our whole union! Use this same model to make changes on any front you want. The more we work together, the more impact we will have. I can't wait to continue meeting more members as I work to visit every school! Please reach out if you have questions, or want me to come say hi (with donuts)!

### TAAAC Board of Directors

Diane Barnes  
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# TAAAC Member Resources

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

## CONTENTIA: UniServ Update

My name is Michael Magee and I'm a new UniServ Director working with TAAAC. I was born in Seattle and spent my formative years in the Pacific Northwest. I started in the labor movement as a student at the University of Washington where I supported Teamster's at a Whole Foods packaging plant win a boycott campaign. I attended graduate school at the University of Oregon where I was a leader in my local union, the Graduate Teaching Fellows Federation. I helped plan and implement a strike in my first semester and went on to serve as grievance chair, local President, and lead negotiator. I moved to Washington, DC in 2020 at the height of the pandemic as an organizer with faculty in higher education, and am thrilled to now support and empower educators in Maryland! When I'm not filing grievances and organizing members, you can find me playing strategic board games, reading political theory, and hanging out with my dog Olive and cat Juniper.

## NEW MEMBERS

Over the summer, 505 new members joined our union! This means 89% of Unit 1 employees are TAAAC members! Make sure to say hello and invite new members to meetings in your building!

## At the Table

During the last round of negotiations, our bargaining team worked to secure a 2-year agreement with limited reopeners including compensation/healthcare, review and evaluate the extension of the class coverage MOU, Blueprint requirements through FY24, and one (1) reopener per party.

Please complete the survey here to let your Negotiations Team know your priorities:

[www.surveymonkey.com/r/GBYWC3Z](http://www.surveymonkey.com/r/GBYWC3Z)

If you are interested in joining the FY24 Negotiations Team learn more here:

[www.surveymonkey.com/r/29JMS29](http://www.surveymonkey.com/r/29JMS29)

## SICK LEAVE BANK

Join the Sick Leave Bank to support yourself and your colleagues in a case of emergency! Apply for up to 100 days of leave that protects your pay and benefits. Open enrollment is between July 1 and September 30!

Apply here:

[taaaonline.org/formembers/member-benefits/sickleave-bank/](http://taaaonline.org/formembers/member-benefits/sickleave-bank/)

## COMMITTEE MEETINGS

Are you interested in getting more involved with your union? Take a look at some of the opportunities to get involved and support your peers!

Visit [taaaonline.org/formembers/join-a-taaac-committee/](http://taaaonline.org/formembers/join-a-taaac-committee/)

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