



**TAAAC**  
EST 1920  
February 2023

# Action Report

Nicole Disney Bates, President  
Kristina Korona, Vice President  
VACANT, Secretary-Treasurer

## Get CPI Certified

Over the last month, we have heard increasing incidents of violent student behavior. We know that the staffing shortages have hindered our capacity to react to these issues and provide support for these students in need. While we continue to advocate for better staff allocations and funding for CIs and other behavioral health professionals, our union is prioritizing training for educators to know the best tactics to de-escalate, verbally and physically, students when a violent situation is or may occur.

As a special educator, my training in Crisis Prevention and Intervention (CPI) has helped me on numerous occasions. I have had students throw desks and other objects, threaten me both verbally and with objects and more. Finding tools to help my students and myself has helped me stay in this profession. We want to do the same for other educators facing these same situations. It is important to add tools to our toolbox that increase our skills to keep ourselves and our students safe.

Things I have learned during CPI:

- Keeping your arms crossed shows a closed off attitude.
- There is a certain amount of space between individuals that most are comfortable with; and we need to have this body awareness when interacting with our students.
- Providing two choices may help de-escalate the situation.
- When supporting a student through an escalating situation, if you use verbal de-escalation strategies, you can help maintain a safe classroom.



If staff in your building are interested in CPI training or other opportunities to learn about keeping yourself, your peers, and other students safe, reach out to me at the TAAAC Office - (410) 224-3330!

## UNION ELECTIONS ARE OPEN

Voting began for the leadership of TAAAC, MSEA, and NEA on January 30, 2023. You have until February 17, 2023 at 5:00 p.m. to cast your ballot.

Vote online at:  
[vote.yeselections.com/MSEA/](https://vote.yeselections.com/MSEA/)

Here are the positions on the ballot:

- TAAAC Secretary
- TAAAC Treasurer
- TAAAC Board of Directors
- MSEA/NEA Delegate
- MSEA Treasurer
- MSEA Board of Directors
- NEA Director

### Election Incentive:

The schools (one per elementary, middle, high, and special center) that cast the highest percentage of votes win a pizza party on TAAAC!

Vote today!

## TAAAC Board of Directors

Diane Barnes  
Jorge Cordoba

Maggie Graham  
Chris Lerch  
Melissa McHarg

Marissa Raimond  
Jessica Roth  
Elizabeth Ruddy

Geoff Turk  
Karina Zotti



# TAAAC Member Resources

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

## CONTENTIA: UniServ Update

Observations and ratings are a stressful part of your job. Use this checklist to ensure procedures are met for the person responsible for rating. If the answer to any of the following questions is a “no,” please contact your UniServ Director at 410-224-3330.

- Were you rated by your building principal?
- If you are an itinerant Unit I member, were you rated by your base school principal?
- If itinerant, did your base school principal receive input from the principals of the other schools you serve?

Remember, Observations and Ratings are only grievable for failure to follow the above procedures. The content of the Observations and Ratings are subject to a 4-205 appeal, a much tougher standard of proof for the Unit I member.

## NOMINATIONS

The Nominating Committee is accepting nominations for a newly vacant Board of Director Seat. Nominations are open until the March RA. The position will begin immediately and end on 7/31/24. Additionally, nominations are open for the Credentials Committee (8) and Nominating Committee (15). Learn more at [taaaconline.org/2023-taaac-elections/](http://taaaconline.org/2023-taaac-elections/)

## LOBBY WITH TAAAC

Our Government Relations Committee is hosting lobby nights each week through the legislative session to advocate for better wages, decreased class size, expansion of the Blueprint, and more.

Sign up at <https://bit.ly/3YhRyxQ>

## SCHOLARSHIP APPLICATION

The TAAAC Foundation for Educational Excellence is accepting applications for the annual scholarship program.

Eleven scholarships are available for \$300-500 each. Applications are due March 31, 2023 at 4:00 p.m.

Learn more and help a student apply at <https://bit.ly/3l2CPIN>

## BUDGET HEARINGS

Make your voice heard for full funding of the education budget by emailing the County Council! Submit testimony to [budget-comments@aacounty.org](mailto:budget-comments@aacounty.org).

## MEMBER HIGHLIGHTS

Congratulations to Monarch Academy Annapolis arts integration and SEL teacher Nathan Fincher, who was named AACPS Educator of the Month at the February 2023 Board of Education Meeting.

## NEW MEMBERS

51 new members joined TAAAC in the last month! It pays to be in a union!

[Know a Unit 1 employee who wants to become a TAAAC Member?](#)

Ask them to JOIN NOW!