2017 Celebrate Educators Picnic

The weather could not have been better on Friday, August 25th for TAAAC’s 5th Annual Celebrate Educators event at Sandy Point State Park. We had more than 500 TAAAC members, vendors and guests to help kick off the new school year. Everyone enjoyed the outdoors, food, refreshments, prizes, games, and beach for the better part of the day.

Franko’s Catering did a bang up job with BBQ chicken, sweet corn on the cob, hot dogs, hamburgers, sausages and sides. Lynne Baughman, SAAAAC retired member, made the most wonderful cake and cupcakes. At the end of the day there was not a crumb to be found. The 4th Annual Cornhole Tournament sponsored by the Maryland Residential Experts Team was a hit with all participants. The prize raffle was also a big hit with 20 giveaways to lucky ticket holders. Stella Crase from On Site Photography was a huge success with the first time appearance of a photo booth. Members found their way to the beach as well with their beach chairs and umbrellas.

Most of all, it was a truly effective way for all of us to get reacquainted before the pressures of the school year chew up the time and energy to socialize with like-minded friends and colleagues.

The event raised $3,150 for the TAAAC Foundation which focuses on three areas of need within our TAAAC/AACPS family. The children’s fund helps provide glasses, coats, hats, and gloves for needy students. The scholarship fund helps AACPS graduating seniors offset some of their college costs. The Grants in Need Fund is a one-time grant to members who find themselves in difficult financial circumstances.

We received generous donations from businesses around the county. Our $1000 Gold Sponsors included Aflac & The Hartford, Bingo World and Novus Odenton. Our $750 Silver Sponsors were On Site Photography and Clear-Shark H2O. Our $500 Bronze Sponsors included First National Bank and Tower Federal Credit Union. Additionally, we received $200 donation from ACSIA Partners in Long Term Care.
Welcome back to what will to be an exciting, thought-provoking, and rewarding school year. The last five years as president has brought many rewards and challenges. Many rewards come in the shape of the relationships we have been able to continue to foster at the central office level, as well as local and state government. Through monthly meetings with the Superintendent, Deputy Superintendent, and the Associate Superintendent of School Performance we have been able to keep a line of communication open between the Central Office and educators. This open dialog has helped foster trust and collaboration on a myriad of topics including ESSA, More Learning/Less Testing, and specific issues related to varying levels within our school community. We have worked tirelessly to make sure that those in power hear our concerns, but also bring solutions to the table.

My hope is to continue to foster those relationships while holding strong to our ideals as an Association and build some new ones along the way. Some of the challenges are around Anne Arundel County’s continued funding problem. This activism is beginning to pay off with funding of our annual step increment. The County Executive said at the last budget address that he is committed to the continuation of regular funding of steps. We will use our #raiseanearundel to reinforce our message about the need to raise awareness for our students, our educators, and our community. This awareness within the community of voters will help educate them on the need for funding our contracts.

The summer has been busy beginning with the NCUEA (National Council of Urban Education Associations) Conference followed by the NEA (National Education Association) Convention both in Washington, D.C. Check with your rep for an update of what actions were taken up at the summer meeting.

Next, many of your fellow TAAAC members, reps, and board members attended the MSEA Summer Leadership Retreat in Salisbury, MD. Many topics were shared and studied to help unlock our members’ leadership skills and potential.

Additionally, this summer we were able to foster our community engagement. The Community Outreach Committee organized the gathering of 50 backpacks with supplies for first graders at Mills-Parole Elementary.

Getting the year started off with a party is always fun. We had a great 5th Annual “Celebrate Educators” picnic at Sandy Point State Park where the 4th Annual Cornhole Tournament was a hit.

The Board of Directors, reps, and members continue to be active with Facebook posts and our “TAAAC Tweets” Twitter page to help reach members who prefer that mode of communication. Find the QR Codes in this issue to Like us on Facebook and Follow us on Twitter. Our new TAAAC website (www.taaaconline.org) is up and running. The site will serve as a place for collegial conversations, questions, and information sharing as the “Member Only” section of the site is being built.

I have had several chances over the summer to meet with Dr. Arlottie and share your concerns, comments, and celebrations. Recently we toured 3 schools and saw many exciting activities taking place.

(Continued on page 3)
throughout the school visits as well as many new and innovative programs. I will attend 13 more school visits with the Superintendent to round out the back-to-school tour. Dr. Arlotto is committed to continuing to build relationships within our school system, in the community, with our elected officials, and with TAAAC leadership.

Reaching out to members to activate them in the Association is also a great reward. Our Rep Retreat, as well as, SPARKS and REIGNITE programs, have built renewed interest in the Association, and we have many new faces popping up on committees and at ARC meetings. I look forward to bringing more interest to TAAAC as a partner in the education of our students. Having fresh sets of eyes on our board of directors will help foster positive communication among all our members.

The expansion of the Triple EEE program was extended to the Old Mill Feeder Elementary schools. Old Mill joins Northeast, Chesapeake, Southern, Meade, and North County Clusters by bring elementary classroom teachers in those schools the additional collaborative planning time that they need while offering enhanced curriculum to students that enrich their school experiences. Continuing to advocate for the expansion of the Triple EEE program to other feeder systems remains a goal.

The ASI/TAAAC Advisory will continue on a monthly basis this year. Last year the group saw many changes in testing that were impacted by discussions the year before. After many discussions about SLO’s the group has made an impact on some of the ways we collect data. Through those conversations at the ASI/TAAAC Advisory, many of the suggestions have been incorporated into revisions of the SLO Data collection. Dates for upcoming meetings are set and planning sessions are scheduled. Many of the participants term out after serving three years and we have some new participants coming into the group. I look forward to continued open dialogue with the group. Please visit the ASI/TAAAC page on the AACPS Intranet.

I am very fortunate to be able to work with such talented and dedicated educators throughout our county. Myself, as well as your TAAAC professional and support staff are here for you. Please call on us at the TAAAC office when you need answers. 410-224-3330.

**NOMINATIONS OPEN**

The TAAAC Nominating Committee is accepting nominations to fill a VACANCY for Board of Director to complete the remainder of a two-year term ending July 31, 2018.

Nominations will be accepted until the October 4, 2017 at the ARC Meeting.

Name __________________________________________________

Address _________________________________________________

School __________________________________________________

Phone  (H) ___________________      (W) _____________________

Personal Email ___________________________________________

I would like to place my name in nomination for the following position(s):

☐ Board of Director (1-yr Term)
If you act fast, it may not be too late to have your rating rescinded. You have 15 school days to file a grievance.

Check all that apply, but you must be able to check the first statement:

___ It is less than 15 school days since I received my rating.

___ I received my rating after June 8, 2017 at close of my official workday.

The following apply if your professional practice score was derived from the current year’s observations.

___ I had less than two observations.

___ My observations were less than 30 days apart.

___ I had an observation that was less than 30 consecutive minutes.

___ I had no formal observation.

___ I was not given at least 5 days’ notice prior to a formal observation. *

___ I did not have a private evaluation conference within 5 days of an observation. *

___ I did not receive a write-up of my observation within 10 days of an observation. *

___ My administrator dated my observation write-up or rating other than the date it was presented to me.

___ My administrator told me to date my observation or rating other than the date that it was presented to me.

___ I was observed by a Unit I employee other than by a department chairperson who met the requirements to conduct observations. (i.e. non-teaching chairpersons or a chairperson voted in by 2/3 secret ballot of department members)

___ I was observed by a chairperson other than my department chairperson.

* A day here is defined as a duty day when both parties are on site.

If you checked the first statement and any one or more of the other statements, you may have grounds to file a grievance. Grievances must be filed in a timely manner, within fifteen (15) school days after the aggrieved party knew or should have known of the alleged contract violation. For example, if you received your rating in a timely manner on June 8, 2017, your grievance must be filed by Friday, September 15, 2017.

Call you UniServ Director immediately if you think you have a grievance!
Engineering for Kids is looking for energetic and highly motivated people who enjoy working with kids, teaching them to be the next generation of engineers! Engineering For Kids introduces children ages 4-14 to Science, Technology, Engineering, and Math (STEM) Education through afterschool programs, classes, camps, workshops, and birthday parties. We also offer programs for home schooled students, scouts events, and in-school field trips!

Currently we are hiring part-time instructors for our fall after-school and homeschool enrichment programs within Anne Arundel County. Locations include Arnold, Crofton, Davidsonville, Edgewater, Pasadena, and Severna Park. This position is perfect for individuals who want a flexible, part time position and love working with children!

**Teaching Opportunities**

**Part-time Lead Teachers**

**Description**

Lead Teachers are responsible for preparing for and teaching classes. Individuals should enjoy working with children and have classroom management skills. Lead Teachers must be able to communicate with parents and administration and work closely with assistant teachers to facilitate programs. We provide training, a detailed curriculum, and all the materials for each class. Teachers should be able to lead hands-on activities as well as computer-based classes. Pay is $35-$45/class.

**Part-time Assistant Teachers**

**Description**

The Assistant Teacher works under the direct supervision of the Lead Teacher and assists in planning and implementation of lessons, managing the classroom, and general supervision of students. We will provide on the job training for Assistant Teachers and there is opportunity for assistants to move into Lead Teacher positions. Pay is $20-25/after school class.

To apply, email your resume and cover letter to annearundel@engineeringforkids.net
WELCOME NEW MEMBERS

Lisa Abbinanti
Amber Adams
Esabia Ailey
Layla Ali
Etukudo Amaedi
Abigail Anderson
Maisie Appel
Amy Armstrong
Amy Aronstein
Alicia August Fuhrman
Deon Avery
Victorine Awa
Sabrina Backoff
Anna Baicar
Angela Bailey
Jessica Bailey
Aisha Bakari
Pamela Balaque
Ryan Barry
Alexa Bashaw
Natalie Batchelor
Robert Bates
Lacreshia Batteast
David Bayless
Angela Baylor
Gina Bayne
Julie Bays
Phillip Bechara
Helen Bechr
Alicia Bell
Adam Bellarin
Jennifer Benson
Brandy Bermudez
Aughtry Bernecia
Ainsley Bernstein
Christine Berwanger
Christine Betley
Erin Billings
Brooke Binder
Julie Blair
Alison Blanton
Cahterine Bloom
Ritha Bocaille
Heather Bois
Tammy Bonaparte
Alicia Bone
Caterina Borg
Anne Bostwick
Justin Bowersox
Paula Brackett
Nicole Bradley
Bonnie Brashear
Dana Brennan
David Bright
Christine Brimhall
Traci Brocht
Jordain Brock
Alexis Broderick
Adrienne Brooke
Melissa Brooks
Mikayla Bower
Alicia Brown
Erika Brown
Faith Brown
Lindsay Brown
Sherrie Brown
Angela Browning
Adriane Brunder
Catherine Bucknor
William Bulmahn
Shannen Bunoski
Julie Bunten
Colleen Burghardt
Candice Burke
Julie Burns
Ashley Burton
Erin Butzner
Rosa Caballero
Bridget Cabbiness
Colleen Cahoon
Thomas Callihan
Andrew Cambell
Samantha Cannon
Robert Carter
Cara Chambers
Katherine Chapman
Linda Charles
Blair Chesek
Caroline Chiaramonte
Celia Childs
Susan Chilton
Elizabeth Chisolm
Hannah Chisholm
Allison Cisio
Heather Clark
Michelle Clevenger
Jennifer Coffey
Morgan Cohen
Abigail Colebrook
Michael Collins
Oke Comfort
Gretchen Compere
Melissa Cooper
Shari Correll
Kelsey Corrigen
Mike Costa
Nicole Council
Anna Countiss
Matthew Cowan
Elizabeth Cox
Mathilde Coyle
Emily Creighton
Anne Cremens
Geoffrey Crocker
Matthew Crole
Christopher Cromartie
Mariely Cruz
Jermaine Curry
Matthew D’Agostino
Kali D’Amato
Julie Danielewski
Sarah Daniels
Jeffrey Dassner
Brandi David
Francesca Davis
Maryalice Davis
June Day
Nelson Delmizio
Hollyann Dempsey
Liam Dempsey
Jamie Denniston
Monical Denogean
Elizabeth Depriest
Thomas Devane
Jeffrey Dever
Judith Diaz
Molly Dickerson
Shawn Dingle
Lauren Donaldson
Diana Doroteo Sweeney
Alice Drayton
Kenneth Easton
Kayla Eaton
Danyelle Edwards
Heather Ehnat
Alexandra Ellis
Edward Ellis
Katherine Englebrecht
Maria Era Enriquez
Corinne Evans
Casey Farrell
Michelle Ferrell
James Ferrell
Timothy Finnerly
Katherine Fitzpatrick
Molly Flannery
Alvin Ford
Joshua Forney
Laurel Foss
Andrew Foster
Dylan Fredericks
Geoffrey Gaces
Brittany Gaines
Colby Gehrig
Melissa Geroux
Jeffrey Gerheiser
Abby Gifford
Karrie Gilfoil
Kiara Gittens
Emma Godfrey

(Continued on page 6)
New Members continued from page 5

Sarah Golibart
Rebecca Gondak
Aileen Gonzaliz Rodriguez
Katherine Good
Melissa Goretskie
Kristin Graham
Emma Graybill
William Greenberg
Ryan Greenberg
Janice Griffin
Samantha Grimsley
Travonne Gross
Edmund Guest, IV
Thomas Haley
Brionna Hall
Cali Hallinin
Robert Hallman
Shannon Ham-Alston
Lauren Hammett
Casey Hammond
Brittany Hansen
Mattye Hargrow
Nancy Harmon
Caitlin Harris
Amy Hasenei
Meagan Hastings
Solana Haupt
Zachary Haushalter
Ashley Haussmann
Megan Healy
Charles Heath
Katherine Hein
Molly Hein
Natasha Henderson
Rhiannon Hennessy
Thomas Herrick
Kimberly Hicks
Samuel Hudson
Alexandra Hull
Jessica Huls
Kathryn Hunt-Zawislak
Rebekah Hurley
Toni Ingram
Rachel Israel
Jessica Jackson
Megan Jackson
Tony Jackson
Rubina Jain
Kelly Janssens
Sarah Jeffries
Kevin Jenks
Jordan Jeter
Jenna Johnson
Kayla Johnson
Melissa Johnson Warner
Ruth Johnston
Allison Jones
Brittney Jones

Kelly Jones
Jody Junior
Meredith Kavney
Caitlin Keen
Amanda Kelly
Murielee Kelsey
Veronique Kent
Grace Kim
Jennifer Kim
Andrew King
Brittany Kirkner
Kara Kish
Aaron Kleffman
Samantha Knoll
Kendall Kosman
Edith Kotei
Lynn Kozloski
Imelda Krainer
Lindsey Kramer
Jennifer Krysiak
Michele Lafleur
Ericka Landeck
Joseph Landgraf
Alex Lanham
Kai Lassiter
Maria Laverghetta
Madison Law
Alexandra Lay
Katharine Lee
Sharlisa Leeks
Shannon Leroy
Andrew Levine
Jennifer Lewis
Michael Lewis
Kimberly Lewnes
Marie Lilly
Katja Linker
Marley Llinas
Angela Lorello
Stacey Lucas
Jenna Lydon
Lauri Lyles
Stephany Machin
Abigail Mack
Marc Maffett
Karlie Magazu
Leigh Magdelinskas
Tyler Mancinelli
Angela Mangum
John Manimal
Deborah Marcus
Jillian Mardesich
Joshua Marengo
Megan Marino
John E Markley
April Marrazzo
Theresa Martin
Lila Mastroberti

Jennifer Matson
Devon Maye
Mary Mays
Erica McCabe
Timothy Mccoffrey
Jacquis McCray
Casey McDonnell
Jordan McLelanney
Katie McElree
Ebene McFarland
Stacey Mghee
Kaitlin McInerney
Anne McIntyre
Devynn Mckenzie
Brianca McKinley
Brittney McMahon (Smith)
Elizabeth Mcmahon
Erin MQquate
Marta Medina-Hernandez
Anne Megargel
Ashli Meginnis
Delia Melendez
Erica Mercerulo
Stephanie Mester
Gregory Meyer
Amanda Miller
Brittney Miller
Carly Miller
Gina Miller
Johanna Miller
Kaitlyn Miller
Kristin Miller
Lakisha Mitchell
Ashely Moenius
Elizabeth Moquin
John Morris
Tandra Morris
Katie Mueller
Amy Mullin
Kelsey Murielee
Kristen Murphy
Mallory Murphy
Leah Murthy
Suzanne Muscara
Melinda Myers
Delnar Nelson
Danielle Ness
Rachel Neuhoff
Marianne Neville
Lauren Newton
Katrina Neyman
Jennifer Nicewarner
Abigail Nicholas
Raymond Nicholas
Catherine Nilsson
Christine Nolan
Jennifer Norrell

(continued on page 7)
New Members continued from page 6

Megan O’Leary
Kirsten O’Neill
Kara O’Rourke
Rachel Odem
Nicole Odom
Chigoziem Odumade
Megan Offsie
Sara Ogle
Heather Oliver
Ellen Olson
Jeana Osborne
Francis Paciaroni
Vanessa Palmer
Corinne Papanarew
Anneliese Parisi
Alissa Parsons
Noel Pauller
Marcy Pautsch
Anne Peer
Madeline Pendergast
Iris Perez
Deanna Perucci
Daniel Peterson
Kimberly Phillips
Ryan Plumer
Cordelia Polley
Samuel Porter
Shayla Powers
Marc Procaccini
Dana Proven
Margaret Puglisi
Michelle Randolph
Nicholas Raymond
Kelly Redd
Tammy Reddinger
Brittany Rees
Megan Reiter
Sarah Reitzel
Maria Renaud
Andrea Richardson
Amanda Rickerd
Janelle Rider
Michele Riedlin
Jocsan Rivera
William Rivera
Griffith Roberts
Dara Robinette
Danielle Robinson
David Robinson
Ginger Robinson
Bridget Rode
Kenneth Rogers
Melissa Ronnenburg
Sheena Royster
Gabrielle Ryan
Nicholas Santangelo
Katelyn Sas
Barbara Scarangella
Tricia Scheib
Broanna Scheuneman
Megan Schiefer
Morgan Schmincke
Katelyn Schmittle
Amanda Scott
Stephanie Shelton
Jennifer Sherman
Maureen Shields
Shakyla Shockley
Nurinder Singh
Melanie Slowinski
Charla Small
Brittney Smith
Erin Smith
Keith Smith, II
Shannon Smythe
Courtney Smootherman
Margaret Snyder
Kelly Sokol
Nicole Song
Stephanie Spikes
Gianna Splittstoser
Tiffany Stahl
Rashonda Stansbury-Beck
Gabrielle Stoler
Briana Stuhlman
Teresa Suder
Anne Taylor
Carlye Taylor
Courney Taylor
Kirsten Taylor
Rhonda Taylor
Melissa Thomas
Rebecca Thomas
Kimberly Thomas-Roenigk
Samantha Thon
Paige Thumel
Joylin Toller
Adrina Torrence
Therese Tracy
Janelle Truffer
Stephanie Twigg
Dulce Vazquez
Michael Vazquez
Paige Venanzi
Melissa Venter
Kirsten Versaggi
Erick Vonsus
Kerrie Wagner
Patricia Wallace
Antoinese Washington
Tyran Watkins
Brian Watson
Casey Wayson
Meghan Welsh
Paige Whitman
Kelly Wiggins
Courtney Wilford
Kathleen Williams
Teresa Williams
Cynthia Wilson
Jennifer Wilson
Taylor Winkler
Shawn Wise
Deidra Wojtowycz
Jenna Wood
Rebekah Wood
Mallory Wright
Shereada Wright
Brittany Yeatman
Christina Yeatman
Carita Young
Shannon Young
Jillian Zabetakis
Sarah Zablotney

Mission Statement

TAAAC supports, organizes, and empowers members to improve their professional lives in order to provide, protect, and promote quality public education for every student.

#raiseannearundel
TAAAC Events Calendar
September 2017

6   ARC – 5 PM @ Severna Park Middle
11  Sick Leave Bank – 4 PM @ TAAAC
13  High School Concerns – 3:40 PM @ TAAAC
13  Executive Team – 4:30 PM @ TAAAC
17  Government Relations – 4:30 PM @ TAAAC
20  Daytime Board of Ed meeting – @ 10:30 AM
20  TAAAC Board Meeting – 4:30 PM @ TAAAC
21  ASI/TAAAC Advisory – 3:30 PM @ TAAAC
25  Sick Leave Bank – 4 PM @ TAAAC

Visit www.taaaconline.org

ATTENTION:
Are You Paying Too Much??

If your employment status has changed and you have an annual salary under $42,488, please contact the TAAAC office so that your membership dues can be adjusted accordingly.
The TAAAC Foundation joined many other local community organizations, businesses, and citizens to provide school supplies for needy students in our county at the start of the school year. The TAAAC Community Outreach Committee, led by TAAAC Vice-President Pam Bukowski, put together 50 backpacks filled with school supplies for 1st graders at Mills-Parole Elementary. The packs were transported to the school the week of August 8th so that parents could pick up the supplies from school to deliver to their student. TAAAC looks forward to being part of this worthy activity each year.

A Teacher Dress Code?

The issue of appropriate teacher attire is raised each and every school year. Conversations generally focus on the appropriateness of jeans, but leggings, flip flops, and various other articles of clothing have also worked their way into these conversations. As administrators around the county begin to address teacher attire, keep the following in mind:

1) Unit I employee have a lawfully selected collective bargaining agent to represent them in salaries, wages, hours, and other conditions of employment. That agent is TAAAC.

2) A dress code, including the question of whether or not one exists, is a topic for negotiations.

3) The topic of dress codes was brought to the bargaining table multiple times, the last being well over a decade ago. The result was that there was to be no mandatory dress code. Except for teachers assigned to the central and satellite offices, there is no countywide dress code for school-based teachers. If there is to be one, it would be standardized and would be determined by the parties to the Negotiated Agreement, TAAAC and the Board. A principal, well-intended though he or she may be, is without authority to unilaterally determine and enforce a school wide dress code.

Teachers in any school who would like to wear jeans or leggings but are being prohibited should contact TAAAC. The TAAAC staff would be happy to assist with an appropriate grievance or other action.
TAAAC would like to thank all of our Celebrate Educators Picnic Sponsors. We could not do our event without you!
Maryland State Education Association
National Education Association
2017-2018 ENROLLMENT FORM

STATEMENT OF DEPARTMENTAL ALLIANCE

Check your salary level for dues computation:
☐ Over $42,488 ☐ $21,244-$42,488
☐ Below $21,244

Method of payment:
☐ Payroll deduction (Sign and date below.)
☐ Cash / Check

Check one:
☐ Full-time (more than .50)
☐ Part-time (.25 - .50)
☐ Part-time (less than .25)

Membership Commitment

Yes - I want to join with my fellow employees and become a member of the local affiliate, the Maryland State Education Association (MSEA), and the National Education Association (NEA). I hereby request and voluntarily accept membership in these associations and agree to abide by the Constitution and Bylaws of all three associations.

Maintenance of Membership/Dues Deduction Authorization

I authorize continuing payment or deduction of dues from my pay in each pay period a pro rata portion of the annual dues required for membership in my local affiliate, the MSEA, and the NEA. I fully understand that the annual dues required for membership in the three associations are subject to periodic change by the governing bodies of the associations and authorize deduction of any modified monthly dues established by the governing bodies of the three associations. This authorization continues from year to year, regardless of my membership status, unless (a) I revoke this authorization in a signed writing sent to the local affiliate by such time as is designated in my local affiliate's collective bargaining agreement, my local affiliate's policy, or my local affiliate's bylaws; or (b) my employment with the board of education ends. In the event of my separation, the board of education shall deduct the balance of my yearly dues from my final paycheck.

Dues payments are not deductible as charitable contributions for federal income tax purposes. Dues payments (or a portion) may be deductible as a miscellaneous itemized deduction.

SIGNATURE __________________________ DATE ____________

Fund for Children and Public Education Contribution Voluntary Authorization

Yes! I want to see our elected officials stand up for public education and my students. I hereby authorize the following contribution to the Political Action Committee of NEA, MSEA, and my Local Association to build a strong voice for educators:

TOTAL PAC PAYROLL DEDUCTION PER PAY PERIOD ☐ $5.00 ☐ $10.00 ☐ $15.00 ☐ Other __________

SIGNATURE __________________________ DATE __________________________

The NEA, MSEA and applicable local Funds for Children and Public Education collect voluntary contributions from Association members and use those contributions for political purposes, including but not limited to making contributions and expenditures on behalf of friends of public education who are candidates for federal, state, or local office. I understand that I am making a joint contribution and that ten (10) percent of my contribution will go to the NEA Fund, and that the remaining ninety (90) percent will be divided evenly between the MSEA Fund and the local account. Contributions to the Fund are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. Although The NEA Fund requests a contribution of $5.00 per pay, this is only a suggestion. A member may contribute more or less than the suggested amount, or not contribute, without affecting his/her membership status, rights, or benefits in NEA, MSEA, or any of MSEA's affiliates.

Contributions to the Fund are not deductible as charitable contributions for Federal or State income tax purposes. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of $200 in a calendar year. Only U.S. citizens or lawful permanent residents may contribute to the Fund. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.

With full knowledge of this information, I agree that my authorization for political action pledges as indicated by the check mark herein and my authorization for payroll deductions, shall continue in force from year to year unless revoked or modified by me giving written notice to my local association.

PLEASE RETURN WHITE, CANARY AND PINK COPIES TO YOUR LOCAL . RETAIN THE GOLD COPY FOR YOUR RECORDS