MSEA Convention 2017

Elected TAAAC Delegates to the 150th MSEA Representative Assembly joined delegates from across the state in Ocean City, MD on October 20 & 21. Our TAAAC delegates were highly engaged in the business of the state association. TAAAC delegates participated in debate on a Bylaw Amendment, 27 New Business Items, and networked to get to know MSEA members from across the State.

The Representative Assembly voted to fill a vacancy on the MSEA Board that became vacant when Joe Coughlin from ESPBC became the MSEA Treasurer. There were several candidates in that race and the Representative Assembly elected, Justin Heid.

The MSEA President, Betty Weller, skillfully led a town-hall style discussion with Brit Kirwan, Chair of the Kirwan Commission, that is set to provide recommendations by December 31st to the General Assembly to address funding for schools across the State.

The Representative Assembly also heard speeches from candidates running in the upcoming MSEA election that included our own TAAAC President Richard Benfer running for MSEA Vice-President, and Russell C. Leone, TAAAC Secretary/Treasurer, running for reelection as MSEA NEA Director.

Additionally, the MSEA Delegates heard from several candidates for Governor throughout the weekend. All candidates that have declared candidacy, as well as the seated Governor, were invited. Of those invited, delegates heard from (in order of appearance) Rich Madaleno, Jim Shea, Rushern Baker, Alec Ross, Kevin Kamenetz, Krishanti Vignarajah, and Ben Jealous.

It was an energizing weekend and our local TAAAC delegates are ready to mobilize members in their buildings to be active participants during the upcoming campaign around the Kirwan Commission, General Assembly Lobbying, and our own local school budget season.
The continuing conversation about the Board of Education budget should not focus on “what it costs!” but “what can we invest!” This is a very important distinction going into this FY19 budget cycle. The Superintendent is formulating a budget that fulfills the needs of a growing county with a student population increasing in both number and diversity, and local government and citizens of Anne Arundel County need to understand that. The successes we have built have been largely based on shoestring budgets that have been supplemented by poaching reserves and picking the pockets of employees. No one disputes the importance of strong curriculum and instruction choices for kids in the classroom. Making those decisions is what we do best. Being fully-funded to do our jobs spells success for not only students but for the educators as well. Educator working conditions are student learning conditions. It is time for the county government and citizens of our county to realize that they should not be focused on how much things cost, but the investment to be made and the return on that investment. TAAAC’s “Raise Anne Arundel” campaign turns its focus to the education of the local officials and the community.

Two years ago, the County Executive said he wanted to give the Board of Education what it needed. What that meant to teachers across our school system was that the County Executive was prepared to fund the Board of Education budget in full as it was ultimately presented.

“Our county is the 4th wealthiest in the State that collects proportionately less revenue than every surrounding county in the State.”

This would have allowed the Board of Education to fulfill its obligation to the citizens of our county to provide quality educators to deliver top notch curriculum and instruction to the students we serve. The Board of Education knows what it needs to run our successful school system. They also understand that to stabilize the workforce in AACPS they must become competitive with surrounding jurisdictions. That means they will need to provide full funding for STEPS (which are not raises, but part of the negotiated pay scale) as well as a COLA (Cost of Living Increase) as pay for teachers has not kept up with inflation. In our current year the County Executive funded schools about $20 million above the maintenance of effort required by law. This is a step in the right direction, but we need to do more.

Over 500 new teachers were hired again this year. The school year started and the workload cycle has continued to climb with no relief in sight. Many of the issues educators are having are shared directly with the Superintendent at our monthly...
meeting, with the executive leadership of the school system during ASI/TAAAC Advisory, and with the Board President directly. Issues have been addressed to take care of some inequities. Keeping an open dialogue with the executive level at the Central Office is key to getting change. Albeit most of which is a very slow process.

Educators shape the future. In the process of educating our students we will “Raise Anne Arundel” (county) by Empowering Educators to nurture Successful Students and making Connections with the Community. Once again we need to roll up our sleeves, get out to our elected officials, and educate them about the top notch education students receive in our schools and the need for maintaining it. The reauthorization for school funding on the State level through the Kirwan Commission is vital. Our voice in the room will raise awareness among our elected officials and the citizens of our County about the importance of our strong public schools. Education in Anne Arundel County and all of Maryland is top notch due to their unwavering dedication to the over 80,000 students we serve. We need the county officials and citizens of Anne Arundel County to share in that dedication.

The history of the labor movements needs to be taught in every school in this land. America is a living testimonial to what free men and women, organized in free democratic trade unions can do to make a better life. … We ought to be proud of it!

-Vice President Hubert Horatio Humphrey, Jr. (1865-1969), Lyndon Johnson Administration

A WORD FROM MSEA’S LEGAL TEAM

Workers’ Compensation Basics

As an educator, you’re covered by Workers’ Compensation insurance from your first day of employment. This insurance covers you for any injuries that occur while on the job or driving from one work location to another.

If you think an injury that should be covered under Workers’ Compensation has occurred, you should:

• Immediately report the injury to your supervisor and contact your local UniServ director for assistance.

• File a claim with the Workers’ Compensation Commission within 60 days after an injury. (Under certain circumstances a claim may be filed up to two years after an injury.) You or your attorney usually file the claim. Note: Just because you have prepared an incident report does not mean that a formal claim has been filed with Workers’ Comp.

• Enlist the help of your local association to assist with the claim process, including recommending an experienced Worker’s Compensation attorney. Until the claim is approved by Workers’ Comp with an Order from the Commission, no payments for medical treatment, lost time, or any other matter will be provided.

While the law protects your ability to see your own doctor—and it is highly recommended that you do—in order to qualify for some contractual benefits, you may need to see the doctor or facility recommended by your local board of education.

Your UniServ director can ensure that you receive all benefits provided for under the collective bargaining agreement, which may include sick leave, assault leave, and/or injury on the job leave. Protect yourself and call your UniServ director as soon as possible following an injury.
From Contentia this month . . . *Compensatory Time*

**Unit I Members Covering Other Teachers Classes**

**Compensatory Time Request**

*Article 15B*
Substitutes shall normally be provided for all teachers absent from their regular teaching assignment including art, music, media specialists and physical education. Only after reasonable but unsuccessful efforts to obtain substitutes shall the principal assign teachers to other teachers’ classes during their non-teaching periods.

Except in an emergency which occurs during the school day, no teacher shall be required to take a class for another teacher unless the teacher requested to take the class is given a reduced schedule or work load within the next five (5) work days. Substitutes shall be provided for teachers involved in field trips, athletic events or professional meetings approved by the appropriate administrator, provided the event is scheduled for a half day or more and funds are appropriated for this purpose.

*Article 14A*
When an uncovered vacancy causes a class of students to be divided among other teachers for the entire school day, the receiving teachers will each receive one (1) hour of compensatory in which the incidence occurs. Utilization of that leave will be arranged between the teachers and principal or supervisor.

Teachers are being asked to cover other absent teachers’ classes in non-emergency situations at an alarming rate. Please use the form below for presentation to your administrator requesting a reduction in workload and/or schedule to restore the time spent covering other classes. Per *Article 15B*, these reductions are required. If the reduction is denied by the administrator, please contact your TAAAC UniServ Director to initiate the appropriate action.

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**REQUEST for REDUCED SCHEDULE or WORK LOAD**
(To be completed by Unit I member providing substitute coverage.)

**TEACHER COVERING**

**TEACHER ABSENT**

**DATE** ________________ **TIME** ________________ **ROOM** ________________

Reduction in Schedule/Workload Requested ______________________________________________________

Signature of Teacher _____________________________ Date ________________

(To be completed by administrator providing reduced schedule or work load.)

□ Approved □ Disapproved

If approved, reduction provided, or if disapproved, reason therefore:

____________________________________________________________________________________

Signature of Administrator _____________________________ Date ________________
Institutional Racism

Two years ago after the NEA Representative Assembly (RA) voted on several new business items (NBIs) addressing racism in schools and education policy, educator and blogger José Vilson declared, “Not business as usual at the NEA RA.”

“The NEA RA managed to introduce and pass some bills in session that I wouldn’t have thought possible even a few months ago, but the struggle to assure that these bills made it across felt strained in ways,” Vilson wrote. “If we’re really about moving forward, let’s make this a core value of what we do.”

NEA passed a broad, laudable, and well-intentioned business item (NBI B) about institutional racism that was unanimously adopted by delegates. But delegates defeated another item (NBI 94) that would have “discouraged” the use of derogatory/racist images at NEA events and boycott vendors that do use them, which illustrates the difficulty in tackling the topic. Institutional racism is built in to our culture and can’t be ignored, yet we still struggle for an easy opening to badly needed conversations among individuals.

On EduColor, a collaborative of educators raising their voices for educational equity and justice, Vilson wrote: “Institutional racism does not reside in the walls of a school building. It lives in the beliefs, actions, and policies of people who, despite their best intentions, have been socialized in a deeply unjust society. Transformational anti-racist work shouldn’t be temporary or optional for anyone.”

In an interview with NEA, Dr. Lenworth Gunther, a history professor and 38-year NEA member who started fighting for racial equality as a student at Columbia University, said, “People tend not to explore what’s beneath the surface of their everyday world. History is about the four-fifths of the iceberg people don’t see.

“Institutional racism ignores the four-fifths of the iceberg that’s underneath the water— but that’s what sinks the Titanic. There’s an unwillingness, on the part of some people, to believe that institutional racism is a reality.”

Racism is deeply complicated, fraught with an ongoing narrative that bears constant analysis and discussion. Educators will do best to dig deep into their own beliefs and social responses to find their ingrained biases and find their way through them to provide what every student needs and deserves.

Read EduColor’s complete guiding principles and join the movement at educolor.org.
WELCOME NEW MEMBERS

Jennifer Asbel
Kiersten Bahruth
Rafika Bohanan
Janine Dowding
Stephanie Elleman
Constance Fairbaugh
Jacqueline Farguharson
Patricia Gossage
Lauren Hicks
Monique Hunter
Brianna Juknke
Eleanor Lehman
J. Karen Lehmkuhl
Patricia Mandrich
Selina Matulonis
Meredith McManan
Brianne McNallen
John McNulla
Mariea Morales
Ashley Russell
Heather Winkler
Andrew Zeger
Elizabeth Zirulnik

The Primrose School of Gambrills

Seeking a school-age teacher to work at our school from 4 PM to 6 PM Monday through Friday, also eight hour days when Anne Arundel County public schools are closed. This teacher would be responsible for engaging in caring for our school age students. This teacher would help with homework passing out snacks and creating fun team-based activities. Please contact Mrs. Rastogi at nrasto-gi@primrosegambrills.com or 410-923-2424.

“I want the Supreme Court to know that I don't have throwaway students. Our DREAMers aspire to achieve and contribute to their families, their communities and the only country they’ve ever known.”

Gladys Márquez, teacher, Blue Island, IL

#FightForFamilies

Link up with TAAAC on Social Media

Please scan the code to follow us on Twitter
Please scan the code and Like us on Facebook

TAAAC Events Calendar

November 2017

1 – Daytime Board of Education Meeting – 10:00 APM @ BOE
1 – ARC – 5:00 PM @ Severna Park High
1 – Middle School Concerns Committee – Following ARC
6 – Sick Leave Bank @ TAAAC Office
7 – TAAAC Executive Team @ TAAAC Office
8 – TAAAC BOD – 4:30 PM @ TAAAC Office
13 – Government Relations – 4:45 PM @ TAAAC Office
14 – Elementary Concerns – 4:30 PM @ George Cromwell Elementary
15 – High School Concerns – 3:40 PM @ TAAAC Office
15 – Evening Board of Education Meeting – 7:00 PM @ BOE
16 – TAAAC ASI @ TAAAC Office
16 – Membership Committee – 4:30 PM @ TAAAC Office
20 – Sick Leave Bank @ TAAAC Office

Visit www.taaaconline.org
Pay Days 8th & 22nd
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.

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

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TAAAC Members

Raise a Wing...
...with your fellow educators

When: Tuesday, November 21, 2017

Where: Elle’s Place
8421 Veteran’s Hwy.
Millersville, MD 21108

Why: To mix, mingle, and celebrate completing the first marking period

For more information, contact Tami Thumtzen at tamithumb@gmail.com or Kate Snyder at KateSnyder66@gmail.com.

This event is sponsored by TAAAC’s Membership Committee.

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NOMINATIONS OPEN

The TAAAC Nominating Committee is currently accepting nominations for President, Vice President, Board of Directors (5), and NEA Delegates (34).

Nomination forms must be received at the TAAAC office by 5 PM on Tuesday, December 12, 2017.

Name ______________________________________
Address _____________________________________
School _______________________________________
Phone(H)_______________ (W) __________________
Personal Email ________________________________

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

☐ President
☐ Vice President
☐ Board of Director
☐ NEA Delegate

[Have you been a delegate before? YES or NO]
ClearShark H2O is revitalizing passion to protect Maryland’s waterways, ensuring this precious resource is treasured for years to come. We’re creating engaging opportunities for our youth to connect with Maryland’s waterways by designing experiences that ignite a passion and appreciation for them.

Inspiring Passion For Maryland’s Waterways

ClearShark H2O | 315 Nevada Avenue
Novus Odenton, Maryland 21113
410.874.2051 | NovusOdenton.com