2018 Celebrate Educators Picnic

There may have been a few sprinkles on the last day of summer break, but the temperature could not have been better on Wednesday, August 22 for TAAAC’s 6th Annual Celebrate Educators event at Sandy Point State Park. We had about 300 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.

It was a wonderful time for all of us to gather before the pressures of the school year to socialize with like-minded friends and colleagues. As one member put it, “This is great to see some people I only get to see at this event every year.”

Franko’s Catering did a bang up job with BBQ chicken, sweet corn on the cob, hot dogs, hamburgers, sausages and sides. The 5th 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 over 20 giveaways to lucky members. Families and friends tapped into their festive and playful side at the photo booth provided by Stella Crase from On Site Photography. Kids were treated to face painting by TAAAC member Carly Kreiwald, while kids of all ages enjoyed a treat from Kona Ice. Members found their way to the beach as well with their beach chairs and umbrellas.

The event raised over $3,500 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 Clear Shark H2O and Hartford & Aflac Employee Plans Services, and our $500 Bronze sponsor was Grand Canyon University. Additionally, we received $250 donations from Horace Mann and Chesapeake Telephone Systems; $200 donations from ACSIA Partners in Long Term Care and TAAAC-R; and $100 donation from Long & Foster Real Estate, Inc.

The other businesses who donated in-kind items for giveaway bags and the raffle are highlighted elsewhere in this issue.

Thank you to all those who participated, and a special thanks to the Special Events Committee and all those who volunteered to create a great event. We would love to see some of your photos from the day.
Welcome back to a year that has so much potential. As I must always begin, I can’t thank you enough for everything you do for the students in Anne Arundel County. For the last 20 years, I have had the absolute joy to be a classroom teacher. In those years, I have worked with some truly inspiring teachers who put children’s needs first. I look forward to meeting and working with many more of you who are the backbone of our schools.

I am excited to step into the role of your TAAAC President. While my tenure here at AACPS has been on the elementary level, I understand there are significant differences in working with older students. I have also had the good fortune to work in schools in varied locations. I have seen that not all schools are equal. That is why during my bid for this presidency, I ran under the slogan, “Diverse Needs, Collective Ideas, Unified Voice.” In our county, the needs of schools, and therefore the needs of teachers, are not always the same. We must recognize that when our colleagues in another location are in need, whether it be class size, workload, or resources, it is essential for all of us to rise together in the call for change. To be clear, there are many general issues that transcend and affect all of us, but how we address them is the key to meeting those needs.

I see this year as the year that we can make greater gains. The landscape we face is filled with so many opportunities for us to impact change in our profession. Maryland is a strong labor state. However, we cannot assume that we are immune to attacks. So many of our union brothers and sisters who came before us fought to secure and guarantee many of the rights we enjoy today. Some of those rights include a duty-free lunch, guaranteed planning time, and set work hours. If we do not stay united and strong, these same rights could easily be rolled back and overturned. We are in the midst of a critical election cycle. We, as educators, must hold those who seek to make decisions that affect our schools, our classrooms, and our students accountable to address our needs. I have already spoken with many of those candidates to express that the county we love is letting our teachers down. Lack of increased salaries is impacting our ability to provide for our families, live in the county, and focus on our primary job.

Continuing to build strong relationships is crucial to our success. It is essential for us to be in the room with decision-makers. I have already coordinated with Dr. Arlott and Dr. McMahon, to schedule monthly meetings. This will provide me time to use my voice to highlight the needs of our teachers around the county. We will also continue the work we have done through the ASI/TAAAC workgroup to address curriculum and instruction. Additionally, I have accompanied Dr. Arlott on several school visits.

I’m sure you have heard someone you work with ask a question that starts, “What is TAAAC doing about…?” If you received this newsletter, then you are TAAAC. I challenge you to ask yourself, “What am I doing about…?” The answer to this question does not have to require all of your time. There will be many opportunities this year to stand up and use your voice. It may be as simple as making a phone call to a representative or handing out Apple Ballots on election day. It could be joining colleagues at a Board of Education or County Council meeting. We are over 6,000 strong. We must stand together for the public and our representatives to see our value. WE ARE TAAAC! As a unified voice, we will make this a great year!
The Negotiated Agreement states that each school shall provide a duty-free lunch period of no less than 25 minutes for each Unit I member.

Maryland State Statute backs up the Negotiated agreement, stating the duty-free lunch period shall be for at least 30 minutes, unless the regular student lunch period is shorter.

It is clear, therefore, that a Unit I member’s lunch must be at least 25 minutes, but would be required to be at least 30 minutes, or maybe more, in certain circumstances.

*When can your administration schedule your lunch?*

While neither the Negotiated Agreement nor Maryland State Statute is clear on this issue, the resolution of several 1992 AACPS grievance disputes clarifies the issue.

_A Grievance Ruling for Lunch for Teachers explicitly states:_

“The assignment of a teacher to duties during the lunch time must provide a duty-free lunch period during the normal student lunch time designated in your school. Lunch at 8:30, 9:30 or 1:30 – before or after the cafeteria is open to students – is not an acceptable time for a duty-free lunch period . . . Therefore, please schedule Unit I persons with a duty-free lunch during the normal student hours for lunch at your site.”


If your lunch period is otherwise scheduled, and you are unhappy with this situation, please call your MSEA UniServ Director immediately. This violation of your negotiated rights is grieveable!

Furthermore, you are not paid for the time your lunch is scheduled; your lunch time is not included in your week work of 37 ½ hours. You are not required to meet during this time, not required to supervise students, and not required to deliver students to the cafeteria nor to march them back to your classroom.

**From Contentia this month . . . What does it mean to have a non-paid, duty-free lunch?**

Each year, the TAAAC Foundation joins with many other local community organizations and businesses to provide school supplies for students in our county. The TAAAC Community Outreach Committee assembled 50 backpacks filled with necessary supplies, such as paper, glue, pencils, folders, and notebooks for 5th grade students at Monarch Academy Annapolis. Fifth grade teachers Teresa McCloud and Marcella Hess were on hand to receive the donation. Making sure students have what they need at the start of the year is just one way to support students’ success in school and TAAAC is honored to play a small part in that. To find out more about the TAAAC Foundation, visit taaaconline.org and follow the tab “Who We Are” to “Philanthropy.” If you are interested in working with the Community Outreach Committee, contact the TAAAC office.

New TAAAC member Jennifer Jackson from Meade High won the cash prize at New Teacher Onboarding.
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 discussions. As administrators around the county begin to address teacher attire, keep the following in mind:

- Unit I employees have a lawfully selected collective bargaining agent to represent them in salaries, wages, hours, and other conditions of employment. That agent is TAAAC.
- A dress code, including the question of whether or not one exists, is a topic for negotiations.
- The topic of dress code 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.
WELCOME NEW MEMBERS (as of 8/17/18)

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WELCOME NEW MEMBERS  (Continued)

- Tymeerah Grandy
- Mollie Grantham
- Tina Gray
- Sarah Greaney
- Natalie Green
- Andrew Greenbaum
- Alexandra Griffin
- Kerry Guglielmini
- Laura Guidinetti
- Gilbert Gutierrez
- Celeste Hairston
- Kathaline Hall
- Andrew Hallman
- Tory Harbach
- Micheyla Haro
- Caitlin Harrington
- Bryan Harris
- Ethan Hart
- Mikayla Heckler
- Amanda Hedges
- Jonathan Helman
- Analisa Hennessey
- Patricia Hertzler
- Tyrone Hines
- Derek Hocker
- Rebecca Hodder
- Tracy Hodges
- Karen Hodges
- Melissa Holdren
- Radgiria Hopkins
- Sarah Horn
- Amal Houck
- Ashley Howard
- Alexander Howell
- Lynn Howell
- Leah Huddleston
- Leah Humphries
- Stephanie Hunter
- Selene Hurely
- Lauren Hutchison
- Caroline Isaacs
- Jennifer Jackson
- Jhonabeck Jackson
- Vittoria Jackson
- Jennie James
- Margaret James
- Leah Jenkins
- Allison Johnson
- Colleen Johnson
- Elizabeth Johnson
- Nikki Johnson
- Jaime Jones
- Lulu Jones
- Rebecca Keating
- Stephanie Kelley
- Meghan Kelly
- Andrew Kennedy
- Sarah Kerno
- Carolyn Kiah
- Stephanie Kiefer
- Patrick Kiley
- Eunice Kim
- Hyo Kim
- Emily Kivi
- William Klotz, Jr.
- Sydney Knoover
- Sarah Kolodziej
- Gladys Kondracki
- Mary Krizek
- Timothy Kurtzberg
- Erika Ladd
- Topaze Lake
- Sydney Lamarsh
- Carolyn Landis
- Chad Lane
- Jessica Lang
- Benjamin Lasher
- Breia Lassiter
- Ashely Lawson
- Deidra Lazard
- Melissa Leccese
- Casey Lee (Wayson)
- Karama Lee
- Brooke Lefevre
- Juliana Lefort
- Sarah Leming
- Theresa Liddy
- Melissa Lindsay
- Teresa Linehan
- Chelsea Logsdon
- Christopher Lombardi
- Lauren Longacre
- Shannon Lopata
- Catherine Lopez
- Megan Louder
- Rebecca Loveday
- Kristen Lowder
- Rachel Lowrie
- Jordan Lumpkin
- Emily Lynham
- Jessica Macrae
- Melissa Mahoney
- Rebecca Maier-Summers
- Erin Malley
- Eugene Malloy
- Athena Maloney
- Meghan Mang
- Jonathan Martin
- Kathryn Martin
- Paige Martin
- Rachel Martin
- Aubrey Mason
- Jona Ram Mason
- Roanne Mason-Sanburn
- Deanna Masters
- Ariana Matthews
- Carleen Mazaika
- Meghan McArdale
- Laura McCarter
- Teresa McCloud
- Erin McElvea
- Nakia McKinky
- Molly McKone
- Jennifer McLeran
- Kerry McMillan
- Lauren McQuinn
- Hannah McVey
- Carolyn Mercer
- Danielle Merrill
- Stephen Metzger
- Jessica Michaels
- Kelly Miguelez
- Lucybeth Gutierrez-Miguilaena
- Madison Mildenberger
- Melissa Mildenberger
- Denise Miles
- Casey Miller
- Hayley Miller
- William Miller
- Daquan Mincy
- Rosalía Misuraca
- Alexander Molster
- Cameron Moltz
- Manuel Navaro Montew
- Michele Monnig
- Gabriella Moraniec
- Jordan Moore
- Krista Moraniec
- Kelcey Morlan
- Erin Morris
- Rachel Morris
- Jonathan Morrone
- Emily Morrow
- Perry Moskowitz
- Meloney Mosley
- Theresa Mudd
- Kelly Mulka
- Margaret Murray
- Christina Myrie
- Megan Nappi
- Christina Narducci
- Sarah Neas
- Lauren Nelson
- Amanda Newswanger
- Catherine Noppenberger
- Emily Odell
- Kimberly Ogden
- Shannon O’Neil
- Douglas O’Neill
- Jessica Owens
- Sabrina Padgett
WELCOME NEW MEMBERS  

Nirmal Pahadi  
Kaitlyn Palmer  
Christopher Papson  
Pooja Parkash  
Michael Parker  
Amanda Parks  
Mary Peake  
Jennifer Pecor  
Michael Penn  
Paula Perrodin  
Tiffany Pfeiffer  
Tatiana Pierre-Tilus  
Victoria Phillips  
Tracy Pietromica  
Irфан Piskin  
Candice Pledger  
Sarah Poling-Tharp  
Sarah Poole  
Jeffrey Postell  
Christina Powers  
Daniel Powell  
Norris Powell  
Caitlin Presley  
Jennifer Quinn  
Marissa Raimond  
Lauren Rakvic  
Monica Ramsey  
Megan Raup  
Keith Raynor  
Kreghan Rebstock  
Adam Reddan  
Brittany Redell  
Sarah Reed  
Daniel Reitzloff  
Ingrid Reyes-Leiva  
Heather Ricardi  
Olivia Richardson  
Carlos Rios  
Wilma Rios  
Samantha Ritis  
Lisa Rizzuto  
Xeavin Robertson  
Christina Robey  
Aquilah Robinson  
Esther Robinson  
Jessica Robinson  
Kyle Robinson  
Sheila Robinson  
Corinne Roche  
Rachael Roesler  
Elke Rogers  
Amy Rondeau  
Kaitlyn Roos  
Carolina Rosado  
Deidra Rose-Lazard  
Brianna Ruleman  
Gilbert Rupp  
David Russell  
Claudia Salazar  
Victoria Saleski  
Nicole Sammartino  
Alyssa Santos  
Emanuel Santos  
Samantha Saunders  
Kristen Scalice  
Leanna Schindling  
Elizabeth Schluce  
Mary Schmaltz  
Melissa Schmidt  
Alexandra Schneider  
Erin Schott  
Matthew Schriener  
Julie Schrumm  
Deanna Sebastian  
Victoria Sereboff  
Kathryn Shelton  
Monica Shenton  
Bridget Sherry  
Brittany Sherwin  
Courtney Shreve  
Kylie Siegel  
Molly Sinnott  
Sarah Sinnott  
Jennifer Smith  
Katherine Smith  
Kayla Smith  
Meghan Smith  
Amber Snapp  
Ginger Snapp  
Cheyenne Snider  
Diannette Soto-Barreto  
Melinda Souther  
Stephanie Spano  
Katherine Speicher  
Emily Spicer  
Patricia Squires  
Catelynn Spriggs  
Shannon Stalker  
Ashley Stanton  
Michelle Staub  
Elizabeth Stauffer  
Lark Stawas  
Edward Steele  
Nina Stein  
Samantha Stein  
Despina Stephanos  
Geeta Stowe  
Amelia Sunday  
Corey Swain  
Jessica Swearinger  
Matthew Swensen  
Samira Tanedo  
Bayley Taylor  
Sierra Taylor  
Daniel Tebo  
Amanda Tepper  
Jamie Tettey  
Erin Thompson  
Joshua Thompson  
Linda Thoms  
Kristina Toth  
Lauren Toth  
Susan Travis  
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Tiara Watts  
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Jalen Wells  
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Aysia White  
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Lindsey White  
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Stephanie White  
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Jennifer Williams  
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Michael Williams  
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Eric Wilson  
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Julie Witzgall  
Matthew Wojciechowski  
Lindsey Wolfe  
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Emily Worden  
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(New Members as of 8/17/18)
LONG-TERM CARE INSURANCE

✓ Offering discounted long-term care insurance to TAAAC members and their spouses/partners.
✓ Helping members protect their hard-earned assets.
✓ Giving members a way to remain in control of their healthcare choices.
✓ Providing members with peace-of-mind.

For a no obligation consult and quote, contact:
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Mike.Markowitz@acsiapartners.com

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Accident Insurance

- $1,000 for hospitalization (for 1st night)
- $120 to $200 for Urgent Care/ER
- Covers you, plus your spouse and kids
- Pays for doctor visits ($35 per visit up to 6 times)
- Pays for physical therapy ($35 per visit up to 10 times)
- Covers on or off the job accidents

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TAAAC would like to thank all of our Celebrate Educators Picnic Sponsors. We could not do our event without you!
MSEA Maryland State Education Association
National Education Association
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Last 4 digits of Social Security No.

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M.I.

Last Name

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Address

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State

Zip

Home Phone

Cell Phone

Home Email

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Ethnicity (Optional)

❑ American Indian/Alaska Native ❑ Asian ❑ Black ❑ Caucasian (not Hispanic origin) ❑ Hispanic ❑ Native Hawaiian/Pacific Islander ❑ Multi-Ethnic ❑ Other ❑ Unknown

Date of Birth

Month / Day / Year

Hire Date

Month / Day / Year

Use of Cell Phone

By providing my phone number, I understand that the National Education Association, NEA Member Benefits, NEA360, the MSEA and MSEA local affiliates may use automated calling techniques and/or text message me on my cellular phone on a periodic basis. Neither the National Education Association nor any of its affiliates charge for text message alerts. Carrier message and data rates may apply to such alerts. Text STOP to 84693 to stop receiving NEA messages. Text STOPMSEA to 84693 to stop receiving MSEA and MSEA local affiliate messages. Text HELP to 84693 or go to nea.org/terms for more information.

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 ___________________________

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 equally 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 gray copy for your records.