TAAAC’s Long Range Plan for Salaries

TAAAC believes salaries for Unit 1 employees must be equitable, must remain competitive with surrounding jurisdictions, and must be progressive. Through our contract negotiations, we will remain true to those values.

Your Negotiating Team will focus on the following principles in order to meet these values. The order of presentation in this document does not indicate a ranking of these priorities. The specific achievement and timeline of these goals is dependent upon funding and agreement by both parties in the negotiations process.

**Unit 1 members should receive a step increase annually until they reach the top pay.**

TAAAC believes that every eligible employee should see movement up the salary scale for every year of service to Anne Arundel County Public Schools. We also believe that the salary scale should allow for employees to reach the top pay in a manner that would allow for the higher earnings in the final three years prior to retirement. The current number of steps allows for this and TAAAC will continue to support the top pay at 25 years of experience.

**The step of any Unit 1 employee should be equal to or exceed their recognized years of experience credit.**

There are many members for whom this value holds true. However, we have a vast number for whom this is not the case. The first impact of this was the freezing of steps for four consecutive years prior to 2014. During the same period, experienced teachers joined AACPS from other states or counties and were also reduced years of experience. The decoupling of steps and years of experience was the result of the aforementioned freezes and a salary scale restructure in 2014. While this was done so that Unit 1 employees on steps 14, 15, 17, 18, 20, 22, and 23 would not experience further freezes beyond the four previous freezes seen up to that year, it kept employees with different years of experience on the same pay step. To further compound the problem was the hiring practice after 2014 that allowed new hires to be placed at steps closer to their years of experience than those of their counterparts employed before 2014. We believe that all employees should have a salary reflective of their experience. In order to do this, we must address the years frozen, the gaps created in 2014, and the years taken from new hires. Achieving this would support one of our other core values, “Respect: We believe education is vital to building respect for the worth, dignity, and equality of every individual in our diverse society.”

**Salary scales should be improved and remain competitive through COLAs.**

One of TAAAC’s core values is “Professionalism: We believe educators are essential to student success. We maintain the highest professional standards, deserving of competitive compensation and respect.” COLAs are necessary to achieve and maintain competitive compensation with our surrounding counties vying for not only our potential, but our current workforce as well. Through COLAs, we increase the value of every step. When comparing salary scales, Unit 1 employees must see incentive to remain in Anne Arundel County Public Schools because compensation is not significantly different. COLAs help close the gaps with surrounding counties. The (Continued on page 4)
Now that we are two weeks in, I hope that you are off to a great start and are establishing quality relationships with your new students and your colleagues. For those of you new to AACPS, welcome to a county filled with some pretty incredible people. I know your fellow staff members have made you feel like you are part of a strong team.

Last year in my first message, I wrote about your voice and how important it would be. The results of the last school year are a testament to the power that we have. You used your voices at town halls, budget hearings, directly with representatives, and with the community. And we were heard! There is much to acknowledge in the gains we made. There are many education-friendly representatives on the Board of Education, State Senate and House of Delegates, and County Council, including our County Executive. Additional funding was ultimately provided because we spoke up with a clear message that teachers deserved better compensation and more support for our students. We negotiated the best fully-funded contract that we have seen in over a decade. In addition, TAAAC member voices were heard on matters of curriculum and instruction.

As you can see from the TAAAC Long Range Plan for Salaries and Compensation, we are not done.

This will be another year that you will be asked to use your educator voice. We must continue to advocate for funding of salaries and for a revision of the education funding formula so we can provide for increased salaries, student supports, and school resources. We still have many gaps to fill. We will continue to wear Red for Ed on Wednesdays throughout this school year. Please plan to attend budget hearings and town halls when those dates are set. If you have not been receiving emails from me to your personal account, I need you to contact the TAAAC office and provide us with one. The weekly updates I send are an important way to stay informed about important items impacting our profession and ways TAAAC is here to support you.

Thank you all for every action and opportunity you used in the past year to talk about our profession and the decisions that impact us and our students. Let’s keep raising our educator voices loud and strong.

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**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

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**TAAC Action Report**

Officers
Russell C. Leone, President
Catherine Snyder, Vice President
Tamara Thumbtizen, Secretary-Treasurer

Board of Directors
Robin Beers
Elizabeth Brininger
Jorge Cordoba
Dyana Courm
Allison Heintz
Robert Mauro
Kate Miller
Elizabeth Ruddy
Ian Delphi
Vacancy

Editor
Roxanne L. Beach, Editor
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.

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.

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.

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.

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 _______________
salary scale must also achieve a level of attraction for new hires, whether just starting their career or transferring from another location. This impacts our existing Unit 1 employees because when funded positions go unfilled, as we had close to 50 last year, class sizes and workload are increased for others.

As part of our long range plan, we also have organizing goals which will impact our ability to continue making progress on the goals above. One of our core values addresses unity. It states, “We believe individuals are strengthened when they work together for the common good. As educators, we improve both our professional status and quality of public education when we unite and advocate collectively.”

In order to be successful, the following must also happen:

- Members must attend the Board of Education budget hearings. Our goal is to have at least 10% of our membership present (approximately 620 people).
- Members must contact their board members to discuss our priorities, either through meetings, email, or phone calls.
- Members must attend the County Council budget hearings. Our goal is to have at least 10% of membership present (approximately 620 people).
- TAAAC Leadership and staff must cultivate productive partnerships with community members and groups in order for them to stand and speak with us.
- TAAAC Leadership and staff must ensure every worksite has a building rep to work to keep members informed of necessary actions needed.

TAAAC members Diane Barnes-Tice, Richard Benfer, Tracey Greenberg, Nancy May, Michelle Shrum, Lisa Stahl-Wright, and Tamara Thumbzten, along with family members, continued our community outreach tradition of assembling backpacks. Students in Rolling Knolls and Tracey’s Elementary Schools received school supplies to start their year off right. This is part of our TAAAC Foundation’s work to support and ensure successful students. 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 TAAAC Community Outreach Committee on future projects, contact the TAAAC office.

ATTENTION!

Are You Paying Too Much

If your employment status has changed and you have an annual salary under $44,656 and/or are working .5 or less, please contact the TAAAC office so that your membership dues can be adjusted accordingly.

BUILDING REPRESENTATIVE RETREAT

November 8, 2019

“Building representatives new and experienced will collaborate and learn new ways to engage members at your school.”
## WELCOME NEW MEMBERS

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NEW MEMBERS (Continued)

Megan Federline  
Sabrina Fellenbaum  
Jamie Ferguson  
Kelly Fins  
Jennifer Fishback  
Stacey Fitzgerald  
Rachel Fitzgerald  
Chloe Fitzgerald  
Julianne Flanagan  
Katharine Flanders  
Cesia Flores  
Eric Foreman  
Jeffrey Fown  
Kelly Fox  
Michelle Fox  
James Fox  
Jennifer Franchak  
Kikori Francis-Gibbs  
Nicholas Franck  
Kimberly Freeman  
James Freeman, Jr.  
Rebecca Fruscianne  
Michael Fulton  
Meredith Funk-Heiser  
Melissa Fuson  
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Ashley Gardner  
Maureen Gast  
Catherine Gates  
Antonia Gates  
Jenna Gavit  
Melanie Georgopalis  
Amy Gianni  
Katherine Gleason  
Kristen Glessner  
Carlita Godsey  
Marshal Golden  
Lisa Goldsberry  
Mark Goldstein  
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Luz Gonzalez Stalnaker  
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Teresa Gorgone  
Megan Grazman  
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Brigitte Griffin  
Kelly Griswold  
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Aubree Hall  
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Heather Hamilton  
Dawn Hammerbacker  
Sara Hamms  
Katherine Hanna  
Tea Hardy  
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Jessica Hartman  
John Hartman  
Emily Hauge  
Sarah Hayden  
Katie Haynes  
Kristen Haynes  
Amber Healey  
Erin Healey  
Ana Hedges  
Darby Hefl  
Kristin Helf  
Alison Henritzy  
Kandice Henry  
Bayrex Hernandez  
Brian Heyanka  
Caitlyn Hill  
Carol Hill  
Donna Hill  
Lara Hodak  
Kyte Hoefer  
Stephanie Hoffman  
Kristen Hoffmaster  
Jessie Hofmann  
Hannah Holland  
Shadeen Holmes  
Adam Holt  
Erienne Hoover  
Caitlin Hosmer  
Jessica Howe  
Callie Huck  
Matthew Hudgins  
Kathryn Hudson  
Alex Hufnagel  
Emily Hunsberger  
Cassandra Hurley  
Kalli-Anne Hynmons  
Christine Irwin  
Stefanie Isidoro  
Chanel Jackson  
Robert Jackson  
Rachel Jacobs  
Megan Jager  
Jenneth James  
Mary Jefferson  
Judith Johnson  
Barry Johnson  
Nicole Johnson  
Katie Johnson  
Yasmine Johnson  
Jessica Johnson  
Sherry Johnson Hicks  
Abbie Jones  
Amastasia Jones  
Bonita Jones  
Brandon Jones  
Avita Jones  
Amanda Joy  
Scott Kalnoske  
Melody Kaplan  
Demetria Keller  
Kathryn Kelley  
Dean Kelly  
Elizabeth Kennedy  
Erin Kerley  
Daniel Keyser  
Morgan Khan  
Tahawar Khan  
Suzanne King  
Alexandra King  
Rebecca Kintner  
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Rachael Klotz  
Courtney Koehler  
Jaan Kohler  
Jacqueline Koslofsky  
Irene Kowalskyj  
Rachel Krakoff  
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Paul Kriewald  
Tracy Krol  
Michael Kudlawiewicz  
Haley Kuffler  
Margaret Kuhnlein  
Alina Kukhrets  
Christina Kulp  
Gabrielle Kunkowski  
Kathryn Kyle  
Lacy Kylonen  
Jill Labrador  
Theresa Lacovara  
Kristi Lago  
Patrick Lake  
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Melanie Lanni  
Edward Larsen  
Bridget Laszewski  
Robert Layne  
Rebecca Lee  
Nathalie Legerwood  
Frank Lehman  
Emily Lemanski  
Sandra Lemonsello  
Douglas Lew  
David Lewis  
Taylor Lewis  
JaHyun Lim  
Tyler Lipman  
Oliver Lippy  
Andrew Listorti  
Brittni Logan  
Elyse Loiacono
### NEW MEMBERS (Continued)

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<td>Kimberly Palmiottio</td>
<td>Anna Salinas</td>
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<td>Robert Medd</td>
<td>Luisa Panzer</td>
<td>Destiny Sanders</td>
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<td>Prakash Mehta</td>
<td>Quinn Pape</td>
<td>Armando Santiago</td>
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<td>Yanira Mendez Medrano</td>
<td>Jessica Papsan</td>
<td>Barbara Santiago-Fecht</td>
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<td>Miranda Messier</td>
<td>Shamea Parker</td>
<td>Mundhenk Sarah</td>
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<td>Ashley Michels</td>
<td>Kelly Parsley</td>
<td>Miriam Saul</td>
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<td>Tatiana Mick</td>
<td>Devon Paterson</td>
<td>William Schaller</td>
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<td>Erika Mikkelson</td>
<td>Hall Paula</td>
<td>Nicole Schmidt</td>
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<td>Justin Miller</td>
<td>Taylor Pawlak</td>
<td>Stacey Schuchard</td>
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<td>Briyanne Miller</td>
<td>Vincent Pearlangi</td>
<td>Megan Schultz</td>
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<tr>
<td>Maquel Miller</td>
<td>Sydney Pearson</td>
<td>Anne Scully</td>
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<td>Ajonee Miller</td>
<td>Shannon Pedersen</td>
<td>Danielle Seay</td>
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<td>Marissa Miller-Vasquez</td>
<td>Angela Pelle</td>
<td>Trina Seay</td>
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<tr>
<td>Lara Mish</td>
<td>Sarah Pellegrino</td>
<td>Jennifer Seerey</td>
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<tr>
<td>Ian Mitchell</td>
<td>Jennifer Peters</td>
<td>Rebekah Seitz</td>
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<tr>
<td>Christine Mohan</td>
<td>Rachel Peterson</td>
<td>Matthew Semanick</td>
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</tbody>
</table>

TAAAC Action Report
NEW MEMBERS

(Continued)

Amberlea Semmont
Jaimie Sents
Samantha Serafino
Rachel Sereff
Ratan Sethi
Sarah Seward
Gozde Sezer
Kristen Shacklock
Sefali Shah
Maureen Shea
Shannon Shea
Katherine Sheahan
Erin Shehan
Samuel Sheppard
Johnson Sheridan
Shannon Shiffrin
Paul Shuey
MarQuise Simon
Joan Sims
Taylor Sistek
Shara Sites
Tonia Slade
Matthew Smith
Ashley Smith
Andria Smith
Amanda Smith
Tricia Smith
Amber Smith
Ashley Smith
Sara Smith
Mercedes Smith
Ryan Smith
Lisa Snively
Madison Snyder
Mark Soltis
India Somerile
Eryn Somers
Megan Sowinski
Donell Spedden
Armand St. Pierre
Julia Stauffer
Ashlynn Sterling
Ryan Stickel
Danielle Stickel
Thomas Stimaker
Shantille Stohl
Karen Stone
Matthew Stone
Jordan Stracke
Amanda Strickland
Kristina Stylianou
Colleen Sullivan
Margaret Sullivan
Lacy Tant
Lewis Taylor
Jantae Taylor
Michael Taylor, II
Emily Temple
Emily Tevault
Tracy Therese
Lindsay Thompson
Christopher Thompson
Natassia Thompson
Ashley Thompson
Mallory Timmons
Kellian Tonetti
Ann Tooley
Alexander Tougas
Georgia Tragas
Katherine Trim
Lakisha Tucker
Tiffany Tucker
Raymond Turner
Kasey Turner
Alexis Tyler
Jaden Tyrrell
Jana Umberger
Melissa Union
Andrew Utz
Rosa Valdez
Peggy VanElls
Jessie Vavrek
Caitlin Veise
Lauren Venturella
Jeanine Venturella
Andrew Vernor
Sara Vickery
Stefanie Wachter
Natasha Wainwright
LiTisha Walker
Colleen Walker Good
Laura Wallace
Laurel Walsh
Peter Ward
Maurice Ward
Aja Ward-Percy
Brian Waltell
Nichole Washington
D’Angelo Washington
Taylor Waszelewski
Sierra Waters
Abigail Watson
Alan Watson
William Watson
Rebecca Watson
Katherine Weber
Leah Weddell
Tamira Weems
Kaylee Weitz
Dawn Welters
Kathaleen Wentker
Elizabeth Werner
Rachel Weskalnies
Amberly Westernmeyer
Amanda Whitaker
Nickisher White
Allyson Whitmore
Lisa Whitsett
Denise Whitty
Christopher Wilder
Valerie Wilder
Heather Williams
Robert Williams
Tanisha Williams
Katherine Williamson
Sarah Wilson
Margaret Wilson
Cassidy Wilson
Patrick Wilson
Lauren Winfield
Brady Wolf
Hannah Wolf
Jeanine Woods
Melanie Wooldrige
Amanda Wooley
Robin Woolf
Tianamin Wright
John Wright
Mary Wright
Jeanne Marie Yanchulis
Kate Yetter
Min Yi
Morgan Young
Erica Young
Janmarie Youngking
Suad Yusuf
Chelsea Zahm
Carson Zajdel
Kristin Zevely
Michael Zick
Robin Zimmerman
Hannah Zimmerman
Stacie Zwisler
TAAAC Events Calendar

September
9 – TAAAC/ASI – 3:45 PM @ TAAAC
18 – Town Hall Meeting – 4 PM @ Arundel High
19 – Town Hall Meeting – 6:30 PM @ South River High
23 – SLB @ TAAAC

October
2 – Board of Directors Meeting
2 – Virtual Town Hall
3 – Membership – 4:30 PM @ TAAAC
7 – SLB @ TAAAC
10 – RA Meeting – 5 PM @ Severna Park Middle
Meeting Prior to RA:
   Elementary Concerns
   Middle School Concerns
   High School Concerns
21 – SLB @ TAAAC
24 – TAAAC/ASI – 3:45 PM @ TAAAC

Visit www.taaaconline.org

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:

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 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.

NOMINATIONS OPEN
The TAAAC Nominating Committee is accepting nominations for a new Negotiating Committee. The position is a one-year term.

Nominations will be accepted until the October 10, 2019 Representative Assembly Meeting.

Name ___________________________
Address _______________________
_______________________________
School _________________________
Phone (C) __________ (W) _________
Personal Email ___________________

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

☐ Negotiating Committee

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Name ___________________________
Address _______________________
_______________________________
School _________________________
Phone (C) __________ (W) _________
Personal Email ___________________

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

☐ Negotiating Committee
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 and Annual Payment Authorization

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.

Annual Payment Authorization: Yes ☐ - I hereby agree to pay the annual dues, fees, and assessments established by the three associations in consideration for the services the union provides. I understand that those annual amounts are subject to periodic change by the governing bodies of the associations. I authorize on a continuing basis, and regardless of my membership status, the payment of those annual amounts established by the three associations through payroll deduction unless I revoke this authorization in a signed writing sent to your local affiliate via U.S. mail, between August 15 and September 15 of the membership year immediately preceding the membership year for which the authorization is to be cancelled.

I understand that this agreement is voluntary and is not a condition of employment and that I have the legal right to refuse to sign this agreement without suffering any reprisal.

Signature __________________________ Date ____________

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.

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 Affiliate 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 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.