

# TAAAC ACTION REPORT

Your Professional Organization

*“Empowered Educators, Successful Students, Connected Communities”*

Vol. 51, Number 6

Teachers Association of Anne Arundel County, An MSEA/NEA Affiliate

February 2019

## Two Events, One Loud TAAAC Voice

### Public Hearing On the Budget

The energy could be felt as the auditorium at Old Mill High School became filled with a sea of red at the first Board of Education’s Public Hearing on the Budget on January 8<sup>th</sup>. It became clear very quickly that the budget conversation would be centered around teachers’ needs as section after section were filled with “I Love My Public School” shirts. TAAAC President Russell Leone was the first to speak on behalf of the Association and all its members. He focused on the trends in the county allocations. He shed light to two areas in particular where appropriations were discretionary, but have historically be funded at increasing rates. A completely discretionary fund, known as “PayGo,” used to pay down debt for capital projects has risen from \$15.5 million in FY2013 to \$37.8, and \$41.3 million in FY2018 and FY2019 respectively. Last year, Anne Arundel County brought in \$60.2 million over what they had projected in their previous budget for FY2018. These are funds that can be used in the operating school system budget. These figures were all presented to show that there is room for the Board of Education to request more from the county than what is in Dr. Arlotto’s presented budget. Dr. Arlotto’s budget is the best we have seen in many years, but we recognize that as is will not provide for the different needs to help all members in some way.

Our voices continued beyond sharing the numbers. TAAAC members stood and spoke of inequity in hiring practices and the impact on morale between colleagues. Member Bob Abbott spoke about the four jobs he needs to hold as a result of the years of freezes he has experienced. Other members spoke about the impact on working relationships when pay inequity exists.

One board member expressed at the end of the hearing, “I wish you could have seen the audience from my perspective. It was impressive to see all the red rise up when you got up to speak.” We certainly were unified!



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**Bill Jones**

**Times are Changing**

On February 20, members of the Anne Arundel County Board of Education will adopt its budget request to be forwarded to the County Executive. As the Board has been deliberating on its budget, TAAAC and the Board's Negotiating Teams have been working on more than a dozen topics, most of which have direct budget impact. The underlying challenge in negotiating and budgeting for FY2020 is that the parties do not merely need to build a budget that meets 2020 needs, but also to recover from previous year's neglect.

We are challenged with the issue of restoring lost steps and bring equity to salary scale and salary placement, increase instructional staff to meet student needs and address teacher work load, recruit more special needs personnel to serve students challenged with mental, emotional, physical and language issues. Sadly, Anne Arundel County has had the resources to fully fund the Board's budget request over the past seven years and simply chose not to. The below chart illustrates the persistent reductions made by the County to the Board's budget requests. The reductions totaled \$107.3 million.

**Commentary**

**County Treatment of BOE Budget Requests**



We can acknowledge that sometimes scarce resources require reductions to budget requests, but none of the past seven fiscal years suffered from scarce resources. The Board suffered from scarce resources, but that was because the County chose to make it so. The County had other priorities. They include:

- Budgeting for a fat surplus by under projecting revenue and over projecting expenses. From FY2013 to FY2018, the County ran surpluses from operations from a low of \$32.5 million to a high of \$71.7 million.

**Surplus from operations**



- Ramping up pay-as-you-go appropriations to capital projects, a completely discretionary expenditure. From FY2013 to FY2019, the County increase pay-as-you-go funding from \$15.5 million to \$41.3 million. These appropriations are a way of keeping money out of the operating budget where it would increase the County's Maintenance of Effort (MOE) obligation.

**PayGo**



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**TAAAC Action Report**

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# From Contentia this month . . . *AACPS Progressive Discipline*

Your TAAAC staff spends a considerable amount of time advising and representing members on disciplinary issues. Although the BOE has not put their progressive disciplinary practices in writing, this is the structure that is generally followed as well as your rights and the role of TAAAC:

## 1. The Progressive Discipline Ladder

- Counseling letter: This is the lowest level on the progressive discipline ladder and is not defined as a disciplinary action. A counseling letter is subject to appeal and may be removed from your personnel file upon request after three years.
- Warning letter: A warning letter can be challenged through the grievance process. Unless removed as a result of a grievance settlement, these letters remain in your personnel file forever.
- Reprimand letter: A reprimand letter can be challenged through the grievance process. Unless removed as a result of a grievance settlement, these letters remain in your personnel file forever.
- Unpaid suspension: The length of a suspension can vary. A suspension is subject to appeal. Documentation of a suspension will remain in your file forever.
- Termination: Termination is also subject to appeal.

## 2. Investigations

- Except for a counseling letter, all other disciplinary actions require a pre-disciplinary meeting with you. You are entitled to representation at any and all pre-disciplinary meetings.
- Sometimes allegations of employee misconduct are investigated by the AACPS Office of Investigations. You are entitled to representation during any investigative meeting you are directed to attend.
- If the allegations of misconduct involve a student, you may be subject to an investigation by Child Protective Services (CPS). You are entitled to representation during any investigative meeting you are directed to attend with CPS.
- If the allegations of misconduct involve a criminal act, the police or other law enforcement agencies may be involved. Once again, you are entitled to representation during any investigative meeting you are directed to attend with the police or any law enforcement agency.
- An administrator may direct you to submit a written statement describing an event. Albeit you should do so in a timely fashion as directed by your administrator, you should review your statement with your TAAAC UniServ Director prior to submitting it.

## 3. Appeals and Rebuttals

- You have the right to attach a rebuttal to any counseling letter or disciplinary document placed in your file. There are not time limits on submitting a rebuttal.
- Grievance and appeals are governed by strict time restrictions. All appropriate appeals and grievances must be written and filed soon after any disciplinary action is taken.

## 4. Representation

- You have the right to representation at a meeting that is disciplinary or could lead to disciplinary action against you.

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## TAAAC Annual Legislative Breakfast

On January 5<sup>th</sup>, TAAAC members joined members of the Board of Education, County Council, and state legislature to have one-on-one conversations at our annual TAAAC Legislative Breakfast. County Executive Stuart Pittman acknowledged the importance of this event, but advised us not to stop here, but to contact our representatives and to give testimony at meetings. Board of Education Vice-President Terry Gilleland, Chair of the County Council Andrew Walker, and Del. Mark Chang and Senator Pam Beidle were on hand to answer questions that the audience posed to them. There were a wide range of questions which each level of government was able to address. In addition, most of the members of the Board of Education and the County Council were present. Having both parties represented clearly demonstrates that education is not a partisan issue. Many members in attendance expressed the value of the conversations they had with legislators, council members, and board members. Advocating for the education of our students and in turn advocating for our membership is something we must work together to ensure success. We look forward to continuing the conversations started at the breakfast at our weekly lobby night meetings. The lobby teams will meet with state legislators and county government.



Front L-R: Mary Robinson, Nancy Davidson & Melissa Sisk  
Back; L-R: Robert Silkworth, Senator Elfreth & Jan Delph



L-R: Delegate Mark Chang, Senator Pam Beidle & Councilman Andrew Pruski

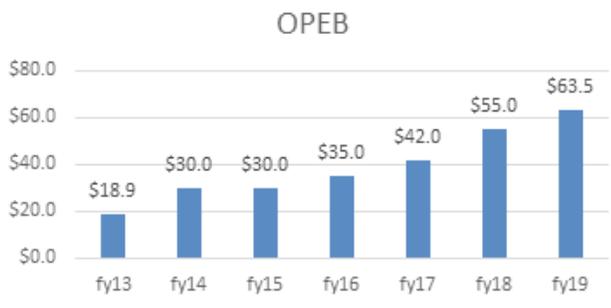


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- You do not have the right to representation during non-disciplinary meetings.
  - If you are unclear on the purpose of a meeting you've been directed to attend, ask for an explanation. Be explicit – "Is this meeting disciplinary in nature, or could it lead to disciplinary action against me?"
  - There is no harm in asking for your TAAAC representative to attend a non-disciplinary meeting with you. Sometimes you simply need someone to sit next to you for support.
5. Finally, you should consult your TAAAC UniServ Director throughout any of the actions as described above. Contact TAAAC immediately as soon as you believe any type of disciplinary investigation may be initiated involving you.

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• Sharply increasing allocations to the reserve for retiree benefits other than pension (OPEB), a relatively discretionary expenditure. Appropriations to the reserve increased from \$18.9 million in FY2013 to \$63.5 million if FY2019. This appropriation also serves to keep money out of the operating budget.



TAAAC members worked hard to put some new legislators in office, supporting those that have priorities closer to our own. We are anticipating that that the approach to budgeting will be focused more on need than keeping money out of operating budgets.



Thousands of education supporters will stand together to **March for Our Schools** on March 11 in Annapolis. Will you be there to let our legislators know that now is the time to increase funding for our schools? Our students are counting on us. What's at stake? If we succeed: Universal Pre-K, expanded career & technical education, increased planning time, and salary increases for teachers and support staff. If we don't act: more high-stakes standardized testing and larger class sizes.

Visit [www.marchforourschools.com](http://www.marchforourschools.com) to register.

## MARCH 15-16, 2019

# LAUNCH INTO TAAAC

### Do you want to get more involved?

Have you ever wanted to participate in your Union? Learn what TAAAC is really about? See how decisions are made? Lobby? Negotiate? Travel across the country as a Delegate to our National Convention? This might be the activity for you. We are sponsoring an overnight retreat for folks interested in TAAAC and wanting to get more involved. We promise fun and education.

Annapolis Doubletree Hotel from after school Friday, March 15 – 3 PM March 16.

- All expenses and meals are taken care of by TAAAC
- Will be both fun and educational
- We want your participation, but you are not committing by attending

Come get involved. Be part of TAAAC!

Register here: <https://bit.ly/2Loqf0i>

## WELCOME NEW MEMBERS

Marissa Aguilar  
 Chelsea Arey  
 Alberta Baker  
 Pauline Beads  
 Brittainy Bohannon  
 Kristin Byers  
 Michelle Callahan  
 Katie M. Clark  
 Austin Cooper  
 Rebecca Davidson  
 Savannah Davis  
 Nina Ernest  
 Dalia Estafanos  
 Bridgette Fitts  
 Christian Gargiulo  
 Katherine Gottschalk  
 Colleen Gray  
 Eric Greenlee  
 Deborah Henry  
 Katherine S. Hicks

Kimberly Hynes  
 Jerel L. Jacocks  
 Nickolaos Konstantopoulos  
 Mira Lee  
 Megan Marino  
 Eric Myers  
 Holly Nevy  
 Kristin Nowlin  
 Amy Phelps  
 Lauren Regulinski  
 Jamie Schuler  
 Mindy Shore  
 Anna Slusarczyk  
 Sarah Soileau  
 Adrienne Spencer  
 Barbara Sutton  
 Michael Utz  
 Kirsten Wenzel  
 Allison Yulesler

## Community Outreach— Helping SPAN

Serving People Across Neighborhoods (SPAN) helps those in need across Anne Arundel County. TAAAC collects donations of non-perishable items each month at our representative assembly meeting. You can help by giving a small donation to your building rep to bring to our meeting. If you happen to be coming to the TAAAC office, we have a collection bin.



TicketsatWork.com is your authority on the best deals at theme parks and water parks nationwide! This cost-free benefit provides you access to thousands of exclusive travel and entertainment discounts, so you can make the most of your time away from work.

Visit [www.ticketsatwork.com](http://www.ticketsatwork.com) and click Become a Member, enter our company code – **TAAAC** – for the most up-to-date offers on theme parks, hotels, Broadway shows, local deals, shopping partners and much more.

Save an extra 10%\*. Promo code: **FunBenefit**

(\*Valid on purchases of \$100 or more, through 3/31/19)

## TAX PREPERATION

R.J. Pellicoro Assoc. will be at TAAAC offices on **March 18 and 20, 2019, from 10 AM – 6 PM**, to prepare 2018 Income Tax returns for long-time TAAAC clients.

As in the past, contact the TAAAC office to make appointments for these dates. For those clients who would prefer to receive their 2018 tax returns earlier, please contact Bob Pellicoro at (301) 706-7619 to arrange for mailing tax data directly to R.J. Pellicoro Assoc.

## NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for the **Credentials Committee** and the **Nominating Committee**.

Nominations will be accepted until the April 10, 2019 RA meeting.

Name \_\_\_\_\_

Address \_\_\_\_\_

School \_\_\_\_\_

Phone (C) \_\_\_\_\_ (W) \_\_\_\_\_

Personal Email \_\_\_\_\_

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

**Credentials Committee**

**Nominating Committee**

## Foundation to Help Local Students

One of TAAAC's functions is to assist local students in continuing their education. TAAAC does so through its Foundation for Educational Excellence which gives competitive scholarships to college bound young people.

The Foundation provides eight scholarships to local public high school students each year which are funded by members, outside donors, and occasional fundraising events. One of these is funded by TAAAC-R. In addition, there are two memorial scholarships funded through direct donations: The Robin Coleman Award for Computer Science and/or Technology, and the Samuel and Bessie Chao Memorial Book Award. Applications are distributed through all public high school counselors. The forms were sent out on February 13 for the 2019 scholarship awards. For more information, contact your school counseling department or call the TAAAC office.

# Job Opportunities



**NOW HIRING: Pool Supervisors  
for Summer, 2019!!**

**Anchor Aquatics** is a locally family owned company offering the highest quality commercial swimming pool management and service for 50 years! Anchor Aquatics has an outstanding reputation for safe, clean aquatic environments. We pride ourselves in being professional, responsive, and approachable. Anchor Aquatics values their customers and employees and our goal is to provide the highest quality service to clients while maintaining a friendly working atmosphere for employees.

- Free pool operator, lifeguard, management, and customer service training
- Competitive Pay
- Outdoor work environment

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**NOW INTERVIEWING:** Contact George Evans at [george@anchoraquatics.com](mailto:george@anchoraquatics.com) or (410)956-0744. Apply online at [www.anchoraquatics.com](http://www.anchoraquatics.com).

## Spend Summer in the Sun:

DRD Pool Service Inc. is accepting applications for summer job openings as swimming pool field supervisors and swimming pool managers. No Experience Necessary, free training

Supervisors start in April part time and swim club managers start May 1<sup>st</sup> part time. For more information, call Noelle Navarro at; (410) 761-7665, Or, e-mail to: [n.navarro@drdpools.com](mailto:n.navarro@drdpools.com)

*"It is the supreme art of the teacher to awaken joy in creative expression and knowledge."*

- Albert Einstein

# TAAAC Events Calendar

## FEBURARY

- 15 – Last Day for Online Voting
- 19 – Nominating Committee – 5 PM @ TAAAC
- 20 – IPD Committee – 4:45 @ TAAAC
- 21 – TAAAC/ASI – 3:30 PM @ TAAAC
- 25 – SLB @ TAAAC
- 25 – Government Relations – 5 PM @ Stan & Joes

## MARCH

- 4 – Government Relations – 5 PM @ Stan & Joes
- 7 – Membership – 4:30 PM @ TAAAC
- 11 – SLB @ TAAAC
- 11 – **MSEA March for Our Schools Rally in Annapolis – 6 PM**
- 13 – RA Meeting – 5 PM @ Severna Park Middle  
Meeting Prior to RA:
  - Elementary Concerns
  - Middle School Concerns
  - High School Concerns
- 18 – Government Relations – 5 PM @ Stan & Joes
- 20 – IPD Committee – 4:45 PM @ TAAAC
- 21 – TAAAC ASI – 3:30 PM @ TAAAC
- 25 – SLB @ TAAAC
- 25 – Government Relations – 5 PM @ Stan & Joes
- 26 – Special Events – 4:30 PM @ TAAAC

Visit [www.taaaconline.org](http://www.taaaconline.org)

## #RedforEd Shirts

You've seen the #RedforEd shirts. If you haven't gotten yours yet, see your TAAAC Rep. T-shirts are now available to non-members as well for a cost of \$10 while supplies last. Contact the TAAAC office for shirt purchases.

## 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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### 2018-19 TAAAC Financial Workshops

Presented By Bill Bush, CFP®, CPA

### April 4, 2019: Saving & Investing

All workshops are being held at Severna Park Middle School. For more details, call Bill at (410) 480-0007 or email at William.bush@lpl.com.



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**FOR MORE INFORMATION, CONTACT YOUR TAAAC COUNSELOR:**

Fahad Khan | Fahad.Khan@gcu.edu | 602-247-4955 | gcu.edu/udc/fahad.khan

## GRAND CANYON UNIVERSITY®

For more information about our graduation rates, the median debt of students who completed the program and other important information, please visit our website at [gcu.edu/disclosures](http://gcu.edu/disclosures). Please note, not all GCU programs are available in all states and in all learning modalities. Program availability is contingent on student enrollment. Grand Canyon University is regionally accredited by the Higher Learning Commission (800-621-7440; <http://hlcommission.org/>). Important policy information is available in the University Policy Handbook at <https://www.gcu.edu/academics/academic-policies.php>. GCU, while reserving its lawful rights in light of its Christian mission, is committed to maintaining an academic environment that is free from unlawful discrimination. Further detail on GCU's Non-Discrimination policies can be found at [gcu.edu/titleIX](http://gcu.edu/titleIX). The information printed in this material is accurate as of AUGUST 2018. For the most up-to-date information about admission requirements, tuition, scholarships and more, visit [gcu.edu](http://gcu.edu) ©2018 Grand Canyon University 18C0EE0217



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OUR YOUTH



We Preserve  
OUR WATERWAYS



We Support  
OUR COMMUNITY

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