

# TAAAC ACTION REPORT

Your Professional Organization

“Empowered Educators, Successful Students, Connected Communities”

Vol. 51, Number 8

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

April 2019

## TIPS FOR DEALING WITH DANGEROUS STUDENTS

- Know your school policy and procedures
- Know or develop a school-wide crisis plan
- Prepare yourself for crisis events

Education employees are facing more and more safety issues in school. You need to know your rights, responsibilities, and ways to protect yourself and our students. For the purposes of this information, “dangerous students” are defined as those who cause serious harm to another person, to themselves, or to their surroundings. There are currently provisions in Maryland law that provide for the safety of school employees. These provisions:

- Protect school system employees from threats of bodily harm or molestation while using a school vehicle, at an off-site school-sponsored activity, and on property that is owned by a county board and is used for administrative or other purposes;
- Protect any employee of an elementary, secondary, or higher education school from threats of bodily harm at home through any means, including in person, by telephone, by letter, or by email; and
- Provide for a fine of up to \$2500 for any person held in violation of the law.

### Create a Crisis Plan

Have a working system of communication, using tools such as the intercom or a code word with another teacher or school employee who works near you. Develop your own safety net that works for you. Regularly review and update your plan so that it meets the needs of your school population and complies with your local board of education policy.

- Classroom teachers should develop, post, and disseminate (to parents and students) a well-defined discipline policy for their classrooms. Note: Send the policy home for signature by a parent/caregiver.
- When a student’s behavior becomes threatening, school employees are advised to:
  1. Notify another adult for help; for example, call on the intercom or send another student for help.
  2. Isolate the student, but keep him or her visible. This may mean you have to remove all other students from the area.
  3. Have an administrator or designee remove the student to a secure area. It is the responsibility of the administrator or designee to notify parents or guardians and appropriate authorities regarding the incident and district policy, and to arrange a meeting to coordinate a plan for the reintegration of the student into school and/or the classroom.

*(Continued on page 4)*



Bill Jones

On March 21, the Senate passed their version of the House budget bill by a unanimous 47–0 vote, sending the legislation to a conference committee that will be tasked with reconciling the differences between House and Senate plans. Among those issues critical to educators across Maryland is funding for the Blueprint for Maryland’s Future ([HB 1413/SB 1030](#)), the pending legislation to implement recommendations from the Kirwan Commission for the next two years.

The Commission recommended significant increases in state funding for Maryland’s public schools. Much of that increased finding is going to find its way into the paychecks of public school educators. It is a badly-needed and long-awaited structural improvement in the education funding formula.

Here is some of what the Kirwan Commission learned regarding Maryland school funding and teacher salaries (as presented by Dr. Kirwan to the Senate Education, Health & Environmental Affairs and Budget & Taxation Committees, and House Ways and Means and Appropriations Committees):

## Commentary

- Maryland education funding (state and local funds) is among the most regressive in the US, meaning that districts with a high proportion of low-income students receive less funding than others.
- Maryland faces significant teacher shortages, especially in STEM areas.
- Sixty percent of teachers are recruited from outside Maryland.

***"Much of that increased finding is going to find its way into the paychecks of public school educators. It is a badly-needed and long-awaited structural improvement in the education funding formula."***

- High performing systems spend significantly more on schools serving low-income students than those serving students from wealthier families.
- Maryland ranks 11th in per student K-12 spending, 19th when adjusted for regional cost differences.
- The harsh reality is that Maryland schools perform at a mediocre level in a country that performs at a mediocre level globally.
- Average salaries for teachers in Maryland are 25% below those of professions with comparable education requirements (e.g., accountants, nurses, architects) (2017).

One of the ways that Kirwan recommends overcoming the challenges is to “Transform Teaching in to a High Status Profession.” This would be accomplished by:

- Elevate rigor of teacher preparation programs.
- Include cultural competence, bias awareness, and restorative justice training for all teachers.
- Expand scholarship programs to help recruit talented students into teaching careers.
- Raise certification standards.
- Establish a performance-based career ladder for teachers.
- Benchmark salaries against other professions requiring similar levels of education.

Obviously, some of these recommendations will have some impact on the bargaining table in future years. But one may have impact very soon. TAAAC and the Board are currently negotiating for fiscal year 2020. If the Blue Print for Maryland's future becomes law as anticipated, Anne Arundel County Public Schools may receive an

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### TAAAC Action Report

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## From Contentia this month . . . *Sick Leave and Personal Business Leave*

### *Reminders and procedures that you need to know*

#### Sick Leave

- Sick leave must be used in half-day increments.
- Under normal circumstances, you must notify your principal at least one hour prior to the time you are supposed to report to work if you are using sick leave. Exceptions may be made by your principal. *Your principal can deny your sick leave and force you to take leave without pay if you fail to comply with the one-hour rule. You may also be subject to disciplinary action.*
- You are required to produce a note if your sick leave use exceeds three consecutive days.
- As a Unit I Member, you are not required to seek advance approval for using personal business leave in combination with sick leave. *If presented with a form or directive mandating advance approval, contact TAAAC. Other employee units have this requirement in their contracts. TAAAC does not.*
- Up to 15 days of available sick leave per school year may be used for illness of a family member.
- If you are not already a member, consider joining the TAAAC sick leave bank.

#### Personal Business Leave

- The use of any personal business leave requires advance approval.
- If your request to use personal business leave is made with less than 24 hours' notice, you must declare the reason for your leave.
- Personal business leave shall normally be approved at least 24 hours in advance.
- A holiday period may not be extended by taking personal business leave on a Friday or Monday (exceptions may be granted by your principal).
- Personal business leave may not be taken during the first five or last five teacher duty days of the school year (exceptions may be granted by your principal).

*(Continued from page 2)*

additional \$5.4 million in state revenue to be used for educator compensation in fiscal year 2020. To be eligible for the additional state money, a salary increase of at least 3% must be successfully negotiated with the Board and funded by the County. The proposals now on the table would qualify. Sufficient funds are in the Board's budget request. The parties simply need to find a way to reach a settlement, so we can turn our attention to funding it.

### **TAAAC and the Membership Committee cordially invite you to join us for our second annual:**

End of Year Celebration Happy Hour!!!!

Thursday, May 30<sup>th</sup>

5:00 to 7:00 p.m.

Mother's Peninsula Grille

969 Ritchie Hwy, Arnold MD



(Continued from page 1)

4. If you receive an injury, seek medical help and file for Workers' Compensation immediately. Consult your local about assault leave.
5. Review your district discipline policy.
6. Document the incident and the sequence of events. Identify all witnesses. Identify the number of students present. Identify the student sent to get an administrator/designee. Document all action taken by you. KEEP COPIES OF ALL DOCUMENTS.
7. Notify your local president and Uniserv Director.
8. Participate in developing a plan of action for reintegration, per the School Order and Discipline Act, of the student into school. Involve parent/ guardian, student, administrator, specialists and all staff working with student, including librarian, PE teacher, nurse, teacher aide, etc.

### **For Chronically Disruptive Special Education Students**

1. Document the date, time spent addressing behavior, type of behavior, and total amount of lost instructional time.
2. Document the lost service hours of other special education students in the class.
3. Demand a functional behavioral assessment if one does not exist. If one exists, be sure to implement appropriately and document its lack of effectiveness, then seek modifications.
4. Ask for a one on one assistant.
5. Request training on implementation of any new behavioral plan.
6. Request an IEP meeting to assess appropriateness of assignment.
7. Call your UniServ director for assistance.

Reprinted from MSEA, [marylandeducators.org](http://marylandeducators.org)

### **Some School Psychologists Will Receive Additional Experience Credit**

Last year, TAAAC filed grievances on behalf of two school psychologists regarding a dispute over experience credit. We are pleased to report that TAAAC has reached an agreement with the Board of Education to resolve these grievances.

School Psychologists are required to complete a 1200 hour internship as part of their initial credentialing process. AACPS has been awarding experience credit at the time of employment for those psychologists who completed their internship with AACPS, but denying experience credit for those who completed their internship with any other school system. Through the grievances, AACPS has agreed to award experience credit to those who did not complete their internship here.

About ten psychologists have already received letters from Jessica Cuches, Executive Director of Human Resources, acknowledging this change and providing directions for obtaining the experience credit for those who qualify. All other school psychologists should be receiving their letters in the coming weeks.

If you have questions regarding the details of the grievance resolution, or to see if you qualify, call Keith Wright at TAAAC at 410.224.3330.

# The Mills King Awards



Each year, your TAAAC Minority Affairs Committee sponsors the Mills-King Excellence in Human Relations in Education Award dinner and ceremony. This yearly event honors those who foster learning environments conducive to the understanding and valuing of all cultural groups, as well as promoting and providing more humane educational experiences for every child.

The 2019 Mills-King Award Ceremony held on March 7th was an inspirational, well-attended success this year honoring exemplary individuals for their contributions to Human Relations in the field of Education. Our 2019 nominees were (l-r) *Welton Lilley, Dorteia Jones, Nicole Ritz-Alexander, Deborah Marcus, Christopher Phillips, Emily Grey, Nicola Lambden, Marie Hartman, and Amanda Edmonds*. Congratulations to *Christopher Phillips* from Rippling Woods Elementary School on being selected at the 2019 Mills-King Award recipient.

The TAAAC Minority Affairs Committee is responsible for planning and hosting this event, including the selection of the award recipient. Our Minority Affairs Committee is always looking for new members. You do not need to identify as a minority to be a member of our committee! Contact Russell Leone if you are interested.

## TAAAC Trainings— Input Needed

TAAAC is your professional organization. We offer trainings and networking opportunities. Soon TAAAC Leadership and Committees will be planning for next year. Is social justice important to you? Need ideas for classroom management or special education support? Maybe you want to learn more about the policies and structure of TAAAC. Perhaps you have another suggestion. We need you to tell us what you want... what you really, really want. Please provide feedback for topics you would like to see offered next year. Visit <https://bit.ly/2V9yYXO>

## County Council Budget Hearing— Save The Date

Mark your calendars for May 13 (7-11 p.m.). The County Council will hear public testimony on the budget at North County High School. Wear red and support your profession.

## 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.

## Invite the President

Would you like Russell to guest read to your class? Maybe you'd like him to assist with a science experiment or work with your students in a small group. Perhaps you'd just like him to see what you do each day. In an effort to see and understand the diverse workings around the county at all levels, Russell would love to visit/volunteer in your school. Please use the link below to make a request. Make sure your administration is aware of all requests.

<http://bit.ly/InvitePresident>

# TAAAC Events Calendar

## APRIL

18-22 – Easter Break – All Schools, Central Offices and TAAAC office closed.

10 – RA Meeting – 5 PM @ Severna Park Middle

Meeting Prior to RA:

Elementary Concerns

Middle School Concerns

High School Concerns

Nominating Committee

23 – SLB @ TAAAC

24 – TAAAC/ASI – 3:30 PM @ TAAAC

25 – Membership Committee – 4:30 PM @ TAAAC

30 – Credentials Committee – 4:30 PM @ TAAAC

## MAY

6 – SLB

8 – RA Meeting – 5 PM @ Severna Park Middle

Meeting Prior to RA:

Elementary Concerns

Middle School Concerns

High School Concerns

16 – TAAAC/ASI – 3:30 PM @ TAAAC

19-21 – BOD Retreat

20 – SLB

28 – Special Events Committee – 4:30 PM @ TAAAC

30 – Happy Hour – 5-7 PM @ at Mother's Peninsula Grille

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

## WELCOME NEW MEMBERS

Melinda Barnes

Lisa Gaskin

Debra A. Howard

Kathleen McDougal

Deirdre M. Ralph

Erin R. Singlemann

Nelson Thacker

James Triebwasser

Molly Westfall

*"Any good teacher knows how important it is to connect with students and understand our culture."*

-Adora Svitak

## Job Opportunities

### Summer Aquatics Instructors Needed

Are you a lifeguard who is looking for something different? How about a fun, interactive, outdoor experience that includes boating with campers on the Severn River? Arlington Echo Outdoor Education Center is hiring for summer aquatic positions from mid June- mid August. Mainly M-TH with limited weekends. Must have current lifeguard and pool operator certificate. Experience working with kids and teaching is recommended. Starting at \$12/hour. Email [HHmccarthy@aacps.org](mailto:HHmccarthy@aacps.org)

### 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)



**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

Also hiring Lifeguards, Pool Operators and Pool Managers!

**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).

## BJ's Discounts for Renewing or Applying

### A new way to support your Organization!

**Are you a BJ's member?** NEW members pay only \$25 for an Inner Circle Membership (a \$30 savings) or \$50 for a Rewards Membership\* (a \$60 savings). All new memberships are valid for 12 months. (Remember to write "NEW - \$25" in the "Current Membership #" space on the application.) Discount Program Schedule for 2019 (May 1-31)

**Renewing members** save \$15 off the \$55 Inner Circle renewal fee (paying only \$40) or \$30 off the \$110 Rewards Membership\* renewal fee (pay \$80) and get 13 months (i.e. 1 month FREE!) All memberships include a FREE second household card. *If you Renew early*, BJ's will add the 13-month extension onto your current membership period.

**THE BEST NEWS** – BJ's will donate \$5 of your membership fee back to our organization! Visit our website: [www.taaconline.org](http://www.taaconline.org) for an application and instructions, or contact Robert Vassar at [rvassar@bjs.com](mailto:rvassar@bjs.com).

### 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

## Bubba's 33

Bubba's 33 has Easter Cards to give to your students for a free meal. If any teacher would like to sign up to participate, please email Danielle Morse at [bubbas33glenburnie@gmail.com](mailto:bubbas33glenburnie@gmail.com) with your name, school and number of students.

## NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for **MSEA Delegates**.

Nominations will be accepted until the June 12, 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):

**MSEA Delegate**

## NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for the **Sick Leave Bank Approval Committee and the AACPS Calendar Committee (Secondary)**.

Nominations will be accepted until the May 2, 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):

**Sick Leave Bank Approval Committee**

**AACPS Calendar Committee (Secondary)**

## 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:

Michael Markowitz - 410-455-0680

Mike.Markowitz@acsiapartners.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**  
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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 18COEE0217



## Inspiring Passion For Maryland's Waterways

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.



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OUR YOUTH



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- Covers you, plus your spouse and kids
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- Pays for physical therapy (\$35 per visit up to 10 times)
- Covers on or off the job accidents

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