

TAAAC ACTION REPORT

Your Professional Organization

“Empowered Educators, Successful Students, Connected Communities”

Vol. 51, Number 4

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

December 2018

Steuart Pittman Visits the Newly-Named RA



With elections behind him, Steuart Pittman demonstrated that he will continue to listen to teachers. On November 14, Pittman briefly addressed TAAAC building representatives and guests by stating, “I have no doubt in my mind that I would not have been elected if you guys had not done the work you did.” He went on to express that he gets to work for us and we, the teachers, get to hold him accountable. Pittman then said it was time to listen and that he did. The newly titled Representative Assembly (RA), changed from ARC by adoption of a Bylaw amendment, stood and asked questions of the County Executive-elect. Teachers shared stories with Pittman on how years of limited movement in steps have impacted retirement earnings and have even created pay inequity. (See Bill’s Commentary for more detail on that topic.) Bob Silkworth reminded us that, while equity in pay is a huge concern, that there are other issues to address such as safety, discipline, and workload. Wendy Gibson shared her experience with Pittman and his openness to listen. She encouraged all of us to make sure we continue to speak to him.

Pittman’s appearance at the RA marks the first time since Janet Owens that a County Executive has attended one of our Rep meetings. While this is an indication of change in county administration and the relationship we have worked hard to build, we cannot sit back and believe we are done.

What’s Next?

We know that our work continues. The next step in the process happens soon.

- December 19, at Board of Education, Riva Rd - 7:00 PM: Dr. Arlotto presents FY2020 budget for consideration.
- January 8, 2019, at Old Mill High School - 6:00 PM: Public Hearing on the Budget
- January 10, 2019, at Board of Education, Riva Rd - 6:00 PM: Public Hearing on the Budget
- February 20, 2019, at Board of Education, Riva Rd - 7:00 PM: FY2020 Approval by the Board of Education

At each one of the events listed above, we must remain visible. The most important of these are December 19 and January 8. We are asking for teachers to be present and wearing red or something that makes clear you are a teacher. If you cannot make one of these meetings, it is just as important to contact Board members to advocate for teacher compensation. Please see guidelines on page 5.

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Bill Jones

Commentary

Inequity in AACPS Salary Scales

There has been much talk about inequity in AACPS salaries recently, but the referenced is not just a recent occurrence. It has been evolving since Fiscal Year 2010, when the first “freeze” of step increases occurred. Below, readers will find a brief history of how and why the salary inequities occurred, and why they continue.

Fiscal Year 2010

There has been longstanding contract language that requires eligible employees to be moved at the beginning of the year to one salary step higher than they resided during the previous year. For decades, that “automatic” step increase had been provided per routine. As FY2010 approached, it was clear that county revenue was not sufficient to pay for the routine step. It happened to the AACPS, the Anne Arundel County Government, and local governments across Maryland. To accommodate the revenue scarcity, TAAAC and the Board agreed to the following salary settlement:

Article 3A, Teacher Salary Scale:

• *There will be no across the board increase in year #1 (FY10). If funding earmarked for educator compensation becomes available due to the American Recovery and Reinvestment Act (ARRA) or other sources at any time during the course of year #1 (FY10), the Agreement will be reopened.*

“There will be some new decision-makers at the Arundel Center. It is our hope and anticipation that these different people will make different decisions, and we will have some greater equity in educator compensation.”

• *Across the board increases for years #2(FY11), #3 (FY12), and #4 (FY13) will be subject to reopeners during the terms of this Agreement.*

Article 3F, Experience Steps:

• *There will be no increases for experience steps granted in year #1 (FY10), but the base salary scales are restructured in years #2 (FY11), #3 (FY12), and #4 (FY13), so the dollar amounts lost due to the temporary “freezing” of the steps are recovered in three increments. The restructured salary scales become the new base upon which prospectively negotiated enhancements such as COLA’s will be based as improvements are made even during the term of the Agreement.*

• *One year of experience credit will*

be withheld from incoming external educators hired for years #1, #2, and #3 (FY10, FY11, and FY12).

Article 3F had dual purposes. First, it was meant to, assure that employees would recover the money from the frozen step. Second, the reductions of experience credit leveled the playing field so that a year of experience elsewhere does not become more valuable than a year of experience here in the AACPS, effectively penalizing AACPS employees for working here instead of somewhere else.

Unfortunately, the recession was to last more than a single year. FY2010 brought no cost-of-living adjustment, no salary step, and a couple days of furloughs.

Fiscal Year 2011

Sufficient funding was not provided to the Board to pay for the first year of restructuring agreed on by both parties a year earlier. The parties ended up with an Impasse being determined by the Maryland State Department of Education. After twenty-two hours of mediation in two days, the parties reached an agreement. There was a cost-of-living adjustment of 1.25%, but no salary step.

The bargaining unit would now contain three distinct populations:

1. Those who were hired in FY2010 and had no experience credit to lose would remain at Step 1 for another year.

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TAAAC Action Report

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From Contentia this month . . . *Holiday True/False Contract Quiz*

- 1) If you volunteer to work at high school graduation, you will receive one-half day of early release time.
- 2) The maximum number of Personal Business leave days you can save at any one time is five.
- 3) If assigned to jury duty, you must endorse over your jury duty check to the Board of Education to get paid for that time.
- 4) TAAAC is assigned two members of the Calendar Committee for the school system although the school calendar itself is non-negotiable.
- 5) If you wish to resign during the school year, you must give a minimum notice of 45 days or risk having your summer pay withheld and your certificate suspended.
- 6) The minimum length for an observation is 30 minutes and you must have two to conduct a rating.
- 7) You may file a grievance if you believe a Collaborative Achievement Plan was given to you unfairly.
- 8) Individual Planning time includes grade-level meetings sometimes.
- 9) If ordered by the Principal, you might have to collect money for lunch if in a high-needs school.
- 10) If you are assigned a Collaborative Achievement Plan, you may still volunteer to be transferred, although the CAP will follow you automatically to your new school.

Answers

- 1) True – The timing of the ½ day is to be worked out with your - administration.
- 2) True – Yes, indeed!
- 3) False – You keep both
- 4) True – Our influence is significant but part of a committee with other stakeholders. It is not part of negotiations.
- 5) False – It's 30 days
- 6) True – TAAAC had a 5-minute!! observation last year thrown out.
- 7) False – They can pretty much assign them as they see fit.
- 8) False – NONONONONONONONONO
- 9) False – No teacher is required to collect money for lunch and other non-instruction items
- 10) False – Teachers on a CAP may not participate in the voluntary transfer process.

2. Those hired before FY2010 and those hired during FY2011 and lost one year of experience credit would be down two salary steps.

3. Those who were hired in FY2011 and had no experience credit to reduce, would have been placed appropriately at Step 1.

Fiscal Years 2012 and 2013

The recession was coming to a close between these two fiscal years. The average increases for bargaining units in the County government was 4.3%. The AACPS still didn't get its share of the brighter revenue picture. The County was continuing to allocate only pennies more than maintenance of effort. AACPS employees suffered another two years without a step increase, and secured one nominal cost-of-living adjustment of 1.25%. Each year there were no step increase, the inequities in the salaries worsened.

Fiscal Year 2014

Following four consecutive years without a step increase, and in the face of persistent MOE-only funding, the parties managed to come to an agreement on the following:

Effective on July 1, 2013, there will be a 1% across the Board increase for all Unit I employees hired prior to July 1, 2013. Every Unit I employee will receive one full salary step on January 22, 2014, regardless of current experience step. Unit I employees who are currently paid on Salary Step 25 will be moved to a newly created Step 26, and paid at a rate 2% higher than Step 25. Both parties agree to begin work early in fiscal year 2014 (FY14) to restructure Unit I salary scales for implementation in fiscal year 2015 (FY15).

Fiscal Year 2015

In an effort to make the funding of step increases more likely and more consistent, the parties restructured the Unit 1 scales. The longevity or "dead" steps were eliminated, and the old scale that started on Step 2 and ended on Step 25 was modified as explained below in an excerpt from the FY2015 Settlement Summary:

The current salary scale structure is replaced by a series of 25-step columns with no longevity (or "dead") steps for all except the columns for BA/SPC holders and Provisionals. Provisional scales will remain in their current structure. The BA/SPC column will be a 13-step scale. Transition of current employees will be by dollar-amount salary rather than by experience step. Individuals will be moved to the closest amount to current salary, but no less than current salary. Then, a step increase on the new scale will be provided.

The transition from the old scale to the new done by salary amount, further skewed the relationship between experience credit and salary step.

Fiscal Year 2016

This round of negotiations brought the fifth year without a step. The primary cause was a significant cut in the Board's compensation budget. The County Executive reduced the Board's compensation request by 60%. The parties found themselves in renegotiations yet again. A 2% cost-of-living adjustment, nearly the cost of one-step, was the best deal available. The parties, however, also agreed to the below language:

Experience Credit will be further modified on July 1, 2016 to indicate: "External applicants entering AACPS service will have their respective credit for prior experience reduced to two (2) years less than this section would otherwise provide;" and will again be modified on July 1, 2017 to indicate: "External applicants entering AACPS service will have their respective credit for prior experience reduced to one (1) year less than this section would otherwise provide."

Beginning in fiscal year 2018, new hires lose only one year of previous experience upon entry into Unit 1 AACPS employment.

(Continued from page 4)

Fiscal Years 2017, 2018, and 2019

For the past three fiscal years the parties have been able to get agreements that include a step increase, albeit one at mid-year. We have not been able to negotiate and FUND any restoration of salary for those educators that lost the most.

The one successful year was in negotiations for fiscal year 2018 when the Board added sufficient resources to the Superintendent’s proposed budget to fund a second step. The parties negotiated that step precisely to give something back to the employees who remained in the AACPS for all five years that steps were frozen. Funding for the extra step did not survive the budget axe on Calvert Street.

Fiscal Year 2020

There will be some new decision-makers at the Arundel Center. It is our hope and anticipation that these different people will make different decisions, and we will have some greater equity in educator compensation.

(Continued from front page)

Guidelines for Contacting Board Members

- Always keep it civil and professional
- Include how treating teachers equitably impacts hiring and retention
- Include accurate data to support your claims (contact the TAAAC office if you need help)
- Include the impact on morale in schools created by the inequity
- Include how students are affected



Stuart Pittman answering questions from Representatives at the November 14 Representative Assembly.

WELCOME NEW MEMBERS

- | | |
|-----------------------|--------------------------|
| Debra Anastasio | Katie Irvine |
| Michelle Christensen | Kelly Kaulfuss |
| Mandi Ferrante-Felmey | Michelle Kuemper |
| Megan Frekot | Suzanne M. Marcinkiewicz |
| Maria Garvey-Tara | Rebecca M. Mcgee |
| Marissa Guichardo | Karen Painter |
| Lauren Hammett | Laura M. Riner |
| Linda Hare | Jessica Vargin |
| Kelly Hickman | Mark Westphal |

Link up with TAAAC on Social Media



Please scan the code to follow us on Twitter



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#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.

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.

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 _____

Job Opportunities



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Supervisors start in April part time and swim club managers start May 1st part time.

For more information, call Noelle Navarro at; (410) 761-7665,

Or, e-mail to: n_navarro@drdpools.com

TAAAC Events Calendar

December

- 17 – SLB @ TAAAC
- 19 – IPD Committee – 4:45 PM @ TAAAC
- 19 – Board of Ed Meeting – 7 PM @ Riva Rd.
- 20 – TAAAC/ASI – 3:30 PM @ TAAAC
- 24-Jan 1, 2019 – TAAAC Office Closed

January

- 2 – SLB @ TAAAC
- 2 – Board of Directors Meeting
- 8 – Budget Hearing – 6 PM @ Old Mill High
- 9 – MSEA Legislative Reception – 4 PM
- 9 – RA Meeting – 5 PM @ Severna Park Middle Meeting prior to RA:
 - High School Concerns
 - Middle School Concerns
 - Elementary Concerns
- 10 – Membership Committee – 4:30 PM @ TAAAC
- 14 – SLB @ TAAAC
- 14 – Government Relations – 5 PM @ Stan & Joe's
- 16 – IPD Committee – 4:45 PM @ TAAAC
- 17 – TAAAC/ASI – 3:30 PM @ TAAAC
- 28 – Online Voting begins
- 28 – SLB @ TAAAC
- 28 – Government Relations – 5 PM @ Stan & Joe's

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March 11, 2019

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FOR MORE INFORMATION, CONTACT YOUR TAAAC COUNSELOR:

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Suzanne Herrmann

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maternitycoverageAA.pdf | 6/21/2018