

TAAAC ACTION REPORT

Your Professional Organization

“Empowered Educators, Successful Students, Connected Communities”

Vol. 51, Number 9

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

May 2019

Blueprint for Maryland’s Future Passes Overwhelmingly

On April 5, 2019, Maryland’s General Assembly passed the final legislation required to fund the recommendations made by the Kirwan Commission. Appropriately named, the *Blueprint for Maryland’s Future* passed by a 45-0 margin in the Senate and 124-20 in the House. The *Blueprint* increases education funding by \$1.1 billion over the next three years to raise teacher pay and implement programs to help low-income and special education students. The Commission recommended significant increases in state funding for Maryland’s public schools. Much of that increased funding 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.

Included among the recommendations that the *Blueprint* will fund is “Transforming Teaching into 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 program to help recruit talented students into teaching careers;
- Raise certification standards;
- Establish performance-based career ladder for teachers;
- Benchmark salaries against other professions requiring similar levels of education.

The *Blueprint for Maryland’s Future* takes effect on June 1, 2019, and will therefore have impact on the fiscal year 2019-20 budget. Local districts will have an opportunity to participate in the Teacher Salary Incentive Grant Program provided by the *Blueprint*. Anne Arundel County is well positioned to be eligible, and its share is in the amount of \$5.4 million.

Eligibility for a grant in fiscal year 2019-20 requires the following:

- The local Board must submit an application to the Maryland Department of Education on or before June 30, 2019.
- The application must include:
 - The estimated base salary for the county board for the fiscal year.
 - The negotiated salary increase for Unit 1 educators for the current and next fiscal year.
 - Documentation that a total salary increase for Unit 1 educators of at least 3% over the current fiscal year was funded for fiscal year 2019-20.
- The precise use of the grant money will be subject to negotiations between TAAAC and the local Board.

(Continued on page 4)



Russell Leone

Over the past two months I have had the privilege of visiting members in a variety of school settings. These experiences have reminded me of the incredible work being done by educators across the county. Take, for example, Lisa Bosnjak and Holly McDermott who both teach at Severn River Middle School. They are challenging their students to address global issues in social studies and facilitating literature circles in ELA respectively, while managing classes of nearly 40 students. Carol Cox at Bodkin Elementary is an inspiration in band and strings as she mentors an aspiring educator while finding time to give individual attention to her musicians all in a thirty-minute period! Finally, I can't say enough about the entire staff at Marley Glen Special who are giving all of their hearts to their students from Pre-K to adulthood. This is a staff that is there 100% for each other and their students every minute of the day. I could go on with more examples.

My visits also reminded me that the needs of our members are as varied as their schools. With each interaction,

Commentary

people shared with me their pride in the work they do for students and what continues to drive them forward. They also shared their concerns for the future. I wish I could

“Everyone must be looked after if we are to remain strong school communities...”

say there was one top concern; one thing to be addressed that could fix everything this year for everyone.

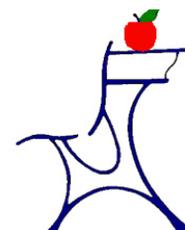
In any given week, someone will share their frustration with their class size or not being able to get a substitute (or having to cover a class because there was no substitute) or time to complete student testing and all the paperwork that goes with it. They also share their financial concerns and where they are in the current proposals. Each and every one of these concerns impacts our work environments and our lives deeply. It is because of these concerns that we must work that much more mindfully to support each other. I think about the staff at Marley Glen Special who provide a little extra support for colleagues who needed it even when everyone has their

own challenges. As we head toward the end of the year, take a few extra minutes to check in on a colleague.

While it is easy to say just get everyone on step with their year of experience (which is the ultimate goal of TAAAC), it is not as simple to accomplish. As of this writing, the path toward this goal is in negotiations. By the time you are reading this, we should have the most up-to-date information to share.

As your President, I support closing gaps and that is one of my hopes for my term in office. We are over 6,200 members who all have struggles and challenges. The steps toward meeting all needs are not going to be equal for all or at the pace that each individual wants for themselves. We must do what I have seen you do for your students in your schools and with your colleagues. Everyone must be looked after if we are to remain strong school communities, and together we can be successful in this goal.

This is why I hope you will stand with me at the County Council Budget Hearing on May 13 at North County High School.



TAAAC Action Report

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From Contentia this month . . . *Be Social Media Smart!*

Do you ever . . .

Badmouth your employer, your supervisors, fellow employees, parents, or students?

Discuss student work?

Post pictures of students or student work?

Post pictures of yourself or others in “unprofessional” situations?

Allow students or parents to “friend” you?

Text or call students?

Email students without copying a parent or administration?

Then STOP!

You must assume that anything you post or text or tweet will exist forever. There is no privacy on the internet. Even those you trust may pass your posts on to others who may take offense. Anne Arundel County Public Schools monitors internet and social network activities just as they monitor employee involvement with law enforcement.

Protect yourself! Don't take any chances that may lead to discipline, suspension, or loss of your employment. You do not have the First Amendment right of freedom of speech when it comes to your employer and your employment.

Every time you post something inappropriate you put your job at risk!

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.

Climate Change Inside Your Classroom?



Is your classroom too hot or too cold?
 Can you see mold growing in your classroom?
 Does your classroom feel too humid?



Purchase an inexpensive indoor thermometer/hygrometer for your classroom and take photos!



Email those pictures to your TAAAC UniServ Director immediately!



TAAAC Events Calendar

MAY

- 13 – Budget Hearing – 7 PM @ North County High
- 16 – TAAAC/ASI – 3:30 PM @ TAAAC
- 19-21 – BOD Retreat
- 20 – Sick Leave Bank @ TAAAC
- 27 – Memorial Day – All Schools, Central Offices and TAAAC closed
- 28 – Special Events Committee – 4:30 @ TAAAC
- 30 – Happy Hour – 5-7 PM @ Mother’s Peninsula Grille
- 31 – Baysox TAAAC Appreciation Night – 7:05 PM Game Time

JUNE

- 3 – Sick Leave Bank @ TAAAC
- 8 – RA Meeting – 5 PM @ Severna Park Middle Meeting Prior to RA:
 - Elementary Concerns
 - Middle School Concerns
 - High School Concerns
- 17 – Sick Leave Bank @ TAAAC

Visit www.taaaconline.org

WELCOME NEW MEMBERS

- | | |
|-----------------|---------------------|
| Jennifer Corbin | Christopher McMahan |
| Laurel Holbrook | Taylor Tumbull |
| Timothy Johnson | |

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

(Continued from front page)

As stated above, eligibility requires a negotiated and funded salary increase of 3%. The proposals now on the table would qualify. (Hopefully, those proposals will be contained in a tentative settlement by the time this edition is distributed.)

Sufficient funds are in the budget request forwarded by the Board to County Executive Pittman. If Mr. Pittman and the County Council fund the Agreement, thereby paving the way for the submission of the grant application, negotiations will be reopened to determine the use of the additional \$5.4 million.

Thanks to all of the 8,500 marchers and speakers participating in the March for Our Schools last month. It is a very fair guess that it had a positive impact on the vote count for the *Blueprint for Maryland’s Future*.

TAAAC Appreciation Night

at the



May 31st at 7:05 p.m.
Bring your family and friends.



**Complementary Tickets for TAAAC
members**

Discount Tickets available

Check your email for more details.

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

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

(Have you been a delegate before?) YES NO

ANCHOR AQUATICS

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.

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- Competitive Pay
- Outdoor work environment

Also hiring Lifeguards, Pool Operators and Pool Managers!

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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

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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.



We Educate
OUR YOUTH



We Preserve
OUR WATERWAYS



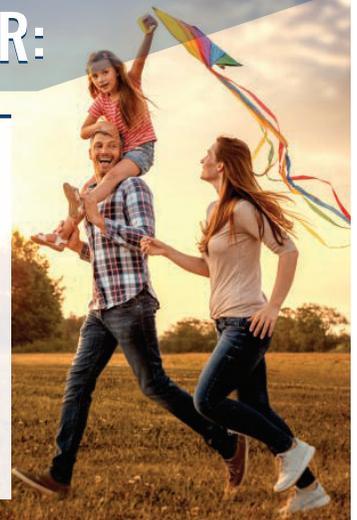
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- ILLNESS
- HOSPITAL STAY
- MATERNITY
- CANCER
- ACCIDENT
- WELLNESS (DOCTOR'S VISITS)



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