

# TAAAC ACTION REPORT

Your Professional Organization

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

Vol. 51, Number 3

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

November 2018

## Empowered Educators

TAAAC's vision is "Empowered Educators, Successful Students, Connected Communities." During the month of October, our members have certainly embodied this vision. Most specifically, teachers are demonstrating there is power in the classroom. The number of teachers who have joined the #RedforEd movement has grown each week. Teachers are participating from over 70 locations around the county. Conversations are taking place between teachers and the community about what our schools need, as teachers highlight the impact of funding gaps on our students.

Members also turned out to take part in the political process and speak-up for education. Throughout October, teachers joined education-friendly candidates as they knocked on doors and talked to voters. Not only were these empowered educators, but they were connecting to the community. Other members participated in phone banking to call hundreds of colleagues about the elections. On October 18, about 100 educators attended the debate between Steuart Pittman and Steve Schuh. They stood strong, wearing their shirts to remind both candidates that education is important. Many others participated at polling locations to hand out Apple Ballots to inform voters about our endorsed candidates.



Elected delegates from our membership continued the theme of empowered educators by attending the annual MSEA Convention in Ocean City on October 19-20. During these two days, delegates representing a cross section of teachers from elementary through high school came together to debate on issues impacting our schools. The value of diverse voices is what gives us strength. For example, Melissa Sisk provided insight about developmental impact on children born with visual impairments as we discussed a new business item addressing a shortage of teachers of students who are visually impaired. Robin Beers offered her expertise while we considered an item involving staffing and the Maryland Infants and Toddlers Program. So many others also spoke up on other issues that would affect their students. This collaboration and wealth of experiences truly allows us to consider what is best for all students. Our members debated and also passed three new business items that address issues that demonstrate our love for



the diverse population of students we teach. Each of these called for MSEA to recognize events that support our students in minority groups. These include recognizing October as LGBTQ History month, the second Monday in October as Indigenous Peoples' Day, and to endorse the Black Lives Matter School Week of Action 2019. All of these are important and empower our educators to discuss and honor the contributions and value of diversity in a meaningful way.



**Russell Leone**

### The elections are over, now what?

At the time of this writing, elections were still ahead of us, but as you read this the mid-term elections have all been decided. Whatever the outcome was, our work is not complete. During this election cycle, we made endorsements, met and worked with candidates, and spoke up. At the end of the day, political parties are not as important as our jobs. We cannot lose sight of the fact that we need our elected officials to support public education and the teachers. We must use the connections we made to remind our endorsed representatives of the commitments they made, while encouraging all elected officials to put public education at the forefront of their work.

In the coming months, the Kirwan Commission recommendations will come before legislators. It is in our public schools' best interest for us to support these recommendations. In the commission's report, they have concluded that schools are underfunded by \$2.9 billion. The plan outlines a new funding formula

for schools that would increase the per pupil funding amounts. The last time a funding formula was addressed was in 2002. This was what became known as the Thornton formula. This 16 year-old calculation does not address the growing number of students living in poverty and the financial needs that would

### ***"MSEA is organizing a "Funding Rally" to take place on March 11, 2019."***

give every student what they need to succeed today. Other areas where schools would be improved are also outlined in the Kirwan Commission report. This plan addresses the need to reduce class sizes and guarantee significant planning time for educators. Both of these would greatly impact the workload of teachers across the state. Additionally, staffing is another focus. The plan advocates for additional instructional staff as well as adequate support for students in the form of counselors, nurses, and social workers. Currently, we know that the case load of these vital staff is well higher than what is recommended. Some of our counselors are responsible for over 800 students. Finally, the plan recommends increasing teacher pay by about 30%. We must hold our state legislators responsible for supporting these goals for education. This

will be a goal of our members as we participate in lobbying efforts from January thru April when the General Assembly meets.

The recommendations above will require proper and adequate funding of our schools. The Maryland State Education Association (MSEA) is organizing a "Funding Rally" to take place on March 11, 2019. The goal is to have 15,000 educators from across the state standing together to send a message to our legislators that this is our time—our #RedforEd moment—to provide for our schools. This "Funding Rally" is taking place in our backyard in front of the State House in Annapolis. TAAAC is 6,200 members strong. Imagine the impact we will have on reaching our goal if each person made this a priority to give up one night for their profession!

Speaking of our #RedforEd moment, we will be continuing our #RedforEd Tuesdays throughout the school year. There are still many steps to moving our profession forward and just because the elections are over, we can't sit back and assume everyone else will do what is best for our schools and our teachers. Dr. Arlotto will present his budget in December. This will be followed by the County Council and County Executive in the spring. During each step along the way, we must be visible and vocal in the process.

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### TAAAC Action Report

Teachers Association of Anne Arundel County  
2521 Riva Road, Suite L7  
Annapolis, Maryland 21401  
(410) 224-3330 (410) 841-6022  
(301) 261-8309 FAX (410) 841-5117  
[www.taaaconline.org](http://www.taaaconline.org)

#### Officers

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and Managing Editor  
Roxanne L. Beach, Editor

# From Contentia this month . . . Did You Know That AACPS Has a Workplace Bullying Policy for Employees?

The following highlighted text is from the AACPS Employee Handbook:

## **Workplace Bullying**

*Workplace bullying is defined as repeated inappropriate behavior, either direct or indirect, whether verbal, physical or otherwise (to include gestures or exclusion), conducted by one or more persons against another or others in an attempt to physically or psychologically intimidate or distress someone else, at the place of work and/or in the course of employment.*

*Employees alleging complaints of workplace bullying should report the matter directly to the Office of Employee Relations at 410-222-5086.*

### **What are some examples of bullying behavior?**

- Being treated differently from others in your workgroup
- Being sworn at, shouted at or humiliated
- Exclusion or social isolation
- Excessive monitoring, micro-managing or being given unrealistic expectations

### **Bullying situations may involve:**

- Administrators or managers against their subordinates.
- Employees against their peers.
- A group of co-workers targeting another worker (mobbing).
- Corporations/institutions, when bullying is entrenched in an organization and becomes accepted as part of the workplace culture.
- An abuse or misuse of power. Bullying behavior creates feelings of defenselessness and injustice in the target and undermines an individual's right to dignity at work.

“Tough” or “demanding” administrators are not necessarily bullies as long as they are respectful and fair and their goal is to get the best performance by setting high yet reasonable expectations for work standards.

If you believe you are being bullied at work, follow the policy as directed. Contact your UniServ Director at TAAAC if you have any questions or concerns.

The full AACPS Employee Handbook document can be found at

<https://www.aacps.org/site/handlers/filedownload.ashx?moduleinstanceid=3151&dataid=12380&FileName=handbook.pdf>

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I am so very proud of this membership and those who have stepped-up to become part of this movement. As I visit schools, I am inspired by the engagement in the issues and the support you have for each other. I am lifted by the investment you have in your profession. This unity supports one of TAAAC’s visions —Together, we are “empowered educators.”



The Membership Committee is proud to present another

## TAAAC Fall Happy Hour!!!

Tuesday, November 20<sup>th</sup>

5:00 to 7:00 p. m.

@

### Ellie's Place

8421 Veterans Hwy.  
Millersville, MD 21108

Come on out to socialize with your fellow teachers and celebrate the beginning of the holiday season!!!



### TAAAC Partners with SPAN



TAAAC continues to support families in our community by collecting non-perishable food donations. Each month at the ARC, we will have donation boxes to bring to Serving People Across Neighborhoods (SPAN). You may give a contribution to your building representative prior to the second Wednesday of the month to bring to the meeting.

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

### WELCOME NEW MEMBERS

Holly Barton

Jonathon Gambrell

Nichole Oles

Kevin A. Brooks

Emily M. Green

Frank Phillips

Monica Clark

Shanel H. Lauchman

Tina Quigley

Carrie Connor

Xiao Liang

Rachel Ross

Brianna Considine

Labront G. Makle

Ashley Stegeman

Dawn Dailey

Roxanna Melton

Maya Tutt

D'anna Farrell

Maria Cecilia Miga

Joanne Loria Wetterkog

Hope Fisher

Nereen Morrison

## NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for **Secretary-Treasurer**, **Board of Directors (5)**, and **NEA Delegates (34)**.

Nomination forms must be received at the TAAAC office by 5 PM on Tuesday, December 11, 2018.

Name \_\_\_\_\_

Address \_\_\_\_\_

School \_\_\_\_\_

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

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

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

**Secretary-Treasurer**

**Board of Director**

**NEA Delegate**

Have you been a delegate before?

YES or NO

## TAAAC Events Calendar

### November 2018

19 – SLB @ TAAAC

19 – IPD – 4:45 PM @ TAAAC

21-23 – Thanksgiving Holiday – Office Closed

26 – Government Relations – 4:30 PM @ TAAAC

29 – TAAAC ASI – 3:30 PM @ TAAAC

### December

3 – SLB @ TAAAC

5 – Board of Directors Meeting

6 – Membership – 4:30 PM @ TAAAC

12 – ARC Meeting – 5PM

**@ Firemark Bldg, Millersville**

Meeting prior to the ARC @ 5 PM:

- Nominating
- Elem. Concerns
- Middle School Concerns
- High School Concerns

12 – Minority Affairs – Meeting after ARC @  
Firemark Bldg, Millersville

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.



### We are the credit union **serving the education community**

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Visit [esfcu.org](http://esfcu.org), call 301.779.8500 or find a branch near you.

<sup>1</sup> Interest will continue to accrue during the 90 days deferred period. Must meet membership eligibility requirements.

<sup>2</sup> Interest will continue to accrue during July and August when payments are skipped. Once you make your loan payment in June, the loan due date will automatically advance to September.



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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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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 18COEE0217

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**Suzanne Herrmann**

**Office:** (301) 985 - 2020

**Cell:** (703) 795 - 0406

[suzanne\\_herrmann@us.aflac.com](mailto:suzanne_herrmann@us.aflac.com)

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