

# TAAAC ACTION REPORT

Your Professional Organization

“Empowered Educators, Successful Students, Connected Communities”

Vol. 51, Number 10

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

June 2019

## Thank you, Bill Jones



Next month TAAAC says farewell to a member of our union family. Bill Jones, our Executive Director, will retire at the end of July.

Bill joined the TAAAC staff in 1991. He began as a Uniserv Director helping members in schools. He played an integral role in guaranteeing that the rights of our educators remained protected. In 2003, Bill assumed the role of Executive Director. At the time, TAAAC was “getting by” financially. Through Bill’s work with past presidents, the Association was able to build up its assets, including a crisis fund that was zeroed out in 2005, to become the healthy organization it is now. Having reserve funds has been especially important as we continue to address nationwide attacks to unions. Additionally, today TAAAC is debt free and has been for about 8 years.

During Bill’s tenure with TAAAC, membership increased from 74% to 92%. The Grants-in-Need program through our TAAAC foundation was spearheaded by Bill and remains the only one of its kind in the state of Maryland.

Bill’s leadership as our chief negotiator has been quite influential. There have been many wins that impacted our work environments and conditions. To name a few, Bill helped to protect against the removal of the automatic step request by the Board of Education, stopped additional evening hours beyond a Back-to-School Night, secured clearly defined grievance processes, and protected pay while members were under investigation (a right not guaranteed statewide). Since 2013, Bill has led the team to negotiate some form of step increase in 6 of the last 7 years.

Bill has worked to build partnerships with key players who support the work of our teachers. From Board of Education members to political representatives, TAAAC has benefited from the relationships Bill has formed and has helped foster with current leadership.

We wish Bill a wonderful and much deserved retirement.

# Commentary



Russell Leone

In my first column of this year, I welcomed you to a “year that has so much potential.” As I reflect on this year, I think about how we turned potential into action and success.

For this column, I want to be brief.

It is the last few days of school and you still have much to complete before signing-off for the summer.

I am proud of the connections that have grown during this past year. Many people looked for new ways to support each other. Many of you gave your time and energy to represent your colleagues and speak up within your circle of influence and in public. We stood together at public hearings and gained incredible countywide recognition through our Red for Ed efforts. The bottom line is that we are all in a better place than we were just one year ago.

As of this printing, contracts and funding have not been settled. I encourage you to look for my weekly update in your personal email for information on the final results.

If you have not been receiving emails this year, please contact the TAAAC office or email me directly, [rleone@mseneia.org](mailto:rleone@mseneia.org), to be added to our list. Weekly emails will stop after June 25 and begin again when teachers report back in August.

I wish you all a healthy, happy, and enjoyable summer.



Bill Jones

On August 1, 1991, I arrived at the TAAAC office filling an MSTA UniServ vacancy. After twelve years of UniServ work, which primarily involves providing individual services to members on just everything

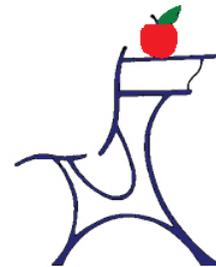
that might stem from their AACPS employment. That role provided opportunities to advise and assist hundreds of fine people with disputes with their employer.

Since August 1, 2003, my role has been much different. The role of Executive Director spans a very wide scope of activities and responsibilities, too many to list without boring the reader. Holding the position for the past 16 years has been a truly extraordinary experience.

TAAAC has treated me well and I am leaving with some comfort knowing that my service was appreciated.

I have come to know quite a lot of very fine people through my years with TAAAC. There will be many I will miss, and only a few that I will be glad to have shed.

To the Teachers Association of Anne Arundel County, Thank You.



## TAAAC Action Report

Teachers Association of Anne Arundel County  
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and Managing Editor  
Roxanne L. Beach, Editor

## From Contentia this month . . . *Some end of the year reminders . . .*

### Early Release Days (June 13-14)

*“The two days of early release time for students, scheduled immediately prior to the end of each semester will be utilized to provide self-directed work time for teachers at all levels. (Article 11.N.)”*

This means that once the students are dismissed, no mandatory meetings shall be held.

### Personal Business Leave Days

*“...Personal Business Leave shall not be taken...at the beginning or the end of the school year. (Article 8.A.)”*

The last five duty days constitute the “*end of the school year.*” If special circumstances require your absence, the restriction may be waived by the principal.

### Final Rating for the Year

*“The rating shall be received prior to the last day for teachers.” (Article 16.C.)*

If you receive your final rating after close of your official workday Friday, June 14, and you are unhappy with that rating, it should be grieved and removed from all personnel files.

In order to be formally rated for the year with a current professional practice score, there “*...shall be a minimum of two (2) classroom observations, one of which shall be scheduled [formal], of no less than 30 consecutive minutes each, during the year in which the rating is presented. These observations shall be made at least one month apart, where reasonably possible.*” (Article 16.C.1.a.)

*“An evaluation report [rating] that evaluates a teacher as ineffective shall include at least one observation by an individual other than the immediate supervisor.” (Article 16.c.)*

Call your UniServ Director immediately if one of the rating situations above applies to you.

## **Sick Leave Bank Open Enrollment/Cancellation**

Unit I employees that would like to join the TAAAC Sick Leave Bank may do so during the Open Enrollment Period, which is July 1 through September 30. New Unit I employees may join within the first 30 days after their effective date of employment.

**Unit I employees who wish to cancel their participation in the TAAAC Sick Leave Bank must do so by June 30 or risk the irretrievable loss of their one-day contribution.**

Your Association Representative has been provided with a list of SLB members for their work location.

Those interested in enrollment/cancellation may call the TAAAC office to obtain the proper forms.

# TAAAC FEE Scholarship Winners



The TAAAC Foundation for Educational Excellence, a 501(c)3 non-profit corporation, organized and run by active and retired TAAAC members was founded a few decades ago. It serves as TAAAC's philanthropic arm and serves local public-school students in two ways:

- Its Children's Fund provides prescription eyeglasses, winter coats to students in need, and the backpack program.
- Its Scholarship fund provides scholarship for which AACPs students earn through competition.

While the Children's Fund operates throughout the year, attention is drawn to the Scholarship Fund each spring.

On May 1, 2019, at the Association Representative Council, the winners of the 2018-19 scholarships were announced. Winners of this year's *TAAAC-FEE Scholarship Awards* are:

**Abigail Briemann**, Chesapeake High; **Jeremy Dawidowicz**, Northeast High; **Joshua Dawidowicz**, Northeast High; **Shelby Grant**, Southern High; **Destiny Julian**, Arundel High; **Zoya Larney**, Southern High; **Aerianna Rich**, North County High.

The Foundation administers four additional scholarships funded by private donations. The winner of the *Robin Coleman Scholarship* is **Justin Hicks**, Meade High. The winner of the *TAAAC-Retired Scholarship* is **Breon Reid**, Meade High. The winners of the *Sam and Bessie Chao Book Scholarships* are **Hannah Furlow**, Arundel High and **Julia Schroeder**, South River High.

Congratulations to all the winners and best of luck on their college endeavors!



Here's a chance for you to win a \$25 gift card and get access to amazing travel & entertainment benefits. All you have to do is use the following steps and sign-up for [TicketsAtWork](https://ticketsatwork.com/tickets/account.php?sub=enroll).

1. <https://ticketsatwork.com/tickets/account.php?sub=enroll>

2. Use our company code and email to create an account

Company Code: **TAAAC**

3. **ADDITIONAL PROMO:** 10Welcome to get EXTRA \$10 OFF over purchase of \$100.

Valid till June 30, 2019.

What is [TicketsatWork](https://ticketsatwork.com)? 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.

## 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)

# TAAAC Appreciation Night at the Bowie Baysox



TAAAC members celebrated the end of the year with a night at the ballpark. Thanks to ticket donations from the Bowie Baysox, our educators were rewarded with a fun night out. Members took part in the 7<sup>th</sup> inning stretch with a rendition of “Take Me Out to the Ballgame.” TAAAC member Joe Schiattareggia got things started by throwing out the first pitch.



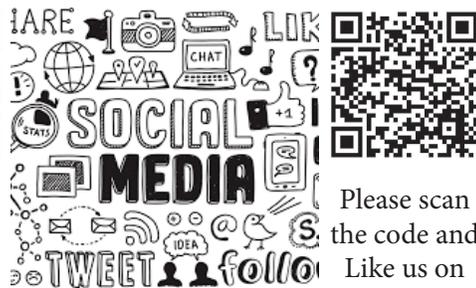
## WELCOME NEW MEMBERS

Virginie Chamber  
Sara Spivak

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

### NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for the **Board of Directors for a one-year term, ending July 31, 2020.**

Nominations will be accepted until the September 4, 2019 Representative Assembly Meeting.

Name \_\_\_\_\_

Address \_\_\_\_\_

School \_\_\_\_\_

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

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

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

**Board of Directors (One-Year Term)**

## 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

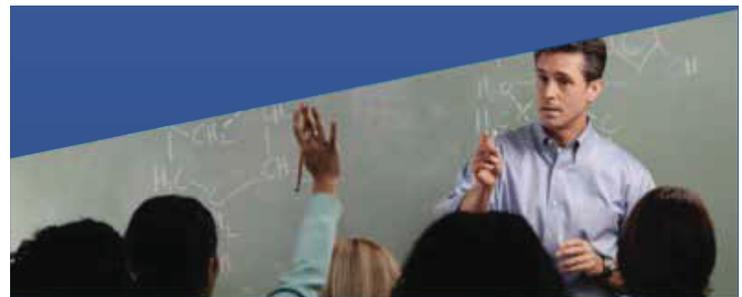


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