

# TAAAC ACTION REPORT

Your Professional Organization

“Empowered Educators, Successful Students, Connected Communities”

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

November 2019

## MSEA Convention

Forty-one of your colleagues gathered together to represent TAAAC at the MSEA Annual Representative Assembly in Ocean City. We were joined by five SAAAAC members as we discussed, debated, and advocated on issues affecting our students and our schools. This year much of the focus was on statewide funding of our schools. Delegates to the assembly listened to colleagues from around the state as they presented how they are using their voices to fight for public education. MSEA President Cheryl Bost stated, “We must be strong. We must be resilient. We have an obligation and responsibility to make sure we provide all the opportunities in a public education for all students, no matter the color of their skin, where they live, immigration status, or how much their parents make.” Educators highlighted the need for increased mental health supports, Pre-K programs, support for new educators, increasing educator pay, and career & technical education programs. Crystie Crawford-Smick, President of Harford County Education Association stated, “I want to use my voice to expand CTE programming across the state to ensure students are not just college ready, but career ready.” Bost challenged all of us to use our voices, asking, “What are you willing to fight for?”

Anne Arundel County had several moments to shine during this convention. TAAAC was recognized as having the greatest membership growth in the state. Allison Heintz spotlighted political wins we were instrumental in securing in our County Council and County Executive races in 2018. Anne Arundel County’s David Pickens, a SAAAAC member and para-educator at Meade High School, offered advice as he addressed the delegation as the first-ever MSEA Education Support Professional (ESP) of the Year from Anne Arundel County. He shared, “Regardless of your status, your title, or where you are on the pay scale, you indeed are priceless and vital to the development of young people.” He went on to say, “We do not know what is going on in children’s lives beyond school. Get to know them and know their story.”



Allison Hientz highlights Anne Arundel County's success in elections.



TAAAC members come together as a delegation to the MSEA Convention.



Russell Leone

### Negotiations Process

Negotiations for the FY21 (2020-2021) school year are underway. This is a good time to remind ourselves of the process. As many of you know, the selection of the TAAAC team was driven by recommendations from members, the Board of Directors, staff and me. When making up the team, every effort was made to ensure representation of high school, middle school, elementary school, special education, a non-classroom teacher, and an affiliate educator (i.e. counselor, psychologist or resource teacher). In addition, bargaining training and experience were also considering factors for appointment to the team. The final approval of the team was made by your Board of Directors.

As a Negotiating Team, your colleagues have some important responsibilities. First and foremost, they must negotiate in good faith on behalf of the entire membership. With our team in place, we reviewed the survey and read every comment and discussed what we have heard from members over the past year, including social media posts, emails, dis-

## Commentary

cussions at Representative Assemblies and one-on-one conversations. This guidance was utilized as proposals have been crafted to bring to the table. Proposals developed by the Negotiating Team were shared with the Board of Directors for discussion and to seek feedback. There is a level of confidentiality that the team must follow as discussion in negotiations are confidential as outlined in our Negotiated Agreement (Article 22E). Public announcements may not be made until the conclusion of negotiations. The team must also caucus to deliberate issues presented and counterproposals made by the Board of Education. The team may consult with experts (i.e. attorneys, content specialists) when needed.

This year, we have formed a Negotiating Committee. This hybrid elected and appointed group will serve as consultants to the Negotiating Team. There are currently 5 elected seats and the president may appoint up to 4 additional members. The Negotiating Committee will meet with members of the team after each of the negotiating sessions. This committee is bound to the same level of confidentiality as the Negotiating Team.

There are certain timelines that are to be followed as well. Non-compensation items are to be settled by December 31 and all other items by March 31. These timelines may be extended by mutual agreement

of both parties. As with all negotiations, for items to be settled, both parties must be in agreement of the final language.

Updates during negotiations will be made to the membership at the monthly Representative Assemblies. Your building representative should be sharing this information with each of their worksites/schools. This is one of the important reasons why having a building representative is crucial to our communication with you.

### Meet the Negotiating Team

**Keith Wright**, Chief Negotiator - Keith is one of TAAAC's Uniserv Directors. **Leona Puglia** teaches third grade at Brooklyn Park Elementary. **Jill Grimm** teaches social studies at Crofton Middle School. **Jackie Lubniewski** is a FACs teacher at Severna Park High School. **Tamara Thumtzen** is a behavior interventionist at North Glen Elementary. Tamara is also TAAAC's Secretary-Treasurer. **Jack Heinz** works in the Division of Curriculum at the Central Office. **Robin Murray** is a special educator at Hebron-Harman Elementary school. **Russell Leone** is an elementary teacher who is serving as TAAAC's President. **Maureen Liakos** is serving on the team as an alternate. She is a Department Chair in social studies at North County High School.

### TAAAC Action Report

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## **From Contentia this month . . . Article 11 (E) – Demonstration Teaching**

### **Article 16 – Evaluation and Rating of Professional Staff**

There have been many recent calls to TAAAC regarding walk throughs, observations and ratings. In particular, there seems to be an increase in Department Chair observations and Unit I members being asked/forced to observe and be observed by other Unit I members.

Here are some important points to keep in mind when it comes to the observation season:

- Teachers can say “no” to other Unit 1 teachers coming in to observe.
  - Teachers who decline being seen should **not** expect to observe others.
- Teachers may **not** decline a Department Chair from conducting an observation.
- Role of a non-teaching Department Chair vs. a teaching Department Chair
  - Non-teaching Department Chair can conduct observation, but **not** the end of the year rating.
  - Teaching Department Chair can observe with a 2/3 vote of the department (supposed to be conducted at the start of the year).
  - All Department Chairs and administration should be training together & norming for the observations.
  - All Department Chairs and administration should use the same rubric for consistency.
- The Principal may observe you at any time, but it can only count towards a rating every 30 days.
  - Even if you are on a three-year rating cycle, you may be rated in an “off-year” if administration decides to do so. If this happens please ask your Principal for an explanation; there may be concerns you are unaware of. In addition, please contact your UniServ Director.
- You must receive notice of at least five duty days before a formal observation.
- The two observations should be at different times and with different classes where possible.
- Each observation must be at least 30 minutes at length.
- You must be observed by more than one individual for an ineffective rating to be given.



## **Teacher of the Year**

TAAAC Member Teresa Beilstein was recently named Maryland's 2019 Teacher of the Year. Teresa is a third grade teacher at South Shore Elementary. During her speech, she graciously asked every teacher past and present to stand to be recognized. We know Teresa is a great spokesperson for our profession and she makes us proud. Teresa is now in the running for National Teacher of the Year!

From L-R: Dr. Maureen McMahon, Terry Gilliland, Russell Leone, Teresa Beilstein, Dana Schallheim, Melissa Ellis, Monique Jackson, and Bob Leib

## Blueprint for Maryland's Future Community Forums

TAAAC worked with the Coalition for the Blueprint for Maryland's Future to sponsor two community forums centered around the Blueprint for Maryland's Future bill (also known as the Kirwan bill). In both forums, we gathered with members of the community to discuss the focus of the bill and its importance in securing funding for our schools. This bill is important for our students for several reasons. First, the number of children living in poverty has doubled since 2002. Also, the current formula provides inadequate support for students needing additional services. The Blueprint addresses these issues by investing in early childhood education through Pre-K programs for students in the greatest need. The Blueprint will also elevate teaching to a high-status profession through improving teacher salaries and aligning them with professions requiring similar degrees. Students will benefit from increased and improved opportunities to college and career ready pathways, including opportunities for career and technical education. Student success is also addressed in changes to the funding formula. Students in concentrated poverty areas, students receiving special education and/or English Language acquisition services will benefit from weighted consideration in a revised funding formula.

Our panels included students, educators and community members who shared their personal stories and the impacts they have seen due to years of a funding formula that has not kept up with the changing needs of our schools. To put this into perspective, none of the students in K-12 were in school the last time the funding formula was adjusted. We thank students Princess Merritt (Meade High) and Camille Duplechain (Annapolis High), educators Minna Kim (North Glen Elementary) and Erin Lorenz (Annapolis High), Central Middle PTA President Kelly Purnell, Tom Killeen (Sheet Metal Workers Local 100), and Dr. Craig Coates (Fresh Start Church) for participating in our panels and making sure their voices were heard by state and county legislators who were in attendance.

Our work is not done. We must continue to insist that our state legislators support the Blueprint and find ways to fund the critical items that will ensure success for our students long into the future.



TAAAC members attend the Annapolis Blueprint Community Forum alongside community members and legislators.

## WELCOME NEW MEMBERS

Kyli Blackham	Tina Mayes
Dante Brown	Fay Mays
Timothy J. Brown	Mary McGettrick
Keith Downing	Mary-Anne Nelligan
Kristin Duke	Melissa Osborn Wright
Jennifer Fuller	Ramish Qutab
Marianne Guirguis	Caroline Marie Rapadas
Amanda Hofstetter	Nadine Richards-Ramsey
Tyondra Jefferson	Rachel Schardt
Benjamin Jeral	Christine Simoncic
Corliss Johnson	Stephanie Wiggins
Mahgol Kordmafi	Angela Will
Matthew Lindsley	Devarnita Williams
Marilun Lopez	Joelle Zacharia

## **TAAAC Events Calendar**

### **November**

- 18 – SLB @ TAAAC  
19 – Trauma Informed Workshop – 4:45 PM @ TAAAC  
21 – TAAAC/ASI – 3:45 PM @ TAAAC  
21 – Membership Committee – 4:30 PM @ TAAAC  
25 – Government Relations – 4:30 PM @ TAAAC  
27–29 – Thanksgiving Holiday – TAAAC Closed; All Schools & Central Offices Close

### **December**

- 2 – SLB @ TAAAC  
4 – TAAAC Board of Directors Meeting  
11 – RA Meeting – 5PM @ Severna Park Middle Meeting Prior to RA:  
Elementary Concerns  
Middle School Concerns  
High School Concerns  
16 – SLB @ TAAAC  
18 – IPD Committee – 4:45 PM @ TAAAC  
19 – TAAAC/ASI – 3:45 PM @ TAAAC  
23-1/1 – Christmas/Winter Break – TAAAC Closed; All Schools Closed

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

## **TAAAC MEMBERSHIP INCENTIVE**

**\$100 for Each New Member You Sign Up**

- Sign up a new member.
- You will receive \$100 for each new member you sign up.
- Be sure to put your name on the membership application.
- Incentive ends Friday, December 20, 2019.

### **NOMINATIONS OPEN**

The TAAAC Nominating Committee is accepting nominations for **President, Vice President, Board of Directors (5), NEA Delegates (34), and MSEA Delegates (50)**.

Nomination forms must be received at the TAAAC office by 5 PM on Tuesday, December 10, 2019.

Name \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

School \_\_\_\_\_

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

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

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

**President**

**Vice President**

**Board of Director**

## **ATTENTION!**

**Are You Paying Too Much?** If your employment status has changed and you have an annual salary under \$44,656 and/or are working .5 or less, please contact the TAAAC office so that your membership dues can be adjusted accordingly.

### **BJ's Wholesale Club Member Discount**

BJ's Wholesale Club is offering up to 55% off on our 12-month membership fee. Don't miss out on this super BJ's membership discount!

Call Angie Engle, at 410-299-0229 your local sales rep. and sign-up today!

### **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

## TAAAC Payroll Membership Authorization 2019-2020

LAST NAME \_\_\_\_\_ FIRST NAME \_\_\_\_\_ M.I. \_\_\_\_\_

LAST 4 DIGITS OF SS# \_\_\_\_\_ EMPLOYEE ID NUMBER \_\_\_\_\_

ADDRESS \_\_\_\_\_

City, State & Zip \_\_\_\_\_

HOME PHONE \_\_\_\_\_ CELL PHONE\* \_\_\_\_\_

HOME EMAIL \_\_\_\_\_

DATE OF BIRTH (mm/dd/yyyy) \_\_\_\_\_ HIRE DATE (mm/dd/yyyy) \_\_\_\_\_

**\*Use of Cell Phone:** By providing my phone number, I understand that the NEA, MSEA, TAAAC, and NEA Member Benefits may use automated calling techniques and/or text message me on my cellular phone on a periodic basis. The NEA, the MSEA, and TAAAC will never charge for text message alerts. Carrier message and data rates may apply to such alerts. Text STOP to 36453 to stop receiving messages. Text HELP to 36453 for more information.

The Teachers Association of Anne Arundel County, TAAAC, is an organization of local educators acting on behalf of local educators. Its sole source of operating revenue is membership dues. TAAAC negotiates with the Anne Arundel County Board of Education for salaries, wages, hours, healthcare benefits, and other conditions of employment for all bargaining unit employees. In addition to the Sick Leave Bank and benefits found in the Negotiated Agreement

### TAAAC offers the following exclusive members-only benefits:

- Professional assistance from TAAAC staff for job-related issues
- Free representation & legal assistance for job-related issues
- Discounted legal fees for non-job-related matters
- \$1,000,000 in liability insurance
- Complimentary NEA \$15,000 term life policy - first year
- Housing assistance including home purchase, rental discounts, refinancing, and relocation services
- Auto and homeowner insurance premium discounts through Horace Mann Insurance Company
- Access to AFLAC and The Hartford products to supplement the Sick Leave Bank, including products to pay for absences due to pregnancy
- TAAAC Auto Purchase Plan and United Buyer Service vehicle purchases at discount prices
- Discount tickets: theme parks, attractions, hotels, movies
- Leadership opportunities: local, state, and national

### **Membership Commitment and Annual Payment Authorization:**

**Membership Commitment:** YES , I want to join with my fellow employees and become a member of the Teachers Association of Anne Arundel County (TAAAC), the Maryland State Education Association (MSEA), and the National Education Association (NEA). I hereby request and voluntarily accept membership in these associations and agree to abide by the Constitution and Bylaws of all three associations.

**Annual Payment Authorization:** Yes  I hereby agree to pay the annual dues, fees, and assessments established by the three associations in consideration for the services the union provides. I understand that those annual amounts are subject to periodic change by the governing bodies of the associations. I authorize on a continuing basis, and regardless of my membership status, the payment of those annual dues amounts established by the three associations through payroll deduction unless I revoke this authorization in a signed writing sent to my local affiliate via U.S. mail between and including August 15 and September 15 of the membership year immediately preceding the membership year for which the authorization is to be cancelled.

The 2019-20 dues amount is approximately **\$30.70** per bi-weekly pay, pro-rated for part time employees.

I UNDERSTAND THAT THIS AGREEMENT IS VOLUNTARY AND IS NOT A CONDITION OF EMPLOYMENT, AND THAT I HAVE THE LEGAL RIGHT TO REFUSE TO SIGN THIS AGREEMENT WITHOUT SUFFERING ANY REPRISAL.

SIGNATURE \_\_\_\_\_

DATE \_\_\_\_\_

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