

# TAAAC ACTION REPORT

Your Professional Organization

**VOL. 50, NUMBER 5**

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

*January 2018*

## Tips for Dealing with Dangerous Students

- √ Know your school policy and procedures
- √ Know or develop a school-wide crisis plan
- √ Prepare yourself for crisis events

Education employees are facing more and more safety issues in school. You need to know your rights, responsibilities, and ways to protect yourself and your students. For the purposes of this information, “dangerous students” are defined as those who cause serious harm to another person, to themselves, or to their surroundings.

There are currently provisions in Maryland law that provide for the safety of school employees. These provisions:

- Protect school system employees from threats of bodily harm or molestation while using a school vehicle, at an off-site school-sponsored activity, and on property that is owned by a county board and is used for administrative or other purposes;
- Protect any employee of an elementary, secondary, or higher education school from threats of bodily harm at home through any means, including in person, by telephone, by letter, or by email; and
- Provide for a fine of up to \$2500 for any person held in violation of the law.

### Create a Crisis Plan

Have a working system of communication, using tools such as the intercom or a code word with another teacher or school employee who works near you. Develop your own safety net that works for you. Regularly review and update your plan so that it meets the needs of your school population and complies with your local board of education policy.

- Classroom teachers should develop, post, and disseminate (to parents and students) a well-defined discipline policy for their classrooms. Note: Send the policy home for signature by a parent/caregiver.
- When a student’s behavior becomes threatening, school employees are advised to:
  1. Notify another adult for help; for example, call on the intercom or send another student for help.
  2. Isolate the student, but keep him or her visible. This may mean you have to remove all other students from the area.
  3. Have an administrator or designee remove the student to a secure area. It is the responsibility of the administrator or designee to notify parents or guardians and appropriate authorities regarding the incident and district policy, and to arrange a meeting to coordinate a plan for the reintegration of the student into school and/or the classroom.
  4. If you receive an injury, seek medical help and file for Workers’ Compensation immediately. Consult your local about assault leave.
  5. Review your district discipline policy.
  6. Document the incident and the sequence of events. Identify all witnesses. Identify the number of students present. Identify the student sent to get an administrator/designee. Document all action taken by you. **KEEP COPIES OF ALL DOCUMENTS.**

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**Richard Benfer**

I never imagined I would see the level of member engagement that we saw last year. Having served TAAAC as a rep, committee chair, director, vice-president, and now President, I have encouraged activism from members for years. TAAAC Members across the county began to realize the power that they have. With renewed spirit for activism we need to keep up the charge to “RAISE ANNE ARUNDEL.”

Our Association is only as strong as the size of its membership and the willingness of the membership to act. At this point in time, we have less activated members for a myriad of reasons. One of which is all the stress teachers are under with new curriculum, too many meetings, and increased pressures to meet standards. Additionally, the lack of funding to provide catch-up steps has caused my folks to begin to second guess their decision to become a teacher. No one claims they can get rich teaching students, but the lack of promised steps from the past and Cost of Living (COLA) allowances, have made us the most underpaid Local Education Agency among our largest locals in the state. We are now outpaced by Montgom-

ery, Howard, Baltimore, Calvert, Prince George’s, and others. Even with this situation there are members sitting on the sidelines watching to see what happens next. We need the sideliners to wake-up and join-in, be present, and tell their story.

Many of our members, parents, and students have written to the Superintendent, School Board, County Executive, and County Council.

***“Our Association is only as strong as the size of its membership and the willingness of the membership to act.”***

Even our students have spoken out very articulately to share their vision for their schools and educators. The parents have also stepped up their game. One parent created PROFITS (Parents Rallying Officials for Increased Teacher Salaries). The past work-to-rule activities and grade-ins also made an impact and #beyondthebell was born. That high level of activism is still needed and we need every available member out at the Board of Education Budget Hearings on Tuesday, January 9, 2018, at Old Mill High and Thursday, January 11, 2018, at the Board of Education Building on Riva Rd.

As the Superintendent prepares to layout the FY19 budget on Decem-

ber 20, (this had not occurred at the time of this writing) my hope is he will speak about the importance of our students’ and teachers’ welfare and how they are intertwined. With a budget that only covers the cost of a step increment (a bargained in good faith, contractual obligation of the board) it is not enough to address teachers’ welfare. Without additional monies to begin catching up our teachers to where they were promised they would be, it is tough to address the welfare of students when you are wondering how you will pay your mortgage, electric bill, or put food on the table for your own family. It will be difficult to support a school budget that does not address these issues.

Last year the health care fund became a crisis in our county. A few years back TAAAC and the Board worked on plan design changes that saved the health care fund \$30 million. As county officials were slashing fees and taxes, they looked at that fund balance as a place to pull money to pay employees. In a sense, part of your contribution in healthcare was moved to support the contractual obligations of the board. The pot was raided twice and our health care fund balance was tanked. The requested monies two years ago were not provided, but instead a onetime \$10 million allocation was added to the healthcare fund. Again, last year this fiscally unsound “one-time” way of putting

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## TAAAC ACTION REPORT

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and Managing Editor  
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## From Contentia this month . . . *What does it mean to have a non-paid, duty-free lunch?*

The Negotiated Agreement states that each school shall provide a duty-free lunch period of no less than 25 minutes for each Unit I member.

Maryland State Statute backs up the Negotiated agreement, stating the duty-free lunch period shall be for at least 30 minutes, unless the regular student lunch period is shorter.

It is clear, therefore, that a Unit I member's lunch must be at least 25 minutes, but would be required to be at least 30 minutes, or maybe more, in certain circumstances.

### **When can your administration schedule your lunch?**

While neither the Negotiated Agreement nor Maryland State Statute is clear on this issue, the resolution of several 1992 AACPS grievance disputes clarifies the issue.

### **Grievance Ruling Update #1 – Lunch for Teachers explicitly states:**

*"The assignment of a teacher to duties during the lunch time must provide a duty-free lunch period **during the normal student lunch time designated in your school. Lunch at 8:30, 9:30 or 1:30 – before or after the cafeteria is open to students – is not an acceptable time for a duty-free lunch period . . . Therefore, please schedule Unit I persons with a duty-free lunch during the normal student hours for lunch at your site.**"*

If your lunch period is otherwise scheduled, and you are unhappy with this situation, please call your MSEA UniServ Director immediately. This violation of your negotiated rights is grievable!

Furthermore, you are not paid for the time your lunch is scheduled; your lunch time is not included in your week work of 37 ½ hours. You are not required to meet during this time, not required to supervise students, and not required to deliver students to the cafeteria nor to march them back to your classroom.

*(Continued from page 2)*

money in the healthcare fund balance, was repeated at \$15 million.

Not one new position was funded and we gained over 1,400 new students. At this point, without an infusion of new money from the county, above Maintenance of Effort (MOE) the board of education may not be able to pay our teachers properly or add new badly needed positions to address class size.

Unfortunately, those who fund our schools do not teach and do not live in our reality. The step increment (a bargained in good faith, contractual obligation of the board) is what is promised to employees. The \$15 million "one-time" contribution to the board of education healthcare fund is not reoccurring. Therefore,

we are already \$15 million in the hole with MOE requiring only \$8 million in new funding next year.

Nearly every district around Anne Arundel County is catching up employees with restored steps. Eighteen counties received their steps and some received double steps to catch up from losses during the recession. Baltimore County will be heading into year two of a 3-year contract to include the annual step increment (a bargained in good faith, contractual obligation of their board) and a 1% COLA each of the three years. Even if they pay a little more in health care costs it doesn't erode their take home pay.

The advocacy begins now by encouraging the Superintendent and

the Board of Education to show more effort to go beyond funding the step increment (a bargained in good faith, contractual obligation of the board) to include additional funds to provide relief for teachers. This will show a good faith effort to employees who have remained loyal to the school system and give incentive to newer educators to our system to remain employed here in Anne Arundel County. To do less is to continue the revolving door of educators indefinitely. Look for the links to write to our school officials on our webpage [www.taaaconline.org](http://www.taaaconline.org) under the "Political Action" tab and then "Write a letter to the BOE" and remember to come out to the public hearings.

## Candidates for President



Pam Bukowski

Working within all grade levels as a Speech/Language Pathologist, I share many issues specific to elementary, middle, high, special education and pupil services. As a mother of 6, I have experienced concerns facing teacher-parents in juggling family needs. If I don't have all the solutions, I know where to go to find them. As TAAAC President, I will lead the charge to take back our profession, our reputation, our dignity, our compensation, our resources. Are you willing to stand with me? Alone, I am not TAAAC, and you are not TAAAC. Collaboratively and collectively, we are powerful: We are TAAAC!



Russell Leone

I'm Russell Leone and I am a fourth grade teacher. I began working for AACPS in 1998. I have worked to provide a successful learning environment for my students. Creating that safe, engaging classroom has become more challenging. However, we work hard to make that happen. I believe that the well-being of teachers is vital to students' success. This is why I want to step up to lead TAAAC. We have so many diverse needs. There are many ideas for success from you, the members, that need to be heard. We must remember to speak up as a unified voice.

## Candidate for Vice President



Kate Snyder

I am very excited to be running for TAAAC vice-president. I have been an active and engaged member since the early 2000s. In recent years, I have become even more involved. I am on the board of directors, a member of the government relations and membership committees. My goals as TAAAC vice president will be to increase involvement and understanding of members; fight against institutional racism and inequities across the county, and most importantly work towards earning teachers the respect they deserve, locally, statewide and nationally. I guarantee I will work hard to attain these goals!

### TAAAC and MSEA Elections

*It's time to vote!*

It's time to elect our President, Vice President, five Members to our Board of Directors, and NEA Delegates.

All voting will occur online. Voting will begin at 9 AM on January 29, 2018, and close at 5 PM on February 23, 2018. Members should visit the MSEA website at [www.marylandeducators.org](http://www.marylandeducators.org) to access their ballot and vote in the TAAAC and MSEA elections. Members can access the MSEA website from any location where they have an unrestricted internet connection. Members will need their MSEA membership number and the last four digits of their social security number to vote. Any member who does not know their membership number can obtain it by calling the TAAAC office during normal business hours at 410.224.3330.



# Candidates for Board of Directors



Betsy Brininger

After years as a non-profit CEO, I returned to teaching 14-years ago. Stunned by the state of the profession, I became active as AR, MSEA/NEA delegate, and Board member. My passion is giving voice to Educators, and regaining respect for our profession. I would be honored to represent you again.



Karina Colón

I am running for reelection for Board of Directors to continue the work I've started in being a voice for ALL members, especially for those traditionally underrepresented in our leadership. I continue my commitment to new perspectives and ideas that will serve to make TAAAC stronger than ever!



Dyana Cronin

Looking for someone to make a difference, one who will look out for the best interest of teachers. Please vote for Dyana Cronin. As an Encore Teacher and heavily involved in extracurricular activities, with your vote I will bring fresh ideas and a renewed spirit to the Board of Directors.



Jan Delph

I am a 25 year AACPS Special Educator and active member of TAAAC, seeking a position on the Board of Directors. Over the last two years, I have come to appreciate the ongoing efforts of our association and the challenges therein. I would be honored to serve you.



Robert Mauro

I will continue to work tirelessly to see that your salaries are fully funded and your lost steps are replaced. I will continue to be a voice for all educators, and advocate on behalf of the disenfranchised.



Kate Miller

"This is my tenth year teaching, and I currently teach 3<sup>rd</sup> grade. I am a building representative and Political Action Campaign (Fund for Children) captain on the MSEA and NEA levels. I would like to work to advocate for you as a board member. Thank you for your consideration."



## Mission Statement

TAAAC supports, organizes, and empowers members to improve their professional lives in order to provide, protect, and promote quality public education for every student.

#raiseannearundel

## Quality Teacher Incentive Credit

Maryland public school teachers who paid tuition during the 2015 tax year for graduate-level courses to maintain certification may be entitled to an income tax credit on their Maryland return for 100 percent of the unreimbursed amount of tuition paid or \$1,500 – whichever is less. A credit of up to \$3,000 is allowed on a joint return if each spouse qualifies for the credit.

### Qualification

To qualify for the credit, you must:

- Currently hold a standard professional certificate or an advanced professional certificate.
- Be employed by a county/city board of education in Maryland.
- Teach in a public school and receive a satisfactory performance evaluation for teaching.
- Successfully complete the graduate courses with a grade of B or better.
- Have not been fully reimbursed for these expenses. Only the unreimbursed portion qualified for the credit.

The courses taken must be required to maintain certification and you must subtract any amount reimbursed by AACPS.

### Claiming the credit

To claim the credit:

- Complete Part C of Form [502CR](#).
- File Form 502CR with your Maryland return.

The credit can be claimed on Maryland forms 502, 505 or 515. It is not available on short Form 503.

If the credit exceeds your tax liability, the unused credit may not be carried forward to any other tax year.

You may be eligible to claim tax credits from previous years. Please discuss this with your tax advisor.

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7. Notify your local president and Uniserv Director.
8. Participate in developing a plan of action for reintegration, per the School Order and Discipline Act, of the student into school. Involve parent/guardian, student, administrator, specialists and all staff working with student, including librarian, PE teacher, nurse, teacher aide, etc.

### For Chronically Disruptive Special Education Students

1. Document the date, time spent addressing behavior, type of behavior, and total amount of lost instructional time.
2. Document the lost service hours of other special education students in the class.
3. Demand a functional behavioral assessment if one does not exist. If one exists, be sure to implement appropriately and document its lack of effectiveness, then seek modifications.
4. Ask for a one on one assistant.
5. Request training on implementation of any new behavioral plan.
6. Request an IEP meeting to assess appropriateness of assignment.
7. Call your UniServ Director for assistance.

## WELCOME NEW MEMBERS

Gerald Bryan	Lynn Kellner
Laura Carty	Ann Lorian
Lauren Giglio-Thomas	Tracey Mathias-Amtez
Uymekia Graves	Chasity Mcghee
Andrea Hanley	Chaundro Scott
Teresa Jacoby	Pearl Stifler
Briana Johnson	Tiana Whitby
Evan Jones	

## ATTENTION:

### Are You Paying Too Much??

If your employment status has changed and you have an annual salary under \$42,488, please contact the TAAAC office so that your membership dues can be adjusted accordingly.

## TAAAC Events Calendar

### January 2018

- 2 – Sick Leave Bank @ TAAAC Office
- 3 – ARC – 5:00 PM @ Severna Park Middle
- 3 – Middle School Concerns Committee – Following ARC
- 6 – TAAAC Govt. Rel. Leg. Breakfast – Union Jacks
- 8 – Negotiations Session @ TAAAC Office
- 9 – AACPS Budget Hearing – 6:00 PM @ Old Mill High
- 10 – Daytime Board of Education Meeting – 10:00 AM @ BOE
- 10 – High School Concerns – 4:00 PM @ TAAAC Office
- 10 – MSEA Legislative Reception – 4:00 PM @ MSEA HQ
- 11 – AACPS Budget Hearing – 6:00 PM @ Riva Rd.
- 15 – Fight for \$15 – Coalition Rally Kickoff - TBD
- 16 – Sick Leave Bank @ TAAAC Office
- 16 – Elementary Concerns – 4:30 PM @ George Cromwell Elementary
- 16 – AACPS Budget Workshop – 6:00 PM @ Riva Rd.
- 17 – TAAAC Executive Team @ TAAAC Office
- 18 – TAAAC ASI @ TAAAC Office
- 18 – Membership Committee – 4:30 PM @ TAAAC Office
- 22 – GR Lobby Night #1 – 4:30 PM @ Harry Browne's
- 23 – Community Outreach – 5:00 PM @ TAAAC Office
- 24 – TAAAC BOD – 4:30 PM @ TAAAC Office
- 24 – Evening Board of Education Meeting – 7:00 PM @ BOE
- 29 – GR Lobby Night #2 – 4:30 PM @ Harry Browne's
- 29 – Sick Leave Bank @ TAAAC Office

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

Pay Days 3<sup>rd</sup> & 17<sup>th</sup>

## TAX PREPARATION

Bob Pellicoro, who has served TAAAC members for the past 29 years, is easing into retirement from tax preparation. In order to give member clients time to make other arrangements he will accommodate his long-time TAAAC clients for their 2017 Income Tax Returns preparation. Please call the TAAAC office to schedule an appointment for one of the following dates:

March 12, 2017 – 10 AM – 6 PM

March 13, 2017 – 10 AM – 6 PM

March 15, 2017 – 10 AM – 6 PM

## TAAAC Congratulates Members nominated for AACPS Teacher of the Year!

- Kristin Albaugh, Southern Middle School
- Portia Banks, Brooklyn Park Elementary School
- Charlene Beyerlein, Jones Elementary School
- Amanda Brady, Meade Middle School
- Heather Carnaghan, Monarch Global Academy
- Ina Cheatham, Chesapeake High School
- Cherryll Clacks, Van Bokkelen Elementary School
- Stacey Coppock, Folger McKinsey Elementary School
- Jessica Kennedy-Coyne, Northeast High School
- Sunny Deitrick, Old Mill High School
- Dana Dobbs, Broadneck High School
- Lisa Fecteau, Lindale Middle School
- Mary Fucella, Point Pleasant Elementary School
- Katherine Gardner, Marley Elementary School
- Kristi Giuliano, Bates Middle School
- Margaret Graham, Chesapeake Bay Middle School
- Carolyn Haroth, Crofton Woods Elementary School
- Sarah Jaggars, Corkran Middle School
- Dawn Jarman, Tracey's Elementary School
- Pamela Klink, Center of Applied Technology -South
- Marlene Kramer, Southern High School
- Nannette (Elizabeth) Littlejohn, Severna Park Middle
- Christina McCall, Deale Elementary School
- Patrick McCarthy, Meade High School
- Amanda McDowell, Magothy River Middle School
- Staci Moriarty, Windsor Farm Elementary School
- Sanya Reyes-Chapman, Annapolis High School
- Michele Shaffer, Pershing Hill Elementary School
- Amy Shinn, Central Elementary School
- Kaitlyn Shoemaker, Woodside Elementary School
- Bethany Siwajek, Marley Middle School
- Lauren Straub, Severn River Middle School
- Lisa Taltavull, Crofton Middle School
- Jill Tippet, Waugh Chapel Elementary School
- Kimberly Travers, Meade Heights Elementary School
- Vickie Valentine, MacArthur Middle School
- Kathryn Ventrudo, Shipley's Choice Elementary School
- Jill Weigelt, Arundel Middle School
- Michael Wierzbicki, North County High School

## 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



## 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



## BINGO WORLD

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## TAAAC Member Benefit



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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



*We Support*  
OUR COMMUNITY

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