

TAAAC ACTION REPORT

Your Professional Organization

VOL. 50, NUMBER 6

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

February 2018

TAAAC 2018 Legislative Breakfast

The 5th Annual TAAAC Legislative Breakfast took place on January 6, 2018, at Union Jacks in Annapolis. With over 80 attendees and 20 guests, it was very well attended. Board of Education President Julie Hummer, Vice-Chair of the County Council Jerry Walker, and Del. Pam Beidle were on hand to answer questions that the audience posed to them. There were a wide range of questions which each level of government was able to address. Having both parties represented clearly demonstrates that education is not a partisan issue. County Councilman Jerry Walker reinforced the message of the support that he and Councilmen Trumbauer, Smith, and Pruski have shown toward educators in our county. Their 4 votes will be very important when the Council receives the County Executive's Budget.

We heard from many members in attendance about the valuable conversations they had with legislators, councilmen, and Board members. We all are in the same boat advocating for the education of our students and in turn, advocating for our membership. We look forward to continuing the conversations started at the breakfast at our weekly lobby night meetings.

The lobby teams will meet with state legislators and county government. We anticipate seeing more members engaged in this upcoming session and around election activities on the local and state level. Our TAAAC Go Teams (Grassroots Organizing Team) are busy working with MSEA to engage members across the county. This is going to be one of the most important elections in our county, which will help us "Raise Anne Arundel" County and begin restoring respect for our profession.





Richard Benfer

This legislative session will bring new and old debates. Protecting investments in public education will be of most importance. With \$3 Billion of unmet needs in Maryland schools, using the old Thornton Funding formula to fund schools will only continue to starve our public schools of much needed funding. The serious conversations happening within the Kirwan Commission will help make strategic investments to improve all our public schools and close gaps in opportunity for students who aren't getting the resources they need to be successful.

Last year the General Assembly passed the "Protect Our Schools Act." This beat back growing threats to our public schools from state and national leaders who are pursuing ideas that would weaken, and in some cases dismantle, our neighborhood schools to help private corporate interests. The General Assembly doubled down on their support for public schools by opposing voucher programs and stopping the State Board of Education from using the "Every Student Succeeds Act" and Trump's vouchers plan to close public schools, convert them

into private or charter schools, or allow for non-profit corporations to receive public taxpayer dollars. Educators' trust has been stripped away by reform after reform. Maryland educators now rank tied for last in working conditions among their peers nationally, due largely to the test and punish agenda. Here in Anne Arundel

"... our Board of Education must ask for needed resources and the county government must provide desperately needed funds that cover not only the cost of step increments but money for make-up steps."

our educators are now the lowest paid of the large urban locals in the State. We need legislators to make a renewed commitment to elevating the education profession in Maryland. They took big steps forward with the More Learning, Less Testing bill by limiting mandated standardized testing. Now we need to create a robust mentorship program for new educators, and put our teachers and education support professionals directly at the table where school policy decisions are made.

We need to "Raise Anne Arundel" to ensure we have empowered educators, successful students, and connected communities. In order to "Raise Anne Arundel" our

Board of Education must ask for needed resources and the county government must provide desperately needed funds that cover not only the cost of step increments (a bargained in good faith, contractual obligation of the board) but money for make-up steps. Too many years have gone by and the county is leaving its educators behind. Data from the County Budget Office confirms that the bargaining units on the county side have had increases that have caught them up since taking less during the recession. Our educators deserve that same respect. More money must be allocated to compensation to catch up folks that have been left behind.

Additionally, we will continue to have a Health Care fund balance crisis. While some may be grateful for the "One-Time \$10 million in FY17 and then one-time \$15million in FY18" which addresses our health care fund balance, that one-time money is a problem for our health care fund as it is not reoccurring money. Any monies used to fill the health care cost bucket need to be included in MOE calculation. It needs to be reoccurring money. Our educators will be paying more in healthcare premiums just like their counterparts on the county side, so it is time to add that health-care fund balance money to MOE. Many of the 10,000 employees live paycheck to paycheck because they have not seen increases that should

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From Contentia this month . . . *Non-Renewal Guidelines*

Very Important Information for Non-Tenured Unit One Members

Tenure is granted in Maryland after three “satisfactory” years of teaching, or one year of “satisfactory” teaching after being tenured in another county in Maryland. Tenure is the greatest asset any Unit One member has against unfair accusations and possible termination. It guarantees due process and numerous opportunities to defend oneself with the help of TAAAC and MSEA.

However, the pendulum is totally in the other direction during the probationary period. Essentially, your principal can decide she/he doesn’t want you back, and as long as they follow some simple procedures, there isn’t much TAAAC can do about it.

Here is some advice and information for every non-tenured member:

- You should *immediately* ask the person who does your rating if you are in any danger of non-renewal. Try to make that request in writing. It is far better to know than not.
 - If you are in danger, ask if there is anything you can do to change their mind.
 - Call TAAAC and speak to your representative immediately.
 - Become the conduit of conversation: Ask for extra observations and feedback on a daily basis. Send in your lesson plans. Ask questions. Make it clear you want to stay and are willing to do whatever it takes to do so.
- Here is the timeline:
 - According to **Article 16, C** of the Negotiated Agreement, “*Non-tenured Unit 1 Employees whose contracts are being recommended for non-renewal shall receive written warning from the school/worksite administration by April 15.*”
 - The employee has the option (usually recommended) to resign in lieu of non-renewal before May 1.

The fact is by April 15 it is almost certainly too late to change your administrator’s mind in two weeks. In fact, by **March 23, 2018**, administrators are required to turn in to HR the list of folks to be Non-renewed. By asking NOW, you still have a chance to change his/her mind. Not agreeing with their decision will not be enough; only if the principal failed to rate you properly or follow the above timelines can TAAAC possibly save your job. A proper rating would include a minimum of two observations 30 days apart at least 30 minutes in length with one of the observations being announced.

The message to all non-tenured employees: The time to ask is now. Do it today.



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

NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for the **Credentials Committee** and the **Nominating Committee**.

Nominations will be accepted until the April 4, 2018 ARC meeting.

Name _____

Address _____

School _____

Phone (H) _____ (W) _____

Personal Email _____

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

☐ **Credentials Committee**

☐ **Nominating Committee**

(Continued from page 2)

have occurred to cover the cost of living.

County employees have fared well but educators have not seen that same rate of recovery. For example, the two AFSCME locals on the county side have made 18% improvement in pay since the recovery from the recession began. The AFSCME employees on the education side have seen about 10% less improvement at 8% improvement. This is ironic since all these locals share the same state affiliate and the same chief negotiator. Clearly this demonstrates that our county has funding issues when it comes to education.

We do not have a bargaining problem but a funding problem. Until it is clearly understood by all county officials that education is a priority and not treated as if we are still in recession, we are going to continue to see educators leave our system

at a substantially accelerated rate. Last year AACPS hired more than 600 new teachers, this year nearly as many at over 600 once again. I predict we will hire close to 800 new educators next year. We have become the revolving door that I predicted two years ago as we continue to hire, train, nurture, and set free highly-qualified educators to other jurisdictions.

There is no other industry that rewards a level of lifelong learning and credentialing that is required to be maintained in as measly a manner as teaching does. And there is no urban district in Maryland that rewards lifelong learning and required credentialing in the meager manner that Anne Arundel does. Since this trend has been allowed to continue there is no longer an Urban LEA in Maryland that pays teachers less, and there won't be conscientious life-long learners in front of our students.

EDUCATION
BREEDS CONFIDENCE.
CONFIDENCE
BREEDS HOPE.
HOPE
BREEDS
PEACE.
-CONFUCIUS

WELCOME NEW MEMBERS

Tamara Beger	Toy Jackson
Karen Maisel Davis	Kellyn Klapaska
Michelle Furman	Kaitlyn Kramer
Lidia Futey	Lisabeth O'Dell
Debra Gunther	Adrienne Roth
Mechelle Gunther	Lisa Schmidt
Andrea Hallman	Tristan Stevens

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 President, Richard Benfer runs for MSEA Vice-President

At the TAAAC December Representative Assembly, our TAAAC President, Richard Benfer was endorsed for MSEA Vice-President. Richard has served TAAAC members for the past 23 years from building rep to President. While serving as president of TAAAC he also served on the MSEA Board of Directors. Richard brings extensive experience in association leadership and has built and fostered the necessary relationships to bolster the position of TAAAC and MSEA with elected leaders locally and on the state level. Along with the TAAAC endorsement Richard has been endorsed by the Prince Georges County Education Association. "I am humbled by the support from my association and PGCEA, as well as other locals across the state. The backing I have received shows that I have been a vocal advocate for our members locally and statewide," said Richard.

As a local association it is important to turn out the vote in the upcoming local and state elections. VOTE!

TAAAC/MSEA ELECTION INFORMATION

- The election will be held online only.
- The election opens 9:00AM January 29th and closes at 5:00PM on February 23rd.
- In order to vote, members need their MSEA member ID which is on the *Action Line* that is sent to them, and on their membership card.
- Emails will be sent about voting, but members may go to www.marylandeducators.org/elections for more information.

Foundation to Help Local Students

One of TAAAC's functions is to assist local students in continuing their education. TAAAC does so through its Foundation for Educational Excellence which gives competitive scholarships to college bound young people.

The Foundation provides seven scholarships to local public high school students each year which are funded by members, outside donors, and occasional fundraising events. In addition, there are two memorial scholarships funded through direct donations: the Robin Coleman Award for Computer Science and/or Technology, and the Samuel and Bessie Chao Memorial Book Award. Applications are distributed through all public high school counselors. The forms were sent out on February 7 for the 2018 scholarship awards. For more information, contact your school counseling department or call the TAAAC office.

"Sip, Socialize and Bowl"

Happy Hour!!!!

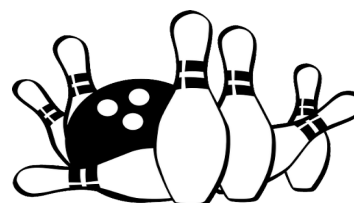
Thursday, March 1st

5:00 to 7:00 p.m.

Severna Park Bowling Lanes

840 Ritchie Hwy, Severna Park

We'll have 4 lanes reserved for complimentary bowling for the first 24 people who show up!!



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.

MSEA 2018 IPD Conference

The MSEA Instruction and Professional Development (IPD) Committee invites members to attend the 2018 IPD Conference. The conference will be held at the Annapolis, Doubletree on March 10.

The theme for this year's conference is Social Justice for the Common Good. Workshops have been designed to help educators tackle the tough classroom issues of bias, student trauma, poverty, LGBT, cybersafety, and discrimination in the workplace.

The online registration is now open and can be found on the MSEA website along with additional information and workshop descriptions. Go to www.marylandeducators.org and scroll down on the right. The IPD workshop link is there. To register, scroll down under workshop descriptions. The link is at the bottom of the page. Registration is free to members and is open till March 6.

SAVE THE DATE!

MARYLAND'S PROMISE PLEDGE

MARCH WITH US
MARCH 19 @ 6PM
IN ANNAPOLIS

RSVP NOW FOR MSEA'S BIG
EDUCATION FUNDING RALLY IN
ANNAPOLIS!

FOR MORE INFO AND TO RSVP,
VISIT www.bit.ly/annapolisrally

TAAAC Events Calendar

February 2018

- Jan. 29 – Feb. 23 – TAAAC/MSEA Elections Online
- 2 – 3 – SPARKS/Reignite – Doubletree, Annapolis
- 5 – GR Lobby Night #3 – 4:30 PM @ Harry Browne's
- 6 – Negotiations Session @ TAAAC Office
- 7 – ARC – 5:00 PM @ Severna Park High
- 7 – Middle School Concerns Committee – Following ARC
- 7 – Daytime Board of Education Meeting – 10:00 AM @ BOE
- 12 – Sick Leave Bank @ TAAAC Office
- 12 – GR Lobby Night #4 – 4:30 PM @ Harry Browne's
- 14 – High School Concerns – 4:00 PM @ TAAAC Office
- 20 – Elementary Concerns – 4:30 PM @ George Cromwell
- 21 – TAAAC Executive Team @ TAAAC Office
- 21 – Evening Board of Education Meeting – 7:00 PM @ BOE
- 22 – TAAAC ASI @ TAAAC Office
- 22 – Minority Affairs/Human Relations – 4:30 PM @ TAAAC Office
- 26 – Sick Leave Bank @ TAAAC Office
- 26 – Special Ed Task Force – 5:00 PM @ TAAAC Office
- 26 – IPD – 5:00 PM @ TAAAC Office
- 26 – GR Lobby Night #4 – 4:30 PM @ Harry Browne's
- 27 – Nominating Committee – 4:45 PM @ TAAAC Office
- 28 – Negotiations Session @ TAAAC Office
- 28 – TAAAC BOD – 4:30 PM @ TAAAC Office

Visit www.taaaconline.org

Pay Days 14th & 28th

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

Job Opportunities



NOW HIRING: Pool Supervisors for Summer, 2018!!

Anchor Aquatics is a locally family owned company offering the highest quality commercial swimming pool management and service. Anchor Aquatics has been providing quality service since 1969 and 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.

- Free pool operator, lifeguard, management, and customer service training
- Competitive Pay
- Outdoor work environment

Also hiring Lifeguards, Pool Operators and Pool Managers!

NOW INTERVIEWING: Contact George Evans at george@anchoraquatics.com or (410)956-0744. Apply online at www.anchoraquatics.com.

Spend Summer in the Sun:

DRD Pool Service Inc. is accepting applications for summer job openings as swimming pool field supervisors and swimming pool managers. No Experience Necessary, free training

For more information, call Noelle Navarro at; (410) 761-7665, or e-mail to: n_navarro@drdpools.com

Link up with TAAAC on Social



Please scan the code to follow us



Please scan the code and Like

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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BALTIMORE, MD 21225

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TAAAC Member Benefit

New Offerings
NO MEDICAL QUESTIONS
NOW THROUGH DEC 31, 2017

**AFTER 12/31 YOU
COULD BE DENIED!**

- **LONG/SHORT TERM
DISABILITY**
- **LIFE
COVERS SPOUSE
& KIDS**
- **AD&D - FAMILY**



CONTACT US TO ENROLL TODAY!
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SMH @ EMPLOYEE-PLANS.COM



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

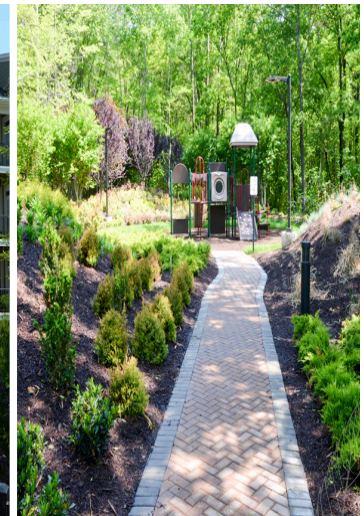
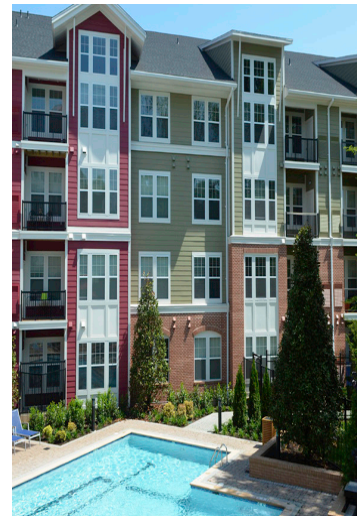


We Preserve
OUR WATERWAYS



We Support
OUR COMMUNITY

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