

TAAAC ACTION REPORT

Your Professional Organization

VOL. 50, NUMBER 9

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

May 2018

TAAAC GO Teams Gear Up to Activate Members

On April 6 & 7, TAAAC and SAAAAC members came together for our Grassroots Organizing (GO Teams) training with MSEA Political Organizer Meighan Davis to set the course for the “Anne Arundel Promise.” The team heard from political organizers from around the state and set up an organizing plan to reach the heart of our endorsed candidates’ campaigns. There are phone banks, hustle texts, and neighborhood canvassing scheduled. If you haven’t been approached to participate YET, you will be, through the GO Team members.

Since the training, hundreds of people have signed on to the “Anne Arundel Promise.” Our ads have been running on Social Media as well. You can sign the promise by visiting the TAAAC website at www.taaaconline.org. The first thing you will see is a question asking if you have signed the promise. Click the link and sign. We asked our endorsed candidates to also sign the promise, and hope County Executive Schuh will sign on as well.

Our educators across our county work day-in and day-out for our students. They should be properly respected for the hard work they do. The “Anne Arundel Promise” is a giant step in that direction.

While the county has recovered from the recession, teachers and support staff have not. Making Anne Arundel’s schools the best in the region starts with increasing educator pay. Many of you have written to County Executive Schuh asking him to fully fund the school system budget and make step restoration a priority.

The Kirwan Commission has found that Anne Arundel’s schools are underfunded by \$290 million. It’s time to change that. Anne Arundel County must take action and invest in our educators. When there is \$60 million in new money coming into Anne Arundel County every year, why aren’t schools seeing at least \$30 million of it? If schools are half the budget, then they should be getting half of the new revenues coming into the coffers. If we had been seeing that money when it started flowing, we wouldn’t be trying to make up losses now. We would be like Baltimore County educators, who never lost steps or COLA’s.

Join with other educators on Monday, **May 14 , 6:30 pm** at **North County HS** (10 East 1st Ave, Glen Burnie, MD) to urge the County Council to provide the funding educators deserve. **WEAR RED!** You can register at

<http://bit.ly/CCHMay14>.





Bill Jones

When “Bad” is not Bad Enough

Big news came from the County Executive’s office on April 18th. An Excerpt is pasted below:

Under the proposal, Anne Arundel County citizens would see their property taxes reduced by \$1.5 million. Homeowners would see their property tax rate lowered to \$0.902, which is \$0.002 under the \$0.904 projected property tax cap. Public safety employees who live in the County would be able to obtain a \$2,500 credit on their property taxes in addition to the proposed property tax rate cut. If enacted, the property tax cut would be the first below the tax cap in more than a decade.

To most readers the news sounds good, but if the reader is an employee of Anne Arundel County Public Schools the news is not so good. There is a reason that property has been taxed up to the voter-imposed cap for more than a decade. It is the same reason that it has only happened three times since the referendum that created the cap passed in November of 1992. Since the cap is based upon property tax collections

COMMENTARY

of the previous year, county revenue lost by not taxing up to the cap can never be recovered. So, while this short-sighted and politically motivated action will take away only \$1.5 million from projected county revenue in FY2019, it will take away many millions more as future fiscal years pass. Each year the pile of lost revenue will grow a little greater.

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Why do we assume political motivation? It’s for two reasons:

1. Our County Executive promised to cut a tax or a fee in each year of his first term. He needs to keep his promise, even if the cut is a token one. And this cut is a token one to the taxpayer. The actual amount saved is insignificant. As Councilman Andrew Pruski puts it, ... *a \$400,000 house would get \$20 back. (He goes on to state, ... I believe we should spend the \$20 on helping to lower overcrowded class sizes, paying our teachers, investing in parks and recreation, bike trails ...).*

2. Similar to previous years in which County Executives chose not to tax up to ceiling imposed by the cap, this is an election year. And not simply another election year, but one in which the incumbent is facing a credible and competent opponent. It is not a coincidence that this is the year of choice.

Why is the school situation “bad” now? When the current County Executive took office, Niche.com rated the Anne Arundel County Public Schools #6 of the 24 Maryland Districts. After only three budgets created by Mr. Schuh, AACPS is down the #12. More significant to the readers of this newsletter, AACPS is now down to #16 of the 24 best districts in which to teach.

Also of great concern to anyone interested in recruiting and retaining high-quality teachers is the disparate manner in which the current County Executive treats them at budget time. From his first budget in FY16 to FY18 employees in Anne Arundel County Government have received annual pay increases of nearly 4%. AACPS educators have been held to an annual average of just over 2%. The disparate treatment is not limited to salaries. Budget actions taken by the County Executive were direct contributors – if not the primary cause – of the solvency crisis that fell on our healthcare fund and created the need for significant concessions

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

From Contentia this month . . . Sick Leave and Personal Business Leave

Reminders and procedures that you need to know

Sick Leave

- Sick leave must be used in half-day increments.
- Under normal circumstances, you must notify your principal at least one hour prior to the time you are supposed to report to work if you are using sick leave. Exceptions may be made by your principal. *Your principal can deny your sick leave and force you to take leave without pay if you fail to comply with the one-hour rule. You may also be subject to disciplinary action.*
- You are required to produce a note if your sick leave use exceeds three consecutive days.
- As a Unit I Member, you are not required to seek advance approval for using personal business leave in combination with sick leave. *If presented with a form or directive mandating advance approval, contact TAAAC. Other employee units have this requirement in their contracts. TAAAC does not.*
- Up to 15 days of available sick leave per school year may be used for illness of a family member.
- If you are not already a member, consider joining the sick leave bank.

Personal Business Leave

- The use of any personal business leave requires advance approval.
- If your request to use personal business leave is made with less than 24 hours' notice, you must declare the reason for your leave.
- Personal business leave shall normally be approved at least 24 hours in advance.
- A holiday period may not be extended by taking personal business leave on a Friday or Monday (exceptions may be granted by your principal).
- Personal business leave may not be taken during the first five or last five teacher duty days of the school year (exceptions may be granted by your principal).

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.

(Continued from page 2)

from educators. And it is not lost on aspiring teachers that the AACPS has become the lowest paid urban district in Maryland.

Not just local public educators, but every voting citizen that has a child, step-child, grandchild, niece, nephew, or friend should complete their ballot with caution in November. Let's not be swayed by a tax cut that couldn't pay for a tank of gas.



Tami Thumbtzen



Jan Delph

**You are cordially invited to join
TAAAC for another exciting social
event we're calling:**

"End of Year Celebration" Happy Hour!!!!



Thursday, June 7th

5:00 to 7:00 p.m.

**Mother's Peninsula Grille
969 Ritchie Hwy, Arnold**

Congratulations to Tami Thumbtzen from North Glen Elementary and Jan Delph from Severna Park Middle. Tami was elected to fill the TAAAC Secretary/Treasurer position which will become vacant July 31 due to the election of Russell Leone as the new TAAAC President. Jan will fill the impending vacancy on the Board of Directors left by Kate Snyder when she was elected as TAAAC Vice-President.

With Tami Thumbtzen filling the Secretary/Treasurer seat, there is now a Board of Director vacancy. Look for the nomination form in this issue. The nominations will close at the June Representative Assembly and the election will take place at the same meeting.

All these positions will begin August 1, 2018 through July 31, 2019. Thank you for your dedication to your Association.

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.

WELCOME NEW MEMBERS

Rachael Pifer
Sharon Randolph

Link up with TAAAC on Social Media



Please scan
the code to
follow us on
Twitter



Please scan the
code and Like
us on Face-
book

TAAAC Events Calendar

May 2018

- 1 – Credentials Committee – 4:30 PM @ TAAAC Office
- 2 – Daytime Board of Education Meeting – 10:00 AM @ BOE
- 2 – ARC – 5:00 PM @ Severna Park Middle
- 2 – NEA RA Pre-Caucus – Following ARC
- 2 – Middle School Concerns Committee – Following ARC
- 7 – Sick Leave Bank @ TAAAC Office
- 9 – High School Concerns – 4:00 PM @ TAAAC Office
- 10 – County Council Budget Hearing – 7:00 PM @ Arundel Center
- 15 – Elementary Concerns – 4:30 PM @ George Cromwell Elem.
- 16 – TAAAC Executive Team @ TAAAC Office
- 16 – Evening Board of Education Meeting – 7:00 PM @ BOE
- 17 – TAAAC ASI @ TAAAC Office
- 21 – Sick Leave Bank @ TAAAC Office
- 23 – TAAAC BOD – 4:30 PM @ TAAAC Office

Visit www.taaaconline.org

Pay Days 9th & 23rd

AUGUST 22, 2018
SAVE THE DATE
CELEBRATE EDUCATORS



TAAAC Celebrate Educators Picnic

Join your fellow colleagues for a great day of fun, networking, great food, games, and much more. Park Admittance will be \$3 per car to be paid upon arrival.

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

VIPKID is a Chinese online education company that provides English lessons to Chinese students ages 4-12. Hours of teaching are based on Beijing time (roughly 9 pm- 9am EST time).

Basic requirements to be a VIPKID teacher: Bachelor's degree and a stable internet connection/webcam.

If you are interested or have any questions, I'm happy to answer any questions and help you through the interview process.

maureenseverin@gmail.com

www.vipkid.com/cn

Referral code: 032YNZ

The TAAAC Special Education Task Force Speaker Series

The TAAAC Special Education Task Force Speaker Series welcomed Emily Driscoll-Roe, a Social Worker Manager at the Center for Child and Family Traumatic Stress at Kennedy Krieger Institute, to talk about students in traumatic stress and how educators can support them.

The event, chaired by TAAAC Special Education Task Force member Evelyn Burchick, was well attended. The participants learned about the most common sources of childhood trauma and how it affects learning. The participants received the “First Book Trauma Toolkit” developed in partnership with MSEA. The toolkit can be found on our website at www.taaaconline.org. Click on “Teaching and Learning” then “Trauma Toolkit.” You will be able to download it in a new window. The toolkit goes into more detail about what the research says about children and traumatic stress. There is a wealth of strategies for educators to utilize to help their students facing traumatic stress in collaboration with Student Services Personnel.

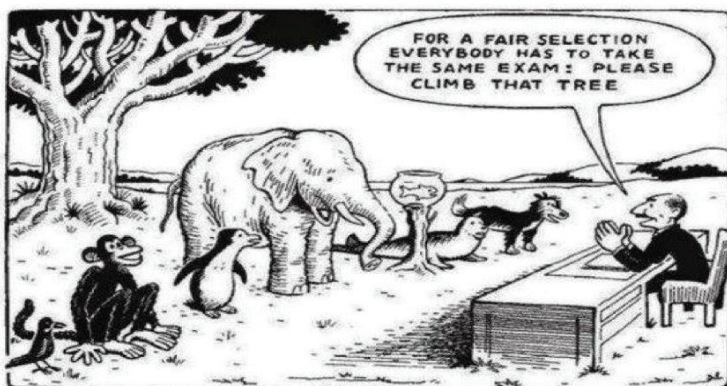
Thank you to the Special Education Task Force for organizing such a worthwhile event. The participants left with positive comments on the well delivered workshop.



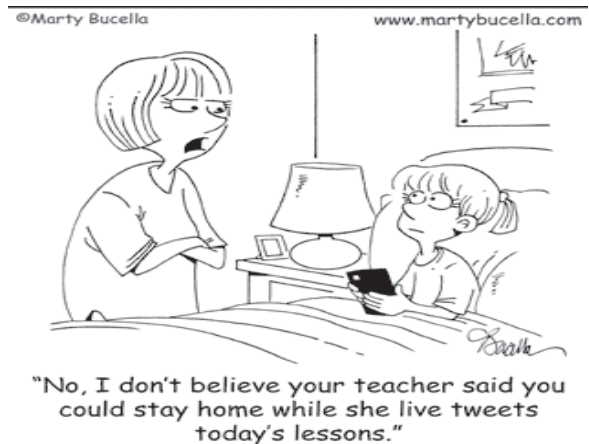
Special Education Task Force Chair, Evelyn Burchick



Emily Driscoll-Roe, Speaker (on right)



Our Education System



NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for a **one-year VACANCY on the Board of Directors**.

Nominations will be accepted until Wednesday, June 6, 2018 ARC meeting.

Name _____

Address _____

School _____

Phone (C) _____ (W) _____

Personal Email _____

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

☐ **Board of Director (Term ends July 31, 2019)**

NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for **MSEA Delegates**.

Nominations will be accepted until the June 6, 2018 ARC meeting.

Name _____

Address _____

School _____

Phone (C) _____ (W) _____

Personal Email _____

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

☐ **MSEA Delegates**

(Have you been a delegate before? YES NO)



HERSHEYPARK 2018 TICKETS

Ages 3 and up

Hersheypark Admission

Gate Price \$67.80

TAAAC Price \$38

Tickets will be available upon order and are valid for the entire 2018 season which runs from April 27 – September 30. Please send a check or money order to the TAAAC office made payable to TAAAC and put “Hersheypark Tickets” in the subject line. Orders may take approximately two weeks and you will be notified for pick up upon arrival. Should you have any questions, please call the TAAAC office.



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

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

4901 BELLE GROVE ROAD
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**



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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

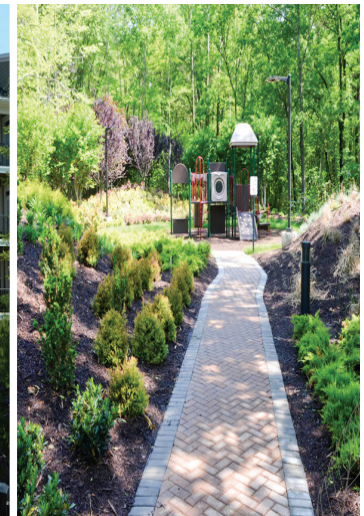


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OUR WATERWAYS



We Support
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