

TAAAC ACTION REPORT

Your Professional Organization

VOL. 50, NUMBER 10

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

June 2018

County Council Hearing Brings out Record Numbers

On Monday, May 14, hundreds of educators and community members attended the County Council budget hearing at North County High. The vast majority of speakers spoke about the lack of funding for the school system budget than any other topic. The lack of funding for our compensation was heard over and over, along with the disappointment of cuts to ELL positions, classroom teacher positions to hold down class size, as well as, cuts to counselors, psychologists, social workers, and other student services positions.

Speakers talked about the impact that the bare bones budgets during the past two administrations have had on their students, communities, and their own families. The mischaracterization that the county executive has funded 98% of the school system's budget is more fog for the mirror. Our school system needs to be 100% funded to meet the ever-growing needs of our ever-expanding communities and classes of students.

We have grown over the past ten years with nearly 10,000 new students. With a lack of adequate funding to address that growth, we are now at a breaking point. At some point, the county government has got to get the message to the community that their taxes pay for the services they enjoy, and often, take for granted. Educating our youth is part of the services, and yes it is the most expensive, but it is the most significant investment in our county for the future. Having smaller, newer, beautifully equipped schools will do our students no good if we cannot keep our educators here in Anne Arundel County. People work with our students, not bricks and mortar.

Beyond this year's budget, we have an important election coming June 26th and November 6th. TAAAC Members can no longer sit back idly waiting for TAAAC to fix this problem. **YOU ARE TAAAC!** You have the power to make a difference by volunteering for yourself. You can do this through direct contact with county officials: letters, email, phone calls. You can do this through volunteering to be part of a once in a generation chance to make things better by signing up to phone bank, canvas with fellow educators, lit drop in your neighborhood, and/or hand out Apple Ballots on election day. A full slate of our endorsed candidates can be found in this issue and on our website, www.taaaconline.org.





Richard Benfer

I have been humbled and honored to serve educators across the county for the past six years as your TAAAC President. When I began my first term, we were at the beginning stages of recovery from the recession that hit during my time as Vice-President. Our elected officials in county government saw improvements at the time but kept up the façade that we were still in a recession. The lack of commitment continued each and every budget cycle as we clawed our way out of a recession, but it appeared we were the only local education system still suffering. As other counterparts in county government recovered, the school system continued to struggle to provide promised steps and adequate COLA's if any at all.

While the fight to get back what was lost continued, members needed to come together. Relationships needed to be built, nurtured, and respected. Our task at the time was divided into three phases: member engagement, community engagement, and political engagement. Although we weren't winning on every front, many members responded

positively to this approach. Later this morphed into our new vision: Empowered Educators, Successful Students, Connected Communities.

In January of 2013, I created our first Legislative Breakfast. We invited educators from TAAAC and SAAAAC, as well as seated general assembly members, local county

"The November ballot will put the question to our voters if they want the revenues from the casino gambling to be used only for education. We will campaign to be sure the answer is "Yes."

officials, board of education members, and the superintendent. This was a great event to help folks get to know their legislators. The conversations held help boost member's confidence and showed them that politicians are just people too. We had our 4th event this past January with great success.

In the Summer of 2013, I brought back the Celebrate Educators Picnic at Burba Lake on Ft. Meade Post, which has since been held at Sandy Point State Park. Educators needed a place to be celebrated. With the support of the special events committee, staff, and

the TAAAC Board, we were able to pull off a successful event that has become an annual party. Come out to the 5th Annual Celebration of AACPS Educators on August 22, 2018, at Sandy Point State Park from 11 AM to 3 PM. Look for registration links at www.taaaconline.org and in email communications.

With the transfer of Dr. Maxwell, I took the opportunity to build a new relationship with Interim Superintendent, Mamie Perkins. With her help, we created the TAAAC/ASI group in collaboration with the and Assistant Superintendent for Curriculum and Instruction at the time, Greg Pilewski. We were able to put together an elementary group of educators and a secondary group of educators and dive deeply into the issues that live in the teaching and learning world on a daily basis. The group continues to function with the leadership of Dr. McMahon, Dr. Kubic, Mrs. Tillar, and Mrs. Batten. Having the key leadership from the central office level in curriculum and instruction at the table has helped educator voices to be heard. All indications are that this group will continue to meet in the coming school year.

Our TAAAC Board of Directors realized that to activate reps in every school, they would need to be part of the process. We reinstated feeder assignments, and each board member took responsibility for a feeder

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

Early Release Days (June 14-15)

“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 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 business Friday, June 15, 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 indicated applies to you..

Save The Date – Celebrate Educators TAAAC Picnic

Once again, TAAAC is sponsoring a back to school picnic for all members. Mark your calendars for **Wednesday, August 22, 2018**. Join us at **Sandy Point State Park** to celebrate a new year together. More information will be coming soon!

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.

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system. This structure has allowed board members to more easily communicate information directly to building level representatives and offer support and guidance where needed.

On the bargaining front, we continued to fight for the money promised to educators only to be thwarted by the County Executive (Leopold, Neuman, Schuh). There is a pattern here. Although the county budget has seen increased revenues, even with the small tax decreases, the monies haven't kept up with the development. In making Anne Arundel County a great place to live, work, and start a business, the county has grown by over 3,000 students with no new positions. County Executive Schuh has thumbed his nose at the hardworking, dedicated, and compassionate educators that spend their days shaping the future of our county citizenry by offering discounts on burgers at the Greene Turtle instead of the promised experience pay steps. He has further decided to offer \$300,000 to the AACPS 21st Century Foundation to provide \$500 gift cards for newly hired educators this Fall. Unfortunately, this is another slap in the face to educators who stuck with AACPS through all the turmoil, lack of adequate pay, and increased health care costs. All these actions have helped propel AACPS to the lowest paid local education agency among the counties we are compared.

Notwithstanding what is occurring on the National level, the lack of investment in our schools has started to show up in our communities. There are higher instances of heroin use in our community and increased inappropriate student behaviors at all levels. Not having the

proper class sizes for our teachers to be most effective, pupil personnel workers, psychologists, social workers, counselors, and education support professionals to handle the problems our students face on a daily basis, has contributed a barrier to address significant issues in the community. After all, school and community work hand in hand to educate and shape the young minds of our future. When students are lost in a crowd of 30 to 40 other students, they are at a disadvantage.

The investment in our future success as a school system within our community begins with properly funding the AACPS Budget. TAAAC has made endorsements for candidates in the upcoming 2018 election cycle that value students, educators, and the community. Our Anne Arundel Promise campaign has garnered thousands of people to sign on to the promise. The tenants of the promise ensure the proper use of expected funds from the work the Kirwan Commission is engaged in right now. The studies used by the Kirwan Commission report that Anne Arundel County has a \$291 million shortfall. The Anne Arundel Promise ensures that those funds are captured in the education trust fund on the state level in a "Locked Box." The November ballot will put the question to our voters if they want the revenues from the casino gambling to be used only for education. We will campaign to be sure the answer is "Yes." The county is expected to get an additional \$30 million each year if this ballot initiative is passed. This action will help to shape future budgets that will help move educators to the proper pay step in line with their experience by 2023 and provide for a living wage for our Education Support

Professionals. Our endorsed candidates have signed on to the promise and have made a committed to full funding of education budgets. TAAAC endorsed candidate for County Executive, Steuart Pittman has made a pledge to put communities first and that includes schools and the educators who serve them. He is committed to provide pay increases for educators and to shrink the size of our classes with more educators. With these actions and the assurance from educator endorsed candidate for Governor, Ben Jealous, who has committed to raising teacher pay by 26% during his term, things are looking up for educators in Maryland.

We just have to get them elected.

Have a Wonderful Summer!

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

The 2018 Gubernatorial Elections are on the near horizon. Primary Elections are on June 26th. The following candidates have been recommended by TAAAC and MSEA.

Anne Arundel County Executive

Steuart Pittman

Council Districts

- 1 Pete Smith
- 2 Allison Pickard
- 3 Debbie Ritchie
- 4 Andrew Pruski
- 6 Lisa Rodvien
- 7 James Kitchin

Governor /Lt. Governor

Ben Jealous/Susie Turnbull

Attorney General

Brian Frosh

Maryland Senate

- 30 Elfreth, Sarah.
- 32 Beidle, Pamela
- 33 Eve Hurwitz

Maryland House

- 21 Ben Barnes
- Joseline Pena-Melnyk
- Matt Dernoga
- 30A Mike Busch
- 31A Ned Carey
- 32 Mark Chang
- Theodore J.Sophocleus
- 33 Pam Luby
- Tracie Hovermale
- Heather Bagnall

TAAAC Events Calendar

June 2018

- 4 – Sick Leave Bank @ TAAAC Office
- 6 – Daytime Board of Education Meeting – 10:00 AM @ BOE
- 6 – ARC – 5:00 PM @ Severn River Middle
- 6 – Middle School Concerns – Following ARC Mtg.
- 7 – Membership Happy Hour – 5 to 7PM – Mother’s Peninsula Grille
- 11 – Annapolis Feeder Canvas – TBD
- 12 – South River Feeder Canvas – TBD
- 11 – Retired Teachers Reception @ Michael’s Eighth Ave.
- 12 – TAAAC Executive Team @ TAAAC Office
- 13 – TAAAC BOD – 10:00 AM @ TAAAC Office
- 14 – 21 – Early Voting – 10:00Am to 8:00PM (7 locations)
- 18 – Sick Leave Bank @ TAAAC Office
- 20 – Daytime Board of Education Meeting – 10:00 AM @ BOE
- 20 – Broadneck Feeder Canvas – TBD
- 23 – Glen Burnie Feeder Canvas – TBD
- 26 – Primary Election Day

July 2018

- June 30 – July 6 – NEA Convention – Minneapolis, MN
- 11 – Daytime Board of Education Meeting – 10:00 AM @ BOE
- 17 – 20 – MSEA Summer Leadership Retreat – Salisbury University
- 23 – Sick Leave Bank @ TAAAC Office

August 2018

- 13 – Sick Leave Bank @ TAAAC Office
- 15 – 17 – New Teacher Kick-off – Old Mill High
- 21 – TAAAC BOD – 10:00 AM @ TAAAC Office
- 22 – Daytime Board of Education Meeting – 10:00 AM @ BOE
- 22 – TAAAC Celebrate Educators – 11AM-3PM
- Sandy Point State Park – Admission \$3 per car
- 23 – Educator’s Return
- 27 – Sick Leave Bank @ TAAAC Office

**** Next Meeting September 12, 2018**

5:00 PM @ Severna Park Middle

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 2, 2018, at the Association Representative Council, the winners of the 2017-18 scholarships were announced. Winners of this year's *TAAAC-FEE Scholarship Awards* are: **Hannah Blythe**, Glen Burnie HS; **Tiffany Wilkinson**, Southern High; **Cora Annadale**, Southern HS; **Gabrielle Young**, Southern HS; **Autumn Grace Allen**, Old Mill HS.

The Foundation administers four additional scholarships funded by private donations. The winner of the *Robin Coleman Scholarship* is **Justin Salisbury**, Southern HS. The winner of the *TAAAC-Retired Scholarship* is **Marina A. Beshai**, Old Mill HS. The winners of the *Sam and Bessie Chao Book Scholarships* are **Briah Barsdale**, Glen Burnie HS and **Terrence Ebai Agbaw**, Meade HS.

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

Teacher of The Year



The AACPS Teacher of the Year, Heather Carnaghan, stopped by the May ARC to speak to reps. Heather teaches at Monarch Global in Laurel. She provided a clear message to reps that our pay gap in Anne Arundel County has become one of the most challenging barriers for our educators across the county to overcome. The continuation of pay disparities has zapped morale among many of our colleagues. Heather offered that we must continue to advocate to make improvements. Thank you, Heather, for your providing some motivation for members to stand up, act up, and show up.

WELCOME NEW MEMBER

Alexis Klein

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

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

Maureen Severin



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.

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.

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



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Are you making your annual wellness claims?
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301-985-2020
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Cynthia Eckhardt
301-318-6559
cynthia.eckhardt@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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