

TAAAC ACTION REPORT

Your Professional Organization

Vol. 51, Number 1

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

September 2018

2018 Celebrate Educators Picnic

There may have been a few sprinkles on the last day of summer break, but the temperature could not have been better on Wednesday, August 22 for TAAAC's 6th Annual Celebrate Educators event at Sandy Point State Park. We had about 300 TAAAC members, vendors and guests to help kick off the new school year. Everyone enjoyed the outdoors, food, refreshments, prizes, games, and beach for the better part of the day.

It was a wonderful time for all of us to gather before the pressures of the school year to socialize with like-minded friends and colleagues. As one member put it, "This is great to see some people I only get to see at this event every year."

Franco's Catering did a bang up job with BBQ chicken, sweet corn on the cob, hot dogs, hamburgers, sausages and sides. The 5th Annual Cornhole Tournament sponsored by the Maryland Residential Experts Team was a hit with all participants. The prize raffle was also a big hit with over 20 giveaways to lucky members. Families and friends tapped into their festive and playful side at the photo booth provided by Stella Crase from On Site Photography. Kids were treated to face painting by TAAAC member Carly Kreiwald, while kids of all ages enjoyed a treat from Kona Ice. Members found their way to the beach as well with their beach chairs and umbrellas.

The event raised over \$3,500 for the TAAAC Foundation which focuses on three areas of need within our TAAAC/AACPS family. The children's fund helps provide glasses, coats, hats, and gloves for needy students. The scholarship fund helps AACPS graduating seniors offset some of their college costs. The Grants in Need Fund is a one-time grant to members who find themselves in difficult financial circumstances.

We received generous donations from businesses around the county. Our \$1000 Gold Sponsors included ***Clear Shark H2O and Hartford & Aflac Employee Plans Services***, and our \$500 Bronze sponsor was ***Grand Canyon University***. Additionally, we received \$250 donations from ***Horace Mann*** and ***Chesapeake Telephone Systems***; \$200 donations from ***ACSIA Partners in Long Term Care and TAAAC-R***; and \$100 donation from ***Long & Foster Real Estate, Inc.***

The other businesses who donated in-kind items for giveaway bags and the raffle are highlighted elsewhere in this issue.

Thank you to all those who participated, and a special thanks to the Special Events Committee and all those who volunteered to create a great event. We would love to see some of your photos from the day.



Commentary



Russell Leone

Welcome back to a year that has so much potential. As I must always begin, I can't thank you enough for everything you do for the students in Anne Arundel County. For the last 20 years, I have had the absolute joy to be a classroom teacher. In those years, I have worked with some truly inspiring teachers who put children's needs first. I look forward to meeting and working with many more of you who are the backbone of our schools.

I am excited to step into the role of your TAAAC President. While my tenure here at AACPS has been on the elementary level, I understand there are significant differences in working with older students. I have also had the good fortune to work in schools in varied locations. I have seen that not all schools are equal. That is why during my bid for this presidency, I ran under the slogan, "Diverse Needs, Collective Ideas, Unified Voice." In our county, the needs of schools, and therefore the needs of teachers, are not always the same. We must recognize that when our colleagues in another location are in need, whether it be class size, workload, or resources,

it is essential for all of us to rise together in the call for change. To be clear, there are many general issues that transcend and affect all of us, but how we address them is the key to meeting those needs.

"... it is essential for all of us to rise together in the call for change."

I see this year as the year that we can make greater gains. The landscape we face is filled with so many opportunities for us to impact change in our profession. Maryland is a strong labor state. However, we cannot assume that we are immune to attacks. So many of our union brothers and sisters who came before us fought to secure and guarantee many of the rights we enjoy today. Some of those rights include a duty-free lunch, guaranteed planning time, and set work hours. If we do not stay united and strong, these same rights could easily be rolled back and overturned. We are in the midst of a critical election cycle. We, as educators, must hold those who seek to make decisions that affect our schools, our classrooms, and our students accountable to address our needs. I have already spoken with many of those candidates to express that the county we love is letting our teachers down. Lack of increased salaries is impacting our

ability to provide for our families, live in the county, and focus on our primary job.

Continuing to build strong relationships is crucial to our success. It is essential for us to be in the room with decision-makers. I have already coordinated with Dr. Arlotto and Dr. McMahon, to schedule monthly meetings. This will provide me time to use my voice to highlight the needs of our teachers around the county. We will also continue the work we have done through the ASI/TAAAC workgroup to address curriculum and instruction. Additionally, I have accompanied Dr. Arlotto on several school visits.

I'm sure you have heard someone you work with ask a question that starts, "What is TAAAC doing about...?" If you received this newsletter, then you are TAAAC. I challenge you to ask yourself, "What am I doing about...?" The answer to this question does not have to require all of your time. There will be many opportunities this year to stand up and use your voice. It may be as simple as making a phone call to a representative or handing out Apple Ballots on election day. It could be joining colleagues at a Board of Education or County Council meeting. We are over 6,000 strong. We must stand together for the public and our representatives to see our value. WE ARE TAAAC! As a unified voice, we will make this a great year!

TAAAC Action Report

Teachers Association of Anne Arundel County
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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.

A Grievance Ruling for 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."

Kenneth E. Nichols, Administrative Assistant Superintendent for Instruction – Grievance Ruling – December 23, 1992

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.

TAAAC Foundation Donates Backpacks



Each year, the TAAAC Foundation joins with many other local community organizations and businesses to provide school supplies for students in our county. The TAAAC Community Outreach Committee assembled 50 backpacks filled with necessary supplies, such as paper, glue, pencils, folders, and notebooks for 5th grade

students at Monarch Academy Annapolis. Fifth grade teachers Teresa McCloud and Marcella Hess were on hand to receive the donation. Making sure students have what they need at the start of the year is just one way to support students' success in school and TAAAC is honored to play a small part in that. To find out more about the TAAAC Foundation, visit taaaconline.org and follow the tab "Who We Are" to "Philanthropy." If you are interested in working with the Community Outreach Committee, contact the TAAAC office.



New TAAAC member Jennifer Jackson from Meade High won the cash prize at New Teacher Onboarding.

NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for **Sick Leave Bank Approval Committee** for a 2 year term.

Nominations will be accepted until Wednesday, October 10, 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):

☐ **Sick Leave Bank Approval Committee
(2-year Term)**

TAAAC Events Calendar

September 2018

5 – TAAAC BOD – 5:00 PM @ TAAAC Office

10 – Sick Leave Bank @ TAAAC Office

12 – Daytime Board of Education Meeting – 10:00 AM @ BOE

12 – ARC – 5:00 PM @ Severna Park Middle

12 – Middle School Concerns Committee – Following ARC

18 – Elementary Concerns – 4:45 PM @ George Cromwell Elementary

TBD – High School Concerns – 3:40 PM @ TAAAC Office

TBD – TAAAC Executive Team @ TAAAC Office

20 – TAAAC ASI @ TAAAC Office

24 – Sick Leave Bank @ TAAAC Office

26 – Evening Board of Education Meeting – 7:00 PM @ BOE

Visit www.taaaconline.org;

Pay Days 12th & 26th

A Teacher Dress Code?

The issue of appropriate teacher attire is raised each and every school year. Conversations generally focus on the appropriateness of jeans, but leggings, flip flops, and various other articles of clothing have also worked their way into these discussions. As administrators around the county begin to address teacher attire, keep the following in mind:

- Unit I employees have a lawfully selected collective bargaining agent to represent them in salaries, wages, hours, and other conditions of employment. That agent is TAAAC.
- A dress code, including the question of whether or not one exists, is a topic for negotiations.
- The topic of dress code was brought to the bargaining table multiple times, the last being well over a decade ago. The result was that there was to be no mandatory dress code.

Except for teachers assigned to the central and satellite offices, there is no countywide dress code for school-based teachers. If there is to be one, it would be standardized and would be determined by the parties to the Negotiated Agreement, TAAAC and the Board. A principal, well-intended though he or she may be, is without authority to unilaterally determine and enforce a school-wide dress code.

Teachers in any school who would like to wear jeans or leggings but are being prohibited should contact TAAAC. The TAAAC staff would be happy to assist with an appropriate grievance or other action.

WELCOME NEW MEMBERS_(as of 8/17/18)

Martin Abegly
Thomas Abel
Christen Able
Andrea Adegbesan
Negar Adib
Kathryn Adkins
Tatiana Alvarado
Nelson Alvarez
Gabrielle Amaro
Nancy Anderson
Kaitlyn Anna
Kelly Arnett
Francis Arockiasamy
Ashely Arscott
Christopher Au
Dawn Austin
Courtney Awalt
Colleen Ayala
Marcie Balderson
Leah Banks
Tiffani Barb
Jennifer Barbee
Barbara Barrett
Katharine Barry
Ryan Basile
Crystal Bassingthwaite
Jennifer Bautista
Nicholas Bazemore
Adley Beairsto
Steven Bellizzi
Jenny-Lin Bennett
Krystina Bennett
Raphael A. Bernabe
Stephanie Bernhalz
Renee Beron
Sharnice Berry
Star Bey
Christine Bickel
Donald Black
Kyle Blackiston
Stephanie Bledsoe
Banitta Blesson
Victoria Blewitt
Lindsey Blick
Julie Blumstein
Alyson Boersma
Mary Boettinger
Lisa Boggis
Jennifer Bojazi
Patricia Boliek
Erik Booker
Melissa Boone
Michelle Bowker
Aaron Brace
Lauren Breem
Joseph Brennan
Susanna Brightwell

Christopher Briles
Nanci Brilliant
Emily Brown
Faith Brown
Serena Brown
Kevin Bryant
Cynthia Bryl
Peter Buck
Andrew Bunker
Bryan Burns
Corey Burrell
Shelby Burton
Laura Butler
Tina Butler
Samantha Buxenstein
Leanne Byron
Erin Callahan
Angelica Calloway
Molly Calvert
Cindi Camela
Elizabeth Campagnone
Autumn Campbell
Kaythynn Capasso
Courtney Carr
Sarah Carr
Johnny Carter, Jr.
Courney Casey
Phyllis Cephas
Karyn Chandler
Joes Chapman
Paul Chedda
Kimberly Chiang
Kelsey Christensen
Todd Christopher
Thomas Chroniger
Andrew Cizek
Stephanie Claar
Sarah Clark
Elizabeth Coburn
Gabrielle Conley
Samantha Connastser
Jillian Conto
Matthew Cornelius
Lauren Costa
Clair Cozad
Dylan Craig
Allison Crean
Glenna Cuevas
Kristen Cullen
Kaitlyn Curley
Matthew Curran
Marissa D'Angelo
Heather Dalik
Juliann Davidson
Courney Dawson
Brittany Debelius
John Deltenzel

Dorothy Delucchi
Casey Desrosiers
Catherine Devillez
Lindsey Dewey
Princess Dickens
Michele Diekelman
Dana Digiorgio
Chelsea Divenanzio
Elizabeht Dixon
David Doane
Raneeka Doharty
Pamela Dotson
Malachi Drummer
Stefanie Dubose
Erin Dudley
Amy Duffy
Lilly Duncan
Mary Duncan
Carol Durell
Kimberly Dykstra
Mary Dzambo
Austin Eagle
Tiffani Easterday
Stacy Eckels
Somgogoko Kysha Egongbemi
Tema Encarnacion
Jacqueline Erney
Lauren Eusano
Dawn Feibel
Madonna Fick
Nicole Fielder
Brianna Figueiras
Nathan Fincher
Diana Fino
Anthony Fiore
Stefanie Fisher
Howard Fletcher
Hannah Floyd
Sara Ford
Anna Foster
Lori Fowler
Jamie Frank
Laura Fryer
Kristie Garrett
Ashley Gates
Caroline Geoghegan
Sameel Gheba
Leslie Gibson
Michael Glick
Jodi Glienke
Rachel Glorioso
Lindsey Goodrich
Jasmine Goodwyn
Caitlin Gorecki
Jeffrey Goss
Talisa Goss
Jennifer Graham

WELCOME NEW MEMBERS (Continued)

Tymeerah Grandy
Mollie Grantham
Tina Gray
Sarah Greaney
Natalie Green
Andrew Greenbaum
Alexandra Griffin
Kerry Guglielmini
Laura Guidinetti
Gilbert Gutierrez
Celeste Hairston
Kathaline Hall
Andrew Hallman
Tory Harbach
Micheyla Haro
Caitlin Harrington
Bryan Harris
Ethan Hart
Mikayla Heckler
Amanda Hedges
Jonathan Helman
Analisa Hennessey
Patricia Hertzler
Tyrone Hines
Derek Hocker
Rebecca Hodder
Tracy Hodges
Karen Hodges
Melissa Holdren
Radgiria Hopkins
Sarah Horn
Amal Houck
Ashley Howard
Alexander Howell
Lynn Howell
Leah Huddleston
Leah Humphries
Stephanie Hunter
Selene Hurely
Lauren Hutchison
Caroline Isaacs
Jennifer Jackson
Jhonabell Jackson
Vittoria Jackson
Jennie James
Margaret James
Leah Jenkins
Allison Johnson
Colleen Johnson
Elizabeth Johnson
Nikki Johnson
Jaime Jones
Lulu Jones
Rebecca Keating
Stephanie Kelley
Meghan Kelly
Andrew Kennedy

Sarah Kerno
Carolyn Kiah
Stephanie Kiefer
Patrick Kiley
Eunice Kim
Hyo Kim
Emily Kivi
William Klotz, Jr.
Sydney Knoover
Sarah Kolodziej
Gladys Kondracki
Mary Krizek
Timothy Kurtzberg
Erika Ladd
Topaze Lake
Sydney Lamarsh
Carolyn Landis
Chad Lane
Jessica Lang
Benjamin Lasher
Breia Lassiter
Ashely Lawson
Deidra Lazard
Melissa Leccese
Casey Lee (Wayson)
Karama Lee
Brooke Lefevre
Juliana Lefort
Sarah Leming
Theresa Liddy
Melissa Lindsay
Teresa Linehan
Chelsea Logsdon
Christopher Lombardi
Lauren Longacre
Shannon Lopata
Catherine Lopez
Megan Louder
Rebecca Loveday
Kristen Lowder
Rachel Lowrie
Jordan Lumpkin
Emily Lynham
Jessica Macrae
Melissa Mahoney
Rebecca Maier-Summers
Erin Malley
Eugene Malloy
Athena Maloney
Meghan Mang
Jonathan Martin
Kathryn Martin
Paige Martin
Rachel Martin
Aubrey Mason
Jona Ram Mason
Roeanne Mason-Sanburn

Deanna Masters
Ariana Matthews
Carleen Mazaika
Meghan McArdle
Laura McCarter
Teresa McCloud
Erin McElyea
Nakia McKinky
Molly McKone
Jennifer McLeran
Kerry McMillan
Lauren McQuinn
Hannah McVey
Carolyn Mercer
Danielle Merrill
Stephen Metzger
Jessica Michaels
Kelly Miguelez
Lucybeth Gutierrez Miguilena
Madison Mildenberger
Melissa Mildenberger
Denise Miles
Casey Miller
Hayley Miller
William Miller
Daquan Mincy
Rosalia Misuraca
Alexander Molster
Cameron Moltz
Manuel Navaro Montew
Michele Monnig
Gabriella Moraniec
Jordan Moore
Krista Moraniec
Kelcey Morlan
Erin Morris
Rachel Morris
Jonathan Morrone
Emily Morrow
Perry Moskowitz
Meloney Mosley
Theresa Mudd
Kelly Mulka
Margaret Murray
Christina Myrie
Megan Nappi
Christina Narducci
Sarah Neas
Lauren Nelson
Amanda Newswanger
Catherine Noppenberger
Emily Odell
Kimberly Ogden
Shannon O'Neil
Douglas O'Neill
Jessica Owens
Sabrina Padgett

WELCOME NEW MEMBERS (Continued)

Nirmal Pahadi
Kaitlyn Palmer
Christopher Papson
Pooja Parkash
Michael Parker
Amanda Parks
Mary Peake
Jennifer Pecor
Michael Penn
Paula Perrodin
Tiffany Pfeiffer
Tatiana Pierre-Tilus
Victoria Phillips
Tracy Pietromica
Irfan Piskin
Candice Pledger
Sarah Poling-Tharp
Sarah Poole
Jeffrey Postell
Christina Powers
Daniel Powell
Norris Powell
Caitlin Presley
Jennifer Quinn
Marissa Raimond
Lauren Rakvic
Monica Ramsey
Megan Raup
Keith Raynor
Kregghan Rebstock
Adam Reddan
Brittany Redell
Sarah Reed
Daniel Reitzloff
Ingrid Reyes-Leiva
Heather Ricardi
Olivia Richardson
Carlos Rios
Wilma Rios
Samantha Ritis
Lisa Rizzuto
Xeavin Robertson
Christina Robey
Aquilah Robinson
Esther Robinson
Jessica Robinson
Kyle Robinson
Sheila Robinson
Corinne Roche
Rachael Roesler
Elke Rogers
Amy Rondeau
Kaitlyn Roos
Carolina Rosado
Deidra Rose-Lazard
Brianna Ruleman
Gilbert Rupp

David Russell
Claudia Salazar
Victoria Salefski
Nicole Sammartino
Alyssa Santos
Emanuel Santos
Samantha Saunders
Kristen Scalice
Leanna Schindling
Elizabeth Schlude
Mary Schmaltz
Melissa Schmidtz
Alexandra Schneider
Erin Schott
Matthew Schriener
Julie Schrumm
Deanna Sebastian
Victoria Sereboff
Kathryn Shelton
Monica Shenton
Bridget Sherry
Brittany Sherwin
Courtney Shreve
Kylie Siegel
Molly Sinnott
Sarah Sinnott
Jennifer Smith
Katherine Smith
Kayla Smith
Meghan Smith
Amber Snapp
Ginger Snapp
Cheyenne Snider
Diannette Soto-Barreto
Melinda Souther
Stephanie Spano
Katherine Speicher
Emily Spicer
Patricia Squires
Catelynn Spriggs
Shannon Stalker
Ashley Stanton
Michelle Staub
Elizabeth Stauffer
Lark Stawas
Edward Steele
Nina Stein
Samantha Stein
Despina Stephanos
Geeta Stowe
Amelia Sunday
Corey Swain
Jessica Swearingen
Matthew Swensen
Samira Tanedo
Bayley Taylor
Sierrah Taylor

Daniel Tebo
Amanda Tepper
Jamie Tettey
Erin Thompson
Joshua Thompson
Linda Thoms
Kristina Toth
Lauren Toth
Susan Travis
Nicole Trigg
Amanda Tucci
Latrena Turner
Jessica Tyler
Alison Vannoy
Mariene Vasquez
Michaela Vila
Molly Volk
Antonia Vondiezelski
Joanne Waddell
Christine Wagner
Hanna Walker
Rebecca Wallace
Adelaide Watson
Tiara Watts
Deanna Webber
Lauren Weicht
Francis Weiss
Morgan Weller
Jalen Wells
Shanay Wheeler
Aysia White
Kristine White
Lindsey White
Mikayla White
Stephanie White
Kylie Wightman
Jacqueline Wiley
Adrina Williams
Bartel Williams
Jennifer Williams
Mesha Williams
Michael Williams
Adriana Willingham
Eric Wilson
Glen Wingvouc
Megan Winslow
Julie Witzgall
Matthew Wojciechowski
Lindsey Wolfe
Madeleine Wood
Emily Worden
Adilah Wutoh-Baylor
Charles Youngkin
Rachel Yu
Karen Zhao
Alison Zick

(New Members as of 8/17/18)

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.

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FOR MORE INFORMATION, CONTACT YOUR TAAAC COUNSELOR:

Fahad Khan | Fahad.Khan@gcu.edu | 602-247-4955 | gcu.edu/udc/fahad.khan

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Suzanne Herrmann

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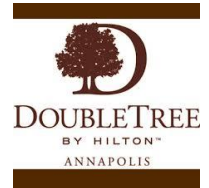
suzanne_herrmann@us.aflac.com



accidentinsuranceAA.pdf | 6/21/2018



TAAAC would like to thank all of our Celebrate Educators Picnic Sponsors. We could not do our event without you!





Maryland State Education Association
National Education Association
2018-2019 ENROLLMENT FORM



NEA \$ _____
MSEA \$ _____
Local \$ _____
Total \$ _____

FREE! NEA Complimentary Life Insurance! Visit www.neamb.com/complimentary

EMPLOYEE ID NUMBER **REQUIRED** AND _____
Last 4 digits of Social Security No.

FIRST NAME		M.I.	LAST NAME		<input type="checkbox"/> Mr. <input type="checkbox"/> Miss <input type="checkbox"/> Dr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Ms.
ADDRESS					
CITY					
STATE					
ZIP					
HOME PHONE			CELL PHONE		
HOME EMAIL			WORK EMAIL		
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DATE OF BIRTH			HIRE DATE		
MONTH / DAY / YEAR			MONTH / DAY / YEAR		

Use of Cell Phone By providing my phone number, I understand that the National Education Association, NEA Member Benefits, NEA360, the MSEA and MSEA local affiliates may use automated calling techniques and/or text message me on my cellular phone on a periodic basis. Neither the National Education Association nor any of its affiliates charge for text message alerts. Carrier message and data rates may apply to such alerts. Text STOP to 84693 to stop receiving NEA messages. Text STOPMSEA to 84693 to stop receiving MSEA and MSEA local affiliate messages. Text HELP to 84693 or go to nea.org/terms for more information.

LOCAL
WORK LOCATION
POSITION
SUBJECT

Check your salary level for dues computation:

- ☐ Over \$44,260 ☐ \$22,130-\$44,260
☐ Below \$22,130

Method of payment:

- ☐ Payroll deduction (Sign and date below.)
☐ Cash / Check

Check one:

- ☐ Full-time (more than .50)
☐ Part-time (.25 -.50)
☐ Part-time (less than .25)

Membership Commitment

Yes – I want to join with my fellow employees and become a member of the local affiliate, 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.

Maintenance of Membership/Dues Deduction Authorization

I authorize continuing payment or deduction of dues from my pay in each pay period a pro rata portion of the annual dues required for membership in my local affiliate, the MSEA, and the NEA. I fully understand that the annual dues required for membership in the three associations are subject to periodic change by the governing bodies of the associations and authorize deduction of any modified monthly dues established by the governing bodies of the three associations. This authorization continues from year to year, regardless of my membership status, unless (a) I revoke this authorization in a signed writing sent to the local affiliate by such time as is designated in my local affiliate's collective bargaining agreement, my local affiliate's policy, or my local affiliate's bylaws; or (b) my employment with the board of education ends. In the event of my separation, the board of education shall deduct the balance of my yearly dues from my final paycheck.

Dues payments are not deductible as charitable contributions for federal income tax purposes. Dues payments (or a portion) may be deductible as a miscellaneous itemized deduction.

SIGNATURE _____

DATE _____

Fund for Children and Public Education Contribution Voluntary Authorization

Yes! I want to see our elected officials stand up for public education and my students. I hereby authorize the following contribution to the Political Action Committee of NEA, MSEA, and my Local Association to build a strong voice for educators:

TOTAL PAC PAYROLL DEDUCTION PER PAY PERIOD ☐ \$5.00 ☐ \$10.00 ☐ \$15.00 ☐ Other _____

SIGNATURE _____

The NEA, MSEA and applicable local Funds for Children and Public Education collect voluntary contributions from Association members and use those contributions for political purposes, including but not limited to making contributions and expenditures on behalf of friends of public education who are candidates for federal, state, or local office. I understand that I am making a joint contribution and that ten (10) percent of my contribution will go to the NEA Fund, and that the remaining ninety (90) percent will be divided evenly between the MSEA Fund and the local account. Contributions to the Fund are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. Although The NEA Fund requests a contribution of \$5.00 per pay, this is only a suggestion. A member may contribute more or less than the suggested amount, or not contribute, without affecting his/her membership status, rights, or benefits in NEA, MSEA, or any of MSEA's affiliates.

Contributions to the Fund are not deductible as charitable contributions for Federal or State income tax purposes. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year. Only U.S. citizens or lawful permanent residents may contribute to the Fund. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.

With full knowledge of this information, I agree that my authorization for political action pledges as indicated by the check mark herein and my authorization for payroll deductions, shall continue in force from year to year unless revoked or modified by me giving written notice to my local association.

PLEASE RETURN WHITE, CANARY AND PINK COPIES TO YOUR LOCAL • RETAIN THE GOLD COPY FOR YOUR RECORDS

