

TAAAC ACTION REPORT

Your Professional Organization

“Empowered Educators, Successful Students, Connected Communities”

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

January 2019

500 Words On ...Restorative Practices

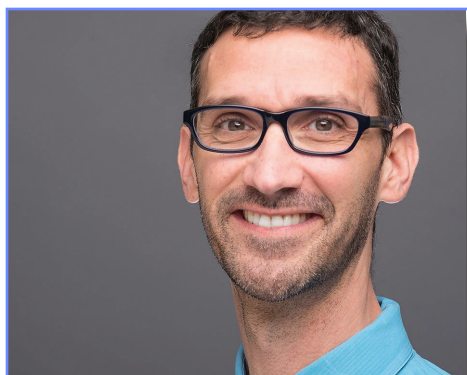
If you haven't heard the term “restorative practices,” you soon will. Restorative practices in education are based on an approach to building healthy school relationships and a strong sense of community—a community that allows students and educators to make positive connections in a safe and supportive environment. Restorative practices aren't intended to replace current initiatives and evidence-based programs, like Positive Behavior Interventions and Supports (PBIS) or social and emotional learning models, that assist in building a foundation and culture of caring. Programs and initiatives like PBIS complement restorative practices. In one Baltimore City school where restorative practices have been in place since September, one simple practice—talking circles—was used after the unrest following Freddie Gray's funeral to help ease tensions for both school staff and students. Before the school day started, staff “circled-up,” then each homeroom did, too. Already comfortable with the process, both adults and children used their safe circle time to find common ground and set the stage for moving forward.

Schools using restorative practices are making news across the country as districts choose relationship-building, problem-solving, positive confrontation, and discussion to address student behavior. Instead of suspension and expulsion, restorative practices encourage students to repair harm, restore relationships, and strengthen their community. The Pennsylvania-based International Institute for Restorative Practices, which supports The Restorative Works Learning Network programs used in Baltimore City Schools, says that the fundamental premise of restorative practices is that people are happier, more cooperative and productive, and more likely to make positive changes when those in positions of authority do things with them, rather than to them or for them.

What are restorative practices?

- Restorative justice focuses on righting a wrong committed and repairing harm done. The goal is to place value on relationships and focus on repairing relationships that have been injured.
- Community conferencing involves the participation of each person affected by the behavior and allows all stake holders to contribute to the conflict resolution process.
- Community service allows for individuals to restore a harm they may have committed to the school community.
- Peer juries allow students who have broken a school rule and trained student jurors to collectively discuss why the rule was broken, who was affected, and how the referred student can repair the harm caused.
- A circle is a versatile restorative practice that can be used proactively, to develop relationships, and build community; or reactively, to respond to wrongdoings, conflicts, and problems.
- Conflict resolution programs teach young people how to manage potential conflict, defuse situations, assuage hurt feelings, and reduce any inclination to retaliate after a conflict.
- Peer mediation has been shown to reduce discipline referrals, violence rates, and suspension rates.

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Russell Leone

As we head into the second half of the school year, this is a great time to reflect on where we are. We do this with our students to take stock of what they have learned and what we need to work on as the year continues. In that spirit, I would like to use this space to address some frequently asked questions that have come up recently.

What is “TAAAC” doing about...?

This is probably more a two-fold question. First, we should remember *who* TAAAC is. Your TAAAC Leadership (what many members refer to as TAAAC) is 13 TAAAC member Board of Directors who were elected by the entire membership. Any member may run for the Board of Directors. Elections are held from late January through February. TAAAC as an Association is all Unit 1 members who joined. Currently we have 6,175 members. So, when people ask what “TAAAC” is doing, the answer varies greatly in terms of who is doing the work. There are larger decisions made by your Board of Directors and will guide some of

Commentary

the strategies and approaches to issues. However, some of the work of TAAAC doesn’t even involve a majority of the Board of Directors, but members like you who have volunteered their time and skills.

Besides this newsletter, how do I get my information from TAAAC?

There are many ways you should be getting your information. As a member, your first point of contact should be one of your building representatives. The number of building reps in your school

building rep does not have the information you need, they can make a request of the Board of Director.

Finally, I am a source of information for you as well. I put out a weekly email to all members on Tuesdays. This email is designed to provide you with information for action that may be called for by all of TAAAC. I will also use it to offer links to resources that could be used with your students, opportunities for trainings and events, and news items relevant to education. As TAAAC is your professional organization, I feel is important for us to help you find these resources.

Where is my contract?

As you know, we ratified a Negotiated Agreement back in September. As of this writing, the FY 2019 Negotiated Agreement is still in the process of being edited. This is done jointly by AACPS and TAAAC Leadership. TAAAC Leadership recently sent it back to the Board with some edits we needed to see before it being published. As you can imagine, it is a lengthy document that we rely upon for our standing when an issue or question arises. Every word must be correct. We have published the changes to the contract on the website and I have included this in recent emails to all members. Here is the link again: <http://taaaconline.org/fiscal-year-2019-settlement-summary/>

“If you have additional questions not addressed here, please send them to RLeone@mseanea.org.”

is determined by the size of your membership. The reps have been elected by your school colleagues. They should be holding a 10-minute meeting every month to inform you on the most important issue for that month. They are also there to provide support to answer your questions or to direct you where to find the information you need.

In addition to your building reps, each member of the Board of Directors has been assigned to act as a liaison to a feeder system. If your

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From Contentia this month . . . *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 procedures are followed, COMAR affords you little protection.

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 improve.
 - Call TAAAC and speak to your UniServ Director immediately.
 - Become the conduit of conversation: Ask for extra observations and feedback on a daily basis. 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 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 time to improve to an effective level. 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 non-renewal decision will be based upon your professional practice score and your principal’s recommendation.

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

Candidates for Board of Directors



Robin Beers

I have worked hard to represent you at the local/state level over the last 4 years. I ask for your support so that I can continue my advocacy through the implementation of the Kirwan Commission report, as we work together to advance equity for each other and our students.



Jorge Cordoba

After marching on the Fix the Fund rally and being active with the Go-Team to help elect politicians that care for public education, I want to help our union with a progressive mindset so as teachers, we can shape the story of who we are and who we can be.



Jan Delph

I am a 25 year AACPS Special Educator and an active member of TAAAC, currently serving on the Board of Directors. I am hoping to continue my efforts, as a member of the Board. We have a great deal to accomplish and I would be honored to serve you.



Allison Heintz

It has been an honor serving you on the Board of Directors these past few months. I hope that I can have the opportunity to continue this important work on behalf of all our members. Thank you for your vote!



Reba Miller

I, Reba Miller, am asking for your vote. I am currently serving as a board member for TAAAC and I would like to continue the work I have started. We are making progress with many issues that are important to our members. Please vote, Reba Miller. Thank you.



Elizabeth Ruddy

After 16 years of being a teacher and fighting for my students, I am ready to fight for my colleagues. I feel that good things are on the horizon. As part of the Board I will work diligently to be a relevant and strong voice for my fellow educators.

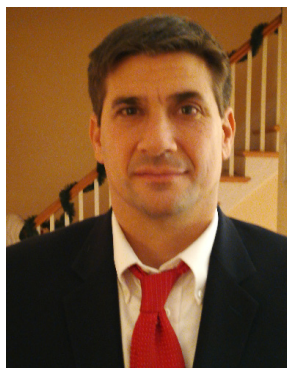
Candidate for Secretary-Treasurer



Tami Thumbtzen

I have always been an active member, serving in a myriad of roles-Association Rep, Negotiating teams, committee chair, lobby nights and rallies. The work of improving our schools and our quality of life is never done. My focus is on supporting you as we educate our students. Our association is about you and our students, and I want to continue with moving education forward for all stakeholders. I truly believe that our association is about our members and I want to continue with our mission with your support. Thank you for your vote.

Candidate for Board of Directors



Dennis Sullivan

I am a 15 year veteran of Anne Arundel county public schools and North County High School. As a board member I hope to make a difference for all the teachers especially those that has been affected by the inequitable hiring practices of Anne Arundel county. Thank you for your consideration

MARCH 15-16, 2019 LAUNCH INTO TAAAC

Do you want to get more involved?

Have you ever wanted to participate in your Union? Learn what TAAAC is really about? See how decisions are made? Lobby? Negotiate? Travel across the country as a Delegate to our National Convention? This might be the activity for you. We are sponsoring an overnight retreat for folks interested in TAAAC and wanting to get more involved. We promise fun and education.

Annapolis Doubletree Hotel from after school Friday, March 15 – 3 PM March 16.

- All expenses and meals are taken care of by TAAAC
- Will be both fun and educational
- We want your participation, but you are not committing by attending

Come get involved. Be part of TAAAC!

Register here: <https://bit.ly/2Loqf0i>

#RedforEd Shirts

You've seen the #RedforEd shirts. If you haven't gotten yours yet, see your TAAAC Rep. T-shirts are now available to non-members as well for a cost of \$10 while supplies last. Contact the TAAAC office for shirt purchases.

TAX PREPERATION

R.J. Pellicoro Assoc. will be at TAAAC offices on **March 18 and 20, 2019** to prepare 2018 Income Tax returns for long time TAAAC clients.

As in the past, contact the TAAAC office to make appointments for these dates. For those clients who would prefer to receive their 2018 tax returns earlier, please contact Bob Pellicoro at (301) 706-7619 to arrange for mailing tax data directly to R.J. Pellicoro Assoc.

(Continued from page 2)

Who is negotiating our next Agreement (FY 2020)?

We must ensure a representative from elementary, middle, and high schools, as well as special education, non-classroom teachers, and affiliates (i.e. counselors or psychologists). Once the recommendations have been vetted, they are brought before your elected Board of Directors for approval. The process of the negotiation team selection is set in policy that was approved by your TAAAC Representative Assembly.

Do we use a lawyer to negotiate?

As a rule, the TAAAC Negotiating Team does not bring a lawyer to the table for each meeting. Neither does the Board of Education, or any of the other bargaining units in AACPS. TAAAC does have a lawyer on staff to consult during all negotiations. We can stop proceedings and make a call as necessary.

Does every school have an FAC?

The simple answer is yes. If your school does not have a functioning FAC, please contact the TAAAC office and your Uniserv Director can help guide you.

If you have additional questions not addressed here, please send them to RLeone@mseane.org. I can include them in a weekly communication.

(Continued from front page)

- Informal restorative practices include the use of affective statements, which communicate people's feelings, and affective questions, which cause people to reflect on how their behavior affects others.
- Social-emotional learning teaches skills that allow children and adults to calm themselves when angry, make friends, resolve conflicts respectfully, and make ethical and safe choices.

Learn more by reading NEA's guide at otlcampaign.org/restorative-practices, and visiting restorativeworks.net for news, free webinars, and resources.

REPRINTED FROM THE JUNE 2015 ISSUE OF ACTIONLINE MAGAZINE

Quality Teacher Incentive Tax Credit

If you are a Maryland public school teacher and you paid tuition during the 2018 tax year for graduate-level courses to maintain certification, you may be entitled to an income tax credit on your Maryland return.

You may claim a credit 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 the cost of the courses must exceed 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.

Job Opportunities



NOW HIRING: Pool Supervisors for Summer, 2019!!

Anchor Aquatics is a locally family owned company offering the highest quality commercial swimming pool management and service for 50 years! Anchor Aquatics 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

Supervisors start in April part time and swim club managers start May 1st part time.

For more information, call Noelle Navarro at; (410) 761-7665,

Or, e-mail to: n_navarro@drdpools.com

TAAAC Events Calendar

JANUARY

- 10 – Membership Committee – 4:30 PM @ TAAAC
- 14 – SLB @ TAAAC
- 14 – Government Relations – 5 PM @ TAAAC
- 16 – IPD Committee – 4:45 PM @ TAAAC
- 17 – TAAAC/ASI – 3:30 PM @ TAAAC
- 28 – Online Voting begins
- 28 – SLB @ TAAAC
- 28 – Government Relations – 5 PM @ TAAAC

FEBURARY

- 4 – Government Relations – 5 PM @ Stan & Joes
- 6 – Board of Directors Meeting
- 11 – SLB @ TAAAC
- 11 – Government Relations – 5 PM @ Stan & Joes
- 13 – RA Meeting – 5 PM @ Severna Park Middle Meeting Prior to RA:
 - Elementary Concerns
 - Middle School Concerns
 - High School Concerns
 - Nominating Committee
- 15 – Last Day for Online Voting
- 19 – Nominating Committee – 5 PM @ TAAAC
- 20 – IPD Committee – 4:45 @ TAAAC
- 21 – TAAAC/ASI – 3:30 PM @ TAAAC
- 25 – SLB @ TAAAC
- 25 – Government Relations - 5 PM @ Stan & Joes

SAVE THE DATE!!

March for Our Schools

March 11, 2019

Annapolis — 6-8 PM

Visit www.taaaconline.org

WELCOME NEW MEMBERS

Kimberly Florey

Elizabeth A. Harford

Carrie Huber

Carolyn Noe

Amanda Volker

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



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2018-19 TAAAC Financial Workshops

Presented By Bill Bush, CFP®, CPA

- January 24, 2019: Understanding your Retirement
- April 4, 2019: Saving & Investing

All workshops are being held at Severna Park Middle School. For more details, call Bill at (410) 480-0007 or email at William.bush@lpl.com.



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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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For more information about our graduation rates, the median debt of students who completed the program and other important information, please visit our website at gcu.edu/disclosures. Please note, not all GCU programs are available in all states and in all learning modalities. Program availability is contingent on student enrollment. Grand Canyon University is regionally accredited by the Higher Learning Commission (800-621-7440; <http://hlcommission.org/>). Important policy information is available in the University Policy Handbook at <https://www.gcu.edu/academics/academic-policies.php>. GCU, while reserving its lawful rights in light of its Christian mission, is committed to maintaining an academic environment that is free from unlawful discrimination. Further detail on GCU's Non-Discrimination policies can be found at gcu.edu/titleIX. The information printed in this material is accurate as of AUGUST 2018. For the most up-to-date information about admission requirements, tuition, scholarships and more, visit gcu.edu ©2018 Grand Canyon University 18COEE0217



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.



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We Preserve
OUR WATERWAYS



We Support
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