

# TAAAC ACTION REPORT

Your Professional Organization

“Empowered Educators, Successful Students, Connected Communities”

Vol. 52, Number 1

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

September 2019

## TAAAC's Long Range Plan for Salaries

TAAAC believes salaries for Unit 1 employees must be equitable, must remain competitive with surrounding jurisdictions, and must be progressive. Through our contract negotiations, we will remain true to those values.

Your Negotiating Team will focus on the following principles in order to meet these values. The order of presentation in this document does not indicate a ranking of these priorities. The specific achievement and timeline of these goals is dependent upon funding and agreement by both parties in the negotiations process.

### **Unit 1 members should receive a step increase annually until they reach the top pay.**

TAAAC believes that every eligible employee should see movement up the salary scale for every year of service to Anne Arundel County Public Schools. We also believe that the salary scale should allow for employees to reach the top pay in a manner that would allow for the higher earnings in the final three years prior to retirement. The current number of steps allows for this and TAAAC will continue to support the top pay at 25 years of experience.

### **The step of any Unit 1 employee should be equal to or exceed their recognized years of experience credit.**

There are many members for whom this value holds true. However, we have a vast number for whom this is not the case. The first impact of this was the freezing of steps for four consecutive years prior to 2014. During the same period, experienced teachers joined AACPS from other states or counties and were also reduced years of experience. The decoupling of steps and years of experience was the result of the aforementioned freezes and a salary scale restructure in 2014. While this was done so that Unit 1 employees on steps 14, 15, 17, 18, 20, 22, and 23 would not experience further freezes beyond the four previous freezes seen up to that year, it kept employees with different years of experience on the same pay step. To further compound the problem was the hiring practice after 2014 that allowed new hires to be placed at steps closer to their years of experience than those of their counterparts employed before 2014. We believe that all employees should have a salary reflective of their experience. In order to do this, we must address the years frozen, the gaps created in 2014, and the years taken from new hires. Achieving this would support one of our other core values, “Respect: We believe education is vital to building respect for the worth, dignity, and equality of every individual in our diverse society.”

### **Salary scales should be improved and remain competitive through COLAs.**

One of TAAAC's core values is “Professionalism: We believe educators are essential to student success. We maintain the highest professional standards, deserving of competitive compensation and respect.” COLAs are necessary to achieve and maintain competitive compensation with our surrounding counties vying for not only our potential, but our current workforce as well. Through COLAs, we increase the value of every step. When comparing salary scales, Unit 1 employees must see incentive to remain in Anne Arundel County Public Schools because compensation is not significantly different. COLAs help close the gaps with surrounding counties. The

*(Continued on page 4)*



Russell Leone

Now that we are two weeks in, I hope that you are off to a great start and are establishing quality relationships with your new students and your colleagues. For those of you new to AACPS, welcome to a county filled with some pretty incredible people. I know your fellow staff members have made you feel like you are part of a strong team.

Last year in my first message, I wrote about your voice and how important it would be. The results of the last school year are a testament to the power that we have. You used your voices at town halls, budget hearings, directly with representatives, and with the community. And we were heard! There is much to acknowledge in the gains we made. There are many

education-friendly representatives on the Board of Education, State Senate and House of Delegates, and County Council, including our County Executive. Additional funding was ultimately provided because we spoke up with a clear message that teachers deserved bet-

***“You used your voices at town halls, budget hearings, directly with representatives, and with the community. And we were heard!”***

ter compensation and more support for our students. We negotiated the best fully-funded contract that we have seen in over a decade. In addition, TAAAC member voices were heard on matters of curriculum and instruction.

As you can see from the TAAAC Long Range Plan for Salaries and Compensation, we are not done.

This will be another year that you will be asked to use your educator voice. We must continue to advocate for funding of salaries and for a revision of the education funding formula so we can provide for increased salaries, student supports, and school resources. We still have many gaps to fill. We will continue to wear Red for Ed on Wednesdays throughout this school year. Please plan to attend budget hearings and town halls when those dates are set. If you have not been receiving emails from me to your personal account, I need you to contact the TAAAC office and provide us with one. The weekly updates I send are an important way to stay informed about important items impacting our profession and ways TAAAC is here to support you.

Thank you all for every action and opportunity you used in the past year to talk about our profession and the decisions that impact us and our students. Let's keep raising our educator voices loud and strong.

### 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



### TAAAC Action Report

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# From Contentia this month . . . *Unit I Members Covering Other Teachers Classes*

## **Compensatory Time Request**

### **Article 15B**

*Substitutes shall normally be provided for all teachers absent from their regular teaching assignment including art, music, media specialists and physical education. Only after reasonable but unsuccessful efforts to obtain substitutes shall the principal assign teachers to other teachers' classes during their non-teaching periods.*

*When an uncovered vacancy causes a class of students to be divided among other teachers for the entire school day, the receiving teachers will each receive one (1) hour of compensatory in which the incidence occurs. Utilization of that leave will be arranged between the teachers and principal or supervisor.*

*Except in an emergency which occurs during the school day, no teacher shall be required to take a class for another teacher unless the teacher requested to take the class is given a reduced schedule or work load within the next five (5) work days. Substitutes shall be provided for teachers involved in field trips, athletic events or professional meetings approved by the appropriate administrator, provided the event is scheduled for a half day or more and funds are appropriated for this purpose.*

Teachers are being asked to cover other absent teachers' classes in non-emergency situations at an alarming rate. Please use the form below for presentation to your administrator requesting a reduction in workload and/or schedule to restore the time spent covering other classes. Per **Article 15B**, these reductions are required. If the reduction is denied by the administrator, please contact your TAAAC UniServ Director to initiate the appropriate action.

### **REQUEST for REDUCED SCHEDULE or WORK LOAD**

(To be completed by Unit I member providing substitute coverage.)

**TEACHER COVERING** \_\_\_\_\_

**TEACHER ABSENT** \_\_\_\_\_

**DATE** \_\_\_\_\_ **TIME** \_\_\_\_\_ **ROOM** \_\_\_\_\_

**Reduction in Schedule/Workload Requested** \_\_\_\_\_

**Signature of Teacher** \_\_\_\_\_

**Date** \_\_\_\_\_

.....  
(To be completed by administrator providing reduced schedule or work load.)

☐ **Approved**

☐ **Disapproved**

If approved, reduction provided, or if disapproved, reason therefore:

\_\_\_\_\_

\_\_\_\_\_

**Signature of Administrator** \_\_\_\_\_ **Date** \_\_\_\_\_

*(Continued from front page)*

salary scale must also achieve a level of attraction for new hires, whether just starting their career or transferring from another location. This impacts our existing Unit 1 employees because when funded positions go unfilled, as we had close to 50 last year, class sizes and workload are increased for others.

As part of our long range plan, we also have organizing goals which will impact our ability to continue making progress on the goals above. One of our core values addresses unity. It states, “We believe individuals are strengthened when they work together for the common good. As educators, we improve both our professional status and quality of public education when we unite and advocate collectively.”

In order to be successful, the following must also happen:

- Members must attend the Board of Education budget hearings. Our goal is to have at least 10% of our membership present (approximately 620 people).
- Members must contact their board members to discuss our priorities, either through meetings, email, or phone calls.
- Members must attend the County Council budget hearings. Our goal is to have at least 10% of membership present (approximately 620 people).
- TAAAC Leadership and staff must cultivate productive partnerships with community members and groups in order for them to stand and speak with us.
- TAAAC Leadership and staff must ensure every worksite has a building rep to work to keep members informed of necessary actions needed.



TAAAC members Diane Barnes-Tice, Richard Benfer, Tracey Greenberg, Nancy May, Michelle Shrum, Lisa Stahl-Wright, and Tamara Thumbzten, along with family members, continued our community outreach tradition of assembling backpacks. Students in Rolling Knolls and Tracey’s Elementary Schools received school supplies to start their year off right. This is part of our TAAAC Foundation’s work to support and ensure successful students. To find out more about the TAAAC Foundation, visit [taaaconline.org](http://taaaconline.org) and follow the tab “Who We Are” to “Philanthropy.” If you are interested in working with the TAAAC Community Outreach Committee on future projects, contact the TAAAC office.



## Building Representative Retreat

November 8, 2019

“Building representatives new and experienced will collaborate and learn new ways to engage members at your school.”

## ATTENTION!

### Are You Paying Too Much

If your employment status has changed and you have an annual salary under \$44,656 and/or are working .5 or less, please contact the TAAAC office so that your membership dues can be adjusted accordingly.

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# WELCOME NEW MEMBERS

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Amira Abdalla  
Liesel Acevedo-Robles  
Ayotemi Adediwura  
Katelynn Alegre  
Latoya Alexander  
Michelle Alfaro-Moretti  
Paige Allen  
Brittney Allen  
Georgette Allsup  
Emily Alos  
Alexandra Alveno  
Emilie Andercyk  
Tia Anderson  
Lisa Angyelof  
Kayleigh Arslan  
Cassie Artes  
Emily Baczewski  
Allison Baier  
Molly Baker  
Emily Bandier  
Sheela Banks  
Burnadette Barnett  
Taylor Barney  
Megan Barrows  
Julie Bastian  
Evan Batten  
Maura Bayly  
Carrie Beall  
James Beamon  
Nina Bergbauer  
Rebecca Bestoso  
Kendra Bethel  
Bridget Bevere  
Miriam Bialik Van Wees  
Alexandra Birckett  
Patricia Bisson  
Allison Bledsoe  
Kristin Bloom  
Sabrina Booker  
Cindy Borges-Suarez  
Molly Borland  
Sabrina Bowman  
Michelle Bozek  
Shawn Bramble  
Audrey Bressler  
Carrie Bridges  
Trevor Brinton  
Angela Brisbane  
Jordyn Britton  
Gabriella Brooks  
Stephanie Brown  
Kiaha Brown  
Melissa Brown  
Askia Brown  
Megan Bruce

Jessie Brunett  
Meredith Bujac  
Patricia Bullers  
Kimberly Bullock  
Rebecca Bunch  
Kevin Burgess  
Alexandra Burke  
Taylor Burnett  
Shannon Butler  
Jennifer Callaway  
Alyssa Carino  
Khalifah Carter  
Danielle Carter  
Alisah Cash  
Quinn Cavallo  
Alyssa Caya  
Kristin Cedar  
Tania Chandler  
Sarah Chapman  
Yanira Chardon  
Lynn Chiavacci  
Nancy Chipriano  
Emily Cieslinski  
Stephanie Clampitt  
Jenna Clark  
Nancy Clark  
Katelyn Clark  
Nicole Clark  
Nicholas Clay  
Katie Clemens  
Kerry Cline  
Alexandra Coady  
Melissa Cochrane  
Felicia Coffman  
Louis Colaizzi  
Jasmine Coleman  
Sonia Comicho  
Ashley Conley  
Jamie Cook  
Matthew Cooper  
Amy Cooper  
Natalie Copelovitch  
Jessica Corliss  
Taylor Coursey  
Julie Crandell  
Katherine Creveling  
Joseph Crisp  
Michelle Cristion  
Natalie Cronin  
Christy Cuevas Garcia  
Megan Cuff  
Susan Culbert  
Jordan Culver  
Michael Cummins  
Alexis Curley

Laura Curtin  
Russell Curtis  
Ashley Cuzzart  
Philip Cygan  
Vinita Daniel  
Yonne Daughtry-Jones  
Stacy Davidson  
Caitlin Davis  
Shaela Davis  
Emily Davis  
Meussa Davis  
Leah Deale  
Sarah Debnam  
Madison Decrispino  
Sarah Degler  
Jessica Deinlein  
Elisa DeJean  
Christiana Dellota  
Mary Lou Dembik  
Maggie Denniston  
Matthew D'Ercole  
Shannon Derksen  
Lila Derrico  
Sarah DeSantis  
Donielle DeToy  
Olivia Devine  
Sanghmitra Dhar  
Ashley Dibble  
Chelsea Diffenderfer  
Carolyn Dillard  
Katherine Dillow  
Carnie Do  
Kerry Doring  
Maria Doudakis  
Abigail Doyle  
Michele Doyle  
Nicole Drennan  
Caitlin Dudginski  
James Dugan  
Zachary Dziedzic  
Tambria Eaton  
Deanna Edmunds  
Marcus Edwards  
Malcolm Ehioba  
Josephine Emelio  
Seth Emhoff  
Shari Endo  
Nicole English  
Stacy Epperson  
Margaret Escobedo  
Hannah Evans  
Romie Eyring  
Jeane Facciolo  
Melyssa Fatig  
Anne Fava

# NEW MEMBERS *(Continued)*

Megan Federline	James Hart	Amanda Joy
Sabrina Fellenbaum	Jessica Hartman	Scott Kalnoske
Jamie Ferguson	John Hartman	Melody Kaplan
Kelly Fins	Emily Hauge	Demetria Keller
Jennifer Fishback	Sarah Hayden	Kathryn Kelley
Stacey Fitzgerald	Katie Haynes	Dean Kelly
Rachel Fitzgerald	Kristen Haynes	Elizabeth Kennedy
Chloe Fitzgerald	Amber Healey	Erin Kerley
Julianne Flanagan	Erin Healey	Daniel Keyser
Katharine Flanders	Ana Hedges	Morgan Khan
Cesia Flores	Darby Hehl	Tahawar Khan
Eric Foreman	Kristin Helf	Suzanne King
Jeffrey Fown	Alison Henritz	Alexandra King
Kelly Fox	Kandice Henry	Rebecca Kintner
Michelle Fox	Bayrex Hernandez	Ashley Klaiss
James Fox	Brian Heyanka	Rachael Klotz
Jennifer Franchak	Caitlyn Hill	Courtney Koehler
Kikori Francis-Gibbs	Carol Hill	Jaon Kohler
Nicholas Franck	Donna Hill	Jacqueline Koslofsky
Kimberly Freeman	Lara Hodak	Irene Kowalskyj
James Freeman, Jr.	Kyte Hoefert	Rachel Krakoff
Rebecca Frusciant	Stephanie Hoffman	Gayle Kranich
Michael Fulton	Kristen Hoffmaster	Paul Kriewald
Meredith Funk-Heiser	Jessie Hofmann	Tracy Krol
Melissa Fuson	Hannah Holland	Michael Kudlawiec
Rachel Gallena	Shadeen Holmes	Haley Kuffler
Amanda Gammon	Adam Holt	Margaret Kuhnlein
Ashley Gardner	Erienne Hoover	Alina Kukharets
Maureen Gast	Caitlin Hosmer	Christina Kulp
Catherine Gates	Jessica Howe	Gabrielle Kunkowski
Antonia Gates	Callie Huck	Kathryn Kyle
Jenna Gavit	Matthew Hudgins	Lacy Kyllonen
Melanie Georgopolis	Kathryn Hudson	Jill Labrador
Amy Gianni	Alex Hufnagel	Theresa Lacovara
Katherine Gleason	Emily Hunsberger	Kristi Lago
Kristen Glessner	Cassandra Hurley	Patrick Lake
Carlita Godsey	Kalli-Anne Hymons	Emily Lamond
Marshal Golden	Christine Irwin	Christianna Landsman
Lisa Goldsberry	Stefanie Isidoro	Rebecca Lang
Mark Goldstein	Chanel Jackson	Melanie Lanni
Vanessa Gonzalez	Robert Jackson	Edward Larsen
Luz Gonzalez Stalnaker	Rachel Jacobs	Bridget Laszewski
Molly Gordon	Megan Jager	Robert Layne
Teresa Gorgone	Jenneth James	Rebecca Lee
Megan Grazman	Mary Jefferson	Nathalie Legerwood
Elizabeth Green	Judith Johnson	Frank Lehman
Brigitte Griffin	Barry Johnson	Emily Lemanski
Kelly Griswold	Nicole Johnson	Sandra Lemoncello
Meredith Groff	Katie Johnson	Douglas Lew
Jerry Groves	Yasmine Johnson	David Lewis
Aubree Hall	Jessica Johnson	Taylor Lewis
Clarie Hamera	Sherry Johnson Hicks	JaHyun Lim
Heather Hamilton	Abbie Jones	Tyler Lipman
Dawn Hammerbacker	Amastasia Jones	Oliver Lippy
Sara Hamms	Bonita Jones	Andrew Listorti
Katherine Hanna	Brandon Jones	Brittni Logan
Tea Hardy	Avita Jones	Elyse Loiacono

# NEW MEMBERS *(Continued)*

Victoria Luckey	Lois Mohelski	Alex Petrella
Sierra Luckhardt	Steven Montagnino	Amy Phillips
Erin Lukas	Thomas Montgomery, Jr.	Jill Pias
Lindsey Luna	Mariah Moon	Victoria Picciano
Michael Lund	Rachel Moore	Anne Pittman
Mary Elaine Macaso	Lauren Moore	Michelle Piwonski
Elizabeth Mackel	Heather Moorman	Lindsay Pope
Michael Magaha	Linda Morales	Maureen Powell
Jonathan Maggart	Laura Morenilla Fernandez	Emma Progar
Sarah Maguire	Monica Morgan	Gaelyn Quirey
Hayley Maher	Chelsea Morris	Delarrah Randall
Slava Malamud	Jonathan Morris	Kayla Raposa
Samantha Malinowski	Penny Morrone	Bunch Rebecca
Lauren Maloney	Jason Mossburg	Colin Reinhard
Christopher Manning	Meagan Mott	Emily Reinik
Chloe Marshall	Kyle Motto	Deena Richardson
Hannah Martin	Mary Mouring	Dakota Richardson-Lau
Jennifer Marty	Sarah Mundhenk	Kara Richmond
Margot Mason	Katelyn Murphy	John Riggins
Heather Mason	Sherry Murray	Moximino Rivera
Asli Masucci	Ashley Myers	Marjorie Roach
Reginald Mathes	Milton Nagel	Michael Roberts
Reginald Mathes	Robert Napoli	Kerry Roberts
Carolynn Matras	Lucus Nelson	Matthew Robertson
Alison Mattingly	Dimitra Neonakis	Natalie Robinson-Semper
Tyler Mayo	Garrett Newbill	Rikie Rodriguez
Gwendalina McClain-Digby	My-Ngoc Ngo	Cyleena Rodriguez
Cayley McCormack	Brooke Northfield	Aleesha Rogers
Jennifer McCubbin	Nicholas Ochoa	Keyona Rollins
Corrie McCullough	Mosina Ochs	Hollace Romans
Siobhan McDaniel	Elizabeth O'Hara	Teresa Rose-Disney
Patrick McDougal	Paige Olsen	Mary Rosner
Patrice McGowan	Cynthia Olsen	Olivia Rossi
Alexander McGrath	Britt Olson	Robert Rossi
Kayleigh McGrattan	James O'Neal	Kristine Rothamel
Adam McGuire	Wendy O'Neill	Marianne Rudden
Mary McGuire	Lukash Onyshkevych	Brian Ruehle
Daniel McKinney	Katherine O'Rourke	Alison Sacco
Mary McLaughlin Rosner	Karen Overstreet	Kathryn Sacha
Nina McNealey	Hunter Owens	Christine Safrin
Margaret McNulty	Roberto Pagan	Megan Salerno
Tobre Mebane	Kimberly Palmiotto	Anna Salinas
Robert Medd	Luisa Panzer	Destiny Sanders
Prakash Mehta	Quinn Pape	Armando Santiago
Yanira Mendez Medrano	Jessica Papsan	Barbara Santiago-Fecht
Miranda Messier	Shamea Parker	Mundhenk Sarah
Ashley Michels	Kelly Parsley	Miriam Saul
Tatiana Mick	Devon Paterson	William Schaller
Erika Mikkelsen	Hall Paula	Nicole Schmidt
Justin Miller	Taylor Pawlak	Stacey Schuchard
Briyenne Miller	Vincent Pearlino	Megan Schultz
Maquel Miller	Sydney Pearson	Anne Scully
Ajonee Miller	Shannon Pedersen	Danielle Seay
Marissa Miller-Vasquez	Angela Pelle	Trina Seay
Lara Mish	Sarah Pellegrino	Jennifer Seerey
Ian Mitchell	Jennifer Peters	Rebekah Seitz
Christine Mohan	Rachel Peterson	Matthew Semanick

# NEW MEMBERS *(Continued)*

Amberlea Semmont  
Jaimie Sents  
Samantha Serafino  
Rachel Sereboff  
Ratan Sethi  
Sarah Seward  
Gozde Sezer  
Kristen Shacklock  
Shefali Shah  
Maureen Shea  
Shannon Shea  
Katherine Sheahan  
Erin Shehan  
Samuel Sheppard  
Johnson Sheridan  
Shannon Shiffrin  
Paul Shuey  
MarQuise Simon  
Joan Sims  
Taylor Sistek  
Shara Sites  
Tonia Slade  
Matthew Smith  
Ashley Smith  
Andria Smith  
Amanda Smith  
Tricia Smith  
Amber Smith  
Ashley Smith  
Sara Smith  
Mercedes Smith  
Ryan Smith  
Lisa Snively  
Madison Snyder  
Mark Soltis  
India Somerile  
Eryn Somers  
Megan Sowinski  
Donell Spedden  
Armand St. Pierre  
Julia Stauffer  
Ashlynn Sterling  
Ryan Stickel  
Danielle Stickel  
Thomas Stimaker  
Shantille Stohl  
Karen Stone  
Matthew Stone  
Jordan Stracke  
Amanda Strickland  
Kristina Stylianou  
Colleen Sullivan  
Margaret Sullivan  
Lacy Tant  
Lewis Taylor  
Jantae Taylor

Michael Taylor, II  
Emily Temple  
Emily Tevault  
Tracy Therese  
Lindsay Thompson  
Christopher Thompson  
Natasia Thompson  
Ashley Thompson  
Mallory Timmons  
Kellian Tonetti  
Ann Tooley  
Alexander Tougas  
Georgia Tragas  
Katherine Trim  
Lakisha Tucker  
Tiffany Tucker  
Raymond Turner  
Kasey Turner  
Alexis Tyler  
Jaden Tyrrell  
Jana Umberger  
Melissa Union  
Andrew Utz  
Rosa Valdez  
Peggy VanElls  
Jessie Vavrek  
Caitlin Veise  
Lauren Venturella  
Jeanine Venturella  
Andrew Vernor  
Sara Vickery  
Stefanie Wachter  
Natasha Wainwright  
LiTisha Walker  
Colleen Walker Good  
Lauren Wallace  
Laurel Walsh  
Peter Ward  
Maurice Ward  
Aja Ward-Percy  
Brian Wartell  
Nichole Washington  
D'Angelo Washington  
Taylor Waszelewski  
Sierra Waters  
Abigail Watson  
Alan Watson  
William Watson  
Rebecca Watson  
Katherine Weber  
Leah Weddell  
Tamira Weems  
Kaylee Weitz  
Dawn Welters  
Kathaleen Wentker  
Elizabeth Werner

Rachel Weskalmies  
Amberly Westermeyer  
Amanda Whitaker  
Nickisher White  
Alyson Whitmore  
Lisa Whitsett  
Denise Whitty  
Christopher Wilder  
Valerie Wilder  
Heather Williams  
Robert Williams  
Tanisha Williams  
Katherine Williamson  
Sarah Wilson  
Margaret Wilson  
Cassidy Wilson  
Patrick Wilson  
Lauren Winfield  
Brady Wolf  
Hannah Wolff  
Jeanine Woods  
Melanie Wooldrige  
Amanda Wooley  
Robin Woolf  
Tianamin Wright  
John Wright  
Mary Wright  
Jeanne Marie Yanchulis  
Kate Yetter  
Min Yi  
Morgan Young  
Erica Young  
Janmarie Youngking  
Suad Yusuf  
Chelsea Zahm  
Carson Zajdel  
Kristin Zevely  
Michael Zick  
Robin Zimmerman  
Hannah Zuch  
Stacie Zwirlein



## **TAAAC Events Calendar**

### **September**

9 – TAAAC/ASI – 3:45 PM @ TAAAC  
18 – Town Hall Meeting – 4 PM @ Arundel High  
19 – Town Hall Meeting – 6:30 PM @ South River High  
23 – SLB @ TAAAC

### **October**

2 – Board of Directors Meeting  
2 – Virtual Town Hall  
3 – Membership – 4:30 PM @ TAAAC  
7 – SLB @ TAAAC  
10 – RA Meeting – 5 PM @ Severna Park Middle  
Meeting Prior to RA:  
Elementary Concerns  
Middle School Concerns  
High School Concerns  
21 – SLB @ TAAAC  
24 – TAAAC/ASI – 3:45 PM @ TAAAC

Visit [www.taaaconline.org](http://www.taaaconline.org)

### **NOMINATIONS OPEN**

The TAAAC Nominating Committee is accepting nominations for a new **Negotiating Committee**. The position is a one-year term.

Nominations will be accepted until the October 10, 2019 Representative Assembly Meeting.

Name \_\_\_\_\_

Address \_\_\_\_\_

School \_\_\_\_\_

Phone (C) \_\_\_\_\_ (W) \_\_\_\_\_

Personal Email \_\_\_\_\_

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

☐

**Negotiating Committee**

## **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:

- 1) 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.
- 2) A dress code, including the question of whether or not one exists, is a topic for negotiations.
- 3) 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.



Maryland State Education Association  
National Education Association  
2019-2020 ENROLLMENT FORM



FOR LOCAL DUES USE ONLY  
NEA \$ \_\_\_\_\_  
MSEA \$ \_\_\_\_\_  
Local \$ \_\_\_\_\_  
Total \$ \_\_\_\_\_

FREE! NEA Complimentary Life Insurance! Visit [www.neamb.com/complimentary](http://www.neamb.com/complimentary)

<div>EMPLOYEE ID NUMBER REQUIRED</div>		<div>AND</div>		<div>Last 4 digits of Social Security No.</div>	
FIRST NAME		M.I.		LAST NAME	
<div><input type="checkbox"/> Mr. <input type="checkbox"/> Miss <input type="checkbox"/> Dr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Ms.</div>					
ADDRESS					
CITY STATE ZIP					
HOME PHONE			CELL PHONE		
HOME EMAIL			WORK EMAIL		
Members are automatically opted in to MSEA's members-only and other newsletters. You may opt out at any time by clicking the unsubscribe link found in every email. How would you like to receive your MSEA ActionLine magazine? <input type="checkbox"/> Print <input type="checkbox"/> Digital copy (email)					
ETHNICITY (Optional) <input type="checkbox"/> American Indian/Alaska Native <input type="checkbox"/> Asian <input type="checkbox"/> Black <input type="checkbox"/> Caucasian (not Hispanic origin) <input type="checkbox"/> Hispanic <input type="checkbox"/> Native Hawaiian/Pacific Islander <input type="checkbox"/> Multi-Ethnic <input type="checkbox"/> Other <input type="checkbox"/> Unknown					
DATE OF BIRTH			HIRE DATE		
MONTH / DAY / YEAR			MONTH / DAY / YEAR		
<b>Use of Cell Phone</b> 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 <a href="http://nea.org/terms">nea.org/terms</a> for more information.					

TAAAC
LOCAL
WORK LOCATION
POSITION
SUBJECT

**Check your salary level for dues computation:**

- ☐ Over \$44,656 ☐ \$22,328-\$44,656  
☐ Below \$22,328

**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 and Annual Payment Authorization**

**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.

**Annual Payment Authorization:** Yes ☐ - I hereby agree to pay the annual dues, fees, and assessments established by the three associations in consideration for the services the union provides. I understand that those annual amounts are subject to periodic change by the governing bodies of the associations. I authorize on a continuing basis, and regardless of my membership status, the payment of those annual amounts established by the three associations through payroll deduction unless I revoke this authorization in a signed writing sent to your local affiliate via U.S. mail, between August 15 and September 15 of the membership year immediately preceding the membership year for which the authorization is to be cancelled.

**I UNDERSTAND THAT THIS AGREEMENT IS VOLUNTARY AND IS NOT A CONDITION OF EMPLOYMENT AND THAT I HAVE THE LEGAL RIGHT TO REFUSE TO SIGN THIS AGREEMENT WITHOUT SUFFERING ANY REPRISAL.**

SIGNATURE \_\_\_\_\_

DATE \_\_\_\_\_

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.

**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

