

# TAAAC ACTION REPORT

Your Professional Organization

“Empowered Educators, Successful Students, Connected Communities”

Vol. 52, Number 4

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

December 2019

## ENRICHING OUR PROFESSIONAL KNOWLEDGE

November was a busy month for members to stretch their knowledge and network with others around the county. Read the following articles to see what’s been going on.

### EARLY CAREER EDUCATORS GATHER FOR FIRST LISTENING HOUR

A group of early career educators (less than 5 years in the profession), came together on November 18 to share their work experiences and challenges. Hayley Miller, a second year teacher at Severna Park Elementary School, organized the event aimed at hearing what is important to members new to the profession. The evening also provided an opportunity for members to make new friends and connections with others experiencing the challenges and joys that are unique to being new to the profession. This group walked away with ideas to continue to get together and support each other throughout the year. There will also be an early career educator lobby night in Annapolis on March 9, so this group can meet their legislators and share how our representatives can support them. If you are in your first 5 years of the profession and would like information about how you can get involved with our Early Career Educators, please contact Russell at [RLeone@mseanea.org](mailto:RLeone@mseanea.org).



President Leone learns from Early Career Educators Ian Mitchell, Dylan Craig, Hayley Miller, Olivia Rossi, Allison Jones, and Deanna Edmunds.

### BUILDING REPRESENTATIVE RETREAT

Building representatives play an important role in our Association. They are the members who support you in your school and make sure you have the most up-to-date information on the many issues we face. On November 8 & 9, many building reps from over 20 schools participated in a training to help move their work forward. Sessions included starting and facilitating an effective Faculty Advisory Council, holding productive 10-minute meetings, and building leadership teams. Your building reps also learned how to support you and identify issues that may require outside assistance. Delegate Alice Cain (District 30) shared the education work being done on the state level, including the work on Maryland’s Blueprint for the Future, and how she is getting guidance from her education cabinet composed of educators including some of our TAAAC members. Cathy Heeter, the building rep at Mills-Parole Elementary, described the



Member Marcella Hess discusses education legislation with Delegate Alice Cain.

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Russell Leone

I am pleased to use this space in our newsletter to once again welcome our new Executive Director, Kenneth Page. After an extensive nationwide search, Kenneth was selected to join the TAAAC staff. Kenneth comes to us after most recently serving as Associate General Counsel and Chief of Staff for the over 40,000 member New York City union, AFSCME District Council 1707. Kenneth is a long-time labor leader, lawyer and activist returning to our area after many years in Brooklyn, New York where he served in various staff and leadership roles for both public and private sector NY based unions. He is a graduate of Howard University (undergraduate degree) and Wisconsin Law School. Kenneth has led legal departments, negotiating teams and organizing campaigns for TWU Local 100, IUE-CWA, IFPTE Local 21 and AFSCME District Council 1707, working with and across every division in labor organizations matching his trial skills from early in his career with his organizing and management of broader labor and joint community campaigns.

# Commentary

Kenneth shares our vision to continue to ignite our membership and build coalitions. Further, he understands and brings fresh ideas for pushing for fairer compensation, a balanced workload, and a system that truly provides the resources we need to support and prepare our students for success, now and in the future.

With a change in staff leadership, comes an opportunity to move forward in ways that we have not explored before. This includes more methods and new strategies to expand on the increased communications that I started last year through weekly updates via email. We will also be creating even more opportunity for members to find places of leadership that taps into their strengths and passions.

Two years ago, I was given a T-shirt that reads, "There is Power in the Classroom." You are the power that Kenneth and I will be relying upon to keep TAAAC on the upward trajectory that we have seen in recent years. I applaud all of the members who communicate with us about what is happening in your schools; both the awesome and the challenging. If Kenneth and I have not been to your school recently, we welcome an invitation and look forward to listening to your needs and how we can work together to strengthen our profession.

Once again, I hope you will join me in welcoming our Executive Director Kenneth Page.



## BOE Budget Hearings

January 7, 2020  
6:30 PM  
at Old Mill High School

January 9, 2020  
6:30 PM  
at Riva Road

### TAAAC Action Report

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and Managing Editor  
Roxanne L. Beach, Editor

# From Contentia this month . . . *Be Social Media Smart!*

*Do you ever . . .*

- **Badmouth your employer, your supervisors, fellow employees, parents, or students?**
- **Discuss student work?**
- **Post pictures of students or student work?**
- **Post pictures of yourself or others in “unprofessional” situations?**
- **Allow students or parents to “friend” you?**
- **Text or call students?**
- **Email students without copying a parent or administration?**

***Then STOP!***

You must assume that anything you post or text or tweet will exist forever. There is no privacy on the internet. Even those you trust may screenshot and pass your posts on to others who may take offense. Anne Arundel County Public Schools monitors internet and social network activities just as they monitor employee involvement with law enforcement.

**Protect yourself!** Don't take any chances that may lead to discipline, suspension, or loss of your employment. You do not have the First Amendment right of freedom of speech when it comes to your employer and your employment.

**Every time you post something inappropriate you put your job at risk!**

## 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

## BJ's Wholesale Club Member Discount

BJ's Wholesale Club is offering up to 55% off on our 12-month membership fee. Don't miss out on this super BJ's membership discount!

Call Angie Engle, at 410-299-0229 your local sales rep. and sign-up today!

## 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.



(Continued from front page)

event as "... a wonderful experience. It helped me come up with new ways to help our teachers. The biggest thing was learning about the non-monetary gains we have earned through our union." Your building representatives are there to keep you connected and support you in any way possible.



Members Cathy Heeter, Regina Jewer, Emmanuelle Carr, Robin Harmon, and Kaye Witting engage in a way to be the best building reps.

### TRAUMA INFORMED INSTRUCTION WORKSHOP

In our first professional development event of this year, members learned more about trauma and its effects. Dr. Donna Christy, a school psychologist in Prince George’s County (and MSEA member), led the discussion around trauma and our students. The workshop discussion was focused around understanding the causes of trauma, the impact of Adverse Childhood Experiences, healing centered engagement with students, and ways to create a safe and supportive space for our students. Please be on the lookout for more events designed to provide you with additional support on the issues important to our profession. If you have an idea or would like to help plan for future PD events, contact Mark Mench at [mmench@mseane.org](mailto:mmench@mseane.org).



Members Jennifer McDaniel and Gail Waters learn about root causes of childhood trauma.

## TAAAC Events Calendar

### December

- 16 – SLB @ TAAAC
- 18 – IPD Committee – 4:45 PM @ TAAAC
- 19 – TAAAC/ASI – 3:45 PM @ TAAAC
- 19 – Minority Affairs – 5 PM @ TAAAC
- 23-1/1 – Christmas/Winter Break – TAAAC Closed; All Schools Closed

### January

- 2 – SLB @ TAAAC
- 4 – Legislative Breakfast
- 7 – BOE Budget Hearing – 6:30 PM @ Old Mill High
- 8 – RA Meeting – 5 PM @ Severna Park Middle Meeting Prior to RA: Elementary, Middle and High School Concerns Committees
- 9 – BOE Budget Hearing – 6:30 PM @ Riva Road
- 13 – SLB @ TAAAC
- 13 – Government Relations – 5 PM @ MSEA
- 15 – IPD – 4:45 PM @ TAAAC
- 16 – TAAAC/ASI – 3:45 PM @ TAAAC
- 20 – Martin Luther King, Jr. Day – TAAAC Closed; All Schools and Central Offices Closed
- 23 – Membership – 4:30 PM @ TAAAC
- 27 – ONLINE ELECTIONS OPEN @ 9 AM
- 27 – SLB @ TAAAC
- 27 – Government Relations – 5 PM @ TAAAC

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

## WELCOME NEW MEMBERS

- |                     |                |
|---------------------|----------------|
| Kellie Brooks       | Jean Humphreys |
| Peter Carlson       | Erica Matthews |
| Rachel Carpenter    | Stephen Poole  |
| Amanda Donovan      | Kendall Porter |
| Erika Paige Feldman | Tracee Simms   |
| Emily Hall          | Devin Waters   |
| Kristy Herring      | Gina Witcher   |