

# 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 2020

## TAAAC Supports the Blue Print for Maryland

The Kirwan Commission recommendations toward making Maryland Public Schools among the best in the world began bearing fruit last year through State legislation adopting many of the Commission’s initial bridging recommendations for 2019 and 2020. SB1030 became law, increasing state aid to Anne Arundel County by \$13.5 million dollars last year. Similarly, while measuring for inflation, record enrollment growth, and the continuation next year of state educational funding, the tentative Fiscal Year 2021 state funding for our county should increase another \$6.3 million allowing our county to stay the course for our children and communities consistent with the five core Kirwan policy initiatives:

1. Early childhood education
2. High quality and diverse teachers and leaders
3. College and career readiness pathways
4. More resources to ensure success for all students
5. Governance and accountability

The above, coupled with recommendations for a more equitable funding formula, are all principles TAAAC should support. We must also make certain our elected officials at the state and local level that are supportive of the Blueprint for enhancing public education, hear our collective voices and palpable support behind them as they take on the battle to ensure the recommendations become law. We must insist in the coming term of the state legislature that this new funding formula be adopted and take effect in Fiscal Year 2022, replacing the current outdated formula that has not been updated since 2002. This new, more balanced and fair formula is based on current realities that would create strong schools in every corner of our county and state.

With the important leadership of our County Executive Steuart Pittman, Anne Arundel County was able to begin toward a path of fully and equitably funding our schools. That was just a start, good though it was – there remains considerable work to do for next year and the coming years to make certain our county makes up for years where public education was not a priority and was insufficiently funded.

In the third wealthiest county – Anne Arundel – in the wealthiest state in our country – there remain no questions of available resources, only questions of priorities and will. TAAAC is determined to be a fair voice for all our children, insisting that in the coming year that the county and Board of Education stay the course in fairly allocating resources in their best interest.



Kenneth N. Page

I am more than honored to have landed with such an amazing membership at such an important time. This first month as your Executive Director has been a wonderful whirlwind of negotiations, school visits and planning with a view toward strengthening and empowering TAAAC membership. There have been emotional and challenging conversations around how best to address credited service/step placement and salary parity during this round of negotiations. Those questions will be addressed in our field actions, during public budget sessions and at the bargaining table — but TAAAC reaffirms equity and insisting members be placed along the salary scale consistent with and matching their years of credited experience is a priority!

Further, much of what happens in our current round of bargaining, along with the decision of our state legislature during the coming session, will set the framework for our profession(s) and public education in Maryland over the next five to ten years. Our unified and informed voices must be heard across the county in concert with our many friends and neighbors who have extended sup-

## Commentary

port from a myriad of different community groups.

In a Unified Voice, our principled message is simple:

1. Continue the progress in funding and salaries we made last year after years of underfunding.
2. Support the Blue Print for Maryland based on Kirwan recommendations.
3. Make up all missed service credit steps lost during the year's steps were frozen.
4. We are together and unified because we know better than most what our children and communities need in world class public schools.

Call, text, or email your State Legislators, County Council members and members of the Board of Education. You can use <http://bit.ly/AA19BOE> for an email link that will go directly to Board of Education members.

Dr. Arlotto presented his budget proposal to the Board of Education on Dec. 18. In short, he recommended a total operating budget of \$1.36 billion, including \$34.4 million in compensation for all units. Dr. Arlotto's plan suggests one step, a 2% COLA, and one back step for the 2011-12 school year. Dr. Arlotto and his office deserve credit for requesting more resources this

year when compared to last year. However, it is just a start to what's needed to close existing wage gaps. This "proposal," as written, could continue to leave members disproportionately behind, though the allocation of funding remain subject to negotiations.

Therefore, this is not the final determination around salary. Nor does this mean that we are done in advocating for more to restore our members who are still 1-8 steps behind their loyalty to the county. As Russell stated in his testimony to the Board of Ed, "We have the resources to adjust salaries to place each Unit 1 member on the scale matching their years of experience."

There were some positive items reflected in the operating budget that will have an impact in our worksites and schools. Beginning with the Triple E program, Dr. Arolotto is requesting funding that would allow all four remaining clusters (Arundel, Old Mill, Severna Park, and South River) to roll out the program next year. Additionally, there are 460 new positions requested. These would include 195 teachers, in addition to positions in special education, English Language Learners, cultural arts, and social service positions.

### County Council Town Halls

- January 7 @ 6:30, District 1, Lindale Middle auditorium

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### TAAAC Action Report

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## From Contentia this month . . . *Medical Marijuana*

Page nine of your employee handbook and BOE policy designates school property as “drug and alcohol-free environments.” Even somewhat minor offenses (vaping on school property) have resulted in 10-day suspensions.

The standard to give a drug test is also subjective; there only must be a “reasonable suspicion that you are under the influence.” It is a very low bar for administration to require a test. Essentially, they only must suspect you are under the influence to require a test.

What about a prescription for Medical Marijuana? Unfortunately, there is no protection-even with a certified Medical Marijuana card and a doctor’s prescription. Marijuana is Schedule I substance and a violation of federal law. If you test positive, you will be in violation of BOE policy and will face the same consequences as if you did not have a prescription.

If you are still going to use, make sure you do so discreetly. Because the bar to test is so low, if administration finds out you have a card and are using, they might consciously or unconsciously see you as “impaired” and require a test. In addition, once you test positive, you are then subjected to random drug tests moving forward.

Even with a prescription and card, medical marijuana isn’t worth the risk to your reputation and employment.

### **2020 Mills-King Excellence in Human Relations in Education Award**

Nominations are open for our Annual Mills-King Excellence in Human Relations in Education Award. A Nominee must be either an employee of AACPS or a volunteer/activist for AACPS. Please call the TAAAC office at 410.224.3330 for the required nomination materials. The deadline for submitting nominations is Friday, January 31, 2020.

### **WELCOME NEW MEMBERS**

William Crutchfield  
Allison McNerney  
Ahmad Queenan

### **INCOME TAX PREPERATION**

R.J. Pellicoro Assoc. will be at TAAAC offices on March 16 and 18, 2020 to prepare 2019 Income Tax returns for long time TAAAC clients. He is no longer taking new clients.

As in the past, contact the TAAAC office to make appointments for these dates. For those clients who would prefer to receive their 2019 tax returns earlier, please contact Bob Pellicoro at (301) 706-7619 to arrange for mailing tax data directly to R.J. Pellicoro Assoc.

# Candidates for President



**Russell Leone**

It's undeniable that salaries continue to be our most pressing issue. While progress was made, we clearly did better by some members than others in 2018-19. As your president, I've made decisions, like changes in negotiations, to move us progressively forward. I'm reflective of impacts of past actions, while implementing measures to increase our professional value. I believe in member voice and involvement. Previous candidates have stated you are TAAAC. I have followed through with more consistent communication, supports for leadership on all levels, greater presence in the schools and forming a negotiations advisory committee. Let's continue moving forward together.



**Reba Miller**

The time is now. We must put courage before comfort. Many things are at stake today for us and that is why I, Reba Miller, am running for President of TAAAC. For several years I have served as a local and state delegate to the NEA and MSEA conferences. I have also served as the building representative for my school and served one term as TAAAC's Board of Director. These experiences have given me the opportunity to see that we need a leader that will champion ALL educators and students, I, Reba Miller am that candidate. Please vote for me.

# Candidate for Vice President



**Kate Snyder**

I have been teaching in Anne Arundel County for more than 20 years. I have been involved with TAAAC for almost all of those years. It has been an honor to fight for the rights of my colleagues, our students and our profession throughout those years. Working as your vice-president this term has taught me so many incredible lessons and I look forward to continuing my work on your behalf. "The paradox of education is precisely this - that as one begins to become conscious one begins to examine the society in which he is being educated." [James Baldwin](#).

# Candidates for Board of Directors



**Richard Benfer**

Having successfully served various roles in TAAAC Leadership, I would be humbled to have your support as candidate for TAAAC BOD. My experience on the TAAAC BOD allows me to navigate the system so your voice is heard as well as the membership at-large.



**Betsy Brininger**

After having the privilege to serve on the Board for several years, it would be an honor to continue to do so. During this term I will use my background and experience to assist as we transition with our new Executive Director, and the continued fight for respect and compensation.



**Emmanuelle Carr**

“Bonjour, as a recently elected member of TAAAC’s BOD and a French native speaker who knows the Power of Unions, I passionately advocate for our students, members, schools and communities. I ask you to elect me again to continue my mission to better serve for you at the Board. Merci!”



**Dyana Cronin**

Looking for someone to make a difference, one who will look out for the best interest of teachers. Please vote for Dyana Cronin. As an Encore Teacher and heavily involved in extracurricular activities, with your vote I will continue to bring fresh ideas and a renewed spirit to the BOD.



**Maureen Liakos**

Maureen Liakos, M.B.A., M.Ed., currently serving as the department chair of social studies at NCHS, has the experience to lead our members into the next decade. Her keen business sense and ability to analyze problems and develop solutions is critical as we have reached a tipping point in our profession.



**Dennis Sullivan**

As a board member I will prioritize all the teachers who have been hurt over the last decade from restructured salary scales and lost steps. Thank you for your consideration. Vote Sullivan!

## TAAAC Events Calendar

### January

- 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
- 16 – Negotiating Committee – 5 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 @ MSEA

### February

- 3 – Government Relations – 5 PM @ MSEA
- 7 – Negotiating Committee – 5 PM @ TAAAC
- 10 – SLB @ TAAAC
- 10 – Government Relations – 5 PM @ MSEA
- 12 – RA Meeting – 5 PM @ Severn River Middle  
Meeting prior to RA: Elementary, Middle and  
High School Concerns Committees  
Nominating Committee
- 13 – Minority Affairs – 5 PM @ TAAAC
- 17 – President's Day – TAAAC Closed; All Schools and  
Central Offices Closed
- 19 – IPD – 4:45 PM @ TAAAC
- 20 – TAAAC/ASI – 3:45 PM @ TAAAC
- 20 – Membership – 4:30 PM @ TAAAC
- 21 – ONLINE VOTING – Closed @ 5PM
- 24 – SLB @ TAAAC
- 24 – Government Relations – 5 PM @ MSEA
- 25 – Nominating Committee – 5 PM @ TAAAC
- 25 – Negotiating Committee – 5 PM @ TAAAC

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

## Bubba's 33

One of TAAAC's most delicious supporters is Bubba's 33 in Glen Burnie. They offer a ten percent discount to any TAAAC member who stops by. If you don't have a Bubba's discount key ring, call the TAAAC office and we will get one mailed to your school.

## 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
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- Outdoor work environment

Also hiring Lifeguards, Pool Operators and Pool Managers!

**NOW INTERVIEWING:** Contact George Evans at [george@anchoraquatics.com](mailto:george@anchoraquatics.com) or (410)956-0744. Apply online at [www.anchoraquatics.com](http://www.anchoraquatics.com).

### 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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### County Council Town Halls

- January 16 @ 6:00, District 2, Old Mill High School media center
- January 22 @ 6:00, District 3, Northeast High School auditorium
- January 23 @ 6:00, District 4, Arundel High School cafeteria
- January 29 @ 6:30, District 5, Severna Park Middle cafeteria
- January 28 @ 6:00, District 7, Southern High School auditorium