

TAAAC ACTION REPORT

Your Professional Organization

“Empowered Educators, Successful Students, Connected Communities”

Vol. 53, Number 5

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

April 2021

Educators Lobby County Executive on Budget Inequalities

Following the victory at the Board of Education in February when an additional \$11.8 million was added to the budget to reconcile Unit 1 member salaries and wages to their years of experience, TAAAC held a successful virtual Town Hall on Wednesday, April 7 with County Executive Stuart Pittman.

The aim of the Town Hall was to urge County Executive Pittman to include the entire Board of Education funding ask in his FY 22 budget in order to correct the wage disparity still affecting several thousand educators in the County. During the meeting, educators had an opportunity to share their personal stories with the County Executive and the others in attendance about how lost steps have kept them and their families behind for a decade or more.

“I have a Master’s degree and have been working in the same field for 15 years--I shouldn’t have to worry about daycare and groceries. Adding another child to our family, we may need to consider the very real possibility that it is more economical for me to leave the career that I love because my salary won’t cover the additional costs,” said Beth Broccolino Somes, an educator at Annapolis High School. She should be making \$7,000 more each year than she is currently, an amount that would cover daycare expenses.

Budget analyst Adam Pagnucco shared during the event that there are several creative solutions to ensuring the entire \$11.8 million request is fulfilled. He noted that the school system consistently spends less on salaries and wages for educators than what is authorized in its approved budgets and spends more on contracted services than is authorized. Instead, money is transferred from instructional salaries to subsidize the rest of the AACPS budget.

“In this budget cycle, as we finally look toward the end of the pandemic during which we’ve proved ourselves as resilient, creative, and essential to this community, it is time to right this wrong,” said TAAAC President Russell Leone. TAAAC continues to advocate for all 3,000 Unit 1 educators and all educators in the county to be placed on their correct experience step.

Elizabeth Ruddy, an educator at Crofton Elementary, spoke at the Town Hall to share that after being held six steps behind and losing nearly \$10,000 annually, she is now close to being made whole.

“After almost 15 years with the County, I’m finally close to being shown how much the county values my years of experience and dedication. This will be done by the most basic and common practice of paying a professional a salary equivalent to her years of experience,” said Ruddy.

The final educator to speak was Mike Wierzbicki, an 18-year veteran educator at North County High School who asked of County Executive Pittman, “Are you going to be able to correct this wage inequity issue in this budget?”

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After years of advocacy, Wierzbicki is still four steps behind resulting in a loss of over \$500 per month for his family.

Pittman shared that “the words really do have an impact” after listening to the stories of Beth and others. He concluded, “I want to make you whole,” but did not commit to a specific timeline or budget. Now it is up to all educators to continue to advocate until April 30 when he will submit his budget recommendations to the County Council.

Foundation to Help Local Students

One of TAAAC’s functions is to assist local students in continuing their education. TAAAC does so through its Foundation for Educational Excellence which gives competitive scholarships to college-bound young people.

The Foundation provides eight scholarships to local public high school students each year which are funded by members, outside donors, and occasional fundraising events. One of these is funded by TAAAC-R. In addition, there are two memorial scholarships funded through direct donations: The Robin Coleman Award for Computer Science and/or Technology, and the Samuel and Bessie Chao Memorial Book Award. Applications are distributed through all public high school counselors. For more information, contact your school counseling department or call the TAAAC office. **The deadline has been extended until April 30, 2021, and the SAT/ACT scores are no longer a requirement to apply.**

To obtain information on how to apply and print an application, please use the following links:

https://taaaconline.org/wp-content/uploads/2021/03/Scholarship_Application-Information-2021_Revised-1.pdf

https://taaaconline.org/wp-content/uploads/2021/03/Scholarship-Application_ext.pdf

NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for the **Sick Leave Bank Approval Committee** and the **AACPS Calendar Committee (Secondary)**.

Nominations will be accepted until the May 12, 2021 RA meeting. Nominations and the election will be held at the RA that evening.

Please use the following link to complete the official nomination form online:

<https://taaaconline.org/nominations-open-slb-cal/>

NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for a one-year **VACANCY** on the **Board of Directors**. Term of office – August 1, 2021 – July 31, 2022.

Nominations will be accepted until the May 12, 2021 Representative Assembly Meeting. Nominations and the election will be held at the RA that evening.

Please use the following link to complete the official nomination form online:

<https://taaaconline.org/nominations-open-bod/>

TAAAC Action Report

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From Contentia this month . . . Compensatory Time

Unit I Members Exceeding 100 minutes of Non-Professional Duties in a Work Week Compensatory Time Request

Article 14 A

“Except in emergencies, individually assigned non-professional duties will not exceed (20) minutes per day during the student day. For the purpose of this article, supervision of students during arrival, departure and transitions between classes will not be considered non-professional duties. Nothing in this article shall preclude a different arrangement or schedule of duties if agreed by the Principal and FAC.”

Teachers are being asked to cover other absent teachers' classes, mid-day monitoring, recess and other non-instructional duties 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 doing these duties. Per **Article 14A**, these reductions are required. If the reduction is denied by the administrator, please contact your TAAAC UniServ Director to initiate a grievance. The best way to record your extra time is on the TAAAC Timekeeper form located at

<https://taaaconline.org/wp-content/uploads/2021/04/Timekeeper-Duties-in-Excess-of-100-Minutes.pdf>

Directions:

- 1) Keep track of your duty minutes per day for the week (these can be **pro-rated** to 20 minutes per day)
- 2) If they exceed 20 minutes per day for the days you are in the building, fill out provided forms
- 3) Give to administration.
- 4) If they do no reply or give you a minute for minute reduction, please contact your TAAAC UniServ to initiate a grievance.

REQUEST for REDUCED SCHEDULE or WORKLOAD

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

Duty Minutes for week (IN EXCESS OF 100) _____

*****Please see attached timesheet**

Reduction in Schedule/Workload Requested _____

Signature of Teacher _____ **Date** _____

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

☐ **Approved**

☐ **Disapproved**

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

Signature of Administrator _____ **Date** _____



TAAAC DAILY SAFETY FORM

Please check your workspace(s). If any of these things don't seem right, please indicate and explain, then give this to your building representative and/or Principal. If your concerns are not addressed, please contact TAAAC at 410 222-3330 or reach out to your UniServ Director or Executive Director, Ken Page: kpage@mseanea.org

Name (this is so we can follow-up with you in case any information provided is unclear or if further verification is needed)	
Your personal email, phone number or both (this is so we can follow-up with you in case any information provided is unclear or if further verification is needed)	
Name of AACPS Building	
Your Room Number / Workspace Area	
The date you are reporting this to your Building Rep/ Principal	

In each area, check yes or no.

Area of Concern	Yes	No
My PPE supplies need to be refilled.		
I have a safe, appropriate place to eat lunch and plan.		
My room needs to be cleaned/wasn't cleaned as scheduled.		
Masks are being worn according to building/AACPS policy and follow-up is being done by building administration.		
The number of people in the room is appropriate to the size of the room/number of desks.		
There is appropriate air flow in the room.		
If you answered "no" to any of the questions, or have a different issue, please write a short explanation: 		

Update for Special Education Recovery Compensatory Services

Due to the advocacy of members like you and the TAAAC Special Education committee who reached out and met with AACPS senior staff, all recovery services will be halted for now. Educators like Nicole Disney-Bates from Meade Heights Elementary school specifically spoke up to advocate for all educators and made sure that our concerns were heard.

This is a MAJOR victory for our Special Education teachers and related service providers.

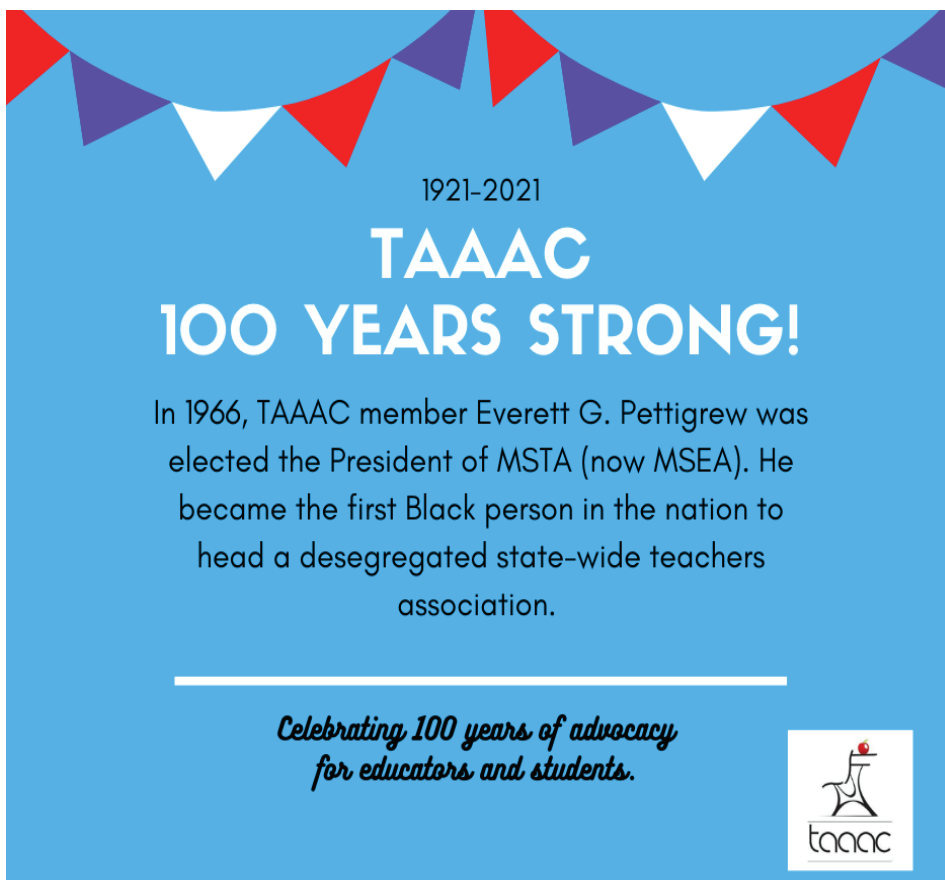
Moving forward, our goals are to ensure that services which support our students will hopefully be much less burdensome on staff, occur over an extended period, and include more direct communication with entire teams of parents and educators. We will continue to speak with the county to potentially make the process better for staff.

AACPS made sure to listen to educators over these last few weeks to pause recovery services until we can have a conversation about a thoughtful resolution. Educators will hopefully continue to have a voice at the table with the BOE on how to best support students and educators in the wake of the COVID-19 pandemic.

Welcome Amanda Menas to TAAAC

Delighted and excited to welcome Amanda Menas to the TAAAC family as our Communications Organizer. Amanda's portfolio includes using digital and traditional communication tools to enhance our organizing efforts. She has hit the ground running over these past three weeks and is already an invaluable part of our Union. Below is a bit on her background. Please join all of us in embracing the newest addition to the TAAAC staff.

Amanda has worked in education unions for her entire professional career, having spent time with the Maryland State Education Association and the National Education Association. Before coming to TAAAC, she also spent time in classrooms and non-profit education organizations to support students from San Diego to Washington, D.C., and reported for micro-local newspapers on issues related to education, transportation, and local politics.




1921-2021

TAAAC 100 YEARS STRONG!

In 1966, TAAAC member Everett G. Pettigrew was elected the President of MSTA (now MSEA). He became the first Black person in the nation to head a desegregated state-wide teachers association.

*Celebrating 100 years of advocacy
for educators and students.*



WELCOME NEW MEMBERS

Stephanie Alston
Alanna Bater
Morgan Bowden
Mathew C. Davidson
Tracey Ernst
Gwendolyn Evans-Orange
Sloan Gill
Morgan Gingerick
Joshua P. Hopkins
Brittany Owens
Chervel Porter
Alan Watson
Andreia Whytsell
Marianela Williams Carr



TicketsatWork.com

TicketsatWork.com is back and updated with new deals for the new year. Start off 2021 on the right foot with great savings on workout gear and fitness programs, healthy meal plan deliveries, new electronics and appliances, and more!

For more information, please use the following link

<https://taaaonline.org/theme-parks-and-more/>

If you haven't signed up yet, click the above link and enter our company code: TAAAC

Job Opportunities

American Pool

NOW HIRING: Pool Managers and Lifeguards For Summer, 2021!! American Pool is currently hiring applicants for lifeguard jobs for the summer pool season. We staff about 40 pools in the Anne Arundel County area and you just have to be 15 years or older by the start of this summer to apply! We offer discounted training, flexible scheduling, and a starting rate of 11.75 or higher!

NOW DOING VIRTUAL INTERVIEWS: All you have to do is Text SWIM to 25000 to apply and schedule your interview with us! You could also reach us at 410-363-6800 or aprecruit@americanpool.com.

ANCHOR AQUATICS

NOW HIRING: Pool Supervisors for Summer, 2021!!

Anchor Aquatics is a locally family owned company offering the highest quality commercial swimming pool management and service. Anchor Aquatics has been providing quality service for over 50 years and has an outstanding reputation for safe and 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 us at anchoraquatics@anchoraquatics.com or call (410)956-0744!

You can also apply online at <http://www.anchoraquatics.com/>.

Spend Summer in the Sun:

**Ace Aquatics, 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: noelle@aceaquaticsinc.com