Ratification of Tentative Agreement

Update, September 20, 2012

On the evening of September 18th, 2012 at Hellas Restaurant, the TAAAC Association Representative Council met to vote and present the results of the balloting that had been occurring in schools and worksites for the previous week. Ballots were turned in by 49% of the entire population of Unit 1 employees, and the Association Representatives who brought them enjoyed some time to socialize while the results were entered in to a spreadsheet displayed on a projection screen. When tallied, the results strongly suggested that the Association Representative Council accept the agreement. By a fairly wide margin, the ARC voted to accept the Tentative Fiscal Year 2013 Negotiated Agreement.

On the evening of September 19th, the Anne Arundel County Board of Education voted 7-2 to accept the Tentative Negotiated Agreement. Educator-friendly votes came from Patty Nalley, Solon Webb, Nick Lefavor, Andrew Pruski (President), Teresa Milio Birge (Vice-President), Deborah Ritchie, and our new member Stacy KorbelaK.

Board members Kevin Jackson and Amalie Brandenburg, explained their respective positions on the Agreement, pronounced their high regard for teachers; then voted in the direct disinterest of those they so highly regarded.

During the Board’s discussion there was concern raised of potential reprisal from the County Executive and Council during the FY2014 budget cycle. Our elected officials down at the Arundel Center defunded every penny that was intended to provide salary improvements and demanded that no pay increases were to be given in FY2013. Even though what we managed to pull from scarce resources was little more than a crumb, it was a defiant act in the eyes of the Calvert Street crowd. If that reprisal occurs it will be to the direct injury of students, parents, and the educators that serve them. And it will be deliberate. It will be up to teachers, specialists, educational support staff, and parents to remind those in elected office that we matter and we vote, and so do our friends and families.
No County Government Treats Teachers Badly Better

Yes, that’s our Anne Arundel County Government. No Maryland jurisdiction has done a better job at neglecting (and even deliberately injuring) its local educators than Anne Arundel. Anne Arundel County Government stands alone among twenty-two other counties and Baltimore City as The One that provided teachers not an extra dime in four years. In fact, virtually all local educators (except those that have been promoted or moved over a pay column) are taking home less net pay than they did in 2009. Some individuals have lost income of up to $25,000. Even larger losses occurred where both parents happened to work in Anne Arundel County.

Let’s have one point emphasized before continuing. The criticism that appears immediately above and will continue for a bit below, refers directly to the elected Anne Arundel County Executive, County Council, and its elected leadership, not the appointed members of the Board of Education. While disagreements with the Board and the Superintendent are sometimes unavoidable, every cent of the funding for what small increases we were able to manage in FY10 and FY13 came from scarce internal Board resources. As badly as we have been treated – and we have been treated very badly – if our county government had its way we would have gotten less. And it doesn’t have to be that way.

Our elected officials have enslaved themselves to a number. That number is the tax rate. They refuse to raise the revenue that every other jurisdiction around us does even though they have the authority and the capacity to do so. Therefore, they cannot afford to treat their government employees better, and they insist on ensuring that we suffer also. And that doesn’t have to be that way either.

The Maintenance of Effort provision in Maryland has recently been re-written and has teeth that it did not have before. The County Council now has little choice but to maintain at a minimum a stable per pupil contribution to its school system. So, they have to pass the money over in the lawful minimum amount (or more). It is not optional and, therefore, does not constitute a “cheating” of county government employees. It involves money that they do not have access to. Nonetheless, the County Executive and the County Council place the money where it cannot be used to pay teachers or attach strings with the same purpose. They deliberately injure those who teach our children, limiting our ability to recruit and retain highly qualified people to continue to serve them. Highly qualified teachers are not just in demand here. They are also needed in districts that are willing to pay for them.

It seems that Anne Arundel County Public School educators and their students have too few friends occupying seats at the Arundel Center. Backlash from the 1.25% increase just ratified has already begun. If at the time of this reading you have not heard some wailing or read some well spun commentary from the Arundel Center, you will. Don’t sit silently through it, be heard.

Twenty-three other local governments in the state did better for their local educators over the past four years than Anne Arundel County. It could have done better, but its leaders chose not to.

By the way, Anne Arundel County is also the only local government that failed to meet the Maintenance of Effort requirement for Fiscal Year 2013, its third consecutive failure. There was money to do it, but its leaders choose not to.
From Contentia this month... *Beginning of the Year Concerns*

As we get into the new school year, the following issues may impact you. Please call your UniServ Director if you have any concerns or questions.

**Schedule:** Your average workday is 7½ hours plus your duty-free lunch of at least 25 minutes. Your total workweek is 37 ½ hours not including your duty-free lunch. Your duty-free lunch is mandated by state statute. If you are required to walk students to or from lunch, you must still receive the mandated duty-free lunch time.

**Planning Time:** Total contracted planning time is 410 minutes per week, 210 of which is personal planning time that must be scheduled within the student day in blocks of at least 30 minutes for elementary teachers and 40 minutes for secondary teachers. The individual planning time is set aside for *individual* planning, is self-directed, and is not for required group planning or required meetings.

**Non-Professional Duties:** The Negotiated Agreement stipulates that non-professional duties shall not exceed 20 minutes per day during the student day. You may also be required to supervise students during arrival, departure, and transition between classrooms.

**Transporting Students:** Unit I members are not required to transport students and due to liability concerns absolutely *should never* transport students in their private vehicles.

**Plan of Action for Improvement:** The Negotiated Agreement specifically states that a plan of action for improvement shall be developed only after the written evaluation following a formal observation indicates the need for such action. Furthermore, the plan must be developed during the evaluation conference that must be held within two duty days of the formal observation. The Unit I member should have input into the development of the plan. Additionally, professional preparation needed for the assignment and conditions under which the member must work should be considered. (Note: Days are defined here as both parties being on site.) Plans of Action can lead to second class certification and possibly termination, thus must be taken very seriously. Call you UniServ Director immediately.

**Referrals:** You have the right and the duty to remove from class and write a referral for a student who commits a serious disciplinary infraction or disruption. By contract, students who have been sent to the office for disciplinary infractions shall be retained in the office for the remainder of that instructional period. The administrator involved must confer with the teacher before final resolution of the case. Non-compliance by the administrator may be grieved.

*We insist that labor is entitled to as much respect as property. But our workers with hand and brain deserve more than respect for their labor. They deserve practical protection in the opportunity to use their labor at a return adequate to support them at a decent and constantly rising standard of living, and to accumulate a margin of security against the inevitable vicissitudes of life.*

President Franklin D. Roosevelt, fireside chat, 1936
2012 MSEA Convention Coming Up

October 19 and 20 in Ocean City, Maryland

The 2012 MSEA Convention is a great opportunity for members to get involved and learn more about what’s shaping public education. Special presentations, exhibits, and workshops at the convention will focus on the issues that impact our public schools and students. Mark your calendars. We look forward to seeing you in Ocean City!

Special Events and Guests
Governor Martin O’Malley will join educators on Friday afternoon as he hosts an informal town hall discussion about the progress Maryland’s schools have made and the challenges that still face educators, students, and communities. Maryland’s new state superintendent of schools Dr. Lillian Lowery will make a special appearance on Saturday morning in the RA hall for a Q&A session with delegates about members’ priorities and concerns.

New Event: Region Feud
Come to the Convention Center on Thursday night for the chance to win thousands of dollars in prizes! MSEA will be hosting its first-ever “Region Feud,” our take-off on “Family Feud.” It will be a fun, exciting way for members to start convention weekend. And who knows? You might come home with some great prizes—and bragging rights! You don’t have to be a delegate to play. All members are welcome to join in on the fun!

Professional Development Workshops
This year’s convention workshops include four themes:

- **Building an Instructional Tool Kit** (Common Core, STEM, UDL, SLO, Classroom Management)
- **Exploring Personal & Professional Assets** (ESP Topics, Communication, Legal, Ethical and Financial Issues),
- **Accessing Student Resources** (Student Interventions, Special Education Strategies)
- **Collaborating in a Global Society** (Diversity, Cultural Competence, Parent & Community Outreach).

Exhibitor Information
A wide variety of exhibitors attend the MSEA Convention every year, sharing their services with educators from across the state. Interested in becoming a commercial exhibitor? Download the [2012 Exhibitor Prospectus](#) and learn about advertising in the Convention program.

**Are you an MSEA member with a special skill, hobby, or side business?**
Become an exhibitor at MSEA’s Member Trade Show and share your products with your colleagues from across the state!

All of the above referenced links are available at [www.marylandeducators.org](http://www.marylandeducators.org).
WELCOME NEW MEMBERS

Gabrielle Alexander
Julie Barrick
William Barwick
Enrique Bautista
Jane Bergin
Jasmine Bland
Nathan Burd
Amy (Gina) M. Calabrese
Cheryl Lynn Carey
Eric Coles
Dawn Collins
Melissa Crudup
Christopher Culig
Kyle Curran
Elizabeth A. Davidson
Jennifer Deitrich
Heather Delauder
James Dennsteadt
Kelly Dibble
Joshua Dorsey
Thomas Dunn, II
Scott Dyer
Donatay Echoles-Moore
Lindsay Feroli
Mary Fucella
John Gangler
Rachel Gluzband
Mark Henderson
Raycine Hodo
Kristopher Hood
Brittany Hopkins
Janet Johnson
Beatul Kasahun
Edward Kaufman
Katherine Kim
Leslie Kirby
Anna Langdon
Lauren Lemaster
Tracie Long
Gina Louvar
Danielle Loyd
Victoria Marshall
Emily McGehrin
Sean Meighen
Melissa Morris
Kerry Mueller
David Newberry
Theodore Nilsson
Kathleen Ouellette
Melissa Owens
Anika Pettus
Michael Pfisterer, Jr.
Tamara Piegols
Cady Pinell
Christopher Pohlman

Lottie Porch
Elizabeth Ramos
Maharuka Ramos
Laura Reiter
Brewster Renn
Jamie Renn
Kathleen Risse
Tuba Rizvi
Lauren Rizzo
Blair Robertson
Alane Robinson
Jeff Robinson
Maryann Romano
Amanda Rose
Deanna Sala
Sam Salamy
Barbara Sammis
Mary Grace San Juan
Ryan Sassano
Mallory Sauble
Tiffany Seviss
Joseph Shapiro
Justin Sherman
Kristy Siniscalchi
Chante Small
Lisa Smallwood
Caroline Smith
Holly Smith
Kylie Smith
Sarah Smith
Jeralyn Smullen
Rebecca Steiner
Elizabeth Stevens
Arien Striplin
Tess Stumme
Kristin Stumpf
Morgan Sturm
Elijah Thurmon
Richard Tilley
Ann Tokosch
Stanley Topa
Melinda Trombly
Cynthia Trump
Rebecca Turek
Brian Turkett
Cynthia Uche
Leslie Walden
Sarah Wallace
Deanna Walls
Ronald Watkins, Jr.
Amy Wayne
Benjamin Weybright
Christine Williams
Kevin Williams
Mon Williams

Robyn Williams
Robert Woerner
Kelly Wrzochul
Yehmin Yu
Stacie Zacks
Danielle Zephr
Selene Zutt

ATTENTION!

Are You Paying Too Much

If your employment status has changed and you have an annual salary under $39,097 and/or are working .6 or less, please contact the TAAAC office by October 12th so that your membership dues can be adjusted accordingly.

“...The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires.”

- William Arthur Ward
Teachers Association of Anne Arundel County
2581 Rice Road, Suite 17 • Annapolis, MD 21401
410/841-6088, 410/886-3950 or 301/261-8909
Fax 410/841-8117

2012-2013 ENROLLMENT FORM

New! Fast! Easy! Sign up online! Pay by credit card! Visit www.marylandeducators.org

FREE! NEA Complimentary Life Insurance!
Visit www.neamb.com/complimentary

SOCIAL SECURITY NO. (Last 4 digits are required)

FIRST NAME

M.I.

LAST NAME

EMPLOYEE ID NUMBER

Mr. □ Miss □ Dr. □ Mrs. □ Ms.

ADDRESS

CITY

STATE

ZIP

HOME PHONE

CELL PHONE

HOME EMAIL

WORK EMAIL

As a benefit of membership, members are automatically opted in to MSEA's members-only and other enewsletters. You may opt out at any time by clicking the unsubscribe link found in every email.

ETHNICITY (Optional) □ American Indian/Alaska Native □ Asian □ Black □ Caucasian (not Hispanic origin) □ Hispanic □ Native Hawaiian/Pacific Islander □ Multi-Ethnic □ Other

DATE OF BIRTH

MONTH / DAY / YEAR

HIRE DATE

MONTH / DAY / YEAR

Check your salary level for dues computation:

☐ $19,549 - $39,097 □ Below $19,549

Method of payment:

☐ Cash / Check

Payroll deduction (Sign and date below.)

Payroll Deduction Authorization

I authorize the Board of Education to deduct from my salary bi-weekly payments for membership dues as indicated herein. I understand that such deductions shall continue from year to year for the dues set annually unless I rescind such authorization in writing to TAAAC over my original signature in accordance with local by-laws between August 15 and September 1. In case of my resignation or termination, the Board of Education shall adjust the balance of my yearly dues from my final paycheck.

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.

SIGNATURE ____________________________ DATE ___________  

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 TAAAC to build a strong voice for educators:

TOTAL PAC PAYROLL DEDUCTION PER PAY PERIOD □ $12.00 □ $6.00 □ $3.00 □ $1.00 SIGNATURE ____________________________

The NEA Fund for Children and Public Education (NEA Fund) collects voluntary contributions from Association members which are used for political purposes, including, but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for federal office. Only U.S. citizens or lawful permanent residents may contribute to the NEA Fund. Contributions to the NEA 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. Contributions to the NEA Fund are not deductible as charitable contributions for federal 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.

I understand that I am making a joint contribution and that one-third of my contribution will go to the NEA Fund, one-third to the MSEA Fund and one-third to the TAAAC Fund.

I certify that this form does not request information from persons other than members of NEA and its affiliates, and their immediate families. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.

PLEASE RETURN WHITE, CANARY AND PINK COPIES TO YOUR LOCAL • RETAIN THE GOLD COPY FOR YOUR RECORDS