

TAAAC ACTION REPORT

Your Professional Organization

Volume 36, Number 6



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

February 2004

MSTA Supports One Penny to Save Our Schools

At a press conference on January 20, 2004, MST/NEA officially announced its position to support a one-cent sales tax increase to save Maryland's public schools. When the Legislative Session began, it was with the full knowledge that Maryland is facing a severe deficit problem and a threat to the election promises to fully fund Thornton. It is very obvious that a solution must be found for handling both issues. The Governor's answer is slashing programs and legalizing slots but there are other options that legislators must seriously consider.

After a public poll was conducted by Gonzales Research and Marketing Strategies, MST/NEA took the position in favor of a one-cent sales tax increase. The results of the survey provided the following highlights:

- Nearly half of Maryland's voters say that the deficit and public education are the most important issues facing the state.
- Ninety-four percent say that it is either "very important" or "somewhat important" for the state government to take action to solve the budget deficit.
- Fifty-seven percent would favor a penny on the sales tax dedicated to public education.
- Fifty-six percent would favor a penny on the sales tax to maintain the quality of Maryland's public colleges and universities.
- Seventy-three percent say they would not vote against a member of the General Assembly simply for supporting a penny on the sales tax dedicated to public education.

The Maryland sales tax has increased three times since 1958, when it was set at 3%; in 1970, it was increased to 4%. In 1977, twenty-seven years ago, the sales tax increased to 5% and has never been changed. The surrounding states, except Delaware, have a 6% sales tax. Recently the Virginia Governor's proposal to increase their sales tax from 6% to 7% was endorsed by the Chamber of Commerce.

Adding one penny to the state tax would raise \$560 million in revenue and provide a reliable source of funding for the state and for education. While it is up to the State Legislators to fund education and balance the budget, we must do our share to help them to make the right decisions. We must encourage them to live up to their commitment to fully fund education. Call, e-mail, fax, write letters, and talk to them in person about the one-penny tax increase to fund education.



Bill Jones

COMMENTARY

On Troubled Water . . .

Educators in Anne Arundel County are about to experience a few troubled months during which their actions or inactions outside of the classroom will have direct impact on their lives and those of their colleagues inside the classroom.

There are challenges to be met at the County Council level on the current budget, while attention needs to be paid to the General Assembly as the budget for fiscal year 2005 is debated. (5441)

On February 17, 2004, the Anne Arundel County Council will consider legislation which, if passed, will transfer funds into the appropriate category to fund our mid-year raise without any loss of educators' positions. If the legislation does not receive a favorable vote from the majority of the council members, then colleagues of ours who are in non-classroom positions, such as Mentors, Teacher Specialists, Resource Teachers, and PPW's will be reassigned to vacant classroom positions. The valuable support they provide teachers and

the services they provide to students may be lost. Your attendance at that public hearing will be helpful.

While this local issue is pending, your delegates and senators have already begun work on Governor Ehrlich's FY '05 budget. Money for public education - and public educators - is at risk. Governor Ehrlich has already publicly proposed a statewide \$47 million reduction in Thornton money. Further, Anne Arundel County will lose \$7 to \$8 million in the proposed budget from loss of revenue from utilities. Approximately one-third of our Board of Education revenue comes directly from state aid. As state aid shrinks, so goes local board's budgets; and less is available to provide for local public education and local public educators.

The Rally for Public Schools has been rescheduled due to inclement weather. It will be held on February 9. Every one reading this, who is available, should attend and take part in the follow-up activities. Those of you who cannot attend can still do your part by contacting your state legislators and urging them to fully fund public education at the level prescribed by the Thornton formula.

TAR readers who prefer local action can help by attending the February 17 public hearing with

the County Council in support of those who will be testifying on your behalf. Be early and join us on the picket line.

Successful collective bargaining requires a will to take collective action. There is little question this year that this will take collective action.

January 26 Rally Postponed

The Rally scheduled for January 26 has been postponed until Monday, February 9th. Please reserve the new date and ask friends and colleagues to join you in Annapolis. Today, please take time to write or send an email to the Governor and your legislators urging them to fully fund the Bridge to Excellence Act by 2008.

Make Public Education Your #1 Priority

Join the Rally to
Support Public Schools!

**Monday,
February 9th
6 p.m.
in Annapolis**

TAAAC Action Report

Teachers Association of Anne Arundel County	Officers	Board of Directors	Editors
2521 Riva Road, Suite L 7 Annapolis, Maryland 21401 (410) 224-3330 (410) 841-6022 (301) 261-8309 FAX (410) 841-5117	Sheila M. Finlayson, President Ron Russell, Vice President Kathy Naeseth, Secretary-Treasurer	Donzella Parker Bert Alice Liptak Yolie Marshall Timothy Mennuti	Deborah Cottrell Susie C. Jablinske Richard Benfer Edith M. McDougald Allison Crews Myrtle Link Darlene Murphy Bill Jones, Executive Director and Managing Editor Roxanne L. Vietmeier, Editor

From Contentia this month . . .

Another group of grievants are awarded money for lost planning time.

There are those folks among us for whom negative reinforcement is an effective teaching tool. We are the type that get caught without a seatbelt on once, pay the fine, and promptly begin a regular habit of buckling up. Catch us doing 68 mph in a 55 mph zone, ticket us, and we take seriously the reminder that speeding is a bad thing. We brush our teeth with BenGay once, and learn to pay attention to labels. (0658)

For some others, such negative reinforcement doesn't stick too well. Take for instance teacher planning time issues. Yes, planning time issues yet again. Worse yet, even this will not likely be the final time. Classroom teachers in Anne Arundel County – all of them – have the right to 180 minutes of individual uninterrupted leave-me-alone-I'm-doing-my-work planning time, and they have had it since 1998. There have been many occasions since that principals have not provided the minimum amount, sometimes by choice, sometimes through lack of resources, and several times that the Administration fought to protect some perceived discretion it had not to provide what was negotiated. Although virtually every planning time grievance filed has been won, disputes continue.

When the language was new, two grievances went to binding arbitration in which teachers fought for their rightful planning time. One requested only a declaratory judgment indicating that she was due the time. The other, who lost much more time, requested compensation. The declaratory judgment was issued in favor of the grievant; the money was awarded to the other. Related to the latter case were six other similar grievances which had been filed and were being held in abeyance waiting for the decision on the monetary award. In those instances, the money was also awarded. In 2002, two kindergarten teachers took cases to binding arbitration related to the MMSR report forms. They asked for compensation for having to complete the forms beyond the workweek and during their planning time. Compensation in the form of money was awarded. Last year, fourteen special educators went to arbitration on a matter related to lost planning time, and again money was awarded.

Still not enough history to convince some administrators that planning time must be provided and lost planning time must be compensated, a group of six high school grievants went forward with a planning time issue. While their schedules were adjusted early in the process, payment for lost time was denied. So, off to binding arbitration we went again. Recently, the grievants were also awarded money as payment for their lost time. While we hope that the issue has been finally put to rest, history prevents us from being too optimistic.

Planning time has been negotiated, agreed to, memorialized in contract language, and consistently enforced. Those minimums outlined in the Negotiated Agreement are the right of every Anne Arundel County classroom teacher. When someone tells you that you cannot have it, check his pockets for traffic tickets and his breath for BenGay, then call TAAAC. (1766)

Welcome New Members

Vaukesha Guerrier
Letizia Mahoney
Rebecca Ann Marklin
Sandra L. Murphy
Suzanne M. Zelenz

*February is
Black History
Month*

Candidates for...

President



Sheila M. Finlayson

I appreciate the opportunity to continue to work on your behalf. In the last year and a half, I have opened communication between you and your leadership, as well as with the BoE, the Superintendent and with our elected officials. With an open-door policy, I have the chance to hear your concerns and address them, individually and collectively.

We have a very difficult task ahead, to assure adequate funding. We can overcome the obstacles that lie in our way and meet with success. That will take all of us working together. Together, there is nothing our 4100+ members cannot accomplish.

Vice-President



Ron Russell

As Vice President, my connections with school board members and elected officials was important as I spoke to them on your behalf. If you reelect me, I will use my experience to voice your concerns for improved salaries, pensions, and adequate planning time for all teachers.

As a physical education teacher, Coach and TAAAC member for 34 years I have served as TAAAC: Vice President, Board Director, MSTA and NEA Delegate and Committees including: Nominating, Budget, Executive Director's Selection and Evaluation, and Government Relations. MSTA: General Council and Government Relations.

I need your vote to continue my fight for you.

Vice-President



Tim Mennuti

We are the future of education in this County. I am running for TAAAC Vice President because I want to influence that future.

EVERY VOTE COUNTS!

The Board of Directors Candidates are...



**Priscilla
Diacont**

I've been employed in Anne Arundel County Public Schools for eighteen years. I have been a TAAAC representative for ten years and a delegate to MSTA. I have experienced the many changes in educational policy under various administrative leaders. It's time to put reality into policies and expectations.



**Alice
Liptak**

I would like to continue representing teachers as a member of the Board of Directors. Please vote and keep Liptak in TAAAC. Thank you for your continued support. We continue to fight for our profession!



**Edith M.
McDougald**

I am interested in serving on TAAAC's Board of Directors. I am presently on the Minority Affairs and Nominating Committees. I have been Hilltop's AR for 20+ years. If elected, I would continue to advocate for improved working conditions for all teachers in our county.



**Donzella
Parker Bert**

I am running for re-election to the TAAAC Board of Directors. I am an active member of the association presently representing you on the MSTA Human Civil Rights Committee, Code of Student Conduct Task Force and will be attending Leadership Training Seminars through MSTA. I need your support. Vote for me!

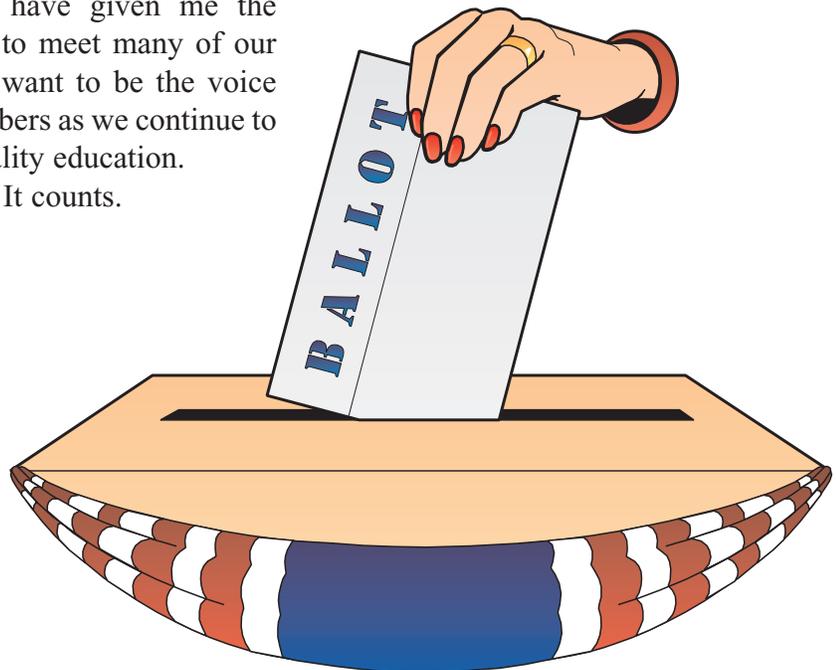


**Carol
Petrosky**

I am committed to improving our association. I have worked hard as a dedicated TAAAC leader. My experiences have given me the opportunity to meet many of our members. I want to be the voice for our members as we continue to fight for quality education. Please vote. It counts.

• Also running for the Board of Directors is:

Ken Baughman



CONFUSED ABOUT RECERTIFICATION?

For Individuals Holding a Current Certificate Issued Between January 1995 and January 1999

If you hold a current 5 year Professional Eligibility Certificate (PEC), you must submit the following:

- 6 semester hours of acceptable credit, and
- \$10 money order, cashier's check, or certified check made payable to the Maryland State Department of Education.

The Standard Professional Certificate I (SPC I) is not renewable except at the request of a Maryland local superintendent of schools. It is reissued only when the applicant is unable to meet the experience requirement for the Standard Professional II (3 years satisfactory, 2 consecutive).

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The Standard Professional Certificate II is not renewable.

If you hold a current 5 year Advanced Professional Certificate (APC) and are continuously employed in a Maryland public school, you must submit the following to your local school system:

- 6 semester hours of acceptable credit;
- Verification of 3 years of satisfactory professional school-related experience completed during the validity period of the certificate;
- A professional development plan; and \$10 processing fee.

If you hold a current 5 year Advanced Professional Certificate (APC) and are not continuously employed in a Maryland public school, you must submit the following:

- 6 semester hour of acceptable credit, and
- \$10 money order, cashier's check, or certified check may payable to the Maryland State Department of Education. **(9135)**

For Individuals Holding a Current Certificate Issued Prior to January 1995

If you hold a 10 year Advanced Professional Certificate (APC), you must submit the following:

- \$10 money order, cashier's check, or certified check made payable to the Maryland State Department of Education.

Teachers of English, social studies, elementary education, and early childhood who have not previously presented credits in the teaching of reading must present 3 semester hours in state-approved inservice, undergraduate, or graduate credit from a regionally accredited college/university.

Individuals who have not previously presented 3 semester hours in introduction to special education or mainstreaming must present this credit in state-approved inservice, undergraduate, or graduate credit from regionally accredited college/university.

(Continued on page 7)

(Continued from page 6)

For Individuals Holding a Current Certificate Issued after January 1999

If you hold a current 5 year Professional Eligibility Certificate (PEC), you must submit the following:

- 6 semester hours of acceptable credit which must include reading if needed, and
- \$10 money order, cashier's check, or certified check made payable to the Maryland State Department of Education.

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- 6 semester hours of acceptable credit that must include reading course work if needed;
- Verification of 3 years of satisfactory professional school-related experience completed during the validity period of the certificate;
- A professional development plan; and
- \$10 processing fee.

If you hold a current 5 year Advanced Professional Certificate (APC) and are not continuously employed in a Maryland public school, you must submit the following:

- 6 semester hour of acceptable credit that must include reading course work if needed, and
- \$10 money order, cashier's check, certified made payable to the Maryland State Department of Education.

TAAAC Gets Good Grades in Yearly Audit

In the fall of each year, Fiscal and Administrative Aide, Debbie Gettmann opens all of our books to Linton, Shafer and Company, P.A., Certified Public Accountants, for an annual audit. They audit the financial position of TAAAC as of August 31, and the related statement of activities and changes in net assets – unrestricted, schedule of expenses, statement of changes in net assets – unrestricted – designated and cash flow for the year. The audit also includes assessing the accounting principles used, as

well as the overall financial statement presentation.

In December, the Board of Directors were given a copy of the official audit and in January Mr. Joseph McCathran, from Linton, Shafer and Company, P.A., came to present his findings and answer questions from Board members. At that meeting, Mr. McCathran announced that “the financial position of the Teachers Association of Anne Arundel County, Inc., as of August 31, 2003 and the changes in

its net assets and its cash flows for the year then ended was in conformity with accounting principles generally accepted in the United States of America.” In layman's terms, TAAAC is fiscally sound and fiscally responsible.

Since 1985, these yearly audits have confirmed the sound financial practices and policies of your Association. A special thank you must go to Debbie Gettmann for keeping it all straight!

Mills/King Excellence in Human Relations in Education Award Ceremony

Please join us in honoring those who have, through their actions, demonstrated exemplary ability to foster learning environments conducive to the understanding and valuing of all cultural groups, as well as promoting and providing more humane educational experiences for every child on:

**Thursday, February 26, 2004
7-9 p.m.**

Mills-Parole Elementary School

The 14th Annual AFRICAN AMERICAN HISTORY BEE

sponsored by the
TAAAC Minority Affairs Committee

**Saturday, March 20, 2004
10:00 AM
Carver Staff Development Center**

Students will compete for prizes by demonstrating their knowledge of contributions made by African Americans. There are three divisions of competition—Grades 4-5, Grades 6-8, and Grades 9-12.

TAAAC is in search of members who wish to become volunteer coordinators by sponsoring a team from their school. Those interested should call the TAAAC office.

READ ACROSS AMERICA

Friday, March 5th

Check out what's going on in your schools!

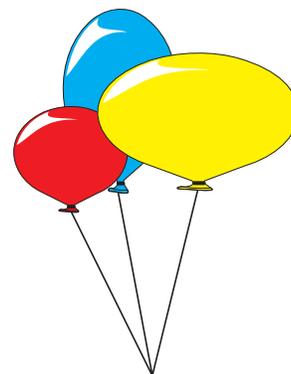
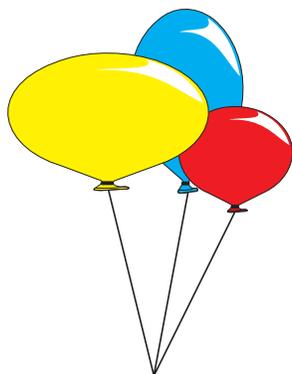
Visit the NEA Website @ www.nea.org/readacross

CELEBRATE!

CELEBRATE!

CELEBRATE!

CELEBRATE!



Alternative-MSA

Thanks to the fortitude and determination of a group of special educators from Anne Arundel County, MSDE agreed to meet with them to address concerns regarding the ALT-MSA assessment requirements for the Functional Life Skills program.

TAAAC met with and brought these concerns to the attention of Kathie Hiatt, Managing Director, Research and Development, MSTA, who was instrumental in scheduling a meeting of the teachers and Dr. Carol Ann Baglin, Assistant State Superintendent of Special Education. Pat Foerster, President, MSTA, was contacted to serve as spokesperson and to coordinate teachers from other counties to participate in the discussion. Ms. Foerster's background in special education gave her significant insight into the teachers' concerns.

TAAAC sent three members to the meeting with Dr. Baglin. They were Carol Petrsoy from Ruth P. Eason, Lois Cheplowitz from Magothy River Middle, and Debra Kibalo from Broadneck Sr.

The implementation of changes to previous programs has resulted in an astounding increase in work-

load and paperwork. They are concerned about correlation (or redundancy) to IEPs, inconsistent assessment results and the "need" served by testing every student, regardless of ability. A summary of the meeting is below:

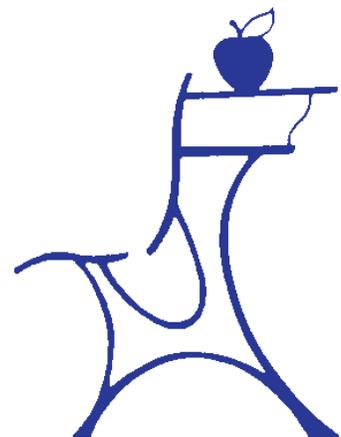
MSDE acknowledges the extreme workload and frustration being felt by teachers in the Functional Life Skills program, due to the strict and often inflexible requirements and standards mandated by NCLB and the state. They are committed to providing assistance to, and utilizing input from, practitioners to implement changes and flexibility in the program where allowable and applicable. MSDE also made a commitment to not change the program next year. (5228)

This meeting has established a connection between teachers and MSDE that previously did not exist. Teachers will now be included in meetings with the MSDE contracted vendor and the Psychometric Council to assist and have input in the development of, and dissemination of materials, and possibly adjusting the requirements for the total number of objectives selected for each student from twenty to four. The reduction of objectives would

result in a decrease in workload and paperwork for every teacher. Likewise, standard templates and electronic availability of materials and examples would have the same results.

MSDE pledged a commitment to continue the allocation of grants and financial assistance to the local level. Directors and practitioners will work together to establish areas of need and dedication of grants to address those areas. Teachers at the local level are encouraged to establish consortiums or committees with their directors to identify critical areas of need.

Although no immediate resolutions were achieved through this meeting, it has established a relationship and communication link between local practitioners and state level officials. This is the first step in a process for change that includes state and local leaders, special educators, Association leaders and staff, and political delegations. A collaborative effort will be launched to address the needs of special educators and the challenges they will face in the future.



Tax Preparation

Robert Pellicoro will be available for appointments for tax preparations at the TAAAC office on the following dates. Call the TAAAC office to arrange an appointment. **This service is for TAAAC members only.**

Mon., Feb. 16, 2004
9:00 a.m. – 7:00 p.m.

Thurs., Feb. 19, 2004
2:00 p.m. – 7:00 p.m.

Wed., Feb. 25, 2004
2:00 p.m. – 7:00 p.m.

Mon., Mar. 8, 2004
2:00 p.m. – 7:00 p.m.

Thurs., Mar. 18, 2004
2:00 p.m. – 7:00 p.m.

Summer Employment Opportunity:

DRD Pool Service, Inc. is accepting resumes for summer job openings as swimming pool field supervisors, swimming pool managers and lifeguard instructors. No Experience Necessary, will train. For more information, call Noelle Navarro @ 1-800-466-7665.

Have you spotted the last four digits of your phone number? Please contact the TAAAC office.

JANUARY ARC ATTENDANCE

The following schools, departments, and affiliates were represented at the January 7, 2004 Association Representative Council meeting:

Elementary - Annapolis, Belle Grove, Belvedere, Bodkin, Broadneck, Brock Bridge, Brooklyn Park, Cape St. Claire, Central, Crofton, Crofton Meadows, Crofton Woods, Eastport, Edgewater, Folger McKinsey, Fort Smallwood, Four Seasons, Freetown, George Cromwell, Germantown, Glen Burnie Park, Glendale, Harman, High Point, Hillsmere, Jessup, Lake Shore, Linthicum, Maryland City, Mayo, Meade Heights, Oak Hill, Odenton, Overlook, Park, Pasadena, Point Pleasant, Quarterfield, Ridgeway, Rolling Knolls, Severn, Shady Side, Solley, South Shore, Southgate, Sunset, Tyler Heights, West Annapolis, West Meade, Windsor Farm – **Secondary** – Annapolis Senior, Arundel Middle, Arundel Senior, Broadneck Senior, Brooklyn Park Middle, Central Middle, Chesapeake Bay Middle, Chesapeake Senior, Corkran Middle, Crofton Middle, George Fox Middle, Glen Burnie Senior, Magothy River Middle, North County Senior, Northeast Senior, Old Mill Middle North, Old Mill Middle South, Old Mill Senior, Severn River Middle, Severna Park Middle, Severna Park Senior, South River Senior, Southern Senior – **Special** – Center of Applied Tech. South, Central Special, Ruth P. Eason - **Affiliate** – EBOTA, EMAAAC, PPW's, Psychologists, Reading Teachers, SLAAAC

NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for the **Credentials Committee** and the **Nominating Committee**. Nominations will be accepted until the April 7, 2004 ARC meeting.

NOMINATION FORM

Name _____

Home Address _____

School _____

Phone (H) _____ (W) _____

Ethnic group _____

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

Credentials Committee

Nominating Committee