

TAAAC ACTION REPORT

Your Professional Organization

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

June 2004

Are you Represented?

In June or August of each year, faculties around the county elect the person or persons who will be entrusted as the TAAAC Building Rep. While it may seem we sometimes take this role for granted, it is an extremely important position. The Building Reps have the big responsibility of keeping the members informed on contract and work related issues. The Rep is not only your primary source of information but also your voice at the monthly meetings. (8466)

On the first Wednesday of each month, the Reps have an opportunity to share "Member Concerns" with the TAAAC leadership, as well as with all of the Reps from around the county. These concerns may be raised on the floor of the ARC or put into writing. They are usually issues unique to a specific school, a specific area or countywide. Reps receive in writing, the following month, the answers to their questions.

In many schools, faculties have chosen the team approach with one Rep committing to attending the monthly meetings, yet another stuffing mailboxes and still another chairing the meetings. The sharing of the job eliminates overload on one person and gives faculties several sources of information.

Having a good Rep, or team of Reps, is crucial to meeting the needs of TAAAC members. Good Reps will keep you informed of your rights and responsibilities. They know your contract and help you to understand it. They are the spokespersons for your building. The Reps also have a Board of Director liaison to whom they may look for answers and assistance.

In too many of our schools, there are no Reps or Reps in name only. There is one middle school whose faculty has not yet received the every member gifts presented to the Reps at the May 5th meeting. There are bags sitting beneath mailboxes chocked full of information that our members will never receive.

As a TAAAC member, you must be assured that your school is represented. You must have representation at our meetings and you must be kept informed on the issues that are important to you.

Elect TAAAC Reps who will take pride in the responsibility you give them.

Volunteers Needed for the NEA Convention July 4 – 7, 2004 in Washington, D.C.

Maryland is responsible for the Information Booth, the Fund for Children and Public Education, and RA phones. We will need many volunteers to help. Volunteers will be paid \$25 and provided with lunch and dinner (if the RA goes beyond 6:00 p.m.) Please contact Nancy Gordon at geolakaye@aol.com for more information. (3227)

Inside this issue...

Commentary page 2

Contentia page 3

IBB page 5

and much more...



Bill Jones

Climate Surveys? There's an idea!

Well, the results are in. A climate survey done by the 21st Century Education Foundation, with which both the AACPS and TAAAC are affiliated, showed that there is some dissatisfaction among staff and parents. Let's see what happens from here.

Climate surveys are not new. TAAAC has been doing school-based climate surveys for a decade. Some schools' survey results showed that discipline was not being enforced, teachers' concerns weren't heard, and staff was being treated arbitrarily. Some went so far to indicate that there was no mutual respect between an identified administrator and staff. (8763)

To the contrary, in the better-run schools, our survey results showed high level of respect, fairness, and competence in the administrative staff. Responses from the AACPS to this data, mostly in the pre-Smith era, ran the gamut from silence, to *that's not worth the paper it's printed on*, to outrage that the teaching

COMMENTARY

staff was far too presumptuous to make such an assessment.

Now comes another third party, the Foundation, with a wide-scope survey measuring a plethora of subjective items, some of which included similar topics as TAAAC surveys. That's progress! But will the data now produced actually be utilized effectively? We hope so.

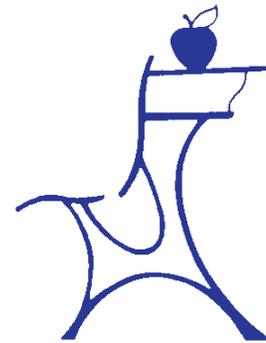
“Some went so far to indicate that there was no mutual respect between an identified administrator and staff.”

Many of us who work closely with local public educators can finger point to schools in which the working relationship between staff and administration is abysmal, and often the roots of the problem sprout from only one identifiable administrator who is either overwhelmed, badly placed, or simply needs a primer on employee relations. Not only have we lost talented educators because of our income disparities with other public school employers, but we have lost others who resigned for no other reason than to escape a bad boss.

To the best of my knowledge, none of our recent superintendents pro-

vided any professional development opportunities to school administrators based upon a TAAAC climate survey, even in the most horrendous cases. Let us hope – and I'm cautiously optimistic – that where the survey results show a tumultuous, tense or otherwise ineffective working climate, that an effort is made to improve it.

**HELP GET
FRIENDS OF
EDUCATORS
ELECTED**



**We need YOU to
volunteer for
Campaign 2004**

**Call the TAAAC office to
volunteer**

TAAAC Action Report

Teachers Association of Anne Arundel County

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From Contentia this month . . . *Required Work Hours*

Everyone in the education business recognizes that teachers are often required to perform duties outside the normal workday, but what exactly is the normal workday? The normal workday is clearly defined in the **Negotiated Agreement in Article 11, Work Time and Work Load:**

A. Required work hours

The Board recognizes that additional time for individual planning for the delivery of instruction may be necessary outside of the required workweek. Teachers shall be required to work 35½ hours a week at their assigned work location, exclusive of time for lunch.

In addition to regular classroom instruction, related professional duties to be performed during these hours shall include, but not be limited to, parent and student conferences, additional help to students, consultation with supervisors and administrators, studying and maintaining required records, preparation for instructional activities, and attending professional meetings.

The normal working day shall be 6-¾ hours exclusive of duty-free lunch time, with the remaining 1-¾ hours per week reserved for meetings and/or other activities not included in the normal working day schedule. If these meetings and/or activities should require more than 1-¾ hours in any week, any teacher affected shall have the 6-¾ hour schedule(s) for one or more days reduced to compensate for this additional time.

Any requirements made by your employer to work more hours than the specified amount in the contract, results in an illegal extension of the workday. Your salary and workload is based on the provisions of the contract, which delineates how many hours you can be required to work. If your schedule does not provide sufficient time to perform your duties within these parameters, arrange a meeting with your administrator to inform them of the excess workload. Many times you will hear weaker administrators respond by telling you to do the best you can or that nothing can be changed. Their minds are quickly changed when they are presented with a grievance and face the possibility of monetary settlements for failing to take an active role in scheduling and assignments. Scheduling and assignments are an administrator's responsibility, but all too often they expect teachers to magically make time where none is available, or to toil endlessly at home, on their own time.

Nobody works for free these days and neither should you. If you are losing your individual planning time to complete duties other than planning for the delivery of instruction, working into the evening (well past the end of the duty day) or not getting your full duty-free lunch time, TAAAC can help. Grievances can restore the time you have lost, and/or they can ensure compensation for hours worked. If you need help keeping track of your lost planning time, check out the TAAAC web site for downloadable forms.

MAY ARC ATTENDANCE

The following schools, departments, and affiliates were represented at the May 5, 2004 Association Representative Council Meeting:

Elementary – Annapolis, Bodkin, Broadneck, Brock Bridge, Brooklyn Park, Cape St. Claire, Central, Crofton, Crofton Meadows, Crofton Woods, Eastport, Folger McKinsey, Fort Smallwood, Four Seasons, Freetown, Germantown, Glen Burnie Park, Glendale, Harman, Hillsmere, Marley, Maryland City, Meade Heights, Oak Hill, Odenton, Park, Pasadena, Point Pleasant, Quarterfield, Ridgeway, Rolling Knolls, Severn, Solley, South Shore, Southgate, Sunset, Tyler Heights, West Annapolis, West Meade, Windsor Farm
Secondary – Annapolis Senior, Arundel Middle, Broadneck Senior, Brooklyn Park Middle, Chesapeake Bay Middle, Chesapeake Senior, Crofton Middle, George Fox Middle, Glen Burnie Senior, Lindale 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 – **Special** – Center of Applied Tech. South, Central Special, Ruth P. Eason – **Affiliate** – Counselors, EMAAAC, PPW's, Psychologists – **Department** – PPW's, Psychologists

Board of Education Ends Collaboration

After five years of mostly successful negotiations using the Interest-Based Bargaining (IBB) model, the Board of Education ended the collaboration on April 19, 2004.

Seven or eight years ago, the TAAAC Negotiating Team and the Board's team were thoroughly trained on what was the newest concept in bargaining. This "win-win" approach took away the more hostile, positional method of negotiating a contract. Using the IBB model gave room for explanation of the problem and encouraged creative, out-of-the-box thinking to solve the problem. The responsibility of the joint IBB team was to work together to develop solutions that were acceptable to all involved. Hearing the "other side" of the story was an integral part of the process, which allowed members to fully understand the needs of the other side.

The Board cannot pretend to be working collaboratively when they are not. When they sent a "proposal," they violated the tenets of IBB and threw us into traditional bargaining. Traditional bargaining takes away any collaborative decision-making and stifles creativity of solutions.(8370)

Working as a partner for the good of the school system and its employees has been very important to TAAAC. We have a vested interest in the success of AACPS. When the collaboration ended, the message was very clear.

TAAAC-Retired

After almost two years in the planning, TAAAC officially announces the creation of TAAAC-Retired.

TAAAC-R is dedicated to:

- Providing an affiliate that will address the needs and concerns of the retired employees of AACPS;
- Providing retirement with dignity and purpose;
- Promoting quality public education in Anne Arundel County;
- Advocating human, civil and economic rights for all.

TAAAC-R will allow retired members to continue to benefit from Association products and services while staying involved in state and local political issues and working to protect and enhance retirement income and benefits. Meaningful workshops will be offered in addition to social opportunities. TAAAC-R is a unified organization, which will allow members to continue to participate in MSTA and NEA activities and programs.

The TAAAC yearly membership is \$10; lifetime membership is \$100. Annual MSTA dues are \$22; lifetime dues are \$238. NEA annual dues are \$15; lifetime dues are \$100. You may join all three organizations for \$47 a year or \$438 for lifetime membership.

You may join TAAAC-R, while you are still actively working, as a lifetime member.

SIGN UP FOR A TAAAC COMMITTEE

If you would like to know more about your Association, make new friends, and know you're helping your fellow teachers, sign up for one or more of the following committees:

- Bargaining Support Team
- Bylaws
- Elementary Concerns
- Government Relations
- High School Concerns
- Human Relations
- Instruction and Professional Development (IPD)
- Kindergarten Concerns
- Membership
- Minority Affairs
- New Teacher
- Read Across America
- Special Education Task Force
- Special Events

Name _____

Address _____

Phone (H) _____ (S) _____

School _____

Poster Contest

Theme is Hispanic/Latin American Culture
Deadline is June 18, 2004

Anne Arundel County Public School students, grades 5-12, are invited to participate in a poster contest sponsored by ALMAA, Inc. ALMAA is an organization of Latin Americans active in Anne Arundel County. The theme of the contest is "Influence of the Hispanic/Latin American Culture in the USA." Submissions will be judged by a jury of artists and community representatives in August. Prizes will be awarded in September to three entrants at the elementary, middle, and high school levels.

How to Enter

Posters can be in any flat medium and should be no smaller than 9" by 12" and no larger than 24" by 36." Submissions should be sent to the Teachers Association of Anne Arundel County. Deadline for submission of entries is June 18, 2004. Visit the ALMAA website (www.almaa.org) or contact TAAAC for complete contest rules and required entry form.

Prizes and Recognition

Winning posters will be exhibited at the Maryland State Teacher's Association gallery on Main Street in Annapolis during September 2004. A reception for winners' friends and families will be held in mid-September. Prizes will be presented at the Latin American Festival on Sunday, September 25. The winning posters will become the property of ALMAA, Inc.

NEWS FLASH:

New Information on

BJ's INNER CIRCLE Memberships for TAAAC Members:

BJ'S Wholesale Club is announcing a special promotion for the months of April, May and June 2004 for TAAAC *members*.

A regular membership to the wholesale club normally costs \$40.00 for 12 months. However, TAAAC members will only pay a fee of \$35.00 for 15 months, **with a free second card**. In addition to receiving the discounted membership fee, BJ's will forward a \$10.00 gift coupon to all new or returning club members.

New four part ***INNER CIRCLE Membership Applications*** can be obtained from the office. TAAAC members may call to have an application sent home, or can stop by to pick up and fill out in the office. Once an application has been completed and sent to the TAAAC office with a check, the back copy can be immediately used as a temporary membership.

TAAAC Members, who are renewing their BJ's memberships, may also use the back copy for a temporary card until notified that their card has been reactivated.

JOIN TODAY!

Conference Confirms Investing in Education is Good for the Economy

The recent NEA Conference on Funding Quality Schools had as its theme "Investing in Education is Good for the Economy." The fact that local and state politicians are making a concentrated attack on TAAAC members economic well being led President Sheila Finlayson to send Board of Directors members Alice Liptak and Tim Mennuti to the conference.

Both Liptak and Mennuti were impressed with the quality of information presented as well as by the fact that funding public education is being addressed in different ways in different parts of the country.

There is an ongoing effort throughout the country to limit the reliance on the property tax by itself to fund public education.

New York state organizations recently waged a major campaign to make corporations pay their fair share. They specifically worked to close corporate loopholes and to place a tax surcharge on individuals making over \$200,000 per year.

New York State activists fought hard to prevent any tax shift, which would have unfairly, impacted those least able to afford it. Most states are getting away from the sales tax as a major source of income for education. Sales taxes are considered to be regressive - that means that the poor must pay a significantly greater portion of their wages in sales tax than upper income wage earners.

A second major area of concern addressed the joint issues of adequacy and equity cases. Depending on their State Constitutions, states appear to be moving gradually towards greater emphasis on the income tax and less reliance on sales tax for funding public education.(2761)

Speakers constantly returned to the theme that good schools support economic development, which in turn leads to job growth and local prosperity.

Attendees were challenged to work within their local organizations to identify State Tax Policy, which can be made to work for their members. The final piece of these well presented, hands on exercises was to explain how to organize members to further organize their communities to address the issues of adequacy and equity.

Have a Wonderful Summer!

MSTA Summer Training Series

MSTA has re-designed the summer training program to reflect the need to regionalize offerings and to target distinct member groupings for attendance. Those member groups are: novice members; current leaders and members who inspire to lead at the local, state and national level; and school worksite level members seeking teaching and learning opportunities for personal and professional growth and development.

The format for the three series includes an Opening Panel Presentation, two full days of rich program content, participant interaction, fun activities, and a Celebration Closing. All participants should plan to arrive early on Wednesday morning and depart on Thursday afternoon, after 4 p.m. Those who must drive 100 miles or more should plan to arrive Tuesday evening.

SERIES I
July 14 – 15
Emerging Leaders Academy
Greenbelt Marriott
Greenbelt, Maryland

SERIES II
July 21-22
Leadership & Organizational Development Institute
Harbourtowne Golf Resort and Conference Center
St. Michael's, Maryland

SERIES III
July 28-29
Teaching and Learning: Professional Development Institute
Rocky Gap Lodge and Golf Resort
Cumberland, Maryland

TAAAC will sponsor 10 participants to the summer series. If interested, call the TAAAC office for more information and to sign up.

Welcome New Members

Drake B. Norbeck
Kevin G. Pound

Discount Tickets

Check out the discount tickets the TAAAC office has to offer! There are discount tickets available for:

Kings Dominion

Hershey Park

Six Flags

United Artist Movie Theaters

You may have won \$10.00! Have you spotted the last four digits of your phone number?

Participate In This Unique Professional Development Opportunity!

Score NBPTS candidate responses and earn \$125 per day.

(Scoring sessions typically run from 8:30 a.m. until 5:00 p.m., Monday through Friday, although Saturday scoring may be necessary. Lunch will be provided. NBPTS does not reimburse for travel or lodging expenses.)

Qualifications:

- Baccalaureate degree
- Valid teaching license/certificate (or valid state license as a school counselor if applying to assess the ECYA/School Counseling certificate), if required by the state
- Three years of teaching experience (or school counseling experience if applying to assess the ECYA/School Counseling certificate) in a pre-K through 12 setting
- Currently be teaching at least half-time in the certificate area you are applying to assess (or working at least half-time as a school counselor if applying to assess the ECYA/School Counseling certificate) or be a National Board Certified Teacher[®] in the certificate area
- Not be a current or non-achieving candidate for National Board Certification[®]
- Successful completion of assessor training (provided by NBPTS)

SUMMER 2004, THE FOLLOWING CERTIFICATES WILL BE SCORED IN BALTIMORE, MARYLAND

Adolescence and Young Adulthood/ MATHEMATICS (Alg)	July 12 – July 23
Early Adolescence/ MATHEMATICS	July 12 – July 30
Early Adolescence/ SCIENCE	July 12 – July 23
Early Childhood through Young Adulthood/ EXCEPTIONAL NEEDS SPECIALIST (MM)	July 12 – July 30
Early Adolescence through Young Adulthood/ CAREER AND TECHNICAL EDUCATION (Gen)	July 26 – Aug 6
Early and Middle Childhood/ LITERACY: READING-LANGUAGE ARTS	July 19 – Aug 6

**Call 1-800-22TEACH or access www.mbpts.org
to apply as an assessor or for more information.**

***Information subject to change. Check NBPTS Web site for updates.**