

# TAAAC ACTION REPORT

Your Professional Organization

Volume 36, Number 9



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

May 2004

## Governor Cuts Thornton Funding

Regardless of what you may hear and read, the Governor did not fully fund Thornton. The Fiscal Year 2005 State Budget of \$23.6 billion did include an increase of \$302 million in Direct State Aid for education above the current level of funding. The total amount in the State Budget for education is \$3.232 billion. The amount cut from full funding of Thornton is \$83.2 million.

The Governor's budget **excluded** and the Maryland General Assembly concurred with the following:

- \*Excluded \$47 million for Geographic Cost of Education Index
- \*Reduced \$12.6 million from the Teacher Salary Challenge Grant
- \*Reduced \$6.4 million from nonpublic placements of Special Ed
- \*Reduced \$2 million for Disruptive Youth Grants
- \*Reduced \$3 million for Challenge Grants
- \*Reduced \$1.2 million for School Performance Recognition Awards
- \*Reduced \$0.3 million for Staff Development for Public Schools

The Maryland General Assembly additional budget cuts:

- \*Reduced additional \$8.3 million from the Teacher Salary Grant
- \*Reduced \$2.4 million from Extended Elementary Education

While everyone is purporting to be supportive of education, and taking the credit for funding Thornton, the ugly reality is that Thornton was not fully funded. These cuts to education will impact how we do things on the local level and make it very difficult for locals to meet the demands of No Child Left Behind. (8782)

When these cuts are made at the state level, counties are left with the task of trying to make up the difference. Anne Arundel County is in a very serious situation with a revenue cap that limits the ability to raise revenue. We will have to wait and see if our elected officials think education is important enough to raise the necessary revenues to adequately support our school system.

## Postcard Campaign a Success

In postcard campaigns initiated by MST/NEA and TAAAC, Anne Arundel County educators stepped up to the plate to make contacts with State Legislators. Postcards going to the legislators in the four districts in Anne Arundel County totaled more than 7,213. Here is a breakdown by district:

District 30 -	4,870
District 31 -	1,011
District 32 -	1,032
District 33 -	300

If we were to also count District 21, of which we share just a small portion with Prince George's County, we can add another 1,272 to the total.

**Congrats!** to all educators who took the time to communicate with your delegates and senators. You made a difference!

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and much more...



Sheila M. Finlayson

# COMMENTARY

The Board of Education budget request included a projected increase in our healthcare costs. While healthcare costs will increase, they will not reach the 15% as expected. (2595)

The month of May is a very important month for us. On Monday, May 3, the County Executive delivered her budget to the County Council. Not until then did we know how much of the Board's budget would be funded.

The County has negotiated three-year contracts with five or six of its unions. Their pay raises will all be 2 or 3% for each year. That falls in line with the amount the Board put in their budget request for employee salaries.

While it seems the intent is to keep us in line with county employees, there are major differences that are ignored. Not the least of those differences is that fact that our 3% negotiated pay raise for the current year was not funded, even though we were in the middle of a two-year contract.

The county unions made concessions in their health care as part of their three-year agreements. Their healthcare plans are very different from ours and, most importantly, the County's healthcare costs have increased considerably. The school system's has not.

The cost of healthcare is rising across the country and cost shifting to employees is the easy answer.

***“We currently have one of the richest plans in the state, second only to Montgomery County.”***

We recognize that at some point we may have to bear more of the costs. We currently have one of the richest plans in the state, second only to Montgomery County. However, our starting salary ranks 14<sup>th</sup> in the state and at the top of the scale we are 8<sup>th</sup> in the state.

In order for TAAAC to agree to a shift in healthcare costs, the Board and the County will have to discuss salary enhancements that are commensurate with surrounding jurisdictions.



## Interest-Based Bargaining Breaks Down

For the last four or five years, the Negotiating Team has successfully used Interest-Based Bargaining (IBB), also known as “win-win bargaining,” which is a collaborative model of negotiating. IBB is based on an open dialogue for the good of the whole. In April, we had to face the fact that IBB was not working when the Board sent us a “proposal” which is indicative of traditional bargaining.

While healthcare was originally on the table, it was later removed as a topic of discussion. At an April bargaining session, it was returned to the table, leaving the Negotiating Team a little bewildered and questioning whether this smacks of an unfair labor practice. There was no open dialogue or explanation as to why it was returned to the table. It leaves us with many questions: Could it be that the Board needs to make up for a shortfall in a budget they themselves cut? Could it be to keep their employees in line with county employees? Could it be to make up for a shortfall in the benefits category of the budget? The later seems the least likely since we are falling short of the 15% increase that was projected.

Regardless of the reason, this may be the issue that takes us to impasse and calls an end to our labor peace.

### TAAAC Action Report

Teachers Association of Anne Arundel County

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## From Contentia this month . . . *ALT-MSA “Enough” (part two)*

Alt-MSA testing. The mere mention of these words causes frustration and anger in most of AACPS special educators. The number of students tested, the excessive number of goals and objectives for each student, inequity in number of students tested per teacher, and a perceived blind following by MSDE to try to comply with the so-called No Child Left Behind act have made our special education practitioners scream, “Enough!”

MSTA and TAAAC were instrumental in meeting with the MSDE to voice concerns regarding the seemingly inflexible mandates wrought upon teachers in the Functional Life Skills program. The results of that meeting have been covered in the TAR previously and changes may soon be implemented. A member of the alt-MSA group, selected by Pat Foerster, President of MSTa, will be seated at the Psychometric Advisory Council to address the possibility of reducing the total number of goals/objectives per tested student from twenty to four. There are no federal mandates stating a minimum for these numbers, so a reduction is feasible and achievable. It is time those furthest away from the classroom start paying attention to the needs and workload of those in the daily trenches. (0588)

Another achievement in this area concerns grants from MSDE to address the need for *additional time* to formulate a portfolio, complete with artifacts and video. Each county is now eligible for grant money to be used at the local jurisdiction’s discretion. AACPS has received a \$10,000 grant. This money can be used in various ways, including summer workshops, seminar trainings and/or substitute days to use to complete materials and testing. Diane Black, Director of Special Education-AACPS, has stated she is open to suggestions to help ease your workload and streamline the paperwork process. Now is the time to voice your preference where those funds should be spent. Contact Diane with your preference now!

TAAAC and MSTa both promise to continue their struggle to have your voices heard at the highest level. Your persistence and perseverance have begun to pay off, but the fight is far from over. Even Governor Ehrlich has recognized MSTa as one of the strongest lobbying groups in the state, so we plan to use that power to affect change for all of our special educators, and indeed, all our members. In the mean time, contact TAAAC if your planning time is being jeopardized by your efforts to adhere to mandates that result in an overwhelming workload. Planning for the delivery of instruction is essential to your success in the classroom and time provisions in the contract provide for these preparations. For your kids, for your self, take back your planning time!

### APRIL ARC ATTENDANCE

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

**Elementary** - Bodkin, Broadneck, Brooklyn Park, Cape St. Claire, Crofton Woods, Eastport, Folger McKinsey, Fort Smallwood, Four Seasons, Freetown, George Cromwell, Germantown, Glendale, Harman, Hillsmere, Jessup, Lothian, Maryland City, North Glen, Oakwood, Odenton, Overlook, Park, Pasadena, Pershing Hill, Quarterfield, Ridgeway, Rolling Knolls, Solley, South Shore, Southgate, Sunset, West Annapolis, Windsor Farm – **Secondary** – Annapolis Senior, Arundel Senior, Broadneck Senior, Brooklyn Park Middle, Central Middle, Chesapeake Bay Middle, Chesapeake Senior, George Fox Middle, Glen Burnie Senior, Lindale Middle, North County Senior, Old Mill Middle South, Old Mill Senior, Severn River Middle, Severna Park Middle, Severna Park Senior, South River Senior – **Special** – Center of Applied Tech. North, Center of Applied Tech. South, Mary E. Moss Academy, Ruth P. Eason – **Affiliate** – EMAAAC, PPW’s, Psychologists, Reading Teachers – **Department** – PPW’s, Psychologists

# TAAAC's Senate Bill 507 Signed into Law

Senate Bill 507, legislation sponsored by Senators Jimeno, Astle, DeGrange and Giannetti, that will allow TAAAC and the Board of Education to negotiate a fair share fee to be charged to new teachers who benefit from the combined efforts of TAAAC staff, leaders, and members, but who choose not to contribute dues dollars, was signed into law on April 27, 2004. While a fair-share provision still needs to be negotiated successfully before it takes effect, it will, over only a few years, improve the quality and quantity of TAAAC services to members. Why? Because more can be done when more of those who benefit pay their fair share. It is quite likely that those improvements can be realized while at the same time making potential dues reductions possible.

The law "grandfathers" employees hired before October 1, 2004. While it is unfortunate current non-members will be unaffected, some may continue to impede progress and services by leeching resources paid for by members. But over time, there will be fewer free-riders with hands in your pockets.

Please, when you can, express some appreciation to the following members of the Anne Arundel County Delegation for their support: Senators Phil Jimeno, John Astle, Ed DeGrange, and John Giannetti; Delegates Mary Ann Love, Ted Sophocleus, Bob

Costa, Brian Moe, Pauline Menes, Virginia Clagett, Joan Cadden, John Leopold, Terry Gilleland, Barbara Frush, Dave Boschert, and Speaker Mike Busch. (0806)

As you can see, support came from a wide majority of our delegation, four of our five senators and twelve of our fifteen delegates. Special gratitude should go to Senators Jimeno and Astle, who spoke before the Senate and before the assigned committees, House Delegation Chairman Love who brought the bill before the delegation for a vote, Delegate Sophocleus for initiating the conversations about the bill to other local legislators and speaking favorably in the delegation hearing, and Delegates Costa and Leopold for speaking so favorable on the bill when heard before the delegation.

Four thousand pairs of thumbs down should go to Delegates Herb McMillen and Tony McConkey and to Senator Janet Greenip, who by words and actions intentionally sought to delay, weaken, kill, or otherwise injure the bill in spite of its inherent fairness to dues paying TAAAC members and the support of the majority of the local delegation.

To quickly follow up with any of the above legislators, you can find a link to each on the TAAAC Website, [www.mstanea.org/TAAAC](http://www.mstanea.org/TAAAC).

## Some Things NEVER Change!

*This newspaper article came from The Salisbury Times, May 8, 1952. It was sent to us by Sharon Upton, a teacher at Crofton Woods Elementary.*

### Arundel Fears It May Lose Teachers

ANNAPOLIS - The superintendent of schools says Anne Arundel County may lose teachers to its neighbors without a pay increase.

"With milk over 20 cents a quart, we've got to pay salaries commensurate with the cost of living," Dr. David S. Jenkins added.

Anne Arundel starts its instructors at \$2,600 a year, with 16 annual increases of \$100. The scale is \$400 above state supported minimums.

But Jenkins told Parent-Teacher Associations Tuesday night the county must compete with Baltimore City, Prince George's, Montgomery and Baltimore Counties. They all will pay at least \$300 more than Anne Arundel, he said.

The proposed school budget of more than five million dollars for 1953 omits funds for salary hikes. With nearly seven months to go under the present budget, there have been no reports of a faculty revolt, as in Wicomico County.

Anne Arundel expects to employ 750 teachers for next September.

## *Our Pension's At Risk*

The structural budget deficit for the state is projected to be \$860 million for next year, FY2006. The Governor and General Assembly spent two years patching the budgets together that took pots of state money from almost every source. With a continued failure to agree on a revenue source, the Governor and General Assembly will eventually be driven to the point of desperation, and there is one more pot of money that looks better and better every year. That pot of money is in the Teachers Retirement and Pension System (TRPS).

Fiscal analysts have suggested changes in the funding formulas of the Retirement and Pension System. Currently, the level of state funding for TRPS is \$403 million. Speculation for changes include:

- \* Shifting the cost of pensions onto the counties, allowing the state to escape funding the \$403 million per year;
- \* Shifting the future yearly increases of pension cost onto the counties, essentially freezing the level of state funding to the current level;
- \* Raiding the \$30 billion in reserve funds of the TRPS to pay for current operating expenditures, endangering the availability of adequate funds for future pensions payouts.

Whenever state funding is shifted onto county government, the additional strain on local budgets impacts the negotiated agreement between the local education association and local school board. Shifting pension costs onto Anne Arundel County will devastate our school budget and will consume operating revenues resulting in no pay increases, fewer benefits, fewer new hires, an increase in class size and workload, an unfulfilled master plan and failure to meet the federal mandates of No Child Left Behind.

TAAAC will be working with MSTA to create a plan to fight this attack on our retirements and pensions. Stay tuned to see how you can help send the message to the Governor and General Assembly that retirements and pensions are untouchables.

## 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](http://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.

# Workforce Housing a Must in AACounty

President Finlayson has joined with a grassroots group of concerned police, sheriffs, faith-based organizations, service organizations, developers, realtors and others to create the Coalition for Workforce Housing in Anne Arundel County.

Too often we hear from educators who must leave Anne Arundel County Public Schools because they cannot afford to live here. We have lost many valued teachers to counties that have higher salaries and lower costs of living. There simply are not enough homes available to rent or purchase here at rates that can be afforded by many of our members.

In 2003, the average sale price of a home in this county was \$281,000, which required an income of at least \$85,000. Today the average cost of a home has risen to \$295,000 and continuing to climb. Teachers cannot afford to work where they live and live where they work.

The Coalition is working to pass legislation that would create more housing for teachers, nurses, policemen and other middle-income workers. The legislation would require builders and renovators to make a percentage of new, or newly renovated multiple-unit dwellings available to indi-

viduals and families, who earn less than the median income, at a lower price. (Median income is currently about \$67,300 a year.)

This concept has worked in Montgomery County and can work here. We need your support to make this happen. Mark your calendar for the Rally on Thursday, June 17 at 6:30 p.m.

## Welcome New Members

William J. Felton  
Stacy L. Raines

## TAAAC Adds Retired Membership Category

Are you planning to retire this year? Are you a recently retired TAAAC member? If so, you can continue to benefit from Association products & services and maintain your involvement with TAAAC.

On December 3, 2003, the Association Representatives amended the Bylaws to include a Retired category. Section 5, Article III of the TAAAC Bylaws now says:

*“Retired membership shall be offered to Board of Education employees who are active members of TAAAC at the time of retirement and who are at least forty-five years of age or who are eligible to receive a pension from an education employment system.”*

The Retiree Committee will serve as the interim Board of Directors. Board Members recently elected the following officers: Bud Stupi, Chair; Betty Coleman, Vice Chair; Shirley Rudolph, Secretary; Michael Markowitz, Treasurer; and Tom Paolino, Financial Secretary. Other Board Members include: Mary Catherine Cole, Mary Dunlap, Bill Hill, Susie Jablinske, Alva Sheppard-Johnson & Sara Markowitz.

TAAAC-R has available a pamphlet detailing retired member benefits. Local membership dues are \$10 per year or \$100 for a lifetime membership. TAAAC-R is an MST/NEA affiliate. Call the Association today for information.

Stay active, stay informed and stay involved. Join TAAAC-R today. ***We want you.*** (0089)

## 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!***

## ***A Message from Senator Phil C. Jimeno***

I want to thank TAAAC for allowing me to share my thoughts regarding the 2004 legislative session. This session is one that has been dominated by educational issues that will have a significant and long-lasting impact on the funding of education not only for Anne Arundel County but for all areas of our State. The strong support for education was evident when one of the largest crowds in Maryland history converged in Annapolis on Monday, February 9, 2004 to support Thornton education funding.

The Bridge to Excellence in Public Schools Act (Thornton) was passed during the 2002 legislative session. The legislation reworked the State's education funding formulas to add an estimated \$1.3 billion in state aid annually by fiscal year 2008, with average increases in aid during the six-year phase-in period of nearly 10% per year.

Because of the large increases required under Thornton, and an unsure budget outlook, an amendment was added to the bill that required the General Assembly to revisit the state's fiscal condition in 2004. The amendment, which was later termed the trigger provision, required the General Assembly to pass a joint resolution by the 50th day of the 2004 Session, and to proceed with full implementation of the Act. Due to large public support, the trigger was removed allowing for full Thornton funding.

The Baltimore City School fiscal crisis also had the potential to result in unprecedented legislation that would have replaced the Baltimore City Board of School Commissioners and opened the possibilities of modifying or breaking contracts with teachers and the Board, or ordering furloughs or layoffs of teachers and staff. This action could have had a long-term negative impact on Baltimore City and, potentially, on other subdivisions of this state as well.

I would like to thank fellow Anne Arundel County Senators Astle, DeGrange, and Giannetti for co-sponsoring with me TAAAC-supported legislation, SB 507 (Anne Arundel County - Public School Employees - Service or Representation Fee).

This is a fairness bill that allows educators who benefit from TAAAC services to pay their fair share for those services.

Although this is a local bill, I had to defend the measure on the Senate floor against attacks from fellow Senators and the vote was clearly partisan. I am, however, happy to report that in the Anne Arundel County House Delegation, there is bi-partisan support for this legislation.

In conclusion, on behalf of the entire Anne Arundel County Delegation, I want to thank your members for their dedication to the education of the children of our county, and for your involvement in the legislative process.

Senator Philip C. Jimeno

# 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<sup>®</sup> in the certificate area
- Not be a current or non-achieving candidate for National Board Certification<sup>®</sup>
- Successful completion of assessor training (provided by NBPTS)

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

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

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**Call 1-800-22TEACH or access [www.mbpts.org](http://www.mbpts.org)  
to apply as an assessor or for more information.**

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

# 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.

## **Paramount Promotions Inc.**

Teachers Preferred-For Management of 2 week summer tent sale in Laurel/Odenton/Glen Burnie/South Dale/Calvert County and Baltimore County, from June 19 through July 5. Base pay of \$1900. Can include family and friends. For more information, go to our Web site at [ppitentsales.com](http://ppitentsales.com) or fax your resume to 703/841-0332.

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

## **TAAAC's TASTY TEMPTATIONS**

TAAAC is looking for recipes from teachers to add to our TASTY TEMPTATIONS Cookbook. If you have a wonderful recipe that you would like to add to the book and share with others please contact the TAAAC office for more information.



## **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  
MovieTheaters**

## Employment Opportunities:

**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.

**Capitol KOA Campground** in Millersville, MD is now hiring for the 2004 season. Positions available include: **Desk Clerks, Grounds, After Hours Customer Service, Lifeguards, Tour Drivers (CDL required)**

Full-time Summer and/or part-time Spring and Fall

Flexible schedule

Send resume and position desired to:

Capitol KOA Campground  
768 Cecil Avenue N.  
Millersville, MD 21108

**Tutorrific!** Tutors needed for all subjects and grade levels, especially math! Much better pay than the large companies; a great way to make extra money! Tutor in homes throughout Howard County (mostly Laurel and Columbia). If you are interested in an interview, please e-mail Deborah Markowitz at [tutorrific@comcast.net](mailto:tutorrific@comcast.net).

## NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for the **MSTA General Council, MSTA Delegate and Board of Directors** (two 1-year terms). Nominations will be accepted until the June 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):*

- MSTA General Council  
 MSTA Delegate  
 Board of Directors

## NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for the **Sick Leave Bank Approval Committee** and **AACPS Calendar Committee (Elem.)**. Nominations will be accepted until the June 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):*

- Sick Leave Bank Approval Committee  
 AACPS Calendar Committee (Elem.)