

# TAAAC ACTION REPORT

Your Professional Organization

Volume 38, Number 8



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

April 2006



Early in the session, several members of the Anne Arundel County Delegation met with teachers. Many shared their interest in supporting the pension enhancement legislation.



President Finlayson invited all elected leaders to join in our Push for Pensions campaign. Sheriff George Johnson was one of the first to lobby with us on Monday nights.

## Push for Pensions

Hundreds of Anne Arundel County educators, and sometimes their spouses, spent Monday nights from January to the present visiting our legislators and encouraging support for our pension enhancement legislation.

Educators armed themselves with hundreds of letters and postcards as they sat through the briefing at MST/NEA and then headed up to the legislature. Prearranged appointments gave teachers an opportunity to have a face to face meeting with the Delegates and Senators who represent us in the four districts. Many of those meetings were very successful, while only a few turned contentious.

As we near the end of the 2006 Legislative Session, we have demonstrated the true grit of our membership. Our elected officials now know that we are willing to fight for what is right. Everyone who joined us on Monday nights, all who emailed, wrote letters and made phone calls are to be commended. You made a difference!



**Bill Jones**

## COMMENTARY

How does an approximate Half-Million Dollar Increase in career earnings sound?

It should sound pretty attractive and it was just negotiated for you. It will help make the lives our current educators better and help improve student achievement by its impact on recruiting and retaining highly qualified educators. It is the combined result of three consecutive sizable across-the-board increases and phased-in collapsing of the too-long longevity steps. As defined in 30-year career terms, the effect is startling. Here is how it was estimated:

Using the lowest career column for 10-month teachers, the MEQ/APC scale, for the basis of the analysis, we compared the current FY06 salary scale with the two prospective FY09 scales, one of which will occur in the third and final year of the tentative agreement. **(1449)**

The current FY06 MEQ/APC scale provides projected 30-year career earnings of an approximate \$1.6 million. If agreement is reached on the structure of a 38 ½ workweek

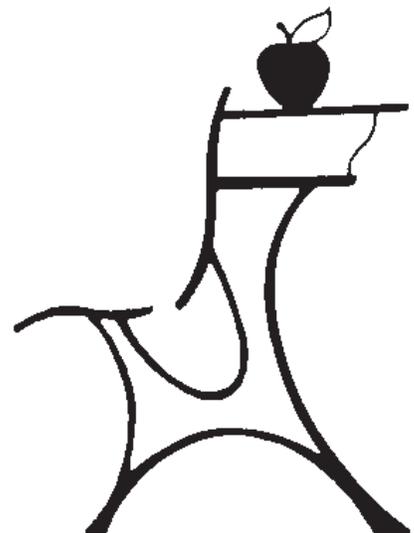
in year three, the result will be a third consecutive 6% across-the-board increase and another three-year compaction of the salary scale. The resultant FY09 salary scale will provide projected career earnings of an approximate \$2.1 million. If agreement is not reached on an one-hour extension of the workweek in FY09, the increase of career earnings will be lessened but only by about \$41K. The question of whether the one weekly hour is worth an additional \$41K in career

salary (AFS) in accordance with state law. **(9863)**

Funding the tentative agreement throughout the three-year term may require some effort on our part, and the first challenge is nearly upon us. Your TAAAC officers, directors, staff, and negotiators will be asking for your support during two county budget hearings this spring. The dates, times, and locations will be provided as soon as they are scheduled.

*“... a significant enough impact to provide noticeable improvement in the standard of living for local educators both during and after active employment...”*

earnings will be the topic of lively debate during negotiations on reopeners provided by the tentative agreement in FY08. The answer will very likely lay in the structure of the workweek. Depending upon the result of those negotiations in FY08, the FY09 salary scale will provide approximate increases in 30-year career earnings of 25.9% to 28.4%. That is a significant enough impact to provide noticeable improvement in the standard of living for local educators both during and after active employment, since our pension benefit is calculated from average final



---

### 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 <a href="http://www.mstanea.org/taaac">www.mstanea.org/taaac</a>	Sheila M. Finlayson, President Timothy Mennuti, Vice President Ron Russell, Secretary-Treasurer	Donzella Parker Bert Alice Liptak Yolie Marshall Carol Petrosky	Enid Collison-Lee Susie C. Jablinske Richard Benfer Edith M. McDougald Kathy Naeseth Ken Baughman Shirley Little Bill Jones, Executive Director and Managing Editor Roxanne L. Beach, Editor

## From Contentia this month . . . *Limits On Your Work Week*

Your current workweek as a teacher shall not exceed 35 ½ hours a week at your work site; as a pupil services person your work hours shall not exceed 37 ½ hours per week. These hours are exclusive of lunch, and scheduling must provide for no less than a 25 minute duty-free lunch. However, when additional time is needed outside of the 35 ½ hour workweek, this time is restricted to individual planning time. This constraint will not change with the new settlement, teachers' 37 ½ hour workweek also shall not be extended for anything except individual planning time. **(7683)**

Our county is unique in this respect as the extension of the week is limited to individual planning time only. Any requirements or duties beyond individual planning that extends the workweek are in violation of our Negotiated Agreement. Other counties are not so fortunate and their work weeks can and often are extended for meetings at night and on the weekends. In such counties there is no recourse for such requirements because it is allowable under their contracts. In Anne Arundel County, unlike any other county in the state, only individual planning time can be added to your workweek.

This valuable restriction on your workweek has repeatedly and successfully been enforced. TAAAC has recovered monetary rewards through arbitration for special education teachers, school psychologists, IB Coordinators, and kindergarten teachers whose weekly work hours were improperly extended for activities other than individual planning. If you are required to work beyond your 35 ½ hour workweek for activities other than individual planning time, you should contact your TAAAC Representative. It is a violation of your contract for you to be given additional duties outside your workweek, but it is your responsibility to enforce your rights.

### **BEWARE of Idle Supporters It's Election Year!**

As the Legislative Session draws to a close, we begin to plan ahead for our own endorsement process. In 2006 in Anne Arundel County, we will elect a County Executive, seven County Councilmen, and State Delegates and Senators from Districts 30, 31, 32 and 33. We will be contributing to decisions made at MSTA for the gubernatorial election as well as for Comptroller, and Attorney General. We will also contribute to the decisions made at NEA for our federal seats. **(4566)**

Our coveted union endorsement is sought by all candidates who say they are "education candidates." Our screening process will wean out the true supporters from those who simply pay lip service to the needs of the school system and its employees.

We recognize that some of our elected officials may take actions just to get our support. We must go on record as saying, we will not be duped. For example, we will not be fooled by those who signed on to our pension legislation, while they have vehemently spoken against it. We know they are not supporters of education or of educators.

I invite all of you to join in our process and help make the best decision about who will represent us in the future. Call the TAAAC office to sign on to a screening committee.

### **NOMINATIONS OPEN**

The Nominating Committee is accepting nominations for a vacancy on the **Board of Directors (one-year term)**. Nominations will be accepted until the June 7 Association Representative Council Meeting.

Name \_\_\_\_\_

Home Address \_\_\_\_\_

School \_\_\_\_\_

Phone (H) \_\_\_\_\_ (S) \_\_\_\_\_

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

**Board of Director**

# From your TAAAC/EPS partnership...

## **Harvard Study Ties Bankruptcy to Medical Bills**

A study was recently conducted and concluded that more than half of the 2+ million bankruptcies filed each year in the U.S. are the result of medical bills. The Harvard study concluded that over 85% of Americans are one serious injury or illness away from bankruptcy. What may be surprising is the fact that these are not the poor but middle class families with a good income and health insurance.

The researchers surveyed 1,771 people who filed for bankruptcy in 2001 and interviewed 931. They discovered a complex web of factors leading to bankruptcy as illness or injury caused people to lose jobs or cut back on working hours at the same time they were faced with medical bills. This resulted in no paycheck or diminished income resulting in serious debt and/or liquidation of retirement savings, and in over a million cases per year foreclosure and/or bankruptcy. **(3675)**

Financial planners advise 6-9 months of liquid savings (non-retirement) for emergencies. Loss of income is usually the biggest hit to a family. Since AACPS does not provide disability insurance or supplemental insurance to pay compensation, TAAAC members may want to look into Aflac or the The Hartford Long-Term Income Protection programs to supplement the TAAAC sick leave bank.

The Harvard study estimated that over 85% of all Americans are inadequately prepared to handle such a financial event. The average American family has over \$3,000 in credit card debt, coupled with the fact that we have the lowest amounts in savings since 1934.

**Don't miss out - Cut off is May 20th for Aflac and Hartford**

## **Protect your MOST VALUABLE ASSET**

If you want to ensure you or your spouse are protected for injury or illness during the summer or all year, enroll for Aflac and/or The Hartford by May 20th. Ensure summertime protection! Aflac can pay for accidents, emergency room visits and more if your family has the Accident policy. Also if you are considering a Baby you need to act now. Aflac will pay for the birth of a baby (policy must be in force 10 months prior to birth). Don't miss this protection, there is no other program other than Aflac for pay during pregnancy once your sick leave runs out. Also The Hartford can pay you to age 65 if you are considering Long Term Disability protection, this is our Gold Plan for the ultimate in income protection. Call and/or meet with a TAAAC benefits advisor to ensure you are protected at 1-877-884-3784.

NEI: Nalro Enterprises,  
Incorporated & Annapolis  
Senior High School

ANNOUNCES

## **A CALL FOR TEACHERS**

of:

**Music, Movement,  
and Acting for . . .**

***SEA: Summer  
Enrichment Academy***

Weekly -

Tuesdays through Thursdays

9:00 a.m. - 2:00 p.m.

from

June 27 thru July 27, 2006

Annapolis High School

2700 Riva Road

Annapolis, MD 21401

Focal Instrument:

**THE ADVENTURES  
OF CAN AND DO IN  
ASTROLAND**

***A READING***

***ENHANCEMENT AND  
MOTIVATIONAL TOOL***

By A. H. Jenkins, Ph.D

FOR MORE INFORMATION

CONTACT:

NEI, R. Jenkins, CEO

(410) 990-9333

P. O. Box #5660

Annapolis, MD 21403

# WELCOME NEW MEMBERS

Elizabeth A. Breen  
Clarence Dixon  
Laurie J. Green  
Christine E. Kerry  
Robert F. Lidika  
Daniel A. McFarland  
Shauna A. Snidow  
Kara L. Walsh  
Michael G. Willis

***Have you spotted the  
last four digits of  
your phone number?***

***If so, please contact  
the TAAAC office for  
your prize!***

## EMPLOYMENT OPPORTUNITY

DRD Pool Services, Inc. is accepting resumes for summer job openings as swimming pool field supervisors and swimming pool managers. No Experience Necessary. For more information, call Noelle Navarro @ 410-923-7665, 1-888-785-7665, or visit our website:  
[www.drdpools.com](http://www.drdpools.com)

## NOMINATIONS OPEN

The Nominating Committee is accepting nominations for the **Sick Leave Bank Approval Committee and the AACPS Calendar Committee (Elementary)**. Nominations will be accepted until the May 3, 2006 Association Representative Council Meeting.

Name \_\_\_\_\_

Home Address \_\_\_\_\_

School \_\_\_\_\_

Phone (H) \_\_\_\_\_ (S) \_\_\_\_\_

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

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

## NOMINATIONS OPEN

The Nominating Committee is accepting nominations for **MSTA Delegates**. Nominations will be accepted until the June 7 Association Representative Council Meeting.

Name \_\_\_\_\_

Home Address \_\_\_\_\_

School \_\_\_\_\_

Phone (H) \_\_\_\_\_ (S) \_\_\_\_\_

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

- MSTA Delegate

Visit us on the Web at [www.mstanea.org/taaac](http://www.mstanea.org/taaac)



**Teachers Association of Anne Arundel County**  
 2521 Riva Road, Suite L7 • Annapolis, MD 21401  
 410/841-6022, 410/224-3330 or 301/261-8309 • Fax 410/841-5117



**For Local office use only**

NEA \$ \_\_\_\_\_  
 MSTA \$ \_\_\_\_\_  
 TAAAC \$ \_\_\_\_\_  
 Total \$ \_\_\_\_\_

**2005-2006 ENROLLMENT FORM**

**New! Fast! Easy!** Sign up online! Pay by credit card! Visit [www.mstanea.org](http://www.mstanea.org) **FREE!** Dues-TAB insurance! See attached registration.

--	--	--

SOCIAL SECURITY NUMBER

FIRST NAME M.I. LAST NAME

		<input type="checkbox"/> Mr. <input type="checkbox"/> Miss <input type="checkbox"/> Dr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Ms.
ADDRESS		
CITY STATE	ZIP	
HOME PHONE		
HOME EMAIL		WORK EMAIL
DATE OF BIRTH ____/____/____ MONTH DAY YEAR	ETHNICITY (Optional) <input type="checkbox"/> American Indian/Alaska Native <input type="checkbox"/> Asian <input type="checkbox"/> Hispanic <input type="checkbox"/> Black <input type="checkbox"/> Caucasian (not of spanish origin) <input type="checkbox"/> Native Hawaiian/Pacific Islander <input type="checkbox"/> Other	
POLITICAL PARTY <input type="checkbox"/> Democratic <input type="checkbox"/> Republican <input type="checkbox"/> Independent <input type="checkbox"/> Other		REGISTERED VOTER <input type="checkbox"/> YES <input type="checkbox"/> NO

TAAAC  
LOCAL

SCHOOL NAME

POSITION

SUBJECT

\_\_\_\_/\_\_\_\_/\_\_\_\_  
HIRE DATE

**Check your salary level for dues computation:**

Over \$32,560  \$16,295 - \$32,560  Below \$16,295

**Check one:**

Full-time  Part-time  10ths

**Method of payments:**

Payroll deduction (See below, sign and date.)  Cash / Check  10 Month  12 Month

**Payroll Deduction Authorization** I authorize the Board of Education to deduct from my salary bi-weekly payments for membership dues as indicated hereon. 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.

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_ EMPLOYMENT DATE \_\_\_\_\_  
 Dues payments are not deductible as charitable contributions for federal income tax purposes. Dues payments (or a portion) may be deducted as a miscellaneous itemized deduction. Annual membership dues to the NEA includes \$4.60 for NEA Today, \$2.55 for NEA-Retired and/or \$18.00 for the Higher Education publications. The NEA publication(s) received by members are based on membership category. Annual membership dues to the MSTA includes \$8.10 for the MSTA Action Line.

**Application for Membership in TAAAC Sick Leave Bank** The purpose of the Sick Leave Bank is to provide continued pay benefits to participants in the Bank for qualifying, incapacitating, catastrophic personal illness during regularly scheduled duty days after regular sick leave has been exhausted. Membership is subject to approval by the Sick Leave Bank Committee.

Have you received treatment for any illness or condition in the past 90 days?  Yes  No If yes, explain: \_\_\_\_\_

Please enroll me in the TAAAC SLB. \_\_\_\_\_  
 SIGNATURE DATE

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