

TAAAC ACTION REPORT

Your Professional Organization

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

October 2007

Spotlight on Our Members 2007-08



Name: Lydia Gonzalez

School/Subject/Level: Piney Orchard Elementary School / Music Teacher

Number of years teaching: 9

Number of years of TAAAC/Union Membership: 9

What is it about teaching that brings you to school each day? This is my first year at Piney Orchard and my students always make it a joy to go to work but lately I have truly been enjoying my colleagues. Their positive attitudes and willingness to make me feel warm and welcome have been absolutely wonderful. I know that a positive environment constitutes effective teaching and that brings me to work everyday.

What teaching/classroom/school tip would you like to share with other members? I think one of the most important tips that I can give to other members would be to integrate technology as much as you can. The generations of students that are passing through our classrooms are very technologically advanced and in order to meet our students' needs we must meet them where they are most comfortable. Technology integration can enhance your lessons and keep the students engaged.

What do you do for stress relief/or keeping yourself positive both in and outside of the classroom/school? Well, I recently found a hobby that is both good for my mind and soul. My personal trainer suggested that I try yoga and that truly has been an effective way for me to stay positive in all aspects of my life.

What programs offered by TAAAC have you used/found beneficial? There are many programs that have given me a sense of stability. The sick-leave bank has offered me peace of mind in knowing that if I experience a personal illness I will continue to get paid. What I can personally attest to is having someone to stand up for you when things get rough. I was involved in a very tense situation and turned to TAAAC for support. I am happy to report that they did not let me down. They offered assistance, advice, and acted upon my behalf to help me get through the difficult situation. (0989)

What would you like to see TAAAC do for you/our members/students/county? The only thing that I can think of is improving the communication piece. Perhaps an electronic distribution would be more helpful. More of our members need to log onto the TAAAC website at www.mstane.org/taaac.



Bill Jones

A 2007-08 Snapshot...

On Membership: As the second month of this school year begins, TAAAC is proud to begin with a much larger and stronger membership. While our precise membership data is not available at the time of this writing, it is a very safe bet that TAAAC membership will for the first time ever exceed the 5,000 mark based upon the September 26 dues deductions, and a quite fair bet that it will surpass the 5,100 mark. That success is a function of a combination of factors including the increased value of TAAAC membership, hard work TAAAC has done for its members over the past several years, and the activism of its leadership. The modified agency shop that became effective last November has helped, but it has not been the determining factor. Remember, over a period of less than three months, TAAAC's membership percentage grew by 5-1/2 % prior to the triggering of the modified agency shop. Membership is still an issue and there are still some stubborn non-members — albeit a shrinking number — who put upward pressure on members' dues and dilute our bargaining and political strength. As we gradually

COMMENTARY

get more of their hands out of our pockets, we will continually grow in number and in strength. (0891)

On Negotiations: As most readers should be aware, TAAAC and the Board will be going to the bargaining table this year on some limited re-openers. Virtually all readers have had by this time an opportunity to respond to a TAAAC survey on the topics to be re-opened, which are compensation, work time, and healthcare. Many of you responded with 811 surveys compiled and more waiting. Based upon the results of the surveys done to date and the proposals we expect from the Board, the pending negotiations are virtually certain to be

“Our workweek protections have been enforced by arbitration repeatedly, and the prevailing grievance has been compensated.”

difficult. Negotiations should begin next month, although slight delays do occur. Periodic updates will be forthcoming in the form of TAR articles, bulletins, website postings, and other modes as necessary and available. Please pay attention to these updates and please act when requested. At the time of this writing, impasse and a consequent job action may be just as likely as a ratification vote.

On Work Load: **Please be reminded that except for one evening activity per year, the only task a teacher can be required to complete beyond the paid workweek is individual planning for lessons.** TAAAC had received calls from encore teachers, middle school science and social studies teachers, and some high school faculties regarding having to work beyond the paid workweek to complete interims. This is either due to errors on the form that required a re-do, or in the case of the middle school science, social studies and encore teachers, due to an unreasonably high student load. In other cases, the overload is caused by school-based decisions to require much more frequent interims in the form of bi-weekly grade sheets. Impacted teachers need to document their “overtime” and call the TAAAC office. Our workweek protections have been enforced by arbitration repeatedly, and the prevailing grievance has been compensated. Don't wait until burnout arrives. Let's enforce the protections that we already have.

As always, assistance from your staff is a telephone call away.



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 (301) 261-8309 www.mstanea.org/taaac	Timothy Mennuti, President Richard Benfer, Vice President Ken Baughman, Secretary-Treasurer	Enid Collison-Lee Susie C. Jablinske Sara Silverman Shirley Little Sarah Weller-Bentivegna	Tamara Johnson Vacancy Grace Matthews Carol Petrosky Diana Peckham
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From Contentia this month . . . Article 10 vs. PBIS...

Complaints have been received from some members regarding the impact of PBIS participation on the teachers' discretion to refer a student to the office. While it is not the intent of this article to denigrate the effectiveness of the PBIS program, we here in Contentia have an obligation to point out where the program might not be working, or at least where there exists some collateral damage ignored by those whose job it is to either improve the system or make the system appear to be improving.

Article 10 of the Negotiated Agreement, in its pertinent parts, states clearly:

Unit I members shall have the authority and shall exercise the responsibility for the control of pupils throughout the school while on regular duty and also during assigned supervision of school-sponsored activities in out-of-school hours...

A student who refuses to obey a reasonable request of a teacher may be excluded from class and shall be retained in the office for the remainder of the instructional period. A serious disciplinary infraction or disruption by a student whom the teacher can no longer control shall be referred to the principal or to another staff member designated by the principal to deal with such a case. Both the teacher and the school administrator shall be involved in the final resolution of such problems.

As you can see, the intent and the explicit language of Article 10 are consistent. The teacher has the authority to refer a student to the office and requires that the student is retained there for the instructional period. With PBIS, there are hoops through which teachers need to jump in order to exclude a troublesome student from the class. **(5181)**

An instant example out of one of our most recently restructured high schools, we read a PBIS handout which distinguished between classroom managed offenses (those to be handled by the teacher) and office managed offenses (those to be referred to the office). Among those to be handled in the classroom were insubordination (*a student who refuses to obey a reasonable request of a teacher*) and *disruption*, both of which are directly referenced in Article 10.

We can agree that teachers need not refer every incidence of misbehavior. But, with all deference to the proponents of the PBIS to what successes it might have, it may not be used to strip this authority from the referring teachers. Any principal, assistant principal, or the designee of either whom promptly returns a student to a referring teacher because the preliminary steps of PBIS have not been taken, acts directly contrary to Article 10 and impacted teachers should be calling TAAAC. **(9390)**

The purpose of PBIS is to recover instructional time by reducing lost classroom time for students and lost administrative time for staff. It is abundantly clear that it does reduce disciplinary referrals. But the level of agreement among members varies widely regarding whether the program is having the desired effect, or whether it merely appears to have the desired effect. It is likely that the real answer also varies from school to school depending upon its implementation and the commitment to it. In either event, AACPS classroom teachers need to be reminded that they do not have to allow participation in PBIS to undermine their authority to send a student to the office as they deem necessary.

THANKS!

Thanks to all the teachers who helped round up school supplies for our new teachers. Several car loads of supplies were collected at the end of the last school year and were received with much enthusiasm by new teachers at the New Teacher Orientation at Old Mill High School from Aug 13-15.

WELCOME NEW MEMBERS

Bridgette Adams
Michelle Adkins
Michelle Adshade
Jill Altshuler
Ashley Ambs
Ashley Anderson
Kristen L. Anderson
Emmanuel Anglade
Marijoel E. Anspach
Elizabeth L. Aquino
Angela C. Arlotta
Erin A. Arnold
Rosemary Asquino
Alicia A. Aulson
Katie M. Auten
Carol Bak
Grant J. Baker
Yesysrael Bampue-Addo
Jillian L. Barber
Ashley S. Barit
Stephanie R. Barner
Amanda Barnes
Tiffany A. Barnette
Jillian M. Barrie
Pamela L. Barton
Montserrat Battle
Carrie B. Bayza
Sarah E. Beall
Ryan A. Beaumont
Sarah A. Beecher
Erin P. Belcher
Diane S. Bell
Jeremy D. Bell
Matthew B. Bevil
Julie M. Bicker
Matthew E. Bieber
Cynthia C. Bischoff
Kristen N. Bischoff
Janet V. Bjorklund
Lauren L. Blake
Bethany M. Blakeslee
Latesha Blue
Carolyn J. Bookholt
Christina A. Bowden
Melissa R. Boyda
Patti E. Boyles
Cynthia E. Brabson
Andela M. Bradley
Katie D. Bransford
Margaret E. Braun
Cynthia A. Breese
Robert C. Brenner
Betsy Brining
Lauren M. Britschge
James M. Brodie
Jennifer M. Brooke
Ryan M. Brown
Cynthia M. Broxterman
Karen Brungot
Kandice R. Buckel
Leslie N. Bullion
Rebecca V. Burger
Clarissa Burns
Heather M. Burt
Allison L. Burton
Sarah Burton
Nichole L. Cahill

Allison E. Calabrese
Stresa L. Callaway
Jacqueline M. Campbell
Jennifer L. Caprara
Chad E. Carlson
Kelli S. Carter
Angela C. Cartron
Crystal C. Chapla
Nicole A. Chapman
Callie B. Chester
Colleen L. Church
Dawn M. Ciancagliani
Gina N. Ciarniella
Christipher K. Clark
Holly E. Clark
Hope M. Clelland
Marlena Clementson
Rhonda R. Clifton
Rebecca L. Cline
Bernadette M. Cole
Frank J. Collins
Kathleen Collins
Michele M. Comer
Monica R. Condino
Donna C. Conklin
Michelle L. Conklin
Michele Connors
Deborah A. Cooke
Estelle R. Cooley
Kristi L. Coopersmith
Lyntisha T. Corneille
Roberta J. Courson
Tara J. Crews
Amber N. Crimi
Audra L. Cropper
Karla Crouse
Faith W. Culp
Kurt W. Cunningham
Julia E. Dachner
Amanda L. Dalglish
Desolene Davis
Thomas P. Degner
Lisa S. Delfavero
Andrea H. Denton
Andrew D. Dibella
Carola S. Diffenderfer
Kristin M. Dillenbeck
Donna M. Dinardo
Jennifer Donahue
Elizabeth A. Donegan
Koren E. Donnor
Allison L. Dorsey
Patricia M. Doyle
Rachael M. Dudok
Polly K. Dunkley
Jacquelyn M. Dunn
Lyndsay C. Edginton
Christa C. Edwards
John P. Edwards
Kristi K. Ellenberger
Daniel E. Ells
Wesley A. Emler
Beth Emmerling
Keith B. Enriquez
Ellen C. Erickson
Fotini K. Escobar
Katie M. Eshelman

Joy M. Eskuchen
Mark P. Esposito
Sherrita B. Evans
Linda M. Everett
Jason A. Fahie
Stacey M. Feeney
Sara M. Ferraro
Barbara M. Ferreira
Jaime K. Fields
Amanda J. Finnis
Elizabeth H. Firment
Amanda C. Fitting
Rachel T. Fitzgerald
Kimberly B. Fitzmaurice
Cahty C. Flanders
Christiane R. Ford
Susan T. Ford
Brent L. Fox
Jocelyn M. Fox
Lindsey R. Franck
Hilary A. Frantz
Kristen E. Freiert
Danielle B. Fried
Amanda M. Friedman
Joanna K. Fuller
Julia D. Gallagher
Margaret A. Galloway
Margaret A. Gallowy
Deneen Y. Gardner
Noel L. Gardner
Patricia A. Garrity
Kathleen A. Geaney
Tye B. Geimer
Dana A. Gerard
Angela L. Gerber
Dvina G. Geronimo-Jacobs
Christina L. Gianni
Spencer B. Girard
Heather M. Giustiniani
Gloria N. Glick
Gretchen N. Glick
Kenneth J. Goisovich
Anne-Marie L. Golsong
Vernice Gonzalez
Katherine M. Goodell
Kathleen R. Grace
Renia M. Gray
D'andrea Green
Michelle M. Green
Ronni L. Grimes
Emilie Gschweng
Deborah L. Guarniere
Catherine A. Guarnieri
Brian J. Gulden
Jessica A. Gunneson
Andrew S. Guzik
Susan E. Hait
Susan B. Harrington
Fred M. Hatch
Andrew G. Johnson
Zachary A. Mangold
Angela M. Marvel
Lynne M. Seach
Robert A. Warrilow
Anton T. Wesley

Change in TAAAC Office Hours

A recent workload study showed that the TAAAC support staff had greater need for “hands on deck” during the hours of 8:00 AM to 9:30 AM on Fridays than were needed between the hours of 4:00 PM and 5:30 PM. So, rather than stagger TAAAC support staff work hours to provide coverage over longer hours, on Fridays all will be on an 8:00 AM to 4:00 PM work day and office hours will be adjusted accordingly effective on October 7, 2007.

As many of you may not be aware, the MSTA UniServ Staff assigned to TAAAC work flexible hours as the needs of the job require. This change should not impact their ability to service members, nor does it signal any reduction in the total work hours contributed by TAAAC staff.

HELP WANTED

The Minority Affairs-Human Relations Committee of TAAAC is currently in search of members to become volunteer coordinators for the 17th ANNUAL MULTI-CULTURAL HISTORY BEE. At this event elementary and middle school students compete for prizes by demonstrating their knowledge of contributions made by multi-cultural Americans. The event will be held on Saturday, February 2, 2008 at 9:30 AM at Annapolis High School. Those interested should call Mike Meredith at the TAAAC office: 410-224-3330, or email mmeredith@mstanea.org.

Another TAAAC Member Benefit Perk...

When you use
The Maryland
Real Estate Team
to Buy or Sell a property
between August 1 and
December 21, 2007,
you will be automatically
entered into a drawing to win
a
42” Plasma Television!

For more information, call (866) 643 0206 or
email Info@TheMDRealEstateTeam.com

Visit Us on the Web at
www.mstanea.org/taaac

*Have you spotted the last four digits of your
phone number?
Please call the TAAAC office to claim your prize!*



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2007-2008 ENROLLMENT FORM



For Local office use only
 NEA \$ _____
 MSTA \$ _____
 TAAAC \$ _____
 Total \$ _____

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_____ **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		ETHNICITY (Optional)		<input type="checkbox"/> Black <input type="checkbox"/> American Indian/Alaska Native <input type="checkbox"/> Caucasian (not of spanish origin) <input type="checkbox"/> Asian <input type="checkbox"/> Hispanic <input type="checkbox"/> Native Hawaiian/Pacific Islander <input type="checkbox"/> Multi-Ethnic <input type="checkbox"/> Other	
MONTH / DAY / YEAR					
POLITICAL PARTY				REGISTERED VOTER	
<input type="checkbox"/> Democratic <input type="checkbox"/> Republican <input type="checkbox"/> Independent <input type="checkbox"/> Other				<input type="checkbox"/> YES <input type="checkbox"/> NO	

_____ TAAAC LOCAL
 _____ SCHOOL NAME
 _____ POSITION
 _____ SUBJECT
 _____ / _____ / _____ HIRE DATE

Check your salary level for dues computation:

Over \$35,070 \$17,535 - \$35,070 Below \$17,535

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 \$4.90 for NEA Today, \$2.85 for NEA-Retired and/or \$19.25 for the Higher Education publications. The NEA publication(s) received by members are based on membership category. Annual membership dues to the MSTA includes \$6.45 for the MSTA ActionLine.

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

Voluntary Contribution Authorization for Fund for Children and Public Education I hereby authorize the following contribution:

PAYROLL DEDUCTION PER PAY PERIOD \$15, \$10, \$5, Other \$ _____.00 SIGNATURE _____

The NEA, MSTA and applicable LOCAL Fund for Children and Public Education collect voluntary contributions from Association members and use those contributions for political purposes, including but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for federal, state and local offices. Contributions to the Fund for Children and Public Education are voluntary, making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. Although the NEA, MSTA, and LOCAL Fund for Children and Public Education requests an annual contribution of \$1.00 per paycheck this is only a suggestion. Any member may contribute more or less than the suggested amount or may contribute nothing at all, without it affecting his or her membership status, right of benefits in NEA or any of its Associations.

I understand that I am making a joint contribution to the Fund for Children and Public Education and that one third of my contribution will go to the NEA FCPE, one third to MSTA FCPE, and, if applicable, one third to the local FCPE.

Contributions or gifts to the NEA, MSTA, and LOCAL Fund for Children and Public Education are not deductible for federal income tax purposes. Federal law requires us to use our best efforts to collect the name, mailing address, occupation, and the name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year. Federal law prohibits the NEA Fund for Children and Public Education from receiving donations from persons other than members of the NEA and its affiliates, and their immediate families. All donations from persons other than members of NEA and its affiliates and their immediate families will be returned forthwith.