

TAAAC ACTION REPORT

Your Professional Organization

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

September 2007

Count Your Real Weekly Work Hours

With the onset of an unreasonable work load imposed on middle school science and social studies teachers and a batch of new administrators, we have already identified some schools that have illegally extended teacher workweeks. While TAAAC is in the process of correcting those situations, there may well be a need for every Unit 1 Employee to take stock of how much of their individual planning and personal time they are sacrificing to the AACPS at risk of their own burnout and to the detriment of the students who depend on them. Here are the first two real examples that sprung to TAAAC's attention during the first week of the school year:

The first was a west county elementary school where the principal has filled up teachers' hours with meetings and student "sitting" chores before and after school. So much time is spent having to supervise children that the number of available non-students hours for individual and group planning falls well below the contractual minimum.

The next was an east county middle school where the principal has been unable to make accommodations in the schedules of social studies and science teachers, whose student loads have doubled, as well as paperwork demands, meetings, duties, and extra parent contacts are encroaching on unpaid duty-free lunches and guaranteed individual planning time.

Both of these types of situations constitute illegal extensions of negotiated workweeks. TAAAC has successfully enforced pertinent provisions of the Negotiated Agreement at arbitration on a number of prior occasions and it appears that there may need to be a rerun of similar cases processed.

Remember, except for one annual evening activity, the only thing a teacher can be required to do beyond the paid workweek is to plan for lessons. Any other evening or weekend activity other than your own lesson planning cannot be required. *As an additional reminder to the Annapolis High School staff...this provision applies to you as well. An extended work year has been agreed to, along with commensurate compensation; but your workweek is no different than that of your 10-month colleagues.*

WELCOME MIKE



Mike Meredith comes to TAAAC from 1199 SEIU United Healthcare Workers East. At 1199 Mike served as a Union Representative to Healthcare Workers in MD/DC Hospital Systems from 2004-2007. The highlight of his service to 1199 was helping to negotiate a 3 year contract for employees at The Johns Hopkins Hospital.

Prior to his work with 1199, Mike served as a Field Staff Organizer with the American Federation of State and County Municipal Workers from 2001-2004. His work with AFSCME took him throughout Maryland and the rest of the USA. At AFSCME Mike helped organize to win a strong contract for 10,000 MD University Employees under AFSCME Council 92. In Washington State Mike coordinated organization efforts for the Washington State Departments of Ecology, Licensing and Health under WFSE Council 28. Closer to home Mike also organized to win representation rights for

(Continued on page 2)



Timothy Mennuti

Normally I would start this letter with “Welcome Back” but, for the first time ever, we now have a high school where all personnel are working 12 months. So, for those of you just starting the year I say “Welcome Back.” For those of you who have been working all summer I say “Thanks.”

The important thing to remember, regardless of whether we are 10 or 12-month employees, is that we are all part of Team TAAAC. We are the people who educate the children of Anne Arundel County.

This has been a fast and busy summer for your officers and directors. A number of us spent time in Philadelphia for the NCUA and NEA annual meetings. While education issues were at the head of the list, politics was also a close second. The fall promises to be a blur of educational initiatives, especially, the reauthorization of NCLB. There is a lot of discussion in Washington on “What Next.” The NEA and MSTA are working hard to insure that whatever the final product looks like that it is at least as friendly to educators as it will be for students. We do not want any more unproven “reforms” whose

COMMENTARY

sole outcome seems to be to pile more work on our already over-worked teachers.

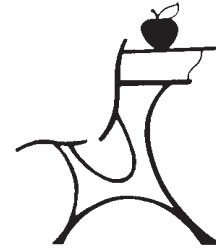
At the local level we are closely watching the Legislature as it attempts to come to grips with the problem of a \$1.5 Billion Dollar structural deficit. We most definitely do not want any part of any proposed “solution” which transfers responsibility for funding the teacher retirement plan from state responsibility to local responsibility. The realistic impact of such a transfer is that we would probably not see any pay raises for years to come.

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Be aware that we will be working closely with MSTA to insure that our voices are heard on this issue. We will be helping organize a Town Meeting to allow participants to express their views on education in general. We want our representatives to know that the community not only values education but that the community is ready and willing to take action to insure that education is fully funded to meet the needs of our children.

For those of you planning ahead, please remember that the MSTA Convention in Ocean City is October 19th and 20th. Please check the MSTA Website for a list of training sessions being offered. If you don’t see something that you believe should be there, please let me know and I’ll see if it can be added.

Thanks for all that you do. If there is any way in which we can help please contact us.



(Continued from page 1)

Home Health Care workers in Newark, New Jersey under AFSCME 1199J.

Before joining the labor movement Mike served as an instructor at the Baltimore City Community College teaching in the English Language Institute. Mike’s first work as an organizer was with Baltimore Neighborhoods, Inc where he served as a Tenant Organizer from 1997-1999. Mike also worked as a Case Manager and Housing Relocation Specialist with the Baltimore County Office of Community Conservation from 1999-2001.

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 Bill Jones, Executive Director and Managing Editor Roxanne L. Beach, Editor

From Contentia this month . . . *Violence in our Schools*

For a good part of the summer, one of our teachers who had been assaulted by two female high school students while trying to break up a fight, spent most of her time using a walker to get around. While the girls were suspended and charges are pending it is the attitude of the administration that I have issue with. The school maintained that “the girls really didn’t mean to hurt the teacher.” In the real world intent is secondary to the action.

Unfortunately this was not the first time a teacher was hurt trying to stop students from fighting. Nor was it the only time that I found the administration’s response wanting. I am fed up with teachers being assaulted and the administration treating teacher injuries as another “cost of doing business.”

I want all teachers to understand exactly what is expected of them when students are involved in a physical confrontation. The teacher is expected to VERBALLY warn the students to stop. Next the teacher is to NOTIFY the office that there is a fight and that there is a need for an administrator. Unless they can do so without placing themselves at risk, there is NO obligation to physically intervene.

Our high schools and many of our middle schools have police officers assigned. If a student assaults you [Article 26-101(b) *Molesting or threatening students or school personnel prohibited*. -- A person may not molest or threaten with bodily harm any student, employee administrator, agent...] REMEMBER assault can be either (or both) verbal or physical - I want you to fill out the referral form for the school and to then file charges with the police. Next please call TAAAC to report that you have filed charges. We have had some reports of School Resources Officers being less than helpful to teachers who want to file charges. If you have any questions or problems call TAAAC and we will help with the paperwork.

Several years ago, a teacher who was hurt wanted to leave to see her doctor but the principal refused to let her go because there was no one to cover her class. Hello! If you get hurt and the principal says you can’t go to the emergency room CALL TAAAC. If necessary we will call the school and/or call an ambulance for you.

Teachers do the best they can each and every day with each and every student. There are students, however, whose behavior is so dangerous that it requires attention at a higher level. When we file charges I expect the courts to become involved in providing help for these students that the school system seems unable to provide.

Allowing dangerous students to remain in school is a disservice to other students and staff.

This year I will be paying careful attention to school violence and I will be especially attentive to schools where the verbal reports from teachers/staff don’t match the paperwork being forwarded by the school to the central office. I want each and every one of you to have a safe and productive year. You concentrate on being productive and we will concentrate on keeping you safe.

Welcome Back TAAAC Members!

This year the Membership Committee will be interviewing several of you and your colleagues to be featured in each month’s *TAAAC Action Report* in a brief article, “Spotlight on our Members.” Look for this new element in our monthly TAR.

Have a great Year!

Sarah, Anthony and the Membership Committee.

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Integrated Financial Solutions, Inc.	Vernon L. Sheen, D.MD., PA
J World of Annapolis	Veronica Stewart, Certified Message Therapist
Jos. A. Bank	Watermark

Want to Feather Your Bed for Retirement?

On October 4, at 4:30, in the Severna Park High School Cafeteria, there will be a very informative workshop on retirement. It is the third such workshop held since last winter and is being jointly sponsored by TAAAC and the Association of Educational Leaders (AEL). Both prior workshops were very well attended and extremely well evaluated. Come and hear an overview of what the Maryland Retirement and Pension System provides and pick up a few ways to supplement it, including the relatively new Roth 403(b) plans.

Presenters are from Integrated Financial Solutions, Inc., affiliated with NEA Valuebuilder. The workshop is free, but open only to members of TAAAC and AEL.

Come and spend 90 minutes with us. This is one workshop that will leave you better off for attending.

HELP WANTED

The Minority Affairs Committee/Human Relations Committee is seeking new committee members. We need your fresh perspective and your help to meet our goals and initiatives for this school year. Please get involved and attend our next meeting, which will be at the TAAAC office on September 20 at 4:30 PM.

Dues Rebate for Active Members who held a Student Membership

NEA Bylaw 2-7.c. provides for a “credit to first-year Active members who join the Association during the first year of membership eligibility.”

The rebate form reflects the new \$20.00 rebate amount that was approved by delegates at the NEA 2003 Representative Assembly (Bylaw Amendment #1).

The administrative procedures have not changed. Steps to follow are:

The application must be in the member’s first year of educational employment.

The individual must pay Active dues in accordance with Bylaw 2-7.

The credit will be in the form for a rebate of twenty (\$20) dollars for each year of Student membership up to four years.

To receive a rebate, the member should complete the application form (or send a letter) being certain to provide all requested information. Application forms are available at the TAAAC office.

By May 1 of eligibility year the completed application can be mailed to: NEA Membership Management & Services, Attn.: Student Rebates, 1201 Sixteenth Street, N.W., Washington, DC 20036

NEA Membership Management & Services will verify the individual’s eligibility for a rebate and mail a check in August of the applicable year.



TAKE A CRUISE ABOARD THE HARBOR QUEEN

The Minority Affairs Committee of the Teachers Association of Anne Arundel County invites you to be our guest for a two-hour African American Heritage Tour and a 40 minute cruise aboard the Harbor Queen.

Saturday, September 29, 2007
11:00 AM - 2:00 PM

(We will meet in front of the History Quest Building at 99 Main Street)
For more information contact Mike Meredith at the TAAAC office or by email at: mmeredith@mstanea.org

ATTENTION! Are You Paying Too Much

If your employment status has changed and you have an annual salary under \$35,070 and/or are working .6 or less, please contact the TAAAC office so that your membership dues can be adjusted accordingly.



TAAAC 2007-2008 Unit I Employee Payroll Authorization



Name: First _____ Last _____ M.I. _____ SS# _____

Address _____ E-mail _____

City _____ State _____ Zip _____

Date of Birth: (mm/dd/yy) _____ Hire Date (mm/dd/yy) _____

FULL TIME PART TIME If part time, _____ 10ths

Salary Range: (check one) Over \$35,070 \$17,535 - \$35,070 Below \$17,535

TAAAC is an organization of local educators acting on behalf of local educators. Its sole source of operating revenue is membership dues. TAAAC negotiates with the Anne Arundel County Board of Education for salaries, wages, hours, healthcare benefits, and other conditions of employment for all Unit 1 educators. **In addition, TAAAC offers the following exclusive benefits for members only:**

- Free job-related legal assistance
- \$1,000,000 in liability insurance
- Housing Assistance [including rental discounts, the purchase of a first or subsequent home, refinancing a current home, relocation concierge services, and nearly every other component of housing needs]
- Access to AFLAC and The Hartford products to supplement the Sick Leave Bank, including products to pay for absences due to pregnancy
- Free additional life insurance (NEA *Dues-Tab*)
- Auto insurance through Horace Mann Teachers Insurance Company at 10% to 50% premium discounts
- Discount travel, shopping, and dining through use of you ACCESS membership card
- A suite of NEA voluntary benefits through TAAAC's *Payroll Plus* program
- Professional assistance by TAAAC staff on any job-related issue by phone, appointment, or walk-in
- Discounted legal fees for non-job related matters
- TAAAC Auto purchase plan
- United Buyer Service (UBS) membership for vehicle purchases at fleet prices
- Discount tickets to theme parks and theaters
- Leadership opportunities at local, state, and national levels

Membership 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. Dues payments (or a portion) may be deducted as a miscellaneous itemized deduction. Subscriptions to MSTA ActionLine (\$6.45) and NEA Today (\$4.90) are included in the cost of membership dues. The 2007-2008 dues amount is **\$24.85** per bi-weekly pay, pro-rated for part time employees.

Opt out and Waiver of Benefits: I hereby opt out of TAAAC membership and waive all member-only benefits including those identified above. I will be charged an agency fee which will be automatically deducted from my paycheck at the annually computed rate. The 2007-2008 fee is **\$17.83** per bi-weekly pay, pro-rated for part time employees.

SIGNATURE

DATE

IMPORTANT NOTE: If both boxes are left unchecked, or if this form is not submitted, it is presumed that the employee has opted out of TAAAC membership, waived all member-only benefits, and the agency fee will be applied. Bona fide religious objections may be considered with verification of the objection and proof of donation of amount equal to the annual agency fee to a non-religious charity.