

TAAAC ACTION REPORT



Your Professional Organization

Volume 43, Number 3



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

November 2010

Rally at Hellas



TAAAC member turnout was outstanding for the October 21st rally for TAAAC recommended candidates. At the time the candidates were speaking, over 200 members filled the banquet room at Hellas. The total number including people who were continuously arriving and leaving would have been significantly higher. The turnout and enthusiasm of the crowd left the candidates very pleased and impressed. One noted that it was the best event he attended so far. Another noted that our crowd eclipsed the attendance at President Clinton's Baltimore appearance.



Timothy M. Mennuti

Unsafe and Disorderly?
You Decide...

In just a few short weeks we've had a bit of a crime boom in some of our schools. Well, it's either a boom or just more of what's always been going on. Here are some of the events that have been brought to public attention:

- A student-on-student rape occurred on the grounds of one of our high schools. Two days later, the female victim was physically assaulted at school by another female student who accused her of lying. Hind sight may be 20-20, but wouldn't it have been reasonable to remove the victim from the environment before retaliation occurred.

- At another high school, a student was severely beaten by two students who left him with injuries including skull fractures and possibly blindness in one eye. The victim had to be flown from the scene by helicopter for immediate care. The alleged cause of the attack, one of the perpetrators stole a personal electronic device from the victim, claimed to have sold it, and then beat the victim when he asked for it back.

While in the lavatory, a middle school student was choked unconscious by another student and was then dropped

COMMENTARY

face first on the floor. The victim was hospitalized after sustaining significant facial injuries, skull fracture, and possible loss of teeth.

- Two female middle school students were allegedly molested by two older male students on the way home from school.

“TAAAC is concerned for the safety of students and educators. Educators seem to be experiencing some deterioration of their teaching environment. Students with histories of serious overt behaviors enter and/or remain in their classrooms often without any forewarning that a particular student may merit close monitoring or cautious handling. Combine the potential for outbursts with the general undermining of teachers’ authority (see Contentia) and the race to chaos might be at the starting line.”

A male student, expelled by a Catholic school for an injury-causing rock throwing incident, recently enrolled in AACPS.

- In an incident involving an aspiring athlete with a history of violent behavior, a younger high school student was seriously injured when assaulted and robbed by three students. He was then dragged by car for more than 1,000 feet. It was the third assault arrest for the offender.

- Two middle schools students assaulted and managed to break some ribs of

a third student while they were on the way to the administrative office after being referred.

- Another high school had a significant fight requiring intervention in the hallway and a major fighting incident involving up to 50 students not far off school grounds on the same day.

No one is making the claim, at least not yet, that AACPS is a persistently dangerous system. Anecdotally, notwithstanding the data produced by artificially suppressed referrals, it seems that safety and order are giving way to danger and disorder. Keeping students in school and learning is a very positive and appropriate objective. On its face, the 94% decrease in expulsions looked like a giant step in the right direction. But was it?

TAAAC is concerned for the safety of students and educators. Educators seem to be experiencing some deterioration of their teaching environment. Students with histories of serious overt behaviors enter and/or remain in their classrooms often without any forewarning that a particular student may merit close monitoring or cautious handling. Combine the potential for outbursts with the general undermining of teachers’ authority (see *Contentia*) and the race to chaos might be at the starting line.

Members, please continue to keep TAAAC informed of serious incidents. Report forms are on www.taaaconline.org.

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 http://taaac.mseanea.org	Timothy Mennuti, President Richard Benfer, Vice President Ken Baughman, Secretary-Treasurer	Enid Collison-Lee Colleen Benda Pamela Bukowski Shirley Little Sarah Weller-Bentivegna	Tamara Johnson Anthony Rezendes Michael Barnett Donzella Parker Bert Diana Peckham Bill Jones, Executive Director and Managing Editor Roxanne L. Beach, Editor

From Contentia this month . . The New Subservience to Students

A recent email from a frustrated teacher trying to teach exemplifies the progress being made in our schools' race to turn themselves upside down...

Last Friday I referred a student who continues to show up without books to class. Last Monday the administrator emailed all of his teachers to give him a new set of books because he had lost all of his. Even when he could find them, he NEVER brought them to class. The student told me, last Friday, that I could not tell him that he had to bring books to class. I told him that I most certainly could and that it was part of my job. He continued to argue disrespectfully, so I referred him to his administrator. (It should be noted that I write VERY few referrals.) The administrator stopped me on the way out of the building and told me there was nothing he could do because we can't refer a student for not bringing required materials to class. I pointed out that the student had been argumentative and disrespectful and was, therefore, insubordinate. He disagreed and told me that I was at fault because I was depriving a student of his education by sending him out of class. As you can see, once again, this is framed as the teacher's fault.

The sad irony is that this conscientious teacher doing what is necessary to get this stubborn and arrogant student to learn will be evaluated on his progress. No consideration will be given to his own recalcitrance or the

Fiscal Year 2010 Closeout

From a recent negotiations update, most TAR readers are aware the Superintendent finished Fiscal Year 2010 with remaining revenue of \$21.3 million. Excerpted here is the pertinent portion of the exhibit that the Board members reviewed on October 20. For any naysayers regarding whether there is money available to resolve the impasse, this should relieve any doubt.

Fiscal year 2012 is going to be a harsh one, especially if the general assembly passes teacher pension costs down to the counties. So, as observable in the exhibit the Superintendent has reserved \$15 million for FY12, \$9 million more than the \$6 million what would ordinarily have been set aside for the carry over.

Remember, the difference between TAAAC's *last best* offer and what our employer has already imposed is only \$1.4 million. There is a large fund balance and another \$2.3 on the way from the Jobs Bill.

As of October 28, fifty-five schools have notified TAAAC of their respective impasse activities. Of those fifty-five, fifty are conducting a work-to-rule or some variance of a work-to-rule. More are reporting daily.

For regular updates, members should call or email TAAAC with a private email address to be added to our distribution list.

Anne Arundel County Public Schools
FY2010 Annual Financial Status Report
Information as of September 30, 2010

Operating Fund:

FY2009 Unappropriated Fund Balance	15,233,515
FY2010 Effect of Financial Transaction	5,649,174
Encumbrances	421,823
FY2010 Fund Balance	21,304,512
FY2011 Appropriated Fund Balance	(6,000,000)
FY2012 Anticipated Request from Fund Balance	(15,000,000)
FY2010 Unappropriated Operating Fund Balance	304,512

WELCOME NEW MEMBERS

Laura Abraham
 Jeffrey Abrey
 Sarah Ackley
 Meredith Adams
 Eric Addleman
 Bolatid Adesanya
 Vanessa Adkins
 Kia Alexander
 Ashley Acito
 Grace Ameyaw
 Amanda Andrew
 Earl T. Anthony
 Tracy Arnold
 Ricky Asante
 Amber Bailey
 Tracy Baker
 Wesley Baker
 Michelle Banks
 Tabitha Bathras
 Sarah Bauer
 Jessica Behm
 Meghan Bell
 Emyrtle Bennett
 Gordon Bennett
 Alexandria Benschaw
 Mary Beth Benson
 Scott Bernstun
 Ashley Beyer
 Megan Birmingham
 Mary Kay Blackford
 Coral Bollinger
 Hannan Bourquin
 Jessica Bracey
 Latasha Brantley
 Beth Brickley
 Lauren Briggs
 Robert Briggs
 Laura Brino
 Tabatha Brooks
 Cindy Brown
 Jennifer Brown
 Stephanie Brown
 Linda Bruins
 Lauren Bryant
 Harriet Bundley
 Ivan Burns
 Cimmon Burris
 Ashleigh Cadmus
 Christina Cadwalader
 Kimberly Cafarella
 Michelle Caldwell
 Lesean Carey
 Brittany Carozza
 Patrick Carr
 Chaundra Carrington
 Vicki Ann Carter
 Rachael Caruso
 Laura Casciato
 Philip Casolo
 Anna Cassalia
 Lee Catchpole
 Marnie Cato
 Sarah Cavanaugh
 Loreen Cebulski
 Gina Ciarniello
 Andrew Cizek

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 Kiersten Clay
 Janet Clayton
 Susan Clemson
 Eric Cole
 Gillian Conner
 Robert Connerton
 Alane Connolly
 Christine Constantine
 Stephanie Corns
 Denise Cottle
 Amy Counts
 Melisa Cox
 Darlene Crane
 Danielle Crankfield
 Rebecca Crema
 Joseph Crisp
 Robert Curran
 Deeanne Curtis
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 Sarah Czapowski
 Evelyn Dallanegra
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 Joani Daughety
 Nancie David
 Alexandra Dawson Beatty
 Meredith Della Giustina
 Erin Dempster
 Angelina Denoncour
 Megan Deritter
 Louis Dimenna
 Amey Dipietro
 Mary L. Dobish
 Kathryn Doherty
 Patrick Donahoe
 Brittany Dorsey
 Jamille Dorsey
 Kelli Dowdy
 Sarah Dragan
 Anastasia Duhon
 Tammy Duvall
 Elissa Dwyer
 Clare Edmonston
 Tracy Edwards
 Kristel Ehrhardt
 Ellen Einsport
 Sherry Eldridge
 Eric Elston
 Tema Encarnacion
 Jo Enke
 Andrea Erdfalui-McKenzie
 Leslie Everitt
 Poppy-Michelle Fahey
 Beth Farmer
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 Judy Ferguson
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 Hollis Fussell
 Eileen Gagnon
 Courtney Galoubandi
 Candice Galyon
 Christina Garner
 Keysha Garner
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 Carolyn Garrison
 Jaime Garzon
 Patricia A. Gaultney
 Jessica Geinzer
 Ashley Gemayel
 Amber Gilligan
 Virginie Gindoff
 Barbara Glaab
 Laura Goehner
 Zuleyha Gokay
 Corrine Goldt
 Shawne Gooden
 Lindsey Goodrich
 Amy Gore
 Wendy Gray
 Nicole Greenfield
 Laura Greenlee
 Jennifer Greenwood
 Emily Gribben
 Amber Grimes
 Chantal Grunert
 Bedriye Gunduz
 Yasemin Gunes
 Kara Gutafsson
 Joanne Guy
 Kelly Guzowski
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 Sharonda Hagans-Jones
 Edward Hall
 Kassie Haney
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 Preston Hartman
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 Camero Henson
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 Jennifer Hill
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Kjeld Lauritzen	Samantha Perry	Stacey Swafford
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Vincent Legare	Wendy Pierre	Ashli Taylor
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Susan Linthicum	Kyler Quesenberry	Tiffany Thompson
Gordon Lipton	Sheila Rabaglia	Jessica Thomson
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Lindsey Lloyd	Bhuvana Ramachandran	Paula Tibert
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Kion Mackell	Melissa Reed	Nicole Troyer
Michael Maher	Molly Reed	Margaret Trulove
Megan Maloney	Jesse Reiger	Shervie Ugolini
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Maribel Matthews	Lisa Rodvien	Elisabeth Ward
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 Samantha Wood
 Rachael Wooden
 Emily Woodside
 Jenna Woy
 Catherine Wright
 Kimberly Yancey
 Emily Young
 John Zelezen

“How far you go in life depends on your being tender with the young, compassionate with the aged, sympathetic with the striving, and tolerant of the weak and strong. Because someday in your life you will have been all of these.”

- George Washington Carver

Why the Impasse?

A joint survey conducted by the Teachers Association of Anne Arundel County and the Anne Arundel County Public Schools showed that teachers had an average “real” workweek of 56 hours (Well beyond our contracted 37.5 hours per week). Now, 12 years later, and with many more demands, 56 hours is an understatement.

Today many of these extra hours are being generated by more and more demands for data, data analysis, horizontal and vertical team meetings, tutoring, Bridge Projects, emails and a host of other time consuming tasks that impact the time available for instruction and planning for instruction.

Regardless of these additional time demands, educators have tried to maintain the voluntary uncompensated programs that students both enjoy and benefit from. Examples include evening math competitions, science fairs, book nights, and club activities.

It is our belief that the parents and students respect and appreciate the extra effort we make, often to the detriment of our own personal and family lives. Sadly, the extra effort has not resulted in Respect or Appreciation from our employer. During the 2009-10 school year educators worked more hours and served more students for less money than we were paid in the previous year. In addition, we gave up two days of salary to “share sacrifice” in these difficult economic times. Unfortunately, as it turns out, our sacrifice served only to pad a large AACPS fund balance. Educators actually lost \$5 million directly from our wallets and pocketbooks, only to learn that AACPS finished the fiscal year with \$23.1 million more in revenue than expenses.

Negotiations for the 2010-11 school year are now at impasse. We continue to sacrifice by having our step increases frozen for a second year. In an effort to reduce the economic pain for educators we are currently trying to re-capture some portion of a benefit that was promised in 2008-09. What separates us? Well, believe it or not, there is a \$1.4 million difference (actually 1/10 of 1% of our Billion Dollar budget) that separates the Teachers Association and the employer. Even with the money to resolve the impasse, our employer has chosen not to do so.

It is simply unfair to expect educators to continue surrendering personal and family time in this situation. It is regretful that some of the activities that have previously been created for students by teacher volunteers are being discontinued or rescheduled. The Superintendent and the Board have the ability and the resources to resolve the matter, and we believe that they should do so.