

# TAAAC ACTION REPORT



*Your Professional Organization*

Volume 43, Number 2



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

October 2010

**JOBS & REVENUE**  
FOR ANNE ARUNDEL COUNTY

**VOTE**  
**FOR**  
Question  
**A**

Anne Arundel County has a \$2 BILLION Construction and Maintenance backlog. Neither the County Executive nor the County Council has any additional funds to use for building or maintenance. The School Board cannot speed up renovations for Arnold or Rolling Knolls Elementary schools among others despite parent pleading. Instead the BOE tells parents to take their concerns to the County Executive and County Council.

The county has a Tax Cap. Voters are averse to tax increases. TAAAC is opposed to the continued use of members' pockets as revenue.

The simple fact is that Anne Arundel County needs new revenue alternatives. The only potential revenue generator on the near horizon is the video gaming facility near Arundel Mills.

Please vote **FOR Question A.**



**Bill Jones**

I would like to start my first commentary of the year by stating a simple truth regarding a controversial provision in the Superintendent's contract. There was nothing inaccurate or misleading about the information in the ads placed in the Capital and the Gazette by the Coalition of Educational Employees. Comments from detractors notwithstanding, the contrast between the provisions pertinent to transferred sick leave in Dr. Maxwell's first contract to his second make it clear.

Contract #1, effective July 1, 2006:  
*...The Board agrees to transfer that sick leave and credit the Superintendent with 261 days of sick leave upon the inception of his contract. He shall earn thereafter one day of sick leave per month, which may be accumulated and carried over from year to year. The Superintendent will be able to use any of the transferred sick leaves in case of illness prior to using AACPS sick leave, and will have those days or the remaining number of those days credited to his retirement upon Maryland retirement. Upon the Superintendent's retirement or resignation from*

## COMMENTARY

*AAPCS, he will only be entitled to "cash out" those sick days he earned while employed by AAPCS.*

Contract #2, Effective July 1, 2010:  
*...The Board agreed to transfer that sick leave and credit the Superintendent with 261 days of sick leave upon the inception of his contract. At any time prior to June 30, 2013, the Superintendent must convert 261 days of sick leave either: (1) to cash, as additional compensation; or (2) as may be permitted by the Internal Revenue Code, to contribution to a qualified deferred compensation plan or a Tax Sheltered Annuity (TSA).*

***"As these trespasses against the collective bargaining agreement occur, and they will, grievants should be coming forward to help protect the integrity of the hard work done over decades of negotiations."***

There may be opinions regarding whether the package is too rich or maybe not enough, and whether now is the right time to spend so much of our scarce revenue on one employee. But what was provided in the two contracts is not "opinion." It is written record of an agreement, and the money provided by the agreement has been the Superintendent's since July 1. He

needs only to decide when and in what form to take it.

Neither the Coalition nor its member organizations have any interest in intentionally misleading their respective constituencies. Frankly, they have nothing to gain by doing so other than a loss of member confidence and the commensurate loss of members. So, let's move on to other matters.

There are many changes on the horizon this year. Members will need to keep the TAAAC leadership current on changes to hours and other working conditions. Please give some special attention to the following:

**Self-Reporting of Arrest** - All employees have been given access to the reporting policy and its accompanying regulation with a long list of offenses that require reporting if arrested or charged regardless of the absence of a conviction. TAAAC believes that this requirement is not only unfair but is an encroachment on the personal lives of educators, and depending upon the circumstances a violation of Article 2G of the Negotiated Agreement.

**G. Out of school activities**  
*The personal life of a Unit I member during nonduty hours shall not be the subject of action by the*

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### TAAAC Action Report

**Teachers Association of Anne Arundel County**  
 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>

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## From Contentia this month . .

Thanks to John Taylor, Superintendent of Schools for the Lancaster County School District in South Carolina, for unwittingly providing this month's *Contentia*. Pardon the length, but it's worth the read. Maybe President O'Bama should consider a trade-in, Arne Duncan for John Taylor.

*My dentist is great! He sends me reminders so I don't forget checkups. He uses the latest techniques based on research. He never hurts me, and I've got all my teeth, so when I ran into him the other day, I was eager to see if he'd heard about the new state program. I knew he'd think it was great.*

*"Did you hear about the new state program to measure the effectiveness of dentists with their young patients?" I asked.*

*"No," he said. He didn't seem too thrilled. "How will they do that?"*

*"It's quite simple," I continued. "They will just count the number of cavities each patient has at age 10, 14, and 18 and average that to determine a dentist's rating. Dentists will be rated as Excellent, Good, Average, Below Average, and Unsatisfactory. That way parents will know which are the best dentists. It will also encourage the less effective dentists to get better. Poor dentists who don't improve could lose their licenses to practice."*

*"That's terrible," he replied.*

*"What? That's not a good attitude," I said. "Don't you think we should try to improve children's dental health in this state?"*

*"Sure I do," he stated, "But that's not a fair way to determine who is practicing good dentistry."*

*"Why not?" I asked. "It makes perfect sense to me."*

*"Well, it's so obvious," he said. "Don't you see that dentists don't all work with the same clientele; so much depends on things we can't control. For example, I work in a rural area with a high percentage of patients from deprived homes, while some of my colleagues work in upper middle class neighborhoods. Many of the parents I work with don't bring their children to see me until there is some kind of problem and I don't get to do much preventive work. Also, many of the parents I serve let their kids eat way too much candy from an early age, unlike more educated parents who understand the relationship between sugar and decay. To top it all off, so many of my clients have well water which is untreated and has no fluoride in it. Do you have any idea how much difference early use of fluoride can make?"*

*"It sounds like you're making excuses," I said. I couldn't believe my dentist would be so defensive. He does a great job.*

*"I am not!" he stated. "My best patients are as good as anyone's, my work is as good as anyone's, but my average cavity count is going to be higher than a lot of other dentists because I chose to work where I am needed most."*

*"Don't get touchy," I replied.*

*"Touchy?" he shouted. His face had turned red and from the way he was clenching and unclenching his jaws, I was afraid he was going to damage his teeth. "Try furious. In a system like this, I will end up being rated average, below average, or worse. My more educated patients who see these ratings may believe this so-called rating actually is a measure of my ability and proficiency as a dentist. They may leave me, and I'll be left with only the most needy patients. And my cavity average score will get even worse.*

*"I think you are overreacting," I noted. "Complaining, excuse making and stonewalling won't improve dental health'...I am quoting from a leading member of the DOC. That's the Dental Oversight Committee, a group made up of mostly laypersons to make sure dentistry in this state gets improved."*

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## Welcome to new UniServ Director Mark Mench

TAAAC has a new staff member for the 2010-2011 school year. Mark Mench joins TAAAC as the new UniServ representative for the clusters representing Annapolis, Chesapeake, Old Mill and Southern High Schools. Mark replaces Sara Johnson, who transferred to Howard County to be closer to her family.

Mark has worked as a UniServ Director on the Eastern Shore for the past three years, and was delighted to have the opportunity to be closer to his family home in Severna Park. "It is a pleasure to serve the great teachers of Anne Arundel County, as many of them are already my friends and neighbors." Before working for MSEA, Mark was an American History teacher for sixteen years, most recently in Howard County. "As a former teacher and coach, I certainly understand what it means to be a teacher and leader in the classroom. I also feel the education profession is getting harder every year. Anyone who works with children deserves society's respect."

Mark and his wife Jaime have two children, Vincent and Luke. Vincent is a Kindergarten student at Severna Park Elementary School, and Luke attends one of the Mench's two commercial daycare centers located within the county. Jaime operates Kiddie Korner Daycare in Glen Burnie and is preparing to open a second location in Odenton.

Mark can be reached at the TAAAC office or by email at [mmench@mseanea.org](mailto:mmench@mseanea.org). He will be out and about in the county over the coming months and looks forward to meeting more of the great employees of AACPS.

## Rally for Respect

The Rally for Respect on September 13 drew some respectable attention. Including those who came and went during the demonstration, an approximate 300 educators and other employees participated. Testimony inside the meeting was given by our own Tim Mennuti (President), and TAAAC Directors Diana Peckham, Russell Leone, Tami Thumbtzen-Johnson, and representatives from SAAAAC, AFSCME Local 1693, and even the two representatives of the local Firefighters. Check out the video coverage at <http://marylandeducators.org/detail.aspx?id=1839>.

## A Little Extra Income?

Tutorrific! Tutor in homes throughout Howard County (in or around Columbia). A great way to make extra money! \$33 per one-hour session. Please send an email or your resume to Deborah Markowitz at [tutorrific@comcast.net](mailto:tutorrific@comcast.net).

# Please Support Our Endorsed Candidates

### Governor/Lt. Governor

Martin O'Malley/Anthony Brown

### County Executive

John Leopold

### Council District #2

Dan Klosterman

### Council District #3

Charlie Parks

### Council District #4

Jamie Benoit

### Council District #6

Chris Trumbauer

### District 30 Senate

John Astle

### District 30 House

Mike Busch, Virginia Clagett,  
Judd Legum

### District 31 Senate

Ned Carey

### District 31 House

Justin Towles, Jeremiah  
Chiapelli, Nic Kipke

### District 32 Senate

James "Ed"  
DeGrange

### District 32 House

Ted Sophocleus, Pam Beidle,  
Mary Ann Love

### District 33B House

Bob Costa

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"Spare me," he said. "I can't believe this. Reasonable people won't go for it."

The program sounded reasonable to me, so I asked, "How else would you measure good dentistry?"

"Come watch me work," he stated. "Observe my processes."

"That's way too complicated and time consuming," I said. "Cavities are the bottom line, and you can't argue with the bottom line. It's an absolute measure."

"That's what I'm afraid my parents and prospective patients will think. This can't be happening," he said despairingly.

"Now, now," I said, "don't despair. The state will help you some."

"How?" he wanted to know.

"If you're rated poorly, they'll send a dentist who is rated excellent to help straighten you out," I said brightly.

"You mean," he said, "They'll send a dentist with a wealthy clientele to show me how to work on severe juvenile dental problems with which I have probably had much more experience? Big help!"

"There you go again." I said. "You aren't acting professionally at all."

"You don't get it," he noted. "Doing this would be like grading schools and teachers on an average score on a test of children's progress without regard to influences outside the school, the home, the community served, and stuff like that. Why would they do something so unfair to dentists? No one would ever think of doing that to schools."

I just shook my head sadly, but he had brightened. "I'm going to write my representatives and senator," he said. "I'll use the school analogy—surely they will see the point."

(continued from page 2)

*Board or its administrative officials, provided these activities do not clearly impair the members' effectiveness in their assignments.*

We ask that any member who is required to report an arrest or charge that has no impact on classroom performance, to please contact the TAAAC office.

In clear testimony, written and verbal, TAAAC has informed the Superintendent and the Board of this issue. SAAAAC, AEL, and AFSCME leadership has done likewise. The policy passed anyway. Sadly, now it will be up to us to enforce yet another working condition with which we have had virtually no disputes in at least two decades.

**Walk-Throughs** - Except for a voluntary pilot program and the MOU for Annapolis High School, the Department Chairperson should not be involved in the rating process. Therefore, we believe that any observation done by a Department Chair where the results are reported back to the Administration, constitutes a violation of the pertinent portions of Article 16. We know that the practice exists, and it will continue until we enforce the appropriate provisions of the Agreement.

**Work hours** - While we may not yet have a mutually agreeable settlement, the negotiated terms and conditions of employment remain in place with the sole exceptions being the economic provision imposed on June 16 (salary, steps,

etc). With new recordkeeping requirements, another year of evening graduations, piles of email, and the new 5-day disclosure, keep in mind that you still cannot be required to work in the building more than 37 ½ hours per week. The only allowable extentions are *individual planning for the delivery of instruction* and *one back-to-school night or similar evening activity*.

As these trespasses against the collective bargaining agreement occur, and they will, grievants should be coming forward to help protect the integrity of the hard work done over decades of negotiations. Much of it's done intentionally to put some reasonable restrictions on how much of our lives may be bought for what little we're paid.



**Teachers Association of Anne Arundel County**  
 2521 Riva Road, Suite L7 • Annapolis, MD 21401  
 410/841-6022, 410/224-5550 or 301/261-8309  
 Fax 410/841-8117  
**2010-2011 ENROLLMENT FORM**



**For Local office use only**  
 NEA \$ \_\_\_\_\_  
 MSEA \$ \_\_\_\_\_  
 TAAAC \$ \_\_\_\_\_  
 Total \$ \_\_\_\_\_

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 SOCIAL SECURITY NO. (Last 4 digits are required) EMPLOYEE ID NUMBER See attached registration.

FIRST NAME \_\_\_\_\_ M.I. \_\_\_\_\_ LAST NAME \_\_\_\_\_  
 Mr.  Miss  Dr.  
 Mrs.  Ms.  
 ADDRESS \_\_\_\_\_  
 CITY STATE \_\_\_\_\_ ZIP \_\_\_\_\_  
 HOME PHONE \_\_\_\_\_  
 HOME EMAIL \_\_\_\_\_ WORK EMAIL \_\_\_\_\_  
 DATE OF BIRTH \_\_\_\_\_ ETHNICITY (Optional)  Black  
 American Indian/Alaska Native  Caucasian (not Hispanic origin)  
 Asian  Native Hawaiian/Pacific Islander  
 Hispanic  Multi-Ethnic  Other  
 HIRE DATE \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ REGISTERED VOTER  
 YES  NO

TAAAC  
 LOCAL ASSOCIATION \_\_\_\_\_  
 WORK LOCATION \_\_\_\_\_  
 POSITION \_\_\_\_\_  
 SUBJECT \_\_\_\_\_  
 \*MSEA Fund for Children & Public Education voluntary contribution \$3.00 per pay period or \_\_\_\_\_ per pay

**Check your salary level for dues computation:**  
 Over \$39,541  \$19,771 - \$39,541  Below \$19,771  
**Method of payment:**  
 Payroll deduction (Sign and date below.)  Cash / Check

**Check one:**  
 Full-time  Part-time (\_\_\_\_\_/10ths)  
 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. In case of my resignation or termination, the Board of Education shall deduct the balance of my yearly dues from my final paycheck.  
 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 \$5.65 for NEA Today. Annual membership dues to the MSEA includes \$3.42 for the MSEA ActionLine.

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

**Voluntary Contribution Authorization for the Fund for Children and Public Education**

\*I hereby authorize the following voluntary contribution to the NEA, MSEA and TAAAC Fund for Children and Public Education (FCPE). The fund collects voluntary contributions from Association members and uses these 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 office. Contributions to FCPE 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, MSEA and TAAAC FCPE request an annual contribution of \$3.00 per paycheck, this is only a suggestion. A member may contribute more or less than the suggested amount, or may contribute nothing at all, without it affecting his or her membership status, rights, or benefits in NEA, MSEA or any of their affiliates. **To increase or decrease your contribution, use the box above.**  
 I understand that I am making a joint contribution to the FCPE and that one third of my contribution will go the NEA FCPE, one third to MSEA FCPE, and one third to the TAAAC FCPE.

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

Contributions or gifts to the NEA, MSEA and TAAAC FCPE are not deductible for federal income tax purposes. Federal law requires us to use our best efforts to report the name, mailing address, occupation and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year. Federal law prohibits the NEA FCPE from receiving donations from persons other than members of 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.