IMPASSE!

Hundreds of AACPS educators gathered at Old Mill High School on August 20 to hear about the pending impasse in negotiations and the conspicuous inequity between their treatment and the Superintendent’s contract.

TAAAC has submitted a request to Dr. Nancy Grasmick, Superintendent of Maryland Schools, for the declaration of impasse in its negotiations with the Board of Education. TAAAC made its best and final offer to the Board on July 13, 2010. The proposal would have made the temporary 1% a permanent COLA and would have restored a partial step. The Board, tip-toeing near the threshold of what might be considered bad faith bargaining, actually regressed in its bargaining position by retracting an offer made a month earlier and reverting to the temporary increase it imposed on June16th.

More will follow as the dispute resolution process provided by law is implemented.
COMMENTARY

This has been a busy summer for TAAAC Staff and members. July 1 thru July 7th saw forty some TAAAC members in New Orleans for the National Education Association annual meeting. A significant event was a vote of No Confidence in the Federal Department of Education as it relates to the “Race to the Top Program.” Educators from around the country ripped the lottery provisions of the act which creates a small list of winners and a large list of losers.

The mood in New Orleans at the NEA Convention was decidedly proactive. Members nationwide are simply sick and tired of “being blamed” for what is wrong with education today. A perfect example of a brewing controversy involves the Los Angeles Times which hired an outside company to use public data to evaluate elementary teachers. The Times this month began publishing the results of a lengthy investigation of elementary school teachers’ performance in Los Angeles based on several years of test data it obtained, and on classroom observations and interviews.

It asked experts to examine the data through a method known as “value added” to help determine which teachers were lifting scores significantly over time and which were not.

The newspaper reported that its analysis had inherent limitations but that the results showed noteworthy trends, including wide variation in performance within schools. It is planning to publish a database of its findings.

Imagine how you would feel if all of the sudden a complete evaluation of YOU was to appear in a local paper.

This summer we also found out that 14 of our middle schools and 7 of our elementary schools did not make adequate yearly progress in one or more areas. This will have a major impact on staff as the administration attempts to correct this situation. Unfortunately, as many of us are well aware, turning around a school is rarely an easy job. These schools come under increased scrutiny which means more and more visitors. Most schools have a history of working themselves to death one year to get a particular group through the testing cycle only to be faced with a different group not making the “cut.”

This never-ending battle is also unfairly affected by the yearly raising of the bar so that no matter how well you did last year you have to do better this year.

Again this year we will be closely evaluating all aspects of school safety.

Volunteers!

Volunteers are still being accepted to help in the campaigns of TAAAC endorsed candidates in the election coming up this Fall. To volunteer, contact any of the staff at the TAAAC office by phone or email. All contact information is available at, www.taaaconline.org.

The endorsed candidates to date are:

Council District #2 - Dan Klosterman
Council District #3 - Charlie Parks
Council District #4 - Jamie Benoit
Council District #5 - Maureen Carr-York
Council District #6 - Chris Trumbauer
Council District #7 - Tricia Johnson
District 30 Senate - John Astle
District 30 House - Mike Busch, Virginia Clagett
District 31 Senate - Ned Carey
District 31 House - Justin Towles, Stan Janor, Nic Kipke
District 32 Senate - James “Ed” DeGrange
District 32 House - Ted Sophocles, Pam Beidle, Mary Ann Love
District 33A House - Dave Boschert
District 33B House - Bob Costa
As the new school year starts, the following issues may impact you. Please call your UniServ Director immediately if you have any concerns or questions.

**Schedule:** Your average work day is 7 ½ hours plus your duty-free lunch of at least 25 minutes. Your total work week is 37 ½ hours not including your duty-free lunch. Your duty-free lunch is mandated by state statute. If you are required to walk students to or from lunch, you must still receive the mandated duty-free lunch time.

**Planning Time:** Total contracted planning time is 410 minutes per week, 210 of which is personal planning time that must be scheduled within the student day in blocks of at least 30 minutes for elementary teachers and 40 minutes for secondary teachers.

**Non-Professional Duties:** The Negotiated Agreement stipulates that non-professional duties shall not exceed 20 minutes per day during the student day, not including supervision of students during arrival, departure, and transition between classrooms.

**Transporting Students:** Unit I members are not required to transport students in their private vehicles. Furthermore, you should never transport students in your private vehicle due to liability concerns.

**Plan of Action for Improvement:** The Negotiated Agreement specifically states that a plan of action for improvement (by whatever name) shall be developed only after the written evaluation following a formal observation indicating the need for such action. Furthermore, the plan shall be developed during the evaluation conference that must be held within two duty days of the formal observation. The Unit I member should have input in the development of the plan. Additionally, professional preparation needed for the assignment and conditions under which the member must work should be considered. (Note: Days are defined here as both parties being on site.)

**Referrals:** You have the right and the duty to remove from class and write a referral for a student who commits a serious disciplinary infraction or disruption. Students who have been sent to the office for disciplinary infractions shall be retained in the office for the remainder of that instructional period. The administrator involved must confer with the teacher before final resolution of the case. Non-compliance by the administrator should be grieved.

**Department Chairpersons:** New this year, a department chairperson may conduct observations and participate in the evaluation process with the following limitations:

- Voluntary involvement on the part of the chairperson
- Both chairperson and principal must mutually agree
- Chairperson must be trained in classroom observation
- Impacted department members must confirm involvement of the chairperson by 80% affirmative vote
- Chairperson involvement to be limited to core subject areas of middle and high schools
- Limit to no more than one department per school
# Conspicuous Inequity

<table>
<thead>
<tr>
<th>2010-11 School Year</th>
<th>Superintendent</th>
<th>Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary increase</td>
<td>$238,000 to $257,000 (no employer take-back)</td>
<td>1% (employer take-back of step increases)</td>
</tr>
<tr>
<td>Conditions</td>
<td>salary cannot be reduced without Superintendent’s consent</td>
<td>subject to funding</td>
</tr>
<tr>
<td>Supplemental Retirement</td>
<td>$20,000 per year (up from $15,000)</td>
<td>$0</td>
</tr>
<tr>
<td>Auto allowance</td>
<td>$1,000 per month (up from $750)</td>
<td>$0</td>
</tr>
<tr>
<td>Annual leave</td>
<td>30 days per year, may be carried over into subsequent years or cashed at close of each year at per diem rate (currently $988.46/day) at close of each year</td>
<td>10-month teachers receive no annual leave 12-month teachers receive one day per pay period, limited carryover, excess converts to sick leave, cash out only at separation</td>
</tr>
<tr>
<td>Transfer of sick leave earned elsewhere</td>
<td>Transferred 261 days from previous job, must be cashed out by 6/30/2013 at per diem rate, may be cashed out this year for gross payment of $257,988</td>
<td>Transfers from other MD districts allowable, may be used in event of illness, can never be converted to cash</td>
</tr>
<tr>
<td>Sick leave earned in AACPS</td>
<td>12 days per year, carried over into subsequent years, may be cashed out at separation at per diem rate (currently $988.46/day)</td>
<td>10-month teachers receive 11 days per year 12-month teachers, 13 days per year carried over into subsequent years may be cashed out at retirement at $40/day</td>
</tr>
<tr>
<td>Personal business Leave</td>
<td>five days per year in addition to annual leave, cumulative to 15</td>
<td>12-month educators receive no personal business leave 10-month teachers receive 2 days per year, cumulative to 5</td>
</tr>
<tr>
<td>Medical Benefit Share</td>
<td>AACPS pays 100% Superintendent pays 0%</td>
<td>AACPS pays 49% to 95% depending on selection Teachers pay 5% to 51%</td>
</tr>
<tr>
<td>Dental Benefit</td>
<td>AACPS pays 100% Superintendent pays 0%</td>
<td>AACPS pays 90% Teachers pay 10%</td>
</tr>
<tr>
<td>Vision Benefit</td>
<td>AACPS pays 100% Superintendent pays 0%</td>
<td>AACPS pays 90% Teachers pay 10%</td>
</tr>
<tr>
<td>AACPS-Provided Long term Disability Insurance</td>
<td>covered at two-thirds salary (current long term liability of $171,333)</td>
<td>N/A</td>
</tr>
<tr>
<td>AACPS-Provided Term Life Insurance</td>
<td>$500,000</td>
<td>50,000</td>
</tr>
</tbody>
</table>
Employee Self-Reporting of Arrest, GANN-AR

Excerpted from the new Administrative Regulation, GANN-AR, is the following: *Anne Arundel County Public Schools (AACPS) employees shall self-report all charges, arrests, and convictions for any offense, including driving under the influence (DUI) or driving while impaired (DWI) and other criminal traffic offenses listed in this regulation to maintain a safe and secure environment for all students and employees.*

Excerpted from the collective bargaining agreement shared by TAAAC and the Board is a contradictory statement contained in Article 2G, Out-of-school activities: *The personal life of a Unit I member during non-duty hours shall not be the subject of action by the Board or its administrative officials, provided these activities do not clearly impair the members’ effectiveness in their assignments.*

In the details of GANN-AR, there is an exhaustive list of offenses for which AACPS employees must report any arrest or charge within 24 hours, without regard to whether a conviction occurs or whether or not any conviction is even likely. It is an unfair and intrusive requirement and no other school district in Maryland has trespassed so far into the personal lives of its employees. Every local public school employee union, TAAAC, AEL, AFSCME, and SAAAC have given testimony in opposition to the provision. Nevertheless, the Superintendent recommended it and the Board passed the required motion.

TAAAC members will now need to enforce the protections provided to them by Article 2G. TAAAC leadership makes this standing request: Members should become familiar with the list of offenses, and should report any arrest or charge as required. Then, any arrested or charged member should contact TAAAC immediately. In situations where the arrest or charge is one that does not *clearly impair the members’ effectiveness in their assignments*... the intrusion by the employer needs to be appropriately challenged by use of the negotiated grievance process.

TAAAC Members Lead the Way

TAAAC members Russell Leone, Richard Benfer, Colleen Bender, and Enid Collison-Lee pose with their leadership ad during the Wellstone Action program at MSEA’s 2010 Summer Training Series.

TAAAC’s own Valerie Pringle, association activist and leader at Chesapeake High School, stands in the hot July sun with Governor Martin O’Malley and speaking on behalf of TAAAC at the ground-breaking of a new Germantown Elementary School. It will be the first new school built within the city limits of Annapolis in the past four decades. Other comments were made by House Speaker Michael Busch, Mayor Josh Cohen, and Lt. Governor Anthony Brown.
Teachers Association of Anne Arundel County
2851 Riva Road, Suite L7 • Annapolis, MD 21401
410/841-6025, 410/224-3350 or 501/261-8509
Fax 410/841-8117
2010-2011 ENROLLMENT FORM

For Local office use only
NEA $________
MSEA $________
TAACC $________
Total $________

NEW! Fast! Easy! Sign up online! Pay by credit card! Visit www.marylandeducators.org

OR
FREE! NEA Complimentary Life Insurance!
See attached registration.

SOCIAL SECURITY NO. (Last 4 digits are required) Employee ID NUMBER

FIRST NAME M.I. LAST NAME

☑ Mr. ☐ Miss ☐ Dr.
☐ Mrs. ☐ Ms.

ADDRESS

CITY

STATE

ZIP

HOME PHONE

WORK PHONE

HOME EMAIL

WORK EMAIL

DATE OF BIRTH

☐ American Indian/Alaska Native ☐ Asian
☐ Black ☐ Caucasian (not Hispanic origin)
☐ Hispanic ☐ Native Hawaiian/Pacific Islander
☐ Other

ETHNICITY (Optional)

HIRE DATE __/__/____

REGISTERED VOTER ☐ YES ☐ NO

Check your salary level for dues computation:
☐ Over $39,541 ☐ $19,771 - $39,541 ☐ Below $19,771

Check one:
☐ Full-time ☐ Part-time (_______/10ths)
☐ 10 Month ☐ 12 Month

Method of payment:
☐ Payroll deduction (Sign and date below.) ☐ Cash / Check

Payroll Deduction Authorization

I authorize the Board of Education to deduct from my salary bi-weekly payments for membership dues as indicated herein. 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 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 $3.85 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.