We all are anticipating that the County Executive will not be meeting Maintenance Of Effort (MOE) in his budget presentation to the Anne Arundel County Council next month. But many may be unclear what exactly MOE is or the level of harm that can be caused to local public education if it is not met. What follows is a brief overview excerpted from a report prepared on MOE by the Department of Legislative Services.

- The General Assembly established the MOE requirement for K-12 funding in 1984 to ensure that the cost of education is shared and to provide the local boards of education with predictable and stable funding.

- Receiving an increase in the State share of foundation funding, the geographic cost of education index, and the supplemental grant is conditioned upon a county satisfying the MOE requirement.

- MOE requires a county to appropriate per pupil operating budget funds to the local school system in an amount not less than the per pupil amount provided in the prior year.

- State law also requires a county to “levy an annual tax sufficient to provide an amount of revenue for [K-12] education purposes equal to the local share of the foundation program.”

As you can see, the county’s receipt of its entire state funding is dependent upon the county government meeting its obligation to provide a local funding at least at the level required to meet MOE. Further, local governments – except perhaps those that are already taxing at maximum capacity – need to produce a tax yield adequate to provide sufficient revenue to meet MOE.

Anne Arundel County’s 2.56% local income tax rate is the third lowest in the state and it is far under the maximum lawful rate of 3.2%. A small increase of 0.12% would provide a projected $16.7 million. MOE would be met and Anne Arundel County would remain among the lowest taxed counties in Maryland. Sound simple? It is, and here is the one-two punch to education if MOE is not met:

First punch – The Board of Education of Anne Arundel County Public Schools should have been able to anticipate a level of funding at least at the state required minimum (MOE), which would have provided a $5.7 million increase on county funding. The Board requested much more and there was certainly some doubt regarding whether they would receive it all. But it shouldn’t be unreasonable to expect the County Executive to provide at least the minimum level required by law. When he does not do so, it will be left to the County Council to find a way to restore it. Punch number one lands if/when they fail to do so. Instead of receiving a $5.7 million increase in funding, our schools will suffer a reduction of about $10 million.

(Continued on page 3)
Thank you to all who contacted members of the County Council last month. It is apparent that there will be no resolution from the Council to support an application for a waiver of maintenance of effort. It is good that some of our councilman were listening.

It is not good however, that Mr. Leopold is still quite unlikely to meet the MOE requirement. He does have a choice. The local income tax rate here in Anne Arundel County is the third lowest in the state at 2.56%. It is also by a wide margin the lowest of any surrounding counties with Montgomery, Prince George’s and Howard all at the state maximum of 3.2%; Harford at 3.06%, Frederick at 2.96% and Baltimore at 2.83%. Mr. Leopold anticipates missing the MOE mark by about $15 million and acts as if it is not a matter of choice. A small increase in the local income tax, which hasn’t been touched since 1964, would allow him to meet that mark with only nominal impact on households. Moving the rate by a mere 0.12 points to 2.68% would provide almost $17 million. That new rate would still leave Anne Arundel with the lowest of all surrounding counties. State-wide, Anne Arundel would still be among the lowest six.

TAAAC is not advocating for tax increases. If there is still pork in the budget to do away with, then let’s have at it. But if the past two years of difficulty has made the county budget as lean as we are told, then maybe it is time look at the revenue side of the picture.

No one, including this writer and the educators he works for, enjoys paying taxes. But it is critical that we continue educating our young people, helping them to become thoughtful contributing citizens who not only can produce goods and services but can also manage the responsibilities of voting members of a democratic society. It is not at all a stretch of logic to assert that our democracy is only as strong as the decision-making abilities of the people pulling the levers.

For both moral and practical reasons, things like public safety, homeland security, caring for those who cannot care for themselves and educating our working, contributing, producing, and voting population are not optional. Neither are they free.
From Contentia this month . . . What do you have to tell your school if you will be out more than three days?

Any absence over three days is complicated because it can go in different directions with regards to doctor’s notes, sick leave, and the Family Medical Leave Act and/or the Sick Leave Bank. In addition, your specific school gets to know less information than the Human Resources Office at the BOE does. Let us go through two scenarios and examine what you should do:

You are out more than three days but have many sick days plus you are in the Sick Leave Bank.

Obligation – The contract states: “Sick leave in excess of three consecutive days shall be attested to by a physician.” The ONLY thing you need to provide your school is a note from a doctor saying you are under their care. No other details need to be provided.

You are going to be out for an extended period of time and there is a possibility you will run out of sick leave.

Obligation – The one thing you do not want to do is go into “lost time.” This occurs when you are not in school and have no leave of any kind left. Not only is the leave unpaid, but your job status can be impacted as well. Therefore, you should notify your school that you will be out AND also call the Board of Education and ask for Judy Dixon’s office (410-222-5090). Human Resources will send you FMLA paperwork that needs to be filled out. They will require more detailed medical information, but it will remain private and they even have a confidential fax line to send in information. By doing this, you create job-protecting leave for yourself. Of course, if you are in the Sick Leave Bank, you would fill out this paperwork as well to cover yourself and receive payment when out of school. At no time do you need to tell your school anything regarding your specific medical condition – other than to say you will be out and under a doctor’s care.

To summarize the main points:

Your specific school never needs to know the medical reason for your absence, even if it is for an extended period of time.

For absences in excess of three days, you may be required to provide your school a note saying you are under a doctor’s care and nothing more.

For extended absences where your sick leave could run out, FMLA paperwork protects your leave and job status. If using FMLA, you will be required to provide specific medical information and possibly have to be medically cleared to return to work.

Join the Sick Leave Bank. Anyone can get sick.

(Continued from page 1)

Second punch – When and if the county government does not meet the MOE requirement, any increases in state funding to local education are suspended. Yes, the school system would suffer the penalty imposed by the state for a choice made by the county government, and our schools could lose another $12 or so million.

Maybe everyone is reading the wrong tea leaves and Mr Leopold will satisfy MOE. If not, maybe the Council will find a way to restore it. But know this for certain, if neither manages it. Our public schools will be injured, and it will have been a matter of choice…but necessity.
### Comparison of Pension Reform Proposals, March 30, 2011

<table>
<thead>
<tr>
<th>Issue</th>
<th>O’Malley Proposal</th>
<th>House Proposal</th>
<th>Senate Proposal</th>
<th>MSEA Proposal</th>
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<tbody>
<tr>
<td>Protecting Defined Benefit System</td>
<td>Protect DB plan</td>
<td>Protect DB plan</td>
<td>Protect DB plan</td>
<td>Protect DB plan</td>
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<tr>
<td>Benefit Multiplier</td>
<td>Current: Choice of 1.8 or 1.5 dependent on contribution</td>
<td>Current: 1.8</td>
<td>Current: 1.8</td>
<td>Current and New Hires: 1.8</td>
</tr>
<tr>
<td></td>
<td>New Hires: 1.5%</td>
<td>New Hires: 1.5%</td>
<td>New Hires: 1.5%</td>
<td>Employee and employer contributions linked. Both benefit in future reductions.</td>
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<tr>
<td>Employee Contribution</td>
<td>Current: Choice of 7% or 5% dependent on multiplier</td>
<td>Current and new Hires: 7%</td>
<td>Current and new Hires: 7%</td>
<td>7% with two-year phase-in for current employees.</td>
</tr>
<tr>
<td></td>
<td>New Hires: 7%</td>
<td></td>
<td></td>
<td>All future years of service:</td>
</tr>
<tr>
<td>COLA</td>
<td>Current: No changes</td>
<td>All future years of service:</td>
<td>All future years of service:</td>
<td>All future years of service:</td>
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<tr>
<td></td>
<td>New Hires: Conditional COLA at 3% or 1%</td>
<td>Conditional COLA at 3% or 1%</td>
<td>Conditional COLA at 2% or 0%</td>
<td>2% escalator, not tied to CPI or market performance.</td>
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<td>Average Final Compensation</td>
<td>Current Vested: No changes</td>
<td>Current: No changes</td>
<td>Current: No changes</td>
<td>Maintain current system: Highest 3 consecutive years</td>
</tr>
<tr>
<td></td>
<td>Non-vested &amp; New Hires: highest 5 consecutive</td>
<td>New Hires: highest 5 consecutive</td>
<td>New Hires: highest 5 consecutive</td>
<td>Add anti-spiking provision</td>
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<tr>
<td>Vesting</td>
<td>Current: No changes</td>
<td>Current: No changes</td>
<td>Current: No changes</td>
<td>Current and New Hires: 5 years</td>
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<tr>
<td></td>
<td>New Hires: 10 years</td>
<td>New Hires: 10 years</td>
<td>New Hires: 10 years</td>
<td>Current: No changes</td>
</tr>
<tr>
<td>Normal Retirement Age</td>
<td>Current: No changes</td>
<td>Current: No changes</td>
<td>Current: No changes</td>
<td>New Hires: 30 yrs of service</td>
</tr>
<tr>
<td>Early Retirement</td>
<td>Current: No changes</td>
<td>Current: No changes</td>
<td>Current: No changes</td>
<td>Current: No changes</td>
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<tr>
<td></td>
<td>New Hires: Age 60 with 15-yrs service</td>
<td>New Hires: Age 60 with 15-yrs service</td>
<td>New Hires: Age 60 with 15-yrs service</td>
<td>New Hires: Age 60 with 15-yrs service</td>
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<tr>
<td>Reinvestment of Savings</td>
<td>All but $120m in FY12 and $60m in FY13.</td>
<td>All but $120m in FY12 and FY13</td>
<td>All but $120m in FY12 and FY13</td>
<td>All but $120m in FY12 and $60m in FY13.</td>
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<td></td>
<td>No cap for future years.</td>
<td>$300m cap for all future years</td>
<td>$300m cap for all future years</td>
<td>No cap for future years.</td>
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<td>Employer Share of Payroll Cap</td>
<td>No cap on state contribution rate</td>
<td>20% cap on state contribution rate</td>
<td>No cap on state contribution rate</td>
<td>No cap on state contribution rate</td>
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</table>
2011 Mills-King Award Ceremony

The 2011 Mills-King Award Ceremony was an inspirational, well-attended success this year, honoring exemplary individuals for their contributions to Human Relations in the field of education. All eleven nominees for this celebrated award received a brief biography presented to the audience by TAAAC President Tim Mennuti.

Nominees this year included: Francine Armstrong, Lillie Caldwell, Phyllis Downey, Brian Edstrom, Bronté D. Jones, Laura Knox, Elizabeth Kopack, Cheryl McLaurin, Shelby Queen, Diane Schwartz, and Olivia Thompson. The judges from the TAAAC Human Relations Committee deliberated over a difficult decision to choose one winner, but consensus was reached, naming Phyllis Downey as the 2011 recipient of the Mills-King Award for Excellence in Human Relations in Education. Mrs. Downey is currently a volunteer at Sunset Elementary School. Her significant education, civic, and community contributions are various and extensive and prove too numerous to list here.

All the nominees exemplified true excellence in human relations in education and all were worthy of recognition for their dedication and commitment to the students and communities of Anne Arundel County.

Beautiful choral renditions of “Lift E’vry Voice” and “Think on These Things” were performed by the Mills-Parole Elementary School chorus and conducted by TAAAC member Amy Miller.

This year’s keynote speaker was a distinguished member of the Anne Arundel County Council, The Honorable Daryl Jones. His spirited speech truly inspired the hearts and minds of all in attendance.

Congratulations to Mrs. Phyllis Downey and all the nominees for their tireless commitment to human relations through community service and education!

EARN $50 or $100

EARLY ENROLLMENT MEMBERSHIP PROMOTION

Earn $100 – sign up a Unit I employee hired before November 2006
Earn $50 – sign up a Unit I fee payer

Sign up a non-member by June 15, 2011 for early enrollment. The new enrollee will be immediately eligible for select Member Benefits programs including insurance programs, car rentals, credit card programs and other TAAAC non-legal services. The new enrollee will not begin paying dues until the new school year starts and will not be considered to be a member until then.

Enrollees will receive complimentary life insurance and accidental death and dismemberment benefits as long as they continue membership. They will also receive a $15,000 term life insurance policy at no cost for 12 months.*

See your TAAAC Rep for the application form to sign up a new member. Be sure to print your name under “Referred By.”

*First-time members only.
**WELCOME NEW MEMBERS**

Nena Anuzie
John Birus
Robert Bonchack
Donna Cardano
Pamela Clark
Patricia Courtney
Adam Decosmo
Michael Howard
Lauren Jayne
Paul Joyce
Jennifer Leffel
Amanda Mielke
Maryann Montgomery
Jordan Patterson
Bianca Pilewski
Angela Quade
Charles Rawlings
Karen Reed
Melissa Rudzik
Anya Savanick
Ben Shea
William Shockness
Shannon Spada
Michael VanDereedt
Heather Waibel
Twila Walker
Jen Wang
Jennifer Yerkey

**Hershey Park**

tickets now available for

**Summer 2011**

Substantial Discount from regular prices

TAAAC Members only and their families

Regular Prices –
$53.95 Adult
$32.95 Junior or Senior

TAAAC Prices –
$41.95 Adult
$29.95 Junior or Senior

*For more information, please call the TAAAC office.

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**NOMINATIONS OPEN**

The TAAAC Nominating Committee is accepting nominations for the **Sick Leave Bank Approval** and **AACPS Calendar Committees (Secondary)**. Nomination forms will be accepted until the Wednesday, May 4, 2011 Association Representative Council meeting.

Name ________________________________________________

Address ______________________________________________

_____________________________________________________

School _______________________________________________

Phone (H) ____________________  (W) ____________________

I would like to place my name in nomination for the following position(s):

☐ Sick Leave Bank Approval Committee

☐ AACPS Calendar Committee (Secondary)

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**NOMINATIONS OPEN**

The TAAAC Nominating Committee is accepting nominations for a vacancy on the **Board of Directors**. Nomination forms will be accepted until the Wednesday, May 4, 2011 Association Representative Council meeting.

Name ________________________________________________

Address ______________________________________________

_____________________________________________________

School _______________________________________________

Phone (H) ____________________  (W) ____________________

I would like to place my name in nomination for the following position(s):

☐ Board of Directors

(2-year Term)

---

**Hershey Park**

tickets now available for

**Summer 2011**

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☐ AACPS Calendar Committee (Secondary)