



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

February 2013

Board to Adopt FY14 Budget on February 20, 2013

The Superintendent's Budget Recommendation was presented in December. As most of you know, the request broke the billion dollar threshold. There is an increase in the Unrestricted Operating Budget of \$30,571,200. Highlights include:

- \$16,574,859 to Employee Compensation (for all AACP employees)
- \$ 7,574 883 to Employee Benefits (additional contributions to healthcare and pension)
- \$ 6,421,458 to Enhancements for Student Achievement (new programs and expansions of current)

To fund the Superintendent's Budget, if it chooses to do so in the form presented, the Board will have to depend on a contribution from county funding sources of \$21,767,600, almost \$10 million more than the Maintenance of Effort law requires the county to provide. It is likely that parts of this recommendation may not survive the budget process.

It will be up to local public school educators and supporters to actively advocate for the portions of the budget critical to the professional and economic welfare of those of us who serve children. Too many of us are being forced to leave in order to provide an acceptable standard of living for our families. Testimony from some of our colleagues during the Board's budget hearings made clear the growing number of local educators that are seeking better lives by leaving the life provided for them here.

For now, in that the budget is still in the hands of the Board, please take a moment before February 20th to call or email the Board of Education member from your district or pick an At-large member, or both; and tell your own story of what the last four years have done to the plans you and your family had made and what might happen if another year without a step increase is imposed. You can find their contact information complete with email links at <http://www.aacps.org/aacps/boe/board/Board.asp>.

Once the Board adopts its budget, Mr. Leopold will have it until May 1st, after which it will be in hands of the County Council who will subject it to two public hearings, and adopt it by June 15th. The Board will reconcile it on June 19th.

Another year of the same cannot and should not be tolerated. TAAAC leadership will be doing its share and be asking for member activity at each step.





Bill Jones

A good friend of mine (who also happened to be a psychologist) once told me that words are more often used for obfuscation than clarity. Well, the same can be said about publicly spouted budget numbers. They are intended to make a public (more importantly, voter) impression and rarely to relay objective and accurate information. While the numbers may be real, they are used to portray situations that do not exist in reality.

The explanation needs to start by noting that there are some parts of the operating budget which are not “usable” by the AACPS to fund its operations. There have been occasions in budget years when they are not even considered part of the operating budget and no allocation appeared. Those items are *debt service* (the AACPS share of interest paid on capital projects) and *food service* (the program is self-funded through sales). Either or both of these items can be used to artificially inflate the level of funding provided to schools to engender good will from pro-education groups or to chap the bottoms of the anti-tax crowd. Here is what the budget documents show:

FY10 was a rough year. By the total, the contribution to the school system operating budget grew by a scant 0.5%, just under \$5 million. As bad as that might sound, included in that budget was more than \$63 million in debt service and

COMMENTARY

food services. In usable cash, compared to the prior year’s usable amount, the school system budget was virtually flat, showing an increase of just under a half million, or 0.05%. Increases in health-care, transportation, fuel and other utility costs, laid the foundation for flat salaries and a couple two furlough days. The point to be taken in this paragraph includes the fact that the operating budget AND the portion of it that was actually spendable by the schools reflected similar reality.

“That battle will not be successful without participation from members and other activists. When talk doesn’t work, we will be asking for action.”

FY11 was an usual year. The total operating budget fell by about \$5 million (on paper). But debt service was not recognized in FY11, thereby “freeing” about \$22 million for use. Its conspicuous absence showed how it can be considered or not, at the discretion of those who construct the budget, to inflate or deflate the level of allocation. The result in terms of usable cash was a very modest 3.8% increase, much of which went to keep the health-care fund solvent and to fund a modest – very modest – 1.25% salary increase, which required an impasse hearing to secure. It was our second year without a step increase.

The FY12 showed what some might consider an assault on school

funding obscured by inflated budget numbers. Unlike most years past, when an assessment of the total operating budget and the portion of it that was usable told similar stories, the FY12 operating budget publicly showed an influx of more than \$59 million of “new” money, about over 6% gain. **BUT** within that allocation was an increase of about \$54 million in debt service, and another \$25.5 million in food service. A comparison of actual spendable money provided in FY11 to FY12, the picture is far more dismal. Our school system did not get \$59 million in real funding. We got just under \$5.5. The increase was not 6.4%, but 0.6% in usable money.

FY13 could have been a better year for those of us working in the system. It could have been the first year we’d seen some recognition for the fine work we do. There was a \$5 million increase in the allocation to *instructional salaries and wages* (one of the 14 major funding categories by which allocations are made in Maryland) that could have been used to fund an increase in salary for struggling educators, but the county held the amount hostage to get a commitment from the AACPS not to use it for salary increases.

Regardless of what money you may hear is coming out of the Arundel Center, know that there will be a part of the story that is unsaid and that history tells us we will be in for a budget battle to fund whatever collective bargaining agreement we may reach. That battle will not be successful without participation from members and other activists. When talk doesn’t work, we will be asking for action.

TAAAC Action Report

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From Contentia this month . . . *Inclement Weather – School Closings and Delays*

It's the time of year when we can expect inclement weather to affect our normal routines and work hours. Everyone is familiar with the standard "Code Red" and Code Blue" designations for closing schools and reporting responsibilities; however, there seems to be some confusion regarding two-hour delays and early dismissals. Per the Negotiated Agreement, Article 11.A., Unit I employees' responsibilities for reporting to work on duty days with a two-hour delay is as follows:

"On days when inclement weather causes a delayed opening, the required workday of teachers will begin thirty (30) minutes before the revised starting time."

The "revised starting time" is the revised students' reporting time, not the teachers' reporting times. For example; if the regular start of the student day is 9:00 AM, on a two-hour delay schedule the revised starting time would be 11:00 AM, and teachers would be required to report at 10:30 AM. There are some administrators who are confused or have misinterpreted the language to mean the teacher must report thirty minutes prior to the change in the teachers' schedule. This is an erroneous interpretation and any Unit I members told to report based on the teachers' revised schedule should contact their TAAAC UniServ Director for clarification and/or appropriate action to challenge the violation.

The Negotiated Agreement also addressed early closings of schools and defines when a teacher's responsibilities are completed they may leave the school. Also in Article 11.A., the terms under which teachers may leave the worksite during early closures is as follows:

"On days when inclement weather or excessive heat causes an early dismissal, the workday of the teachers will end as soon as the teacher's responsibilities for student supervision are completed."

This clearly indicates once a teacher's responsibility for making sure their students have exited the building, they may also leave the school or worksite. Again, if there is any administrative misinterpretation of this contractual provision, please contact your UniServ Director for appropriate follow-up.

National Board Certification

TAAAC wishes to congratulate the following members who attained National Board Certification. These teachers were honored recently at Annapolis High School for the pinning ceremony. Dr. Maxwell and Board member Debbie Ritchie presented NBCT certificates. MSEA President, Betty Weller and TAAAC President Richard Benfer were also on hand to present awardees with a certificate from MSEA.

Sarah Meijiao Chen,
South River High School

Jill DelViscio,
Broadneck High School

Shavaun Hawkins,
Windsor Farm Elementary School

Meredith Wallace Claborn,
Broadneck Elementary School

Lisa Engstrom,
Severna Park Middle School (renewal)

Catherine Hayo,
Arnold Elementary School

Deborah Avery Cooke,
Seven Oaks Elementary School

Angela Foley,
Millersville Elementary School

Carole Huenergardt,
Lindale Middle School

Stacey Coppock,
Ridgeway Elementary School

Sarah Fran Freeberg,
Southern High School

Karen Jones,
Old Mill Middle School North

Theresa Currier,
Severna Park Middle School

Theresa Halstad,
Millersville Elementary School

Melissa Kelly,
Lake Shore Elementary School

Dessolene Davis,
Chesapeake Bay Middle School (renewal)

Lori Hanczaryk,
Oakwood Elementary School

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Candidate for Secretary/ Treasurer



Colleen Benda

As I continue office of Secretary/Treasurer, I want to assure our members that I make certain we stay within our budget and we continue to be fiscally responsible. In addition I have continued to be our local PAC chair. As an officer, I attend Board of Education meetings and other events regularly along with Monday evening visits to the State house to visit with our elected officials. Thank you for your support for my next term as Secretary/Treasurer.

Candidates for Board of Directors



Pam Bukowski

I have served two terms on the Board of Directors and feel confident that I have represented my colleagues well. I ask for your support again and will continue to be a voice for you, advocating for just compensation and respect for our positions as partners in educating our youth.



Jackie Lubniewski

I am seeking a position on the Board of Directors.

While a member of TAAAC I have experience on the nominating committee, credentials, negotiations, and high-school concerns. I regularly attend the MSEA conference with an interest in legislative issues.

I would like to represent you on the Board of Directors.



Grace Matthews

An AR for Meade High School for many years, I have served on many TAAAC committees. A former TAAAC Board member, I have also been a representative for the Maryland State Convention for MSEA and the NEA Convention. I will continue to be committed to serve.



Diana Peckham

We head into a new era of society's evaluations of who we are and what we do as educators. The fight to realistically balance these expectations with workload and salary concerns will continue to be my focus as your Board of Directors member.

Thank you for your vote.

**TAAAC wishes to congratulate the
following members who were
nominated for
Teacher of the Year for 2013**

Michelle Agnes, George T. Cromwell Elementary

Denise Augustine, Central Elementary

***Lori-Ann Balzano, Davidsonville Elementary**

***Danielle Bender, Mayo Elementary**

Rachel Brazier, Marley Elementary

***Leslie Beavers, George Fox Middle**

Taryn Carter, Severn Elementary

Jaime Cooper, Corkran Middle

***James Dell, North County High**

Jason Fahie, Frank Hebron-Harman Elementary

Laura Fritts, Crofton Elementary

Kevin S. Garner, Severn River Middle

Judy Garrett, Windsor Farm Elementary

***Ruth Goldstraw, Old Mill High**

Susan Grieve, Folger McKinsey Elementary

***Christiana Grue, Marley Middle**

Lauren Harman, Arnold Elementary

Dionne Harris, Broadneck High

Joanie Herget, Rippling Woods Elementary

***Joseph Hershfeldt, Northeast High**

***Amy Kostelnik-Insley, Jones Elementary**

***Allison Kuta, Meade Middle**

***Stacy Langhirt, Severna Park Elementary**

***Jenna Lerro, Annapolis Middle**

Kimberly Malley, Odenton Elementary

Jessica Meredith, Folger McKinsey Elementary

***Amy A. Miller, Linthicum Elementary**

Amy Nelson, Folger McKinsey Elementary

Pamela Nicewarmer, Folger McKinsey Elementary

***Denise Peach, Marley Glenn**

Sarah Peterson, Brooklyn Park Elementary

***Michael Philip, Severna Park Middle**

Lindsay K. Poro, Richard Henry Lee Elementary

Tyler Shores, Mary E. Moss Academy

Marjorie S. Smith, Shipley's Choice Elementary

Shauna Snidow, Annapolis Middle

Mandy Steiner, Glen Burnie High

***Jodie Stugard-Hogan, South River High**

Robin Suda, West Meade Early Education Center

Bradford Sweet, Lindale Middle

Hilary Thompson, Old Mill Middle North

Michelle L. Williams, Wiley H. Bates Middle

***Semifinalists for the 2013 Teacher of the Year Honor**

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National Board Certification

Susan Kiser,
Arundel Middle School

Nikki Lincoln,
Benfield Elementary School

Jamie Maury,
Millersville Elementary School

Holly Ann McDermott,
Severn River Middle School

Jodi McDonough-Lare,
Mills-Parole Elementary School

Dorene Milewski,
Annapolis High School

Azur Oducayen,
Severna Park Middle School

Heather Pfaff,
Arnold Elementary School

Rachel Ross,
Woodside Elementary School

Amey Sanders,
Pasadena Elementary School

Rosemarie Santare Schwer,
Southern Middle School

Susan Sheehy,
Millersville Elementary School

Julie Steimel,
Old Mill Middle School North & South
(renewal)

Jennifer Swiech,
Meade Middle School

Carolyn Ann Taibi,
Jessup Elementary School

Maureen Thomas,
Broadneck High School

April Umile,
Meade High School

Elizabeth Miller Werner,
Cape St. Claire Elementary School

Bridget Williams,
Corkran Middle School

NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for the **Credentials** and **Nominating Committees**.

Nomination forms will be accepted until April 3, 2013, ARC Meeting.

Name _____

Address _____

School _____

Phone (H) _____ (W) _____

Email _____

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

Credentials Committee

Nominating Committee

ATTENTION!

Are You Paying Too Much

If your employment status has changed and you have an annual salary under \$39,097 and/or are working .6 or less, please contact the TAAAC office so that your membership dues can be adjusted accordingly.

TAX PREPARATION

Bob Pellicoro, who has served TAAAC members for the past 25 years is easing into retirement from tax preparation. In order to give member clients time to make other arrangements he will accommodate his long-time TAAAC clients for their 2012 Income Tax Returns preparation. Please call the TAAAC office to schedule an appointment for one of the following dates:

March 7, 2013 – 10 AM – 6 PM

March 11, 2013 – 10 AM – 6 PM

March 13, 2013 – 10 AM – 6 PM

WELCOME NEW MEMBERS

Lindsay Brown
Lorraine Christ
Alexis Daciek
Michelle Fedash
Ann Marie Fournier
Hilary Hoffman
Bethany Husak
Chanda Larson
Maureen Liakos
Deirdre Lunn
Kathy Moyer
Elizabeth Murphy
Carol Schenker
Chesley Sprague
Salih Tuncer

JOB OPPORTUNITIES

Spend Summer in the Sun:

DRD Pool Service Inc. is accepting resumes for summer job openings as swimming pool field supervisors and swimming pool managers. No Experience Necessary/Free Training. For more information, call Noelle Navarro @ 410-761-7765, 1-888-785-7665, or visit our website: www.drdpools.com, or email n_navarro@drdpools.com

Beth Tfiloh Camps seeks head counselors and instructors of sports, campcraft, singing, nature, art, and swimming. The Owings Mills day camp runs Monday-Friday from 9 AM-4 PM for 8 weeks (June 24-August 16). Visit our website at www.btcamps.org or phone 410-517-3451. **YOUR CHILD ATTENDS FREE!**