

# TAAAC ACTION REPORT

Your Professional Organization

Volume 46, Number 2

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

October 2013

## Two Former BOE Presidents File for Elected Office



Former Board President Edward P. "Ned" Carey filed as a candidate for the House of Delegates in the new District 31A on September 3, 2013. Mr. Carey was appointed to the Board in May of 2002 to complete the remaining term for the late Dr. Janet Bury. He was reappointed to the Board in 2005. Ned's lived virtually his entire life in Brooklyn Park and currently resides in the house in which he grew up. Well entrenched in the Brooklyn Park community reasonable observers would have to presume he's got a fair chance. Ned served on the Board in good times and bad. His initial appointment came in the same year that the former County Executive was unable to fund our contract, and the Leopold administration provided so little funding that we ended up with no raise, no steps, and four days of furloughs. With Ned's assistance, we were able to reduce the furloughs to only two days. And the good times...from 2005 to 2009 with a combination of shortening the salary scales and four years of COLA's between 3% and 6%, our members found themselves earning salaries about 33% higher. Mr. Carey was a part of those successes and instrumental in our attainment of a modified agency shop.



Andrew Pruski filed his candidacy for County Council in District 4 on August 7, 2013. Andrew was appointed to Anne Arundel County Board of Education in August 2009 to fill the final four years of the term of Tricia Johnson, who resigned when she was appointed to the County Council. He was recently reappointed to a full five-year term in July 2013. Mr. Pruski is a former high school Social Studies teacher and currently serves as the Supervisor of Assessment in the Department of Research, Accountability and Assessment for Baltimore County Public Schools. To his misfortune, Andrew's appointment took effect when our quite robust 2006-2009 Agreement was in its final year. So, the first year of Andrew's tenure on the Board occurred at the onset of the worst recession in recent history and we haven't managed any reasonable strong financial settlements until this current year. But it would be unreasonable to halo Andrew responsible for county revenue problems, he did vote with us to fund increases out of internal funds in the face of County Council cuts. He brought the Board into our effort to put the Revenue Cap back on the ballot, and he was instrumental in funding the current Negotiated Agreement by juggling Board funds to make up for yet more County Council cuts.

We who have conducted business directly with these former Board Presidents would have to acknowledge that while we may have disagreed – sometimes frequently – both had the welfare of the school system and its employees at heart. They were fair and honest players and they've left our members and the students they teach at least a little better off than they would have been otherwise. Both will be competing for TAAAC's recommendation in the next few months.

## COMMENTARY



**Bill Jones**

### Every Single Decision!

Every single decision made in this county, this state, and in this country that impacts our students our teachers, and every professional and paraprofessional that supports them, is made by an elected politician or the appointee of an elected politician. What we teach, what books and materials we may use, how students' success is measured, how our own performance is evaluated, what is funded and what is ignored . . . **EVERY** decision . . . is ultimately in the control of someone who was rich enough, smart enough, determined enough, or just lucky enough to win an election. Public educators need to be involved, more involved than perhaps ever before, in choosing who those winners will be. Organized teachers and other educators can generate lots of votes for the right candidates and provide lots of resources (particularly volunteers) during campaigns. Sitting quietly on the sidelines is to our own detriment and to the detriment of the students we serve.

We saw this first hand just this past September when the Anne Arundel County Council rejected a fourth quarter transfer that was intended

to fund a pay increase that is already in our paychecks. The rejection was – like many we see – intended to be a political statement by a few members of the Council including its Chairperson. It did not save the county a single penny. It did not increase the maintenance of effort (MOE) obligation by even a penny. The Council, by majority vote, chose to defy the priorities of the Board of Education and hold the money in a category where it could not be used to help fund the negotiated increase. There are changes that need to be made at the Arundel Center.

*“Public educators need to be involved, more involved than perhaps ever before...”*

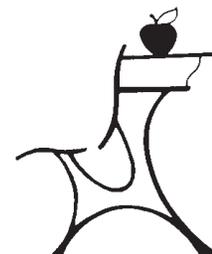
Membership dues cannot be used to support a candidate for office, whether or not the candidate may be a friend of public education. Funds used in campaigns come from our *Fund for Children and Public Education* for which contributions are voluntary. Candidates who receive support from the Fund are selected by a recommendation process in which committees of TAAAC members review responses to questionnaires and in-person interviews, and then submit recom-

mendations to the Association Representatives Council (a meeting of our building representatives) for approval.

TAAAC represents a group of about 6,500 public schools educators. Those educators and their families and friends can be converted to campaign volunteers, contributors, and votes. Association Representatives (AR's) may be approaching members and asking for help over the next few months. TAAAC leadership has already requested some assistance in interviewing candidates for State and County offices.

Please get involved and help save it from the avalanche of bad decisions and bad policy that has been raining on us. Consider making a contribution, however modest it may be; and volunteer for a campaign activity, however small, that your family and schedule can spare.

It is time for us to impose our will on others, instead of continuing to have their will imposed on us. We can light our candles, or stand and curse the dark.



### TAAAC Action Report

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and Managing Editor  
Roxanne L. Beach, Editor

## From Contentia this month . . . *Stipend for Challenged Schools*

Article 3 of the 2009-13 Negotiated Agreement, “Stipend for Challenged Schools,” designated that Unit I members in certain schools be paid an annual stipend. Furthermore, if a school made Adequate Yearly Progress (AYP), the Unit I members in that building would receive an additional performance bonus. In what TAAAC believes was an attempt to increase the number of schools deemed meeting success, the Maryland State Department of Education through Race to the Top negotiations was granted flexibility in reporting student proficiency levels. AACPS notified employees in September 2012 that Annual Measurable Objectives (AMO) would replace AYP as the determining factor for performance bonuses.

For the 2011-12 school year, fifteen of the designated schools met AMO standards. Twelve of those schools did not meet AYP. Unit I members in those fifteen schools received performance bonuses. Exactly one school, North County High, met AYP standards but not AMO. North County High employees received no performance stipends. It was TAAAC’s contention that North County High Unit I members were entitled to their negotiated performance bonuses.

TAAAC was in ongoing discussions with AACPS officials for almost a year trying to resolve the issue. In mid-September Ms. Mamie Perkins, the acting Superintendent, determined that paying the bonuses was the right thing to do. Issue resolved!

On behalf of the Unit I members at North County High, TAAAC commends Ms. Perkins for her outstanding efforts to support employees in deeds as well as words. It is with optimism that TAAAC looks forward to a year of collaboration for the benefit of all students and employees.

Kudos to Mamie Perkins, Acting Superintendent.

## SEPTEMBER ARC ATTENDANCE

The following schools, departments, and affiliates were not represented at the September 11, 2013 Association Representative Council Meeting.

**Affiliates** — Coaches Association, Counselors, SLAAAC, **Departments** –Riva Road; **Elementary** — Annapolis, Arnold, Benfield, Bodkin, Broadneck, Brock Bridge; Crofton, Crofton Meadows, Davidsonville, Deale, Eastport, Fort Smallwood, Four Seasons, Georgetown East; Germantown, Glen Burnie Park, Glendale/Glendale Level V, Hillsmere, Jacobsville, Lake Shore; Lothian, Manor View, Maryland City; Mayo, Millersville, North Glen, Oak Hill; Oakwood, Overlook, Pasadena; Rolling Knolls, Seven Oaks, Severn, Severna Park, Shady Side, South Shore, Van Bokkelen, West Meade, Woodside; **Secondary** – Arundel Sr., Brooklyn Park Mid., Central Mid., Chesapeake Bay Mid. Res. Ctr., MacArthur Mid., Old Mill Mid. N., Severna Park Mid., South River Sr., **Specials** – Arlington Echo, Center of Applied Tech. North, Center of Applied Tech. South, Chesapeake Science Point, Infants & Toddlers Program, Monarch Academy, Phoenix Academy, Staff Development - Carver.

# Too Much Change at Once!

Many counties in Maryland have been suffering the plight of too much change in too short a time. This message has been sent over and over again to the Maryland State Department of Education by MSEA, the Public School Superintendents Association of Maryland (PSSAM), TAAAC, AACPS, and most every other county in the state. Never before has the union and central office personnel been so polarized over an issue.

Over the past weeks that schools have been in session, TAAAC has heard from many educators about the frustrations implementing Common Core Standards (CCS) with, what is characterized as, a lack of sufficient curriculum to address the higher standards. Many of our educators are spending an inordinate amount of their own time after contracted hours to review standards, search for curriculum, and write lesson plans. Then they instruct students using what they have researched and it starts all over again. This is happening on a weekly and even daily basis. President Benfer has met with the Central Office staff to express the challenges our educators are facing. The Curriculum office has responded by having all elementary math curriculum guides printed and sent to schools. Having the actual documents in front of our educators will help alleviate some of the struggles accessing documents online. The Central Office personnel wants to hear from you. You can email President Benfer [rbenfer@mseanea.org](mailto:rbenfer@mseanea.org) and he will be happy to share your thoughts on challenges and solutions.

On top of CCS and new curriculum, educators are faced with writing Student Learning Objectives (SLO's) as part of the implementation of the new Principal/Teacher Evaluation (TPE). The demand on educators stems from a law passed in the General Assembly in 2010 that has 50% of teacher evaluation based on student growth measures. SLO's make up roughly 30% of that total amount. There are varying degrees of frustration with SLO's around our county. The intent is for educators to have several weeks with their students to pre-assess and determine what sub-groups they will follow and administer various instructional strategies to the sub-groups with an emphasis on growth. This growth and reflection process can take an entire school year and/or a semester.

Additional pressure comes in the form of the Power Teacher Grade book. This web-based tool for teachers had a rough start in some Middle and High Schools a couple years back. Most of the frustrations come from not having time to learn the new program. Our educators showed their resilience by overcoming the obstacles, and the program appears to be doing what it is intended to do. Now the last of the elementary schools to bring power teacher online are feeling the pinch to learn the new program. President Benfer has met with Central Office Staff to express the need for more professional development and time to get the program under our belts before additional aspects of the program are brought online.

MSEA and TAAAC leadership have been meeting with school officials, both at the state and local level, to express the frustrations that our educators are feeling and the pressure they are under to do so much in such a short period of time. Again, President Benfer needs to hear from you so that your voice is heard.

***“Long ago we stated the reason for labor organizations. We said that union was essential to give laborers opportunity to deal on an equality with their employer.”***

U.S. Supreme Court, *NLRB v. Jones & Laughlin Steel Corp.* 301 U.S. 1, 1937

# WELCOME NEW MEMBERS

Wendy A. Adolfsen  
Renee K. Audia  
Alexandra S. Barrett  
Henry L. Branch  
Juliana Derin  
Erkan Derin  
Brittany L. Garlington  
Amberly K. German  
Kimberly A. Glass  
Jennifer L. Golder  
Robyn M. Green  
Rachel M. Horner  
Vanessa L. Jackson  
Kelsey A. Jatkevicius  
Karen M. Maynard  
Lyn A. McDermott  
James P. McMahan  
Sandi D. Meier  
Selam Naizghi  
Alicia N. Nitsch  
Vincent A. Njong  
Sharon V. Olson  
Carolyn L. Orme  
Rachel D. Pratt  
Tara L. Reffner  
Christian G. Riley  
Frances Rodenhausen  
Matthew Rogers  
Sarah Rogers  
Jennifer Roman  
Katherine Roth  
Melissa L. Royer  
Chanda Rozumski  
Ashley Rubilotta  
Brant Ruby  
Samantha Rucks  
Daniel Rudd  
Amanda Runion  
Charlotte Rupprecht  
Beatrice Sainvil  
Imelda Salamida  
Jacqueline Sanderson  
Iris Saunders  
Gilbert Schaefer, II  
Julie Schenk  
Jacqueline Scher  
Shannon Schmickle  
Melissa Schott  
Christopher Schrader  
Kelly Schuldt  
Kendall Schuller  
Laura Schussler  
Allison Scoble  
Tracey Sellers  
Kathleen Selph  
Jenna Selvy

Dana Marie Semos  
Ethan Sentz  
Sarah Serena  
Margaret Settle mire  
Kara Shedlauskas  
Catherine Sheehy  
Amy Shinn  
Rachael Shorr  
Lisa Sibaja  
Kathleen Simmons  
Esther Sintim  
Katherine Slonaker  
Jennifer Smelter  
Sheri Smith  
Therese Smith  
Stephanie Smith  
Fatima Smith  
Leigh Smith  
Susan Sobotka  
Mahrokh Soltanzadeh  
Michelle Soumah  
Candace Spadaro  
Amanda Spafford  
Sarah Spegel  
Georgia Speier  
Cathrina Spencer  
Lauren Spicer  
Brenna Spickler  
Amanda Stevens  
Taylor Stocks  
Francine Stowe-Sinkler  
Stacy Sunagoowie  
Trisha Surakus  
Cecilia Surodjan  
Nicholas Swanton  
Allison Swary-Minton  
Tara Sweeney  
Jessica Tarzy  
Angela Taylor  
Natalie Taylor  
Lynnette Thompson  
Nicole Tjarks  
Kate Torrey  
Heidi Trammell  
Claire Treanor  
Julie A. Troxler  
Alyssa Truffer  
Emma Tschontikidis  
Stephanie L. G. Tuckfield  
Elliott Tyler  
Maximus Vanderbeek  
Virginia Vastag  
Regina Vegh  
Jonathan VerMerris  
Lauren Vetock  
Ashley Vittorio

Matthew Vogel  
Stephanie Vricella  
Chau Vu  
Allison Waite  
David Wargula  
Victoria Washington  
Joshua Webster  
Katherine Wenerick-Bell  
Jason Werner  
Susan Whalen  
Erin White  
Kayli White  
Sharon Whiteside  
Sharon E. Whitney  
Jacqueline Wile  
Christopher Williams  
Aimee Williamson  
Gerald Wilson  
Emily Wireman  
Eric Woodson  
Alyssa Worgo  
Kimberly Workley  
Amy Worthy  
Julianna Wright  
Christopher Wukitch  
Karin Wurttemberger  
Deborah Yang  
Amelia Yatto  
Seajin Yoon  
Rebekah Yost  
Dion Young  
Ebonye Young  
Priscilla Young  
Regina Zambito  
Nicole Zeigler  
Xin Zhang  
Meiqin Zhou  
Matthew Zipp  
Rusty Zufall

We also welcome *Courtney E. Brydges* and apologize for the misspelling in last month's TAR

## **ATTENTION!** **Are You Paying Too Much**

If your employment status has changed and you have an annual salary under \$41,504 and/or are working .6 or less, please contact the TAAAC office so that your membership dues can be adjusted accordingly.

**ATTN: Enews/Websites/Social Media/Newsletters**  
**SUBJECT: Convention 2013: Strong Schools, Strong MSEA**

*Note: Right click the graphic below to copy and paste to illustrate your Convention 2013 promo. Right click and grab a corner tab to make smaller or larger.*



Mark your calendars now to attend **MSEA’s 2013 Convention!** When you get there, you’ll find free workshops to support you in the classroom and on the job, and plenty of opportunity for inspiration, networking, and fun at education exhibits and special events, including a chance to win an iPad mini and other great prizes. **It’s all happening October 18-19 at the Convention Center in Ocean City.**

On Friday and Saturday mornings, you can **choose from more than 35 professional development workshops** to enrich your practice and your job. You’ll find trainings and information on topics like special education, ELL, new teacher resources, conflict resolution, diversity, parent involvement, and much more.

Join MSDE experts for a **special presentation on Common Core State Standards and student learning objectives** on Friday afternoon for guidance and tips on navigating the transition to new evaluations and new standards. Expect plenty of time for Q&A.

On Thursday, Region Feud returns for a hilarious kick off to the convention. Don’t miss the great **networking reception** before the show begins at 8 p.m.

*Join your colleagues October 18 and 19 in Ocean City! Visit the MSEA 2013 Convention website at [marylandeducators.org/convention](http://marylandeducators.org/convention) regularly for details, including hotel discounts, a full workshop schedule, and more.*

*BELOW: FOR OPTIONAL USE*

### **Professional Development at MSEA Convention 2013**

#### **Friday, October 18 Afternoon**

*Hear MSDE experts speak on two of the most pressing issues for Maryland educators.*

**Student Learning Objectives (SLOs)** MSDE experts offer advice on how to write, implement, and fine-tune SLOs for elementary, middle, and high schools—from academics and electives to career-focused programs. Look for details on an SLO Swap Meet!

**Common Core State Standards (CCSS)** Get an overview of CCSS and how Maryland is transitioning from the Maryland School Assessments (MSA) to the new Partnership for Assessment of Readiness for College and Careers assessments (PARCC). Ample time for Q&A!

#### **Friday, October 18 & Saturday October 19 Morning**

*More than 35 FREE professional development workshops, including topics like:*

- |                                   |  |
|-----------------------------------|--|
| Building an Instructional Toolkit | Common Core Standards (Reading/Math)       |
| Cultural and Diversity            | Aware Classroom                            |
| Classroom Management              | New Teacher Supports                       |
| Accessing Student Resources       | Special Education and Inclusion            |
| English Language Learners         | Intervention and Support Programs          |
| Collaborating in a Global Society | Community and Parent Involvement           |
| Mediation and Conflict Resolution | Exploring Personal and Professional Assets |
| ESP Professional Development      | EEP—Your Educator Evaluation Portfolio     |
| Legal Topics                      |  |

# Volunteer Interviewers Needed for Government Relations

As most readers are aware, TAAAC, like every other organization conscientious about representing its members, is involved in the political process. Part of that involvement is to collect information, much from the candidates themselves, then take it through a couple steps of vetting to ascertain which ones would be more friendly to public educators and their students.

Briefly, the entire process involves the following steps:

- TAAAC sends out questionnaires to every candidate for County Executive, County Council; and to candidates for seats the Maryland House of Delegates and Maryland Senate that reside in the Anne Arundel County Delegation. TAAAC sends our questionnaires to anyone even rumored to be running and places ads in the Sun and the Capital to urge prospective candidates to participate in our process.
- Candidate questionnaires concentrate on public educator/education issues and are review by members of the TAAAC Government Relations Committee and other member-volunteers.
- Committee members and volunteers are separated into subcommittee by political race and with the help of TAAAC staff interviews of candidates who had submitted questionnaire responses are scheduled and conducted.
- Each subcommittee, make a recommendation to the GR Committee, who in turn makes a recommendation to the TAAAC Board of Directors, who finally take the recommendation to the TAAAC Association Representative Council, its ultimate governing body.

TAAAC needs some volunteers to staff those subcommittees. Generally, members who do volunteer find it quite interesting and return in subsequent election years to repeat. Interested members should email [BJones@mseanea.org](mailto:BJones@mseanea.org). C'mon, be part of the group that turns the momentum back to where teaching and learning matters, not just test scores.



## This is a message from AAMC

• Pelvic Floor Health: Strengthen Your Core A woman's pelvic floor is a major section of the body's core and is the foundation for all movement, balance, stability and flexibility. The pelvic floor is like a hammock that supports the female lower abdominal organs including the bladder, uterus, and rectum.

• In pregnancy, childbirth, perimenopause and menopause, these muscles and ligaments can stretch, weaken and lead to incontinence and problems with your pelvic organs. Seven out of ten women have a pelvic floor disorder. One out of four women over 18 experience involuntary leakage of urine.

• Join urogynecologists Dr. Briana Walton, Dr. Kay Hoskey, and Dr. Yong Zheng from the Women's Center for Pelvic Health at Anne Arundel Medical Center on Tuesday, October 22 at 6pm for a special seminar just for teachers! Learn how to improve your pelvic health at AAMC's Doordan Institute (2000 Medical Parkway, Annapolis). Register online at [www.aahs.org/TAAAC](http://www.aahs.org/TAAAC)



Maryland State Education Association

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FIRST NAME M.I. LAST NAME

ADDRESS CITY STATE HOME PHONE HOME EMAIL CELL PHONE WORK EMAIL ZIP
DATE OF BIRTH HIRE DATE MONTH / DAY / YEAR MONTH / DAY / YEAR
Mr. Miss Dr.
Mrs. Ms.

TAAAC LOCAL ASSOCIATION WORK LOCATION POSITION SUBJECT

As a benefit of membership, members are automatically opted in to MSEA's members-only and other newsletters. You may opt out at any time by clicking the unsubscribe link found in every email.

ETHNICITY (Optional) American Indian/Alaska Native Asian Black Caucasian (not Hispanic origin)
Hispanic Native Hawaiian/Pacific Islander Multi-Ethnic Other Unknown

Check your salary level for dues computation:
Over \$41,504 \$20,752 - \$41,504 Below \$20,752
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 deductible as a miscellaneous itemized deduction.

SIGNATURE DATE

Fund for Children and Public Education Contribution Voluntary Authorization

Yes! I want to see our elected officials stand up for public education and my students. I hereby authorize the following contribution to the Political Action Committee of NEA, MSEA, and TAAAC to build a strong voice for educators:

TOTAL PAC PAYROLL DEDUCTION PER PAY PERIOD \$12.00 \$6.00 \$3.00 \$1.00 SIGNATURE

The NEA Fund for Children and Public Education (NEA Fund) collects voluntary contributions from Association members which are used 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. Only U.S. citizens or lawful permanent residents may contribute to the NEA Fund. Contributions to the NEA Fund 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. Contributions to the NEA Fund are not deductible as charitable contributions for federal income tax purposes. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.

I understand that I am making a joint contribution and that one-third of my contribution will go to the NEA Fund, one-third to the MSEA Fund and one-third to the TAAAC Fund. Federal law prohibits the NEA Fund 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.

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