

TAAAC ACTION REPORT



Your Professional Organization

Volume 46, Number 1



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

September 2013

CELEBRATE EDUCATORS!

That is just what we did! The Celebrate Educators event at Burba Lake Park on Post at Ft. Meade was a huge success. Despite some drizzly rain all participants seemed to have a good time. We had a wonderful DJ in Jason Fahie, educator from Hebron-Harmon Elementary. The music he put together had some of our TAAAC members dancing on the grass. The food from Andy's Kitchen was very good. All the folks I talked to enjoyed the ribs, chicken, veggie options and the like. Our beautiful cakes made by our Vice President's wife Lynn Bachman, TA at Glendale Elementary, were delicious. Many participants enjoyed free snowballs from Kona Ice and other giveaways from our partner vendors including Integrated Financial Solutions, Long Term Care Financial Partners, The Maryland Residential Experts Team, and Horace Mann. The children in attendance were treated to a book of their choice from TAAAC, some bubbles, as well as a lanyard from Bank of America in Annapolis. All of our participants received a goodie bag from Arundel Mills Mall with a coupon book and a soft, cozy beach towel provided by Bingo World. Some enjoyed activities like croquet and others spent time catching up with friends. Many of our partners from the school system joined us at the celebration including Interim Superintendent Mamie J. Perkins.

The event wouldn't have been possible without the Special Events Committee. Those involved with the planning, collecting items, and meeting on a regular basis included Sandra Durant, Robin Murray, Brenda Wilson, Jason Fahie, Richard Benfer, Bill Jones, Kathy Whittemore, and Jim Burns. A special thanks to Sandra for securing the location and decorating with flair. Additionally, thanks go to Kathy for making our signs and putting her art talent to work welcoming everyone. Also, thanks to our Board of Directors who also helped with set-up, registration, PAC, and clean up. It was truly a team effort. A list of the businesses that provided door prizes is listed within this newsletter. Lastly, I want to thank everyone that participated.

Working Registration

(From left to right)

Sandra Durant
Enid Collison-Lee
Robin Murray
Russell Leone
Brenda Wilson
Marty Sears
Olive Randall
Donzella Parker Bert





Richard Benfer

Welcome back to what is bound to be an exciting, challenging, yet rewarding school year. We start the year with our new Interim Superintendent Mamie Perkins. I have had several chances to meet with Mrs. Perkins and share your concerns, comments, and celebrations. We toured 21 schools together and had many “meeting of the minds” moments. We observed exciting activities taking place throughout the school visits as well as areas of concern. Mrs. Perkins made many notes along the way and has been nothing but hospitable to all she meets. She is truly committed to building relationships within our school system, in the community, and with our elected officials.

This first year as President has brought many rewards and challenges. Many rewards come in the shape of the relationships we have been able to build at the central office level. We have worked tirelessly to make sure that those in power hear our concerns, but also bring solutions as well. Many folks often empathize with us but rarely would go the extra mile to help. The tide is turning on that feeling and my hope is to continue to foster those relationships while hold-

COMMENTARY

ing strong to our ideals as an Association and build some new ones along the way. Reaching out to members to activate them in the Association is also a great reward. Our SPARKS and REIGNITE programs have fostered renewed interest in the Association and we have many new faces popping up in committees and at ARC meetings. I look forward to bringing more interest to TAAAC as a partner in the education of our students. I will be organizing the MSEA Anti-Bullying Program again this year and have started scheduling programs with interested principals, asst. principals, and counselors.

Some challenges we face are nothing new to the seasoned veteran educators. Many of the initiatives that have come recently were around many years ago, just called something else. However, never have we had rigorous Common Core standards in written form. Many of us are still grappling with building new lessons and curriculum around these high standards. I am continually reassured by the Office of Curriculum and Instruction that they have written and are writing curriculum to support the Common Core Standards. As the year progresses we will become more proficient with the new standards.

The new Teacher Evaluation System will be implemented this year statewide. This new system holds all educators, principals, etc. accountable for student learning.

We have to be on board, ready to learn some new things, in order to make it work. I am hopeful that with TAAAC and MSEA pressure on MSDE we will be granted a waiver to allow for SLO’s and student progress data to be used, but not count in our evaluations for another year. At the time of this writing it had not yet been decided. With that in mind prepare to learn these new aspects of your job so you are fully prepared.

Finally, MSEA has reported that the PARCC (Partnership for Assessment for Readiness for College and Careers) assessments will be given to some segment of the population in every school in Maryland as a pilot. The PARCC test will ultimately replace MSA. According to MSEA, this year some students in your school will be taking PARCC and some will be taking MSA. We have been vocal in expressing our hope that students are not double tested (taking both tests) and that the testing data to be used in our evaluation will not count for this year. Again, that has yet to be decided. AACPS reports that they have not received clear direction on this issue so stay tuned.

I am very fortunate to be able to work with such talented and dedicated educators throughout our county. Myself, as well as your TAAAC professional and support staff are here for you. Please call on us at the TAAAC office when you need answers. 410-224-3330

TAAAC Action Report

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and Managing Editor
Roxanne L. Beach, Editor

From Contentia this month . . . ARTICLE 16

EVALUATION AND RATING OF PROFESSIONAL STAFF (new language)

Definition of Terms

Assessment of performance consists of two major components, professional practice and student growth.

“Evaluation” is that phase of the process by which a Unit I member’s professional practice and student growth is formally or informally appraised by ADMINISTRATIVE OR SUPERVISORY PERSONNEL or instructional leaders for the purpose of providing direction and bringing about improvement.

“Professional practice” is that half of the rating process that appraises the Unit I employee’s performance in the six domains of quality learning environment, planning for learning, instructional delivery, student learning behaviors, assessment for learning, and professional behaviors.

“Student growth” is student progress assessed by multiple measures from a clearly articulated baseline to one or more points in time. This includes progress along student learning objectives, to measure the learning growth of students that the Unit I employee directly or indirectly impacts and MSDE approved performance measures.

“Student Learning Objectives” are specific, rigorous, long-term goals for groups of students that educators create to guide their instructional and administrative efforts.

“Instructional Leaders” are Unit I Employees including Department Chairpersons, Lead Teachers, Team Leaders, Reading Teachers, and others designated by the Board.

“Instrument” is the rating form approved by the Board. This instrument shall be developed based upon mutually agreed upon performance evaluation criteria and standards between the Board and TAAAC or imposed by law or regulation.

1. Collaborative Achievement Plan

Whenever a supervisor or administrator articulates a performance related concern, a Collaborative Achievement Plan may be mutually developed and implemented with the employee.

Constructive suggestions for improvement should include consideration of professional preparation needed for the assignment, conditions under which the Unit I member works, physical facilities, pupil load, and the number of pupils with special needs or adjustment problems.

2. Department Chairperson

Department chairpersons may conduct observations of teachers and participate in the evaluation process within the department in accordance with the following guidelines:

- The chairperson must be trained in classroom observation.
- The involvement of the chairperson in the observation process must be by mutual agreement of the department chairperson and the principal.
- The involvement of the chairperson must be voluntary and supported by two-thirds (2/3rds) affirmative vote of the impacted department members.
- This program will be reviewed in the summer of 2014 by a jointly appointed committee. Recommendations from the committee will be reviewed by the negotiation teams during a special session. Program expansions and revisions will be made upon mutual agreement.

3. Additional conference for pupil services persons

An informal, private evaluation conference will be held before the end of November in a year of evaluation. Mutually agreed upon goals and objectives may be developed.

(Continued on page 4)

(Continued from page 3)

Frequency of rating

a. Non-Tenured Unit I members and members rated as ineffective

All non-tenured teachers and all teachers rated as ineffective shall be evaluated annually on student growth and professional practice.

b. Tenured Unit I members

On a 3-year evaluation cycle, tenured teachers shall be evaluated at least once annually in the following ways:

1. In the first year of the evaluation cycle conducted under these regulations, tenured teachers shall be evaluated on both professional practice and student growth;
2. If in the first year of the evaluation cycle a tenured teacher is determined to be highly effective or effective then in the second year of the evaluation cycle, the tenured teacher shall be evaluated using the professional practice rating from the previous year and student growth based on the most recent available data;
3. If in the second year of the evaluation cycle a tenured teacher is determined to be highly effective or effective, then in the third year of the evaluation cycle, the tenured teacher shall be evaluated using the professional practice rating from the previous year and student growth based on the most recent available data;
4. At the beginning of the fourth year, the evaluation cycle shall begin again as described in §b(1) – (3) above; and
5. In any year, a principal may determine or a tenure teacher may request that the evaluation be based on a new review of professional practice along with student growth.

c. Instructional Leaders

In addition to administrative and supervisory staff, an instructional leader who is trained to do so may participate in the evaluation and rating process for unit I colleagues for the limited purpose of writing, monitoring, and scoring Student Learning Objectives (SLO's). Evidence of completion of that training shall be maintained by the building administrator and may be reviewed by Unit I members upon request.

These newly drafted and negotiated provisions regarding the evaluation of Unit I employees are in compliance with the “Race to the Top” reforms and will be implemented for the 2013-2014 school years. If you have any questions about the new evaluation system for Unit I employees, please contact your UniServ Director for information. Likewise, if you feel your evaluation was not conducted in accordance with these contractual provisions, contact your UniServ Director to discuss the possible infractions and appropriate recourse.

TAAAC Supports NEA Resolution on Environmentally Safe Schools

It has come to the attention of the TAAAC that the school system holds a cellular communications contract with Milestone Communications which allows the company to install cell phone towers on any school property. Cell phone towers, and the electromagnetic fields generated thereby, are the controversial subject of many studies wherein some conclude that minimum standards should be in place for the protection of students and teachers to ensure a healthy and safe environment in which to work. TAAAC also supports awareness, education, and training regarding this controversial issue, and informing employees of the potential hazards which exist on any school site. As such, TAAAC supports NEA Resolution C-19 which states the following:

C-19. Environmentally Safe Schools

“The National Education Association believes that all educational facilities must have healthy indoor air quality, be smoke-free, be safe from environmental and chemical hazards, and be safe from hazardous electromagnetic fields. The Association believes that school districts must post MSDS and OSHA standards. Students and/or their parents/guardians, education employees, and the public should be notified of actual and potential hazards. All stakeholders should be involved in developing a plan for corrective action. The Association also believes in the development and enforcement of health and safety standards specifically for children. (1989, 2009)”

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.

WELCOME NEW MEMBERS

Kaitlin Adamecz
 Amber Adams
 Erika Adams
 Kristin Albaugh
 Latoya Alexander
 John Anderson
 Stephanie Arbogast
 Aundrea Atwood
 Kathy Bacon
 Elizabeth Baker
 Devon Banks
 Amanda Barlett
 Marc Barnes
 Charlotte Barroll
 Ashley Bash
 Christopher Baugher
 Susan Bauserman
 Jason Beall
 Matthew Beall
 Jessica Beamon
 Brittney Beamon
 Cachaca Beasley
 Casey Beavers
 Carie Becker
 Teresa Beilstein
 Victoria Beith
 Karissa Belanger
 Charlene Bell
 Heather Bellrose
 Jodi Bennett
 Bailey Bennett
 Mary Bergh
 Katherine Berish
 Jennifer Berne
 Kenneth Bernstein
 Lori Berry
 Susan Bird
 Donna Bocuzzi
 Christina Bonavita
 Abigail Borkoski
 Allison Borrelli
 Kristan Bosch
 Ashley Bottger
 Bonita Bradway
 Brad Brainer
 Bryan Brainer
 Kim Braml
 Katie Bransford
 Lindsay Bray
 Dana Brennan
 Heather Brimer
 Sara Brinsko
 Elizabeth Broccolino
 Sandra Brooks
 Cynthia Brooks-Powell
 David Brown
 LaTraviate Brown
 Candace Brown
 Lauren Brown
 Yolanda Brown
 Debra Bruch
 Andrea Brumbach
 Heidi Brush
 Caitlan Bryant
 Courtney Brydger
 Sarah Buck
 Tiffany Bullock
 Jessica Burke
 Heather Burns
 Kyle Butler
 Ashley Butters

Alison Buxton
 Tiffany Callaghan
 Tanya Callahan
 Claire Callanan
 Kelsie Cantrell
 Mattie Carey
 Olivia Carmody
 Kia Carpenter
 Margaret Carter
 Kaila Carter
 Amanda Carver
 Elizabeth Cary
 Edzamari Castaneda
 Jacqueline Castille
 Mattie Cavey
 Kristin Chappell
 Codie Chaudoin
 Jessica Chelder
 Lindsay Childs
 Kimberli Clapp
 Jennifer Clark
 Lendora Cleveland
 Doris Cline
 Sharon Closner
 Kelly Closs
 Johanna Cohen
 Amanda Cohen
 Tiara Colbert
 Anne Colello
 Karina Colon
 Amanda Colvin
 Kimberly Congdon
 Melissa Connelly
 Kristina Connolly
 Lauren Cornwell
 Melissa Corso
 Molly Courtien
 Samantha Cox
 Jessica Crane
 Charity Crawford
 Mildred Crebs
 GeVora Crews
 Peter Crews
 Cara Critchlow
 Jennifer Crombie
 Jennifer Crouse
 Kristy Curry
 Katelin Dalsey
 Lauren Dana
 Christine Dance
 Megan Dandy
 Davida Davidoff
 Emily Davis
 Michelle Davis
 Maryalice Davis
 Gail Davis
 Amy Dawson
 Justin Deitrick
 Ryan Delaney
 Ruth deLeon
 Kasey Demetrakis
 Tshela Dennis
 Joseph DeSilva
 Anthony Detomo
 Drew Detweiler
 Laura DiBerardinis
 Jessica Dieffenbacher
 Anthony Diggs
 Matthew Ditrone
 Samantha Dixon
 Michael Domehower

Rachel Domenic
 Christine Domres
 John Donovan
 Kristen Dooley
 Kathryn Doxzon
 Kim Drake
 Rebecca Dreyman
 Matthew Driscoll
 Henry Driver
 Eric Dudley
 Rebecca Durgin
 Samantha Durham
 Francine Eastman
 Leigh Eckert
 Kimberly Edillon
 Catherine Edwards
 Kyle Eshom
 Amanda Farace
 Lauren Farrelly
 William Farrington
 Elizabeth Fawcett
 Jessica Feline
 Adam Felton
 Alice Fenn
 Jamie Ferguson
 Heather Finamore
 Gina Fioravanti
 Shelby Fisher
 Jill Formwalt
 Stacie Forrester
 Brian Forte
 Blair Foster
 Jo-Anne Foster
 Francis Fouad
 Shane Fraley
 Erica Frank
 Kristin Frankenfield
 Allison Funk
 Sarah Fynn
 Samuel Gachelin
 Cheryl Gamm
 Akshay Gandhi
 Tyler Gensler
 Krysten George
 Wanda George-McBride
 Shannon Gerstel
 Shannon Gibala
 Kristin Gibbons
 Carly Glass
 Ashley Godich
 Amy Goodman
 Melinda Gosselin
 Cynthia Grebb
 Cynthia Grebb
 Tiffany Grove
 Courtney Gruss
 Melissa Guarino
 Ewuin Guatemala
 J-Enock Guerrier
 Breanna Guzman
 Rebecca Guzman
 Amanda Haas
 Adrian Hackney
 Lauren Haines
 Jonathan Hall
 Rhonda Harding
 Sydney Harper
 Kristal Harris
 Jeffrey Harrison
 Elana Hassett
 Tobi Haufe

WELCOME NEW MEMBERS

Laura Hausheer
Jonathan Hawk
Heather Heck
Oya Hector
Erica Heflin
Meghan Heil
Heidi Held
Stacie Henson
Mara Herning
Natalie Herr
Amber Herr
Gillian Hersh
Stephanie Herzberger
Jessica Heyman
Nicole Higdon
Sally Hight
Laura Hild
Zoe Hilpl
Jessie Hofmann
Lauren Holder
Jacqueline Hollinger
Steven Hondorf
Deborah Honecker
Ashley Housand
Richard House
Erika Howard
Laura Howard
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Jaclyn Hudgins
Molly Hudson
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Catherine Hughes
Adam Hughes
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Britta Hunter
Amanda Hurd
Victoria Ja'en
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Timothy Jessilonis, Jr.
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Laurie Johnson
Lucia Johnson
Saidah Johnson
Cheryle Johnson
Elizabeth Johnston
Farrah Jones
Lisa Jones
Christee Jordan
Gabriela Joseph
Tina Joseph
Megan Juarez
Megan Jupiter
Sara Justice
Jason Kahler
Sara Kaler
Courtney Kane
Erin Kane
Daniel Kempler
Laura Kemplin
Taylor Kennedy
Jordan Kennedy
Patricia Kerner
Jaime Kerzner
Tahawar Khan
Jan Kibler
Jean Kim
Mary Kinsel
Rebecca Kirvan
Carolyn Kline
Laura Kocan
Allison Kotz

Sarah Koziel
Rosemarie Kramer
Thomas Kramer
Michelle Kubricky
Jason Kucker
Megan Lamb
Sean Lane
Jessica Lang
Jane Langer
Lisa Lapina
Andrew Lardell
Jean Lareuse
Shanel Lauchman
Heidi Lawrence
Ryan Lay
Elean Thoa Le
Seo Lee
Carly Legg
Shannon Leichling
Jamie Lemm
Anne Lesperance
Mara Levine
Jennifer Lewis
Vicki Lichter
Rachael Lindamer
Gregory Lindsey
Rebecca Lippy
Margaret Lloyd
Jessica Lopresti
Elyce Lora
Erin Lorenz
Ashley Lubel
Leah Lucci
Leslie Lunkenheimer
Hannah MacDonald
David Mallek
Brendan Maltese
Risa Mann
Alexandra Marcum
Tara Markey
Jean Marotta
Stephanie Martin
Nathan Martin
Tiffany Martin
Camilla Masenheimer
Amy Mattison
Kimberli Maultsby
Emily Mawer
Renee Maynard
Kacey McAninch
Shannon McArdle
Shane McCallister
Gwendalina McClain-Digby
Brian McClary
Lauren McClintock
Ryan McCoach
Devin McGregor
Melissa McGunigale
Tiffany McKenzie
Christina McKenzie
William McMurtrey
Ashley Meehan
Sarah Michael
Rhonda Miller
Robert Miller
John Miller
Michele Miller
Lindsay Missel
Sara Mitchell Sherman
Faiz Mohideen
Nathan Moore

Patricia Moran
Rachel Morris
Jamie Morrow
Abigail Moses
Ashley Moultrie
Leah Mourterot
Katherine Moyseenko
Holly Mueller
April Murphy
Katherine Murphy
Nicole Murphy
Tiffany Murray
Jacquelyn Mutziger
Julia Nelson
Kerri Noppenberger
Felicia Novotay
Mary Obenour
Timothy O'Brien
Sean O'Connor
Carrie Ogilvie
Nathaniel Ogunniyi
Kristen Olsen
Morenike Onaga
Augustine Onaga
Nisreen Orr
Richard Osterfeld, III
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Caitlin Oyinlola
Sarah Pagesy
James Panizari
Julie Papperman
Andrew Parr
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Kimberly Pasnik
Corey Payne
Camille Pedraja
Leagh Pepon
Samantha Perriens
Amy Peterschmidt
Meletta Peterson
Adrienne Petty
Lynn Pfeffer
Keri Pierce
Christine Pope
Amanda Potter
Mallory Potter
Linda Powell
Jessica Price
Casey Prince
Roy Pring
Nora Przybylowski
Amanda Pseftis
Andre Quattlebaum
Aleah Queen
Elise Radziwill
Amanda Ragan
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Sarah Ramirez Cross
Amy Ray
Rebecca Redmond
Holly Reed
Nina Regan
Jill Reppert
Jacqueline Reymann
Matthew Riemer
Heather Ritchie
Carrie Rizzo
Lisa Robbins
Jennifer Robblee
Brittany Robey
Angela Robinson

MISSION POSSIBLE CAMPAIGN

Be part of the most important campaign to prepare for the 2014 elections - Mission Possible. Your mission, if you choose to accept it, is to help our Association win stronger contracts, stronger schools, and a stronger voice for our students, our jobs, and our future.

In 2014, we will be facing a very competitive election for governor, state delegates, state senators, and for our county officials and boards of education. With a new June 24 Primary Election, we need to get an early start on MSEA's election program. Phase One involves asking every single one of our members to join our political action committee, the Fund for Children and Public Education. All building representatives who send back their sign-in sheets after holding their 10 minute meetings will be invited to an exclusive, regional dinner with the MSEA recommended gubernatorial candidate and national and state association leaders.

All sign-in sheets and mission sign-up forms (yes and no's) are due via scanned email attachments, fax, or mail **before October 14** for processing and prize giveaway drawing. (You may deliver in person to the PAC Booth at the 2013 MSEA Convention on October 18 by 5:00 PM.)

Celebrate Educators Sponsors

Airport Fast Park & Relax
Annapolis Marriott Waterfront
Annapolis Sailing School
Annapolis Symphony Orchestra
Arundel Mills Mall
Ballet Theater of Maryland
Bank of America
Bingo World
Bobby Flay's Burger Palace
Broadstripe
Buddy's Crabs & Ribs
Cakes Plus Inc.
Chesapeake Eye Care & Laser Center
Community Baptist Church
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Food Lion – Burwood Shopping Center
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Lonergan's Charter Services, Inc.
Longhorn Steak House
Lowe's Hotels

Maine Cottage
Mary Kay Cosmetics – Tia Webb
Mary Kay Cosmetics – Mary Jewett
Maryland Renaissance Festival
Medieval Times
Medifast Weight Control Centers
Middletown Tavern
Miss Shirley's Café
O'Brien's
Odenton Florist
Olive Garden – Arundel Mills
Rams Head
Real Fire Brazilian Grill
Robert Andrew Salon and Spa
Royal Farms
Smyth Jewelers
Thanksgiving Farm Winery
The All American Steakhouse & Sports
The Great American Car Wash, etc.
The Great American Car Wash, etc.
The Green Turtle – Arundel Mills
The Green Turtle – Edgewater
Vending Inc. Plus
Washhaus
West Street Car Wash
Wine Underground
Yellow Fin
York Flowers

Lost and Found

The following items were left at the TAAAC office sometime during the past spring or summer:

- A silver one-inch, three quarter hoop earring studded with what we hope are not genuine diamonds.
- A small dangling earring with the half-inch blue "o" on the end.

The below items were left at Burba Park and collected by our volunteer clean-up crew following the Celebrate Educators event on August 23rd:

- A collapsible black baby stroller with lime green trim and a small stuffed pink elephant hanging from the side.
- A white Hanes sweatshirt with both hood and zipper, size XL.

All four items are being held at the TAAAC office for owners to reclaim. They can also be delivered to school Association Representatives (AR's) at the September 11th Association Representative Council.

BJ's Discount for Renewing or Signing up!

WELCOME BACK TO SCHOOL - Get **\$10 off** the \$50 membership fee or **\$20 off** the \$100 Rewards membership fee and 15 months = **3 months FREE!** FREE second card is included. Offer ends Sept. 27, 2013.

Renew ahead of time and the 15 months will be added to the end of your current membership. If you would like to take advantage of this opportunity, email the BJ's rep at jturpin@bjs.com. List TAAAC in the subject line.



maryland state
education association

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2013-2014 ENROLLMENT FORM



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SOCIAL SECURITY NO. (Last 4 digits are required) _____ OR _____
EMPLOYEE ID NUMBER _____
FIRST NAME _____ M.I. _____ LAST NAME _____

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TAAAC _____
LOCAL ASSOCIATION _____
WORK LOCATION _____
POSITION _____
SUBJECT _____

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

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.

PLEASE RETURN WHITE, CANARY AND PINK COPIES TO YOUR LOCAL • RETAIN THE GOLD COPY FOR YOUR RECORDS