Celebrate Educators

The weather cooperated on Friday, August 22nd, at Sandy Point State Park where 400 or more TAAAC members and guests kicked off the new school year. It seems that everyone enjoyed the outdoors, food, refreshments, prizes, games, and water for the better part of the day. Some rain arrived as predicted, but it was gracious enough to hold off until the cleaning up was nearly done. Most of all, it was a truly effective way for all of us to get reacquainted before the pressures of the school year chews up the time and energy to socialize with like-minded friends and colleagues.

Some of the costs of the event were offset by generous donations from 77 members of the Annapolis Anne Arundel Chamber of Commerce and the West County Chamber of Commerce. The list of those businesses can be found elsewhere in this issue.

Thank you to all those who participated, and a special thanks to all those who helped create the event.
Welcome back to what will to be an exciting, challenging, yet rewarding school year. We start the year with our new Superintendent Dr. George Arlotto. I have had several chances to meet with Dr. Arlotto and share your concerns, comments, and celebrations. Together we toured 23 schools before this TAAAC Action Report was distributed and have 15 more scheduled in the coming days. We saw many exciting activities taking place throughout the school visits as well as many new and innovative programs and renovated buildings. Dr. Arlotto was impressed how teachers dove right in and have made this a great opening to the school year. He is committed to continuing to build relationships within our school system, in the community, with our elected officials, and with TAAAC leadership.

This first term as president has brought many rewards and challenges. Many rewards come in the shape of the relationships we have been able to continue to foster 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. My hope is to continue to foster those relationships while holding strong to our ideals as an Association and build some new ones along the way.

The Public Relations Committee was established, and we launched a new Facebook account for TAAAC and a “TAAAC Tweets” Twitter page to help reach members who prefer that mode of communication. Be sure to visit www.taaaconline.org and like our Facebook page and follow us on Twitter. Reaching out to members to activate them in the Association is also a great reward. Our Rep Retreat, as well as SPARKS and REIGNITE programs, have built renewed interest in the Association, and we have many new faces popping up on committees and at ARC meetings. I look forward to bringing more interest to TAAAC as a partner in the education of our students.

This summer we were able to foster our community engagement. TAAAC organized the gathering of 25 backpacks with supplies for students at Solley Elementary. TAAAC attended the Back-to-School Expo at Meade Middle school and was able to hand out Scholastic Books and TAAAC pencils to students who attended.

Ongoing workload and planning time issues continue to be on the radar. We have discussed the inequity of Elementary Teacher Planning time for the last 30 years. The topic comes up year after year and workgroups are formed to study the problem. Nothing seems to ever change until now. Recently Dr. Arlotto, in partnership with TAAAC, announced the Pilot Program “Enhancing Elementary Excellence” at Park Elementary. The announcement came with much excitement from elementary teachers in the North County Cluster. The pilot program will bring additional planning time to elementary teachers in 9 elementary schools during the student day. The students then have a chance to attend a 5th cultural arts experience, be it STEM, Arts Integration, Foreign Language or PYP.

Getting the year started off with a party is always fun. We had a great “Celebrate Educators” picnic at Sandy Point State Park where the corn hole tournament was a hit. (see front page)
From Contentia this month . . . Duties

Article 14 A. Duties Not Contributing to Teaching

“…Except in emergencies, individually assigned non-professional duties will not exceed twenty (20) minutes per day during the student day. For the purpose of this article, supervision of students during the arrival, departure and transitions between classes will not be considered non-professional duties. Nothing in the article shall preclude a different arrangement or schedule of duties if agreed to by the Principal and Faculty Advisory Council.”

What does all of this mean? Here are the bullet points:

• You may be assigned a duty

• Because lunch duty usually lasts longer than the contractual maximum of 20 minutes, the Principal and the Faculty Advisory Council must work something out. For example, if lunch duty is 30 minutes, teachers could have duty every other day to make up for the extra time they give on duty days. Notice the total amount of duty time does not (and should not ever) exceed the 20 minutes per day for five days in a week – 100 minutes. Every other day would be 90 minutes one week and 60 minutes the next week; which is an acceptable compromise.

• Your duty can never go past your workday. For example, if your workday ends at 3:20 PM, and there are three kids still in your room that have not been picked up from your room coverage duty – that isn’t your problem. That being said, this problem should be worked out ahead of time with your administration in the form of a “what if?” conversation. It is best if the FAC works out a standard policy with the administration before the school year begins. The most common solution is to drop the kids off at the office at the conclusion of your workday. However, you may not leave a child alone just because your workday is over. Whatever the solution, you have to stay until the handover of responsibility occurs. Don’t feel guilty about leaving – this is what Administrators signed up for as they have no specific duty hours and should be the person to see when it is time for you to leave.

• Arrival and dismissal of students (before the student day begins) along with between class hallway assignments do not constitute a duty and are in addition to whatever lunch duty you have been assigned.

Link up with TAAAC on Social Media

Please scan the code and like us on Facebook.

Please scan the code to follow us on Twitter.
Finally, we have been fully engaged in the election cycle and were able to successfully elect 13 of our endorsed education friendly candidates in the primary election. Now we just need to take back the county government to ensure that we have the funding we need moving forward. That type of action takes members action. I look forward to leading the action in the coming months.

Some challenges we face have spilled over from last year. We have the rigorous (renamed) Maryland College and Career Ready Standards. As many of us have had a year under our belt with the new standards, we are in a continuous learning mode to retrain our students on a different way to approach problems and learn a new way of teaching. Many would argue that these changes are good for students, but as Dr. Arlottso said to the new teachers at New Teacher Orientation, “We need to encourage students to take the stairs and not the escalator.” Often times our students are not particularly motivated to take the stairs when it is easier to take the escalator. We in partnership with parents will need to figure out ways to motivate our students to work harder and smarter.

The new Teacher Evaluation System was implemented this year statewide. The new system holds all educators, principals, etc., accountable for student learning. Educators across our county worked tirelessly to make it work. There was quite an outcry from educators across the state about the use of test data in their evaluation. Those concerns were brought to the legislature where we were heard loud and clear. No teacher evaluations will include standardized test scores until the 2015-2016 school year. We will need to internalize the SLO process now, so we can persuade MSDE that SLO’s are a better way to show student growth than using test scores. The goal is to keep the test scores out of our evaluation.

Last year PARCC (Partnership for Assessment for Readiness for College and Careers) assessments were given to some segment of the population in every school in Maryland as a pilot. The PARCC test will replace MSA this year. According to AACPS we are prepared. All schools are wired with WiFi, many chrome books have been purchased, and the scheduled testing window is established. Like anything else new, this is going to be a challenge but we need to show that we are up for the challenge.

The TAAAC Curriculum and Instruction Advisory Cabinet will continue in some form or fashion. At the writing of this article I have a meeting scheduled with Dr. McMahion and her team who is collaborating with Dr. Kubic and her team. My hope is that the format will continue as before as the feedback from teachers was positive and we felt that “finally, someone is listening to us.”

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
Grants in Need

Many of our TAAAC members are aware of the TAAAC Foundation for Educational Excellence, a charitable 501(c) 3 corporation. For decades, TAAAC-FEE has provided coats/clothing and prescription eyeglasses for needy school children through its Children’s Fund and competitive scholarships for AACPS students through its Scholarship Fund. In recent years, however, it extended its philanthropic arm to provide help to local educators.

Since 2011, as the local economic downturn stubbornly refused to reverse course, TAAAC and TAAAC-FEE joined hands to provide grants in need to Unit 1 AACPS educators in financial hardship. This Article is intended primarily to provide a reminder of the program’s continued existence. The following outline explains its basic provisions:

1. Anne Arundel County Unit I Employees are the only individuals eligible for grant funding.
2. The program is administered by selected officers of TAAAC-FEE.
3. Grant applications are made available at the TAAAC office.
4. Applicant must be able to substantiate legitimate financial hardship.
5. These grants are intended to help the grantee cover essential living expenses such as rent/mortgage, utilities, phone, food, child related expenses (but not legal fees associated with domestic, marital or custody cases) car payments, non-covered medical/dental care, and essential auto repairs on a one-time emergency basis. They are not approved for such luxury items as cable/satellite television, subscriptions, magazines, non-essential transportation, jewelry, margin account calls, stock or bond purchases, other investments, alcohol or non-prescription drugs, cosmetics or appliances.
6. No individual or his/her dependent shall receive any direct funds. All grant awards will be made to a designated third party recipient (provider) on behalf of the grantee. For example, should rental coverage be requested, emergency rental relief will be payable to the landlord on behalf of the grantee.
7. Grants may not exceed $1,500.
8. Any grantee receiving a grant shall not be eligible for any future grants. This is a one-time grant only.

Contributions to the TAAAC Foundation for Educational Excellence enjoy the same tax treatment as other 501(c)3 charitable corporations. Those interested may contribute by sending a check to TAAAC-FEE, 2521 Riva Road, Suite L-7, Annapolis, Maryland, 21401. Contributors may also denote whether the amount should go to the Children’s, Scholarship, or Grants in Need Fund.

TAAAC-Sponsored Disability Income Protection, a second chance for some

For the past decade TAAAC’s member only disability income protection plan has been administered by Employee Plans Services. It has been widely successful and had provided members with dependable coverage at competitive rates. There are no plans to move to another vendor. Disability income plans offered by EPS are underwritten by either Aflac or The Hartford. There have been two changes in the program offered by The Hartford. They are:

1. By directive from The Hartford, EPS may no longer enroll members in The Hartford program on a year round basis. Beginning this year, the open enrollment period will be September 30.
2. On a positive note, due to EPS encouragement, The Hartford modified its weight restrictions by 50 pounds. Now, some of our members who have been ineligible in the past may find themselves eligible for coverage previously denied.

Members interested in long-term disability income protection at our group rates should not hesitate to contact Suzanne or one of her representatives at 301-985-2020 or toll-free at 1-877-884-3784 or visit http://www.employee-plans.com/contact.html.
TAAAC would like to thank the following for their generous donations for the “Celebrate Teachers” Event

Anne Arundel Community College
Atlantic Specialty
Bagels n Grinds
Beidle Insurance
Bright View South River Assisted Living
Buddy’s Crabs & Ribs
Central Michigan University
Costco Marketing
Courtyard by Marriott, Fort Meade
Cracker Barrel – Linthicum
CRW Flags, Inc.
Double T Diner
Eye of the Beholder
Fast Signs of Odenton
Flag International, LLC
Garbanzo Med. Grill
Giant
Gordon Biersch
Graul’s Market
Hair on You
Hearing Solutions Audiology Center
Heron’s Weight Loss Center
Homestead Gardens
Honey Bee Diner
Human Resources, Inc.
Impressive Promotional Products
Integrated Financial Solutions
Joe’s Crab Shack – Arundel Mills
Katcief Bros.
Kicked Up Fitness
Kona Ice
Ledo Pizza & Pasta
Living Health
Loews Annapolis Hotel
Lonergans Charter Service
Long & Foster – Annapolis Eastport
Lynne Baughman
Marriott Hotels & Resorts
Mary Kay
Maryland Live! Casino
Maryland Renaissance Festival
Massage Envy Spa
McDonald’s Baltimore Branch
Medieval Times
Meineke
Mike Markowitz
Miss Shirley’s Café
Myrtle Link
Naval Bagels
Odenton Chiropractic
Old Line Bank
Olive Garden – Arundel Mills
Olive Grove Restaurant & Lounge
Panera Bread
Parcel & Office Solutions
Public Library
Queenstown Premium Outlets
Shop Rite
Signaroma
Southern Management Corporation
Stone Store
TAACAC-R
TD Bank
The Bank of Glen Burnie/Odenton
The Colonial Players
The Hotel at Arundel Preserve
The Point Crab House & Grill
Towne Place Suites by Marriott
Varuna Salons Spa
Watermark, Cruises on the Bay
Wegmans
West Street Car Wash
Whole Yoga & Pilates

The 2014 Gubernatorial Elections are on the near horizon. The following candidates have been recommended by TAAAC and MSEA.

**Governor / Lt. Governor**
Anthony Brown/Ken Ulman

**Comptroller**
Peter Franchot

**Maryland House**
30A Busch, Mike
31A Ned Carey
32 Pamela Beidle
33 Theodore J. Sophocles

**Maryland Senate**
30 Astle, John C.
32 DeGrange, James Ed

**Attorney General**
Brian Frosh

**Maryland County Executive**
Anne Arundel County
George Johnson

**County Council Districts**
1 Pete Smith
2 Andy Werner
4 Andrew Pruski
6 Chris Trumbauer
WELCOME NEW MEMBERS

Jeffrey Acosta  
Bridget Adams  
Laverne R. Addison  
Joel Allen  
Lisa Allen  
Katerina Altit  
Joanne M. Amaro  
Ma Lenora Aranda  
Lisa Armstrong  
Allison Arroya  
Christopher Avvampato  
Carolyn Baglioni  
Rari Bakhro  
Heather Barnstead  
Kenesha Barrett  
Kristin Barrett  
Pamela Barry  
Bryan Bauer  
Morgan Baxter  
Matthew Beckwith  
Kathleen Begley  
Clara Bejarano  
Deneal Belgrave  
Alex Bell  
Amanda Berbig  
Sarah Berto  
Allison Bethea  
Christine Betley  
Kathleen Biegler  
Hannah Bierlem  
Melissa Biggs  
Cynthia Bischoff  
Susanne Bischoff  
Jacqueline Blank  
Catherine Bloomer  
Levi Boateng  
Mary Bogdan  
Victoria Bol  
Megan Bollhorst  
Sonja Bolotin  
Alycia Boone  
Katie Boyer  
Stephanie Boyuka  
Paula Brackett  
Alexandra Brannock  
Stephanie Bright  
Darlene Brislin  
Tabitha Brobst  
Christopher Brown  
Brittany Bruce  
Kandice Brune  
Amanda Brunstrom  
Bridget Burkart  
Jessica Butcher  
Joanne Byrne  
Nicole Cagle  
Olivia Canfield  
Cathleen Carey  
Casey Carleton  
Erica Carson  
Devon Caton  
Douglas Cattaneo  
Kelly Caulfield  
Matthew Cecchini  
Justin Celmer  
Casey Chappelle  
Nicole Chich  
Eboni Chris  
Elizabeth Christianson  
Heather Christoffersen  
Caroline Cochran  
Taylor Collignon  
Frances Collins  
Lauren Collins  
Molly Collins  
Casey Condon  
Amanda Connelly  
Brooke Connolly  
Emily Corbe  
Christopher Cosans  
Jodie Cottage  
Harold Covey  
Lisa Coyne  
Gregory Criniti  
Teresa Crofoot  
Tyler Cross  
Sarah Crouse  
Rebecca Cummings  
Stephanie Cummings  
Joanna Cunningham  
Jennifer Dalbey  
Kerry Daley  
Amanda Davis  
Deborah Davis  
Mara Davis  
Lisa DeJesus  
Emily Delawder  
Jenilee Denney  
Alexis Depaul  
Melissa Diepold  
Nathaniel Dippold  
Maria Dissen  
Jodi Distad  
Stephanie Ditucci  
Jennifer Dixon  
Edward Dolch  
Mary Doran Brown  
Meghan Dorsey  
Johanna Doty  
Michele Dougherty  
Carly Dremer  
Sara Dunaway  
Leigh Durka  
Kristina Dutcher  
Emily Edelenbos  
Nicole Edington  
Rachel Ellenberger  
Ragnhild Erdely  
Greta Erickson  
Stacie Errico  
Kathryn Eser  
Janet Fairbark  
Ann Farrell  
Kaitlynne Fatig  
David Fawley  
Katherine Ferrer  
Rachel Ferrer  
Megan Fischer  
Kristin Flynn  
Inez Ford  
Louis Foudos  
Malvina Franco De Albeyrobe  
Catherine Frank  
Christopher Franklin, Jr.  
Amanda Frye  
Jennifer Frye  
Elizabeth Fusco  
Jaime Gaither  
Devin Gardner  
Mandi Gardner  
Stacy Garity  
Rachel Geddes  
Gisele Gentile  
Kimberly Giaimo  
Morgan Gilmore  
Darcie Gingell-Manosa  
April Giordano  
Charles Glueck  
Erika Gneiting  
Laura Gottlieb  
Matthew Gould  
Hannah Graver  
April Gray  
Ashley Gray  
Deborah Greenberg  
Katherine Greenberg  
Andrea Greenwald  
Emily Grey  
Marie Griffiths  
Jeffrey Grim  
Sara Grogan  
Kayla Grossett  
Lauren Groves  
Rachel Grula  
Kelly Guarnieri  
Timothy Gulley  
Lee Hagan  
Darren Hall  
Beth Hallworth  
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**TAAAC Action Report**

For Local office use only

NEA $__________  
MSEA $__________  
TAAC $__________  
Total $__________

**Teachers Association of Anne Arundel County**
2521 River Road, Suite L7 • Annapolis, MD 21401  
410/241-0828, 410/244-3530 or 301/361-4009  
Fax 410/241-5117

**2014-2015 ENROLLMENT FORM**

**SOCIAL SECURITY NO. (Last 4 digits are required) OR EMPLOYEE ID NUMBER**

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**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 $41,549
- $20,775 - $41,549
- Below $20,775

**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 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 TAAC over my original signature in accordance with local by-laws between August 15 and September 1. In the case of my resignation or termination, the Board of Education shall adjust 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 (as a portion) may be deductible as a miscellaneous itemized deduction.

**Signature**

**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 TAAC to build a strong voice for educators:

**TOTAL PAC PAYROLL DEDUCTION PER PAY PERIOD**:

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**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 candidates for public 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 TAAC 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