Board of Education Meeting Draws Over Capacity Crowd Again

Members of the Anne Arundel County BOE faced another over capacity crowd on the evening of November 18th. Most of the crowd – similar to October’s evening meeting – was constituted by local educators who felt obligated to express their collective frustration with the pay and workload. The voluminous testimony from those educators was taken during Public Participation, a routine agenda item that immediately precedes the items that constitute actual conduct of business. The Board members were unable to get to the conduct of business (Action, Review, and Consent Items) until nearly three hours after starting time.

Along with scores of others, testimony was given by President Richard Benfer and TAAAC Secretary-Treasurer, Russell Leone. Some unique and effective testimony was given by two former teachers who recently resigned for reasons that include pay, workload, and general disrespect for the talent, effort and time that go persistently unrewarded.

Relatedly, much of the criticism seconded President Benfer’s plea for “No More Programs.” The mantra “People Before Programs” was sounded frequently.

The crowd was sufficiently large to fill the boardroom, the hallway, and the seats in front of the lobby monitor.

Very encouraging testimony was given by Amanda Fiedler, founder of Parents Rallying Officials for Increased Teacher Salaries (PROFITS).

Let us hope that the recent activism has an impact on the budget proposed by the Superintendent on December 16th.
As I began my activism 23 years ago as a TAAAC Rep at Fort Smallwood Elementary, I never imagined I would see the level of engagement as I have seen in the past couple months. It is almost like Rip Van Winkle was awakened after a long nap.

Having served this Association as Rep, Committee Chair, Director, Vice-President, and now President, I have encouraged this type of response from members for years. I had almost resigned myself to the fact that the apathy was just so engrained that I didn't think members actually knew the power that they have. With sparked activism across the county from Meade High to Annapolis High, and many others in between, the very members who appeared to be asleep over the years have suddenly been awakened.

When it comes to the money to fund schools, the squeaky wheel gets the grease. Our Association is only as strong as the number of members activated to be part of the solution. The divisive issues that brought on the activism cannot be the only focal point. We need to harness the energy and keep the momentum going. At this point in time we have many activated members, but there are still members sitting on the sidelines watching to see what happens next. We need the sideliners to wake up and join in, be present, and tell their story.

Many of our members, parents, and students have written to the County Executive. The egregious responses from the County Executive's office are not only offensive, but riddled with misinformation. Some of the responses to students are horrifying at best. I can only imagine how diminished those students may have felt, but they have not shrunk to the bully like behavior. They have spoken out very articulately to share their vision for their schools and educators.

The parents have also stepped up their game. One parent creating a group PROFITS (Parents Rallying Officials for Increased Teacher Salaries). Another parent group organized a Boycott of Green Turtle in Annapolis, Pasadena, and Gambrills, as well as Blackwell Hitch in Annapolis. All these establishments are tied to the County Executive as one of the owners.

Across the county many more schools are joining the Work-To-Rule movement. Simply put, work to rule is a unified occupational action in which educators do no more than the professional responsibilities required in the negotiated agreement and board of education policies. In addition, Meade High organized a grade-in at Arundel Mills Mall. The turnout of over 50 educators was a great demonstration to the public about the hard work educators do. TAAAC has organized an Action Task Force who will organize activities such as this one and many more.

I am not sure what it will take to get the County Executive's attention, but I have a feeling that he is paying attention now more than in the past. We recently have met with the entire County Council on Calvert St. The message is the same, “We need to fund our schools fully and go over Maintenance of Effort (MOE).” The only roadblock becomes the County Executive, who gets the budget first.

It is time to continue to send the message to our elected leaders that enough is enough. We need our school system budget fully funded and no longer balanced on the backs of educators.

(continued on page 3)
**Required Work Hours** (Art.11.A)
Classroom teachers are required to work 37 ½ hours a week exclusive of time for lunch.

**Working Beyond Required Hours** (Art.11.A)
*Planning for the delivery of instruction* is the only requirement outside the required workweek.

**Duties During Regular School Day** (Art.11.A)
- Regular classroom instruction
- Additional related professional duties to include but not be limited to:
  - Parent and student conferences
  - Additional help to students
  - Consultation with supervisors and administrators
  - Studying and maintaining required records
  - *Preparation* for instructional activities
  - Attending professional meetings

**Planning Time** (Art.11.C)
Every classroom teacher should have a minimum of 210 minutes of *individual planning time* each week to be used for *planning for the delivery of instruction*.

**Duty-Free Lunch** (Art.11.B)
Every Unit I member shall be provided a duty-free lunch period of no less than 25 minutes scheduled within the time the cafeteria is open and serving lunch to students.

**Attendance at Evening Activities** (Art.11.F)
Only one after-hours activity is required each work year, usually Back-to-School-Night.
(Pupil services persons and teachers in non-classroom 12-month positions may have additional after-hours requirements.)

**Duties Not Contributing to Teaching** (Art.14.A)
Non-professional duties should not exceed 20 minutes per day unless a different arrangement is agreed upon by Faculty Advisory Council and the Principal.
(Supervision of students during arrival, departure, and classroom transitions excluded.)

**Parent Conference Availability** (Art.2.Q)
The scheduling of dates and times for such meetings are to be established by *mutual agreement* between the Unit I member and the other persons involved.

(continued from page 2)

Nearly every district around us is catching up employees with restored steps. Eighteen counties received their steps and some received double steps to catch up from losses during the recession. Anne Arundel County is “broke by choice” thanks to campaign promises made by Mr. Schuh. He does not understand or just ignores the fact that our school system is a huge driver of the economy. A recent economic impact study, led by our former board member, turned education liaison to the county executive, Amalie Brandenburg, showed that for every dollar the county spends on the schools they get $1.35 return on their investment. That information coupled with our highly effective educators in our system only spells money for the county. It is time for the county government to invest in our schools and make our hard working educators whole again.
Teachers vs "Real" Jobs

**Note:** Teachers are expected to work more than the 180 days students are present.

- **Days with students:** 180
- **Required Workdays:** +11
- **Days worked yearly:** 191

/5 workdays a week

- **Weeks worked a year:** 38.2
- **Average hours worked per week:** x53
- **Hours/year:** 2,024.6

A difference of: 104.6 hours

2.615 weeks

**The CONCLUSION?**

Teachers work 2½ plus weeks a year MORE than full time NOT 3 months a year LESS.

*Source: wapo.st/1hGn55A*
On Total Compensation
By Bill Jones

Let me respond to the statement: “When the entire compensation package is compared with surrounding jurisdictions and other counties in the State, AACPS teachers have one of the best total packages in the State.”

The statement is partially true in that our healthcare package is among the best in the state, and when considered in total compensation comparison, our competitive standing does improve a bit, but it’s well short of making AACPS among the best compensated. Especially when teachers leaving here are getting experience credit elsewhere that has been disregarded here.

Let’s look at an AACPS teacher currently in her 9th year and on the Master’s Degree/Advanced Professional Certificate (MA/APC) column as an example. If she remains in the AACPS, she will begin her 10th year languishing for another year on Salary Step 4. She could leave here and begin her 10th year of teaching in Howard, Calvert, or Montgomery counties and start next year on the 10th step of a comparable column. If she does, she will experience the following salary increases by simply crossing the county lines.

<table>
<thead>
<tr>
<th>District</th>
<th>Individual</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Howard</td>
<td>$8,800</td>
<td>$7,646</td>
</tr>
<tr>
<td>Calvert</td>
<td>$12,647</td>
<td>$8,982</td>
</tr>
<tr>
<td>Montgomery</td>
<td>$16,006</td>
<td>$15,720</td>
</tr>
</tbody>
</table>

The healthcare offerings are different between districts. So, to get an apples-to-apples comparison, we are required to compare plans that the districts have in common. One is the CareFirst HMO. AACPS employees pay less for their participation in that plan than do employees in the other three districts, but the salaries are so much higher the increases in premium shares are not sufficient to offset the salary increases. Adjusting increases for higher premium shares, net compensation for teaching elsewhere remains significant:

Yes, employees in those other districts pay more for their healthcare but not sufficiently more to stop our most qualified teachers from seeking employment elsewhere. Keep in mind as well that employee healthcare premiums are paid in pre-tax dollars thereby reducing taxable income, a fact that makes the compensation gaps a little wider in reality than indicated on paper.
Welcome New Members

Frannie Allan
Jennifer Ballard
Mary J. Davis
Patrick Febberman
Debora Gaskins
Lynn Gayno
Colleen Hentz
Marcie Intoccia
Robert Levit
Ashley Russell
Crystal Velez-Morales
Lauren Wells

A reminder…It will be time to carry signs again soon.

A “like” from Mr. Shuh’s Education Director

MARYLAND TEACHER TUTORS

We are looking for CERTIFIED TEACHERS who have a passion and love for seeing students succeed!

We offer flexible hours and the opportunity to work near your home with students one-on-one.

Grades K-12

Please visit www.marylandteachertutors.com for more info and email us if you’re interested!

A reminder…It will be time to carry signs again soon.

TAAAC Member Amy Russ from Belvedere Elementary holds a sign at the November 18th BOE meeting.
Ways to Make an Impact Now!

√ Mark your calendar for the following dates:

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>BOE Budget Hearing</td>
<td>January 5, 2016</td>
<td>7PM @ Old Mill HS</td>
</tr>
<tr>
<td>BOE Budget Hearing</td>
<td>January 7, 2016</td>
<td>7PM @ BOE</td>
</tr>
<tr>
<td>Legislative Breakfast</td>
<td>January 9, 2016</td>
<td>9AM @ Union Jacks</td>
</tr>
<tr>
<td>Primary Election Day</td>
<td>April 26, 2016</td>
<td></td>
</tr>
<tr>
<td>County Executive Budget Presentation</td>
<td>May 2, 2016</td>
<td>11AM @ Arundel Center</td>
</tr>
<tr>
<td>County Council Budget Hearing</td>
<td>May 9, 2016</td>
<td>7PM @ North County HS</td>
</tr>
<tr>
<td>County Council Budget Hearing</td>
<td>May 12, 2016</td>
<td>7PM @ Annapolis HS</td>
</tr>
</tbody>
</table>

√ Every time you take home work, grade papers in the evening, stay late, or go beyond your contracted work hours… let everyone know: Post or tweet comments and photos using #beyondthebell

√ Send an email to the Anne Arundel County Executive and Council Members that tells your story and illustrates the person impact of not funding our contracts (emails found at www.aacounty.org)

√ Volunteer to be part of the Action Task Force – Contact bjones@mseanea.org. Help craft activities to increase understanding and awareness of critical contract issues.

√ Like us on Facebook – https://www.facebook.com/taaaconline

√ Follow us on Twitter - https://twitter.com/TAAACTweets

√ Look for QR codes to scan with your smart device in this issue

Did You Know?

If you are a currently working at a district school you may qualify for special forgiveness programs not available to the general public. The Teacher Forgiveness program was introduced by President Obama and is designed to help teachers eliminate their student loan debt while continuing their careers as educators. Participation in the program will reduce your principal, and after ten years, any balance that remains is totally forgiven.

(800) 508-1626
9:00am - 6:00pm EST Weekdays
www.aessuccess.org

American Education Services will help you through the application process, determine your eligibility and prepare all necessary documents. Even if you aren’t a teacher you may still qualify for some form of forgiveness, all it takes is a phone call to find out how much you can save.
November ARC Attendance

The following schools, departments, and affiliates were not represented at the November 4, 2015 Association Representative Council Meeting.

Affiliates - Counselors, PPW’s, Reading Teachers, SLAAAC; Departments - Div. Career & Tech Ed/Riva Rd., Div. of Curriculum, Heritage Ctr., Library Media Sers., Office of Instruction, PPW’s, Riva Rd., Special Education, Student Data; Elementary - Belle Grove, Benfield, Bodkin, Brock Bridge, C & I Ctr. @ Pt. Pleasant, Comm. Based Sers. @ Pt. Pleasant, Crofton, Deale, Fort Smallwood, Germantown, Glen Burnie Park, Glendale Annex, High Point, Hillmere, Hilltop, Jacobsville, Jessup, Jones, Lake Shore, Lothian, Manor View, Marley, Millersville, Oak Hill, Oakwood, Odenton, Pershing Hill, Piney Orchard, Point Pleasant, Rolling Knolls, Shipley’s Choice, South Shore, Tyler Heights, Van Bokkelen, West Annapolis, West Meade Early Ed. Ctr., Windsor Farm, Woodsides; Secondary - Arundel High, Corkran Middle, Glen Burnie High, Old Mill Middle N.; Special - Arlington Echo, Center of Applied Tech. N., Center of Applied Tech. S., Chesapeake Science Pt., Infants & Toddlers, Marley Glen Special, Monarch Academy - Glen Burnie, Monarch Global Academy, Ruth P. Eason, Staff Development - Carver

NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for President, Vice President, Board of Directors (5), and NEA Delegates (34).

Nomination forms must be received at the TAAAC office by 5 PM on Thursday, December 10, 2015.

Name ________________________________________________
Address _______________________________________________
School _______________________________________________
Phone (H) __________________  (W) _____________________
Personal Email ________________________________________

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

☐ President
☐ Vice President
☐ Board of Director
☐ NEA Delegate

[Have you been a delegate before? YES or NO]

Job Opportunity

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 (Full or Part Time) No Experience Necessary.

For more information, email Noelle Navarro at: n_navarro@drdpools.com

Season's Greetings!
Link up with TAAAC on Social Media

Please scan the code to follow us on Twitter

Please scan the code and Like us on Facebook

P.R.O.F.I.T.S.

An emerging group of Parents supporting educators in our county is organizing to help improve educator compensation. Visit the P.R.O.F.I.T.S. (Parents Rallying Officials for Increased Teacher Salaries) Facebook page and like it.

https://www.facebook.com/Parents-Rallying-Officials-For-Increased-Teacher-Salaries-898866436835211/

TAAAC Events Calendar

December 2015

2 – ARC – 5:00 PM @ Severn River Middle
2 – Middle School Concerns – Following ARC Mtg.
7 – Sick Leave Bank @ TAAAC Office
8 – Community Outreach – 4:30 PM @ TAAAC Office
9 – High School Concerns – 3:40 PM @ TAAAC Office
9 – Public Relations – 5:00 PM @ TAAAC Office
9 – TAAAC Executive Team @ TAAAC Office
10 – Steering Committee @ TAAAC Office
14 – Instructional Professional Development – 4:30 PM @ TAAAC Office
15 – Elementary Concerns – 4:45 PM @ TAAAC Office
16 – Daytime Board of Education Meeting – 10:00 AM @ BOE
16 – TAAAC BOD – 4:30 PM @ TAAAC Office
17 – TAAAC ASI @ TAAAC Office
21 – Sick Leave Bank @ TAAAC Office

*Please Note*

January 5 – ARC
5:00 PM @ Severna Park Middle

TAX PREPAREATION

Bob Pellicoro, who has served TAAAC members for the past 27 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 2015 Income Tax Returns preparation. Please call the TAAAC office to schedule an appointment for one of the following dates:

March 8, 2016 – 10 AM – 6 PM
March 10, 2016 – 10 AM – 6 PM
March 14, 2016 – 10 AM – 6 PM
Aflac Pays Cash For:

• Illness
• Maternity
• Hospital Stay
• Cancer
• Accident
• Wellness (doctor visits)

To find out how you and your family can be covered contact:

Suzanne Herrmann
301 – 985 – 2020
suzanne_herrmann@us.aflac.com

Cynthia Eckhardt
301 – 381 – 6559
cynthia.eckhardt@employee-plans.com

2015-16 TAAAC Financial Workshops
Presented By Bill Bush, CFP®, CPA

• January 28, 2016: Understanding your Retirement
• February 25, 2016: Saving & Investing

All workshops are being held at Severna Park Middle School. For more details, call Bill at (410) 480-0007 or email at William.bush@lpl.com.

Contact Us
Sheldon Ray: Sheldon.Ray@RaymondJames.com
Senior Vice President, Investments; Portfolio Manager

Douglas Richards:
Douglas.Richards@RaymondJames.com
Senior Vice President, Investments; Portfolio Manager

Phone: (202)-872-5911
Web: www.RRGlobalAssetManagement.com
1717 Pennsylvania Avenue NW, Suite 1050
Washington, DC 20006
Raymond James & Associates, Inc. member New York Stock Exchange/SIPC

Koons Toyota of Annapolis

America’s Most Convenient Bank®