

TAAAC ACTION REPORT

Your Professional Organization

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

January 2015

National Survey: Anne Arundel County Teachers Highly Paid What Hogwash!!

Over recent weeks, the **Baltimore Sun** and **The Capital** referenced a study conducted by the National Council on Teacher Quality (NCTQ) that ranked Anne Arundel County Teachers as the 11th highest paid in the Country. In actuality, Anne Arundel County does not even pay its teachers as well as most of its immediate neighbors. Of the 113 school districts studied, only four other Maryland districts were included. Those districts were ranked in surprising positions as well. They were Baltimore City (25th), Baltimore County (56th), Montgomery County (106th, odd for the highest paying Maryland district by wide margin), and Prince George's County (115th). The consistently high-paying districts of Calvert and Howard were not considered.

The study's results were published in a report entitled *Smart Money*, dated December 2014. A review of it revealed clear reasons such a study could lead to such incredibly specious conclusions.

The rankings were determined by reviewing salary scales of the districts considered, adjusting those salaries to reflect local cost-of-living; then considering first the projected 30-year earnings, and considering second the year it would take to reach a \$75K salary. Critical flaws included:

1. The data came from outdated salary scales. The 2013-14 salary scales were the basis for determining how teachers are paid currently. The salary scales for Anne Arundel (and possibly) is no longer in existence. The old 23-step scale with six longevity steps considered in the study is now a 25-step scale with no longevity steps.
2. There was an inherent assumption in the study that the teachers whose earnings were being compared are on the salary step appropriate to their experience. Teachers in Maryland districts are behind in step increases anywhere from 0 to 6 years. Considered separately, Anne Arundel teachers are behind 4 to 6 years depending on where they were when the 4 ½ year freeze on steps began.
3. A minor but notable flaw is in the consideration of the cost-of-living. Not only do many teachers live in the district in which they work, but the cost-of-living in geographically large and diverse districts changes community to community.

In reality, the losses of steps over multiple years have badly diminished the competitive advantage that TAAAC and the Board had been collaboratively building until the 2010 election. The combined impact of an economic downturn, a change in a couple critical seats on the council, and multiple years of MOE-only budgets. For a quick look at reality just take one example: Consider Mr. Stutzel, a 10-month classroom teacher in his 13th year with a Master of Arts and an Advanced Professional Certificate. The chart below indicates how favorably or unfavorably Mr. Stutzel's salary compares colleagues in a few other Maryland districts after adjusting for our own step losses and those of the other districts (Please see chart on page 3):

(Continued on page



Bill Jones

Superintendent's Proposed Operating Budget

As it has been for a very long time, the Anne Arundel County Superintendent presented his budget proposal in the December meeting of the Board. There is both good and not-so-good within its four corners. The highlights as presented are:

- \$11.8 million as a place holder for employee compensation to be finalized when negotiations are concluded.
- \$2.4 million for 33 teaching positions to partially address continued enrollment growth.
- \$2.5 million for expansion of the Triple-E program to the 19 elementary schools in the Chesapeake, Meade, and Southern clusters in addition to the North County cluster.
- \$1 million for additional early literacy and prekindergarten programs.
- \$850,000 to add eight English Language Acquisition teachers to classrooms, two employees in the

International Student Services Office, and three bilingual facilitators to assist the growing number of non-English speaking families across the system.

“Remember to attend the Public Hearing on January 8th in the AACPS Boardroom. Those willing should sign-up to speak and tell their own stories of how the years between 2010 and 2014 have caused injury. The hearing begins at 7 PM. Sign-up begin at 6 PM.”

- \$1 million to continue expansion of the STEM magnet programs at Old Mill Middle School South and Lindale Middle School, and launch our third STEM middle school magnet program at Central Middle School next year.
- \$739,000 to purchase automated bus routing software and hire an analyst to implement a program to run alongside the current transportation system during the upcoming school year. This will enable us to identify any areas where we can create more efficient bus routes and allow us to examine additional options with regard to school start times.
- \$4 million to bolster our health-care fund.
- \$3.8 million to address needs in our charter and contract school program.

- \$570,000 to continue expansion of the Performing Visual Arts program.
- \$300,000 for increased Special Education staffing.

The not-so-good in the proposal is that a placeholder of only \$11.8 million will not cover a step increase. Now, PLEASE understand that this does not already mean we're facing another year without steps. There are still negotiations to continue and budget work to be done. Budget proposals do change as the budgeting process moves along. It is our belief that the education budget will have a request for sufficient funds to pay for the step. We believe so because we think – and our attorney agrees – that the employer had an obligation to at least ask for the money required to fund conditions of employment it has agreed to. Our step increase is one of those conditions and all four unions (TAAAC, AEL, SAAAAC, and AFSCME) that represent AACPS employees have that step in their respective Agreements.

Remember to attend the Public Hearing on January 8th in the AACPS Boardroom. Those willing should sign-up to speak and tell their own stories of how the years between 2010 and 2014 have caused injury. The hearing begins at 7 PM. Sign-up begin at 6 PM.

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From Contentia this month . . . *Be Social Media Smart!*

Do you ever . . .

- **Badmouth your employer, your supervisors, fellow employees, parents, or students?**
- **Discuss student work?**
- **Post pictures of students or student work?**
- **Post pictures of yourself or others in “unprofessional” situations?**
- **Allow students or parents to “friend” you?**
- **Text or call students?**
- **Email students without copying a parent or administration?**

Then STOP!

You must assume that anything you post, text or tweet will exist forever. There is no privacy on the internet. Even those you trust may pass your posts on to others who may take offense. Anne Arundel County Public Schools monitors internet and social network activities just as they monitor employee involvement with law enforcement.

Protect yourself! Don't take any chances that may lead to discipline, suspension, or loss of your employment. You do not have the First Amendment right of freedom of speech when it comes to your employer and your employment.

Every time you post something inappropriate you put your job at risk!

(Continued from page 1)

Balt Co on step	Calvert 2 steps down	Cecil on step	Charles 2 steps down	Howard 1 step down	Mont Co 1 step down	P G 4 steps down	Qn Anne 1 step down	Talbot on step
\$1,310	(\$10,830)	(\$5,190)	\$498	(\$9,936)	(\$20,733)	(\$3,429)	(\$4,180)	(\$1,446)

3) Please understand that Mr. Stutzel's situation is not the most egregious.

Comparisons worsen significantly for members who've lost 5 or 6 years of steps. Unfavorable comparisons range from less than one hundred dollars to well over twenty-seven thousand.

To her credit, the Capital's educa-

tion reporter included some of this information in her article and those who chose to read more than just the headline are aware of Anne Arundel's real situation. TAAAC leadership has been sharing more details with elected and appointed officials involved in budget determination. The conclusions presented in *Smart Money* are being refuted as if they were no more than a bad rumor. Unfortunately,

it's a bad rumor that can cause us harm in the eyes of the public and the leaders elected by the public.

To help, TAAAC members should make certain to attend the Public Hearing on January 8th. Those willing should sign-up to speak and tell their own stories of how the years between 2010 and 2014 have caused injury. The hearing begins at 7 PM. Sign-up begin at 6 PM.

2015 TAAAC/MSEA Election Process

For two years your TAAAC President has been collecting home emails to build communication systems that do not rely on AACPS email. TAAAC has been able to add to the home emails we have in the NEA Lyris system, MSEA IMS system, and Mail Chimp. These three systems are ways that the associations on the national, state, and local level communicate with members. The MSEA IMS system is used for governance elections held online.

Through this effort, TAAAC has raised our home email collection numbers to 78%. This rise in the number of home emails will make it much easier to vote in Governance Elections. The TAAAC/MSEA election window will begin January 26, 2015. TAAAC members who provided their home email will receive an email with directions for voting and links to the candidates' information and the actual ballot. The TAAAC and MSEA ballots will be merged together for the election. When members click the link provided in the email, it will take them to their electronic ballot. Members will see MSEA's Ballot first where they can vote for offices of MSEA President, MSEA Vice-President, 4 MSEA Director seats, 1 NEA Director seat, as well as MSEA Delegates to the NEA Convention both regional and at-large. Below that will be the TAAAC Ballot where members can vote for office of TAAAC Secretary/Treasurer, 5 TAAAC Board of Director seats, and TAAAC Delegates to the NEA Convention. Members will receive only one email for voting in the elections, rather than two different correspondences. We encourage members to review the candidates in this *TAAAC Action Report*, *MSEA's January Action Line* paper, and those profiles online on the TAAAC and MSEA websites in preparation for voting.

Then vote starting January 26th! If members do not receive an electronic ballot, they can go to the TAAAC website www.taaaconline.org where a link to the ballot will be available from January 26th through February 20, 2015. Members will need their membership # which can be found in the mailing address of your *MSEA Action Line* magazine, on a list of members in your school that will be provided to your TAAAC rep, or by calling/emailing TAAAC or MSEA. Balloting closes on February 20, 2015 regardless a members' method of voting.

The ultimate outcome of online voting is to increase the number of people voting thus giving members more of a voice. On the state and national levels, increasing the numbers of members' voting gives your association a stronger presence at MSEA and NEA Conventions and ultimately more input into state and national policies of the union.

Having this streamlined process should make voting in the TAAAC/MSEA Governance elections hassle free right from the comfort of a member's desktop or handheld device.

Secretary/Treasurer Candidate



Russell Leone

For the past 8 years I have been representing my association colleagues. As a building representative, I worked to make sure information was shared and voices heard. Continuing as a board of director member, I stepped up to help guide the association and continue to speak up for those in the schools. As I round out my 5 years on the board, I know that my work is not done. I hope to continue working for you as your next secretary-treasurer.

Board of Directors Candidate



Robin Beers

A former special education teacher, I currently teach 1st grade. I am passionate about the issues that impact our kids and classrooms and would be honored to be a needed voice for elementary and special education teachers on TAAAC's Board. Current positions: building rep, IPD, PR & Nominating committees.

Board of Directors Candidates



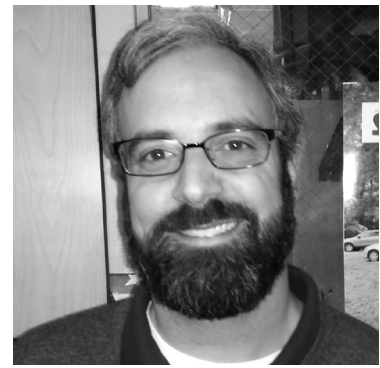
Jim Burns

As a member, I choose to serve as a building representative, Fund for Educational Excellence committee member (Scholarships and Grants in Need), Special Events committee and MSEA delegate. Previously I served on Negotiations for three years. I am an experienced school counselor and veteran teacher looking to serve you.



Jackie Lubniewski

I am seeking reelection to the Board of Directors. This is an active and Democratic group. Everyone has a voice. I want to be your voice. I continue to be active on the nominating committee, negotiations, high-school concerns, and the MSEA conference. I would like to continue to represent you.



Robert Mauro

As a member of the Board of Directors, I will work diligently to represent you to ensure fair compensation and equitable working conditions. You have the most important job in the country. You should be treated that way.



Reba Miller

I'm Reba Miller. Currently I serve as the building representative at MacArthur Middle School. I have also attended the MSEA and NEA conference as a delegate. I want the opportunity as a board member to help bring respect back to our profession. Please vote for me, Reba Miller. Director position



Kate Snyder

I'm an 18 year veteran of Anne Arundel County public schools. I became a school representative for TAAAC in 2002. I have served on the HSCC, the start time task force; I have also served as a consultant during contract negotiations. It is an honor to represent the amazing educators of AACPS.



Jim Vaughn

I am Jim Vaughn and I am submitting my nomination for the TAAAC Board of Directors. I am currently serving on the Board and the TAAAC Contract negotiation committee. I submit my nomination because of my commitment to excellence for Teachers and Student Services workers.

Board of Directors Candidate

Wendy Gibson

No photo or statement provided

TAAAC Meeting Calendar January 2015

- January 5** – Sick Leave Bank @ TAAAC
- January 6** – Board of Ed Budget Presentation – 7:00 PM @ Old Mill High
- January 7** – ARC – 5:00 PM @ Severna Park Middle
- January 7** – Middle School Concerns – Following ARC meeting @ SRMS
- January 8** – TAAAC/BOE Negotiations @ TAAAC
- January 8** – Board of Ed Budget Presentation – 7:00 PM @ BOE
- January 10** – TAAAC Govt. Rel. Legislative Breakfast – 9:00 AM @ Union Jacks
- January 10** – Govt. Rel. Lobby Training – 11:00 AM @ Union Jacks
- January 13** – Nominating Committee @ TAAAC
- January 14** – TAAAC BOD – 4:30 PM @ TAAAC
- January 15** – TAAAC ASI @ TAAAC
- January 15** – Special Ed Task Force – 5:00 PM @ TAAAC
- January 19** – Martin Luther King, Jr. Holiday Observed, School Closed
- January 20**- SLB
- January 21** – TAAAC Executive Team @ TAAAC
- January 21** – Board of Education Meeting – 7:00 PM @ BOE
- January 22** – TAAAC/BOE Negotiations @ TAAAC Office
- January 26** – Public Relations – 4:30 PM @ TAAAC Office
- January 26** – Lobbying – 5:00 PM @ Stan & Joe's, West St.
- January 28** – High School Concerns Committee – 3:30 PM @ TAAAC
- January 28** – Instructional Professional Development Committee – 4:30 PM @ TAAAC

Congratulation to the following TAAAC Members who have been nominated by their schools and communities for Teacher of the Year

Arthur Murphy, Annapolis High School
Kasey Poynton, Annapolis Middle School
Debbie Knight, Arnold Elementary School
Sonya Muhitch, Belvedere Elementary School
Meredith Claborn, Broadneck Elementary School
Valerie Bennett, Broadneck High School
Kelsey Burdette, Brooklyn Park Elementary School
Donna Fava, Chesapeake Bay Middle School
Cher Ann Pitaniello, Chesapeake Science Point Public Charter School
Robert Abbott, Crofton Middle School School
Meghan Pazmino, Hebron-Harman Elementary School
Cathy Mitchell, Freetown Elementary School
Patience Windsor, Glendale Elementary School
Koren Donnor, Jessup Elementary School
Kristy Wiggins, Jones Elementary School
Katherine Slomer, Lindale Middle School
Amanda Talbot, Linthicum Elementary School
Jeanne Green, Lothian Elementary School
Brenda Osborne, MacArthur Middle School
Bethany Ann Husak, Marley Middle School
Tamara Saxon, Mary E. Moss Academy
Christine McCallister, Meade Middle School
Karen Pfarr, Monarch Global Academy
Toniann Shaffer, Quarterfield Elementary School
Kara Holden, Richard Henry Lee Elementary School
Wesley Emler, Rippling Woods Elementary School
Deena Settineri, Rolling Knolls Elementary School
Kevin Valenti, Severn River Middle School
Jennie Merrill, Severna Park Elementary School
Andrea Alcombright, Severna Park Middle School
Patricia Shryock, Shady Side Elementary School
Tamara Chilipko, Solley Elementary School
Iris Crankfield, South River High School
Rachael Morrison, Southern High School
Karen Jones-Lantzy, Tracey's Elementary School
Jamie Gass, Van Bokkelen Elementary School
Clare Goggin, West Annapolis Elementary School
Kimberly Mason, Windsor Farm Elementary School
Katherine Jenkins, Woodside Elementary School

**TAAAC would like to Congratulate
the following Members on their
National Board Certification
Renewal**

Susan Casler, Crofton Middle School
 Janet Doherty, Waugh Chapel Elementary School
 Daniel Fluharty, Meade High School
 Jennifer Hirschbock, Edgewater Elementary School
 Vicki Johnson, Lake Shore Elementary School
 Catherine Maloney, Shady Side Elementary School
 Helen Mihm, Crofton Middle School
 Sheila Norris, Hillsmere Elementary School
 Brenda Poist, Old Mill High School
 Tara Rose, Van Bokkelen Elementary School
 Wendy Smith, Mills-Parole Elementary School
 Diane Wagner, Severna Park Middle School
 Debra Witt, Early Childhood and School Readiness Office
 Barbara Wood, Linthicum Elementary School
 Dorothy Wyson, Park Elementary School

***TAAAC extends Congratulations to
Lake Shore & Severna Park
Elementary Schools
named Maryland Blue Ribbon
Schools of Excellence***

WAY TO GO!

TAX PREPARATION

Bob Pellicoro, who has served TAAAC members for the past 26 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 2014 Income Tax Returns preparation. Please call the TAAAC office to schedule an appointment for one of the following dates:

**March 9, 2015 – 10 AM – 5 PM
 March 11, 2015 – 10 AM – 5 PM
 March 16, 2015 – 10 AM – 5 PM**

**TAAAC would like to Congratulate
the following Members on their
Initial National Board
Certification**

Virginia Allen, Shipley's Choice Elementary School
 Coral Bollinger, Old Mill High School
 Jennifer Boswell, Lake Shore Elementary School
 Andrew Cizek, Arundel High School
 Katharine Collins, Seven Oaks Elementary School
 Iris Crankfield, South River High School
 Katharine Dean, Lothian Elementary School
 Sarah Dragan, Southgate Elementary School
 Caroline Edwards, MacArthur Middle School
 Tamba Elliott, Riviera Beach Elementary School
 Margaret Ennis, Right Start Advisor
 Jocelyn Fox, Glendale Elementary School
 Briana Gresko, Southern High School
 Amanda Hagerman, Southern High School
 Julianna Hegarty, Special Education Office
 Elizabeth Hewitt, Jessup Elementary School
 Kara Holden, Richard Henry Lee Elementary School
 Jacquelyn Jarrell, Corkran Middle School
 Allison Johnson, Annapolis Middle School
 Eileen Keck, Richard Henry Lee Elementary School
 Stacy Langhirt, Severna Park Elementary School
 Walter Lindberg, Brock Bridge/ Pershing Hill Elementary School
 Dianne Lloyd, Davidsonville Elementary School
 Nancy May, Ferndale Early Education Center
 Carla McConnaughay, Right Start Advisor
 Jennie Merrill, Severna Park Elementary School
 Jennifer Mitchell, Shady Side Elementary School
 Jennifer Montagnino, Center of Applied Technology North
 Amy Mueller, Health, Physical Education, and Dance Office
 Lisa Paddy, Annapolis Middle School
 Lindsey Poro, Ridgeway Elementary School
 Anita Pusztay, Germantown Elementary School
 Joanna Ricker, Annapolis Middle School
 Lisa Sanchez, Quarterfield/Woodside Elementary School
 Christina Saunders, Annapolis Middle School
 Lacy Swauger, Central Middle School
 Donna Thompson, Woodside Elementary School
 Sherrie Ugolini, Windsor Farm Elementary School
 Brooke Walsh, Annapolis High School
 Jason Williams, Park Elementary School
 Deeanne Wright, Crofton Elementary School

WELCOME NEW MEMBERS

Joel Bunker
Angela Martin
Kelly Strutzman



Weingarten Rights

You have the right to request union representation whenever an administrator questions you regarding a matter that may result in your being disciplined. If called in for a meeting only to find that it is your conduct or performance (other than routine job counseling) that is the focus of questioning or discussion, ask to suspend the meeting long enough to get Union representation.

If faced with such circumstances and required to remain in the meeting but denied the right to representation, you are under no obligation to speak. Simply take notes...

Then call TAAAC!

NLRB v. WEINGARTEN, INC., 420 U.S. 251 (1975)

EMPLOYMENT OPPORTUNITIES

Spend Summer in the Sun

DRD Pool Service, Inc. is accepting resumes for summer job openings as swimming pool field supervisors and swimming pool managers (Full or Part Time). No Experience Necessary. For more information, email Noelle Navarro at n_navarro@drdpools.com

Tutorrific!

Tutor in homes throughout Howard County (Elkridge, Columbia, etc.) A great way to make extra money! Make your own schedule. Please send an email and/or resume to Deborah Markowitz at tutorific@comcast.net

Anchor's The Way!

Anchor Aquatics is training and hiring for summer 2015 for the positions of Pool Manager, Area Supervisor, Lifeguard and Pool Operator for Annapolis and surrounding areas. Attend our Open House on Saturday, January 3 from 10 am – 2 pm at 605 Admiral Drive, Annapolis 21401. You can apply, interview and get a **prize**. Ask about our FREE Training (\$350 value). Contact 410-956-0744 or go online at www.anchoraquatics.com

December ARC Attendance

The following schools, departments, and affiliates were not represented at the December 3, 2014 Association Representative Council Meeting.

Affiliates – Counselors, EMAAAC, Reading Teachers, SLAAAC, Social Workers; **Departments** – Riva Road; **Elementary** – Annapolis, Arnold, Belle Grove, Bodkin, Broadneck, Brock Bridge, C & I Resource Ctr. @ Point Pleasant, Central, Community Based Sers., Crofton, Davidsonville, Deale, Eastport, Folger McKinsey, Fort Smallwood, Four Seasons, Freetown, Georgetown East, Germantown, Glen Burnie Park, Glendale Annex, Glendale/Glendale Level V, Hillsmere, Jacobsville, Jones, Lake Shore, Lothian, Manor View, Marley, Mayo, Millersville, Nantucket, North Glen, Oak Hill, Overlook, Pershing Hill, Piney Orchard, Quarterfield, Rolling Knolls, Seven Oaks, Severna Park, South Shore, Tyler Heights, Van Bokkelen, West Annapolis, West Meade, Windsor Farm, Woodside; **Secondary** – Annapolis Middle, Arundel High, Brooklyn Park Middle, Central Middle, Chesapeake Bay Middle Resource Ctr., Corkran Middle, Old Mill Middle N., Severna Park High, South River High, Southern Middle, Southern Senior; **Specials** – Arlington Echo, Center of Applied Tech. N., Center of Applied Tech. S., Chesapeake Science Point, Infants & Toddlers Program, J. Albert Adams Academy, Marley Glen Special, Mary E. Moss Academy, Monarch Academy Glen Burnie, Monarch Laurel, Phoenix Academy, **Staff Development** - Carver.