

TAAAC ACTION REPORT

Your Professional Organization

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

June 2015

TAAAC FEE Scholarship Winners



Pictured from left to right: Betty Coleman, TAAAC-FEE Scholarship Chairperson; Emilie Andercyk, Northeast HS; Elizabeth Dolan, Old Mill HS; Kathryn Herberger, Northeast HS; Jazmine Jackson, Glen Burnie HS; Elizabeth Young, Chesapeake HS; Emily Duan, Chesapeake HS; Jessica Lease, Old Mill HS; Janel Adkins, Meade HS; and Susie C. Jablinske, TAAAC-FEE President.

The TAAAC Foundation for Educational Excellence, a 501(c)3 non-profit corporation, organized and run by active and retired TAAAC members was founded a few decades ago. It serves as TAAAC's philanthropic arm and serves local public school students in two ways.

- Its Children's Fund provides prescription eyeglasses and winter coats to students in need.
- Its Scholarship fund provides scholarship for which AACP's students earn through competition.

While the Children's Fund operates throughout the year, attention is drawn to the Scholarship Fund each spring.

On May 6, 2015, at the Association Representative Council, the winners of the 2014-15 scholarships were announced. Winners of this year's TAAAC-FEE Scholarship Awards are: Emilie Andercyk from Northeast HS, Elizabeth Dolan from Old Mill HS, Kathryn Herberger from Northeast HS, Jazmine Jackson from Glen Burnie HS, and Elizabeth Young from Chesapeake HS.

The Foundation administers three additional scholarships funded by private donations. The winner of the Rob-in Coleman Scholarship is Emily Duan from Chesapeake HS. The winners of the Sam and Bessie Chao Book Scholarships are Janel Adkins from Meade HS and Jessica Lease from Old Mill HS.



Richard Benfer

A Year in Review

We have continued to feel growing pains across our county with the implementation of many programs mandated by the Federal, State, and Local Boards of Education. Educators started the year by further integration of Common Core State Standards within the new curriculum and daily lessons. They spent many hours navigating online web tools. The full implementation of PARCC testing, as well as the completion of the Fountas & Pinnell testing in many elementary schools, added more to our plate without adequate planning time to get it all done.

To help send the messages from practitioners in the classroom the TAAAC Curriculum and Instruction Advisory Cabinet was renamed the ASI/TAAAC Advisory and has met monthly to share your concerns, questions, and accomplishments. This advisory group was established jointly between TAAAC and the Office of Academic and Strategic Initiatives. Our Associa-

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tion Reps serve on the council and bring many issues to the table that they are dealing with along with solutions. You can take part by visiting the ASI/TAAAC Advisory web link on the AACPS Employee Intranet. There you can post your questions and they are answered in a few days. The Office of Academic and Strategic Initiatives uses that information to help inform them how to best help educators in the classroom who are hard at work implementing new curriculum using proven instructional practices and new strategies alike.

“After the elections is it clear that public educators are less valued by our newly elected politicians than other groups.”

All Kindergarten and first grade teachers received training on the new K-1 curriculum. This format is much improved over last year’s “hunt and peck” method of finding materials. Having links that work and navigation that is more user friendly can only enhance the instructional planning and delivery process. Hopefully this will give our

early childhood educators tools they can use right away with ease. Next year the office of curriculum will begin work on Grades 2-3.

TAAAC in partnership with MSEA maintains the Common Core State Standards (CCSS) Cadre. The goal is to help educators further enhance their knowledge of CCSS, and create a supportive network that they will be able to depend upon. The Student Learning Objective (SLO) Cadre has been trained and the support network was started for SLO’s as well. Both Cadres held workshops sponsored by TAAAC and MSEA, and they will plan to deliver other professional development opportunities to our educators in the 2015-2016 school year.

The TAAAC “Celebrate Educators” event is in full planning mode. The event will be held at Sandy Point State Park on Friday, August 21, 2015 from 11:00 AM to 3:00 PM. I hope this event will give a boost to educators across our county and help start off the year with some fun. As I have done in the past, I requested that a memo be put out to principals and central office administrators asking them to allow 12 month Unit 1 members the opportunity to leave early on the 21st to be able to join in the festivities. I have been assured by Mr. Liverman that the message will be communicated to principals and supervisors.

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From Contentia this month . . . Workload – Workload – Workload – Workload – Workload

Expanding workload is a killer and the Board has refused to address our workload concerns this year at the bargaining table.

Language from last year’s negotiations, currently in effect, is intended to provide some level of relief. It is in Article 11 – WORK TIME AND WORKLOAD: Section C – Planning Time:

- 1. Administrators will limit the number of meetings where administratively possible to afford elementary teachers optimal time for planning.*

Your FAC should have ongoing discussions with your administration with the goal in mind of increasing planning time. Stress the elimination of meetings whenever possible. Involve your regional assistant superintendent if your principal won’t work with you. Your UniServ director will be happy to assist you.

- 2. Principals and FAC’s will collaboratively consider departmentalizing to assist in managing elementary teacher workload. If a collaborative determination cannot be made, assistance may be sought from the appropriate supervisor or designee.*

Eliminating the number of preparations that a teacher has will obviously lessen the workload; departmentalization works to this goal. While departmentalization in every elementary school at every grade level may neither be administratively possible nor even desirable, in many instances it will favorably impact workload. Many elementary schools have experienced a positive impact on workload and learning by departmentalizing. Again, consult your UniServ director and involve your regional assistant superintendent.

No matter the grade level or the particular job, you can exert control over your workload.

Your workweek is 37.5 hours. Your non-duty lunch is 25-30 minutes per day. Beyond your contracted workweek you are responsible to spend additional time only “for individual planning for the delivery of instruction.” (Article 11.A.)

In addition to regular classroom instruction, it is expected that you perform the following work-related professional duties during your regular workday (Article 11.A.):

- parent and student conferences,
- additional help to students,
- consultation with supervisors and administrators,
- studying and maintaining required records,
- preparation for instructional activities,
- and attending professional meetings.

The above is not an exhaustive list. All Unit I members are fully aware that there are many more professional duties required of them during the regular workday. You have the right to request the time to complete these duties during your regular workday.

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Additionally, individually assigned non-professional duties are expressly limited to twenty (20) minutes per day except in emergency situations or unless the FAC and Principal agree to a different arrangement or schedule. (Please note that supervision of students during arrival, departure, and transition between classes will not be considered non-professional duties for the purpose of this article — **Article 14.A.**)

To be clear...

TAAAC is not demanding that you work to rule. We understand you work well beyond any basic requirements and that you will go the extra mile for your students. What we are demanding is that you make sure that you are being treated fairly, that you demand the time to complete your job requirements during your regular work hours, and that you stand up for your rights.

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)

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Finally, last year you may have heard me say, “We are one election away from becoming Michigan or Wisconsin.” After the elections is it clear that public educators are less valued by our newly elected politicians than other groups. Once again the funding authority has left us high and dry. We need to continue to send the message to county government that we want to keep our schools on the forefront to greatness. The only way to do that is to show educators the respect that we deserve. They can start by funding our contract and helping us to recover some of the damage that we have suffered. That message did not make it to the polls back in November, but I urge you to continue to contact your county councilman and tell your story. Only through persistent communication with the elected officials can change and the correct course of action be pushed forward.

I hope you have a restful summer. Spend time with friends and family. Decompress. Re-energize.

2015 HersheyPark E-ticketing

Discounted tickets are available online **NOW** through the TAAAC link and using the promo code:

**TAAAC Link: <http://tinyurl.com/ANNE2015>
Promo Code: 84521**

Purchase admission tickets before July 5, 2015 for EXTRA savings!!

Regular 1-Day (ages 9-54)* \$40.94 (\$21.85 Savings)

*Admission tickets purchased online before 7/5/15 are VALID for the entire 2015 summer operating season!

Meal Tickets, Games Value Packs, and other tickets are also available please call the TAAAC office for more information at 410-224-3330 or go to www.taaaconline.org

May ARC Attendance

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

Affiliates – Coaches, Counselors, Reading Teachers, SLAAAC; **Departments** – Psychologists, Riva Road; **Elementary** – Annapolis, Arnold, Bodkin, Broadneck, Brock Bridge, C & I Res. Ctr., Central, Community Based Servs., Crofton, Crofton Meadows, Deale, Folger McKinsey, Fort Smallwood, Freetown, George Cromwell, Georgetown East, Germantown, Glen Burnie Park, Glendale Annex, Glendale/Glendale Level V, Hillsmere, Jacobsville, Jessup, Jones, Lothian, Manor View, Marley, Mayo, Meade Heights, Millersville, Nantucket, North Glen, Oakwood, Overlook, Pasadena, Pershing Hill, Piney Orchard, Point Pleasant, Rolling Knolls, Severn, Severna Park, Shady Side, South Shore, Sunset, Van Bokkelen, West Meade, Windsor Farm, Woodside; **Secondary** – Arundel High, Brooklyn Park Middle, Central Middle, Corkran Middle, Glen Burnie High, Marley Middle, Northeast High, Old Mill Middle N., Severna Park High, South River High; **Special** – Arlington Echo, Center of Applied Tech. N., Center of Applied Tech. S., Chesapeake Science Pt., 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

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

Sick Leave Bank Open Enrollment/Cancellation

Unit I employees that would like to join the TAAAC Sick Leave Bank may do so during the Open Enrollment Period, which is July 1 through September 30. New Unit I employees may join within the first 30 days after their effective date of employment.

Unit I employees who wish to cancel their participation in the TAAAC Sick Leave Bank must do so by June 30 or risk the irretrievable loss of their one-day contribution.

Your Association Representative has been provided with a list of SLB members for their work location.

Those interested in enrollment/cancellation may call the TAAAC office to obtain the proper forms.

TAAAC Meeting Calendar

June 2015

- June 3 – Daytime Board of Education Meeting – 10:00 AM @ BOE
- June 3 – ARC – 5:00 PM @ Severn River Middle
- June 3 – Middle School Concerns Committee – Following ARC Mtg.
- June 3 – NEA Delegate Caucus – Following ARC Mtg.
- June 8 – Sick Leave Bank @ TAAAC Office
- June 10 – TAAAC BOD – 4:30 PM @ TAAAC Office
- June 11 – TAAAC ASI @ TAAAC Office
- June 17 – TAAAC Executive Team @ TAAAC Office
- June 17 – Evening Board of Education Meeting – 7:00 PM @ BOE
- June 19 – Last Day for Educators
- June 22 – Sick Leave Bank @ TAAAC Office
- June 23 – Special Events Committee – 11:00 AM @ TAAAC Office

July 2015

- July 1-6 – NEA Convention – Orlando, FL
- July 15 – Special Events Committee – 11:00 AM @ TAAAC Office
- July 16-18 – NEA Mid-Atlantic Common Core Institute – Raleigh, NC
- July 19-22 – MSEA Summer Leadership Retreat – Salisbury University

August 2015

- August 10-12 – New Teacher Orientation – OMHS
- August 11 – Special Events Committee – 1:30 PM @ OMHS
- August 12 – TAAAC Executive Team – 4:30 PM @ OMHS
- August 15 – Back to School Expo – Meade Middle
- August 17 – Educators Return to Work
- August 19 – Daytime Board of Education Meeting – 10:00 AM @ BOE
- August 19 – TAAAC BOD – 4:30 PM @ TAAAC Office
- August 21 – Celebrate Educators Picnic – 11:00 AM to 3:00 PM @ Sandy Point State Park

September 2015

- September 2 - ARC – 5:00 PM @ Severn River Middle

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 tutorrific@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

Part-Time Position:

A family owned and operated business is seeking a person for a part-time position. This position is a perfect opportunity for someone who is or will be retired in September. The work schedule corresponds to the school year. The position entails promoting the In-School Bowling Program that is currently in our county system. The time involved with the program will vary from week to week. You will be trained in the scheduling, delivery, and pick-up of the equipment. A vehicle such as an SUV or pick-up truck is necessary for the transport of the bowling equipment. In addition to your pay, you will be reimbursed for your mileage. For more information regarding this opportunity, please contact Paul Dhyse at 410-991-6267 for details.