

# TAAAC ACTION REPORT

Your Professional Organization

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

March 2015

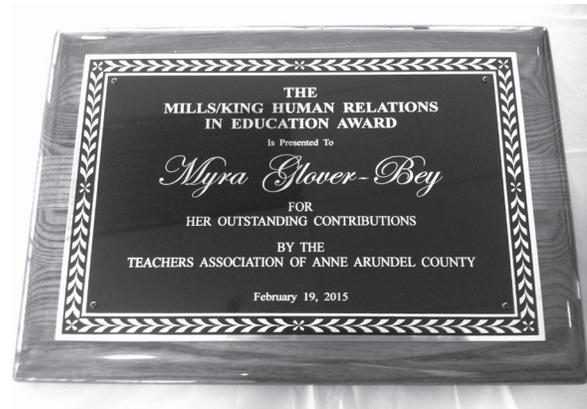
## 2015 Mills-King Award Ceremony

The 2015 Mills-King Award Ceremony held on February 19<sup>th</sup> was an inspirational, well-attended success this year honoring exemplary individuals for their contributions to Human Relations in the field of education. All thirteen nominees for this celebrated award received a brief biography presented to the audience by TAAAC President Richard Benfer. Nominees this year included: Douglas Campbell, Crystal Dozier, Myra Glover-Bey, Amy Goodman, Amber Herr, Kecia Johnson, Jonathan Monroe, Beverly Morrow, Kerry Petz, Claudette Robinson, Lori Stuart, Debbie Sumpter and Timothy Williams. The judges from the TAAAC Human Relations Committee deliberated over a difficult decision to choose one recipient, but consensus was reached, naming Myra Glover-Bey as the 2015 recipient of the Mills-King Award for Excellence in Human Relations.

Myra Glover-Bey is described as a valued and essential staff member by her peers. She is responsible for many programs in her role at Marley Glen. She counsels students in groups and individually, implements the Second Step and kindergarten readiness programs, serves as a member of the school behavior team, and manages the school volunteer program. Within each of her areas of responsibility, Myra exceeds what is expected of her. In addition, she organizes the Thanksgiving Meal Program to provide holiday meals, the Angels Christmas Program to provide holiday gifts, and the Backpack Program to provide weekend food for families.

But Myra has done so much more to help the Marley Glen families and community. She has secured countless thousands of dollars in funding. She has found money for respite care, diapers, food, household bills, medical expenses, holiday expenses, and home and auto repairs. She has met families after school hours and at their homes, social services, bus stops, hospitals, and medical offices. She has assisted families in applying for food stamps, medical assistance, legal guardianship, hospital admissions, and admission to feeding clinics. Myra has secured funds to have fences erected so families would be allowed therapy dogs, hire exterminators to rid their homes of insect infestation, pay electric bills, and send students to summer camps. She is presently working with several families to raise money for the conversion of their vehicles to handicap accessible.

*(Continued on page 4)*





**Bill Jones**

On Wednesday, February 18, the Anne Arundel County Board of Education unanimously adopted its FY2016 budget due to the County Executive, Steve Schuh, by March 1. Before doing so, it added an additional \$2.8 million to the compensation “placeholder” left in the budget proposed by the Superintendent. The increase elevated the placeholder to a level sufficient to cover step increases for employees. While the precise use of the new dollars still needs to be determined at the negotiations table, and whether it will be sufficient to generate a tentative agreement is still uncertain; the action was enough to avert the complaint to the Public School Labor Relations Board that was under consideration.

There were some other positive items in the Board’s budget action that will have an impact on Unit 1 employees. Added were the following:

- Funding for two school psychologists so that every high school now has one as signed.

## COMMENTARY

- Funding to bring the last 16.5 high school guidance counselors back into 12-month positions instead of 210 days.
- Funding for another kindergarten teacher and aide.

*“Depending upon cuts that may be applied by the County Executive, the budget enhancements adopted in good faith by the members of our Board might prove to be no more than an academic exercise.”*

While it was good news, the Board’s actions merely served to make an inadequate budget a little less inadequate. Many needs have gone unmet once again. With the exception of the expansion of the EEE initiative to a second and third cluster, educator workload issues are likely to get a little worse rather than better. Non-English speakers will continue to be underserved even though we will be evaluated at least partially on how well they test. Local public educators will fall a bit more behind their colleagues in surrounding districts in salary. Please don’t mistake these comments as critical to the Board. They went as far out on the limb as they could in light of comments coming out of the Arundel Center. Depending upon cuts that

may be applied by the County Executive, the budget enhancements adopted in good faith by the members of our Board might prove to be no more than an academic exercise.

There were plenty of members who helped put Mr. Schuh in office. During the month of March, it would be good for those members to place a call or send an email asking him to remember the support he received when he considers the Board’s budget request.

Mr. Schuh will be presenting his budget on May 1st. The County Council will follow by holding Public Hearings as noted below:

- Wednesday, May 6, 2015 at North County High school, at 7 pm in the school auditorium
- Monday, May 11, 2015 at Annapolis High school, at 7 pm in the school auditorium

Members should mark the dates and times. There will be other materials, activities, and opportunities for advocacy coming from the TAAAC office over the next two months.

### TAAAC ACTION REPORT

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## From Contentia this month . . . *Very Important Information for Non-Tenured Unit One Members*

Tenure is granted in Maryland after three “satisfactory” years of teaching, or one year of “satisfactory” teaching after being tenured in another county in Maryland. Tenure is the greatest asset any Unit One member has against unfair accusations and possible termination. It guarantees due process and numerous opportunities to defend oneself with the help of TAAAC and MSEA.

However, the pendulum is totally in the other direction during the probationary period. Essentially, your principal can decide he/she don't want you back, and as long as they follow some simple procedures, there isn't much TAAAC can do about it.

Here is some advice and information for every non-tenured member:

- You should *immediately* ask the person who does your rating if you are in any danger of non-renewal. Try to make that request in writing. It is far better to know than not.
  - If you are in danger, ask if there is anything you can do to change their mind.
  - Call TAAAC and speak to your representative immediately.
  - Become the conduit of conversation: Ask for extra observations and feedback on a daily basis. Send in your lesson plans. Ask questions. Make it clear you want to stay and are willing to do whatever it takes to do so.
- Here is the timeline:
  - According to Article 16, C of the Negotiated Agreement, *“Non-tenured Unit 1 Employees whose contracts are being recommended for non-renewal shall receive written warning from the school/worksite administration by April 15.”*
  - The employee has the option (usually recommended) to resign in lieu of non-renewal by May 1.

The fact is by April 15 it is almost certainly too late to change your administrator's mind in two weeks. By asking NOW, you still have a chance to change his/her mind. Not agreeing with their decision will not be enough; only if the principal failed to rate you properly or follow the above timelines can TAAAC save your jobs. A proper rating would include a minimum of two observations 30 days apart at least 30 minutes in length with one of the observations being announced.

# Your Help Is Needed

The school system's fiscal year 2016 budget cleared the second of five hurdles on February 18 when the Board acted on the Superintendent's proposal. It is now in the hands of County Executive Steve Schuh. There is no public hearing provided at this step in the process. There will not be another opportunity for direct public input until after the County Executive presents his budget to the County Council on May 1<sup>st</sup>, unless we do so by letter, telephone call, or email.

The County Executive needs to understand how budgets providing no more than Maintenance of Effort injure your classrooms, your students, and you. It is the only opportunity you have to tell your own story before his budget goes to the Council. Please take a moment to call, write, or email him using the below information:

**Steve Schuh**

**Anne Arundel County Executive  
44 Calvert Street  
Annapolis, Maryland 21404  
410-222-1821  
Exschu00@aacounty.org**

*(Continued from page 1)*

Myra Glover-Bey works tirelessly to convert adverse situations into positive ones. She has developed meaningful relationships with community, charitable, and faith-based groups in order to support the Marley Glen students and their families. She is truly an asset to our educational community.

Beautiful choral renditions were performed by the Glen Burnie High School Vocal Ensemble conducted by TAAAC member Anthony Pinder.

Also thanks to Lynn Goff's second graders at Belvedere Elementary for the lovely centerpieces.

This year's keynote speaker, Shelia Finlayson, provided inspirational words for our nominees and a rich history lesson of Walter S. Mills and Douglas S. King.

Congratulations to Myra Gover-Bey and all the nominees for their timeless commitment to human relations through community service and education.

# AACSBNC News

At the February 18<sup>th</sup> meeting of the School Board Nominating Commission, the Commissioners voted in public session on candidates to fill two current vacancies (one At-Large and the District 33 seats respectively) on the Anne Arundel County Board of Education.

The following names received the required super majority (8) votes from the Commission to allow their names to be forwarded for consideration to Governor Larry Hogan for final appointment. The ensuing appointments will be to complete the terms of former At-Large Board member Andrew Pruski and former District 33 Board member Amalie Brandenburg.

## **District 33**

Kia Chandler of Arnold  
Allison Pickard of Millersville

## **At Large Seat**

Kia Chandler of Arnold  
Dr. Thomas Frank of Crofton  
Julie Hummer of Laurel  
Kevin Jackson of Harwood  
William Moulden of Annapolis  
William Ward Jr. of Glen Burnie

The Commission is required by statute to forward a minimum of two names for each open seat. The Commission announced it would forward the names with complete applications, submitted written testimony, and Commission voting record to Governor Hogan for his review and consideration.

TAAAC members may be interested to know that their Association is well-represented on the Commission. By statute, TAAAC has one appointment to the eleven member Commission. Bill Jones currently fills that seat. The Anne Arundel County Council of PTA's has an appointment. The AACCPA's seat is filled currently by its President, Pam Bukowsky, who also happens to be the current Vice President of TAAAC.

## Link up with TAAAC on Social Media



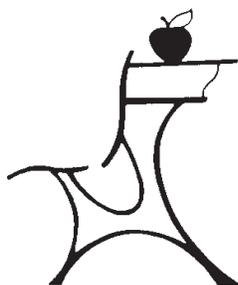
Please scan the code to follow us on Twitter



Please scan the code and Like us on Facebook

## WELCOME NEW MEMBERS

James Black  
Jocelyn Blatzheim  
Jeanine Brizendine  
Delano Brown, Sr.  
Xueying Clarke  
Joseph Diggs  
Brett Sanders  
Imelda Urdiales-Myers  
Cristina Ward  
Jennifer Watson



## 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)*

## TAAAC Meeting Calendar

### March 2015

- March 2** – Sick Leave Bank @ TAAAC
- March 2** – Government Relations Lobbying – 5:00 PM @ Stan & Joe's, West St.
- March 3** – Nominating Committee @ TAAAC
- March 4** – Daytime Board of Education Meeting – 10:00 AM @ BOE
- March 4** – ARC – 5:00 PM @ Severna Park Middle
- March 5** – TAAAC-FEE – 4:30 PM @ TAAAC
- March 9** – Government Relations – Lobbying – 5:00 PM @ Stan & Joe's, West St.
- March 11** – TAAAC BOD – 4:30 PM @ TAAAC
- March 12** – TAAAC/BOE Negotiations @ TAAAC
- March 16** – Sick Leave Bank @ TAAAC
- March 16** – Special Ed Task Force – 5:00 PM @ TAAAC
- March 18** – TAAAC Executive Team @ TAAAC
- March 18** – Evening Board of Education Meeting – 7:00 PM @ BOE
- March 19** – TAAAC ASI @ TAAAC
- March 23** – Government Relations – Lobbying – 5:00 PM @ Stan & Joe's, West St.
- March 23** – Public Relations – 4:30 PM @ TAAAC
- March 25** – TAAAC/BOE Negotiations @ TAAAC
- March 25** – High School Concerns Committee – 3:30 PM @ TAAAC
- March 25** – Instructional Professional Development Committee – 4:30 PM @ TAAAC
- March 26** – Sick Leave Bank @ TAAAC
- March 26** – TAAAC Wellness Task Force – 4:30 PM @ TAAAC
- March 26** – TAAAC Finance Committee @ TAAAC
- March 26** – Middle School Concerns Committee – 4:30PM @ TAAAC
- March 30 – April 6** – Spring Break

## THANK YOU!

Thank you to members who took an active role in their association by voting in the TAAAC/MSEA elections. We look forward to growing the numbers of members who participate and make their voice heard.

## SPARKS/Re-Ignite Nomination

Are you an emerging leader in your building? Are you interested in working with other adults? If so, come join other TAAAC members for a weekend in Annapolis filled with fun and friendship on May 1 and 2. You will be able to share your experiences with fellow educators and learn what happens at TAAAC. Please fill out the form below and return to TAAAC by basket-mail. You will be contacted later about the event details by email.

Name \_\_\_\_\_

School \_\_\_\_\_

Email \_\_\_\_\_

## NOMINATIONS OPEN

The Nominating Committee is currently accepting nominations for the Credentials and Nominating Committees. Nominations will be accepted until the April 8 Association Representative Meeting.

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Name \_\_\_\_\_

Address \_\_\_\_\_

School \_\_\_\_\_

Phone (H) \_\_\_\_\_ (W) \_\_\_\_\_

Personal Email \_\_\_\_\_

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

- Credentials Committee
- Nominating Committee

### Congratulations to the following TAAAC Members who are Finalists for Anne Arundel County Teacher of the Year:

Meredith Claborn,  
Broadneck Elementary School

Iris Crankfield,  
South River High School

Christine McCallister,  
Meade Middle School

Jennie Merrill,  
Severna Park Elementary School

## 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

## 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](mailto: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](mailto: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](http://www.anchoraquatics.com).

## NOMINATIONS OPEN

The Nominating Committee is currently accepting nominations for the Sick Leave Bank Approval Committee and the AACPS Calendar Committee (Secondary). Nominations will be accepted until the May 6 Association Representative Council Meeting.

Name \_\_\_\_\_

Address \_\_\_\_\_

School \_\_\_\_\_

Phone (H) \_\_\_\_\_ (W) \_\_\_\_\_

Personal Email \_\_\_\_\_

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

- Sick Leave Bank Approval Committee
- AACPS Calendar Committee (Secondary)

## February ARC Attendance

The following schools, departments, and affiliates were not represented at the January 7, 2015 Association Representative Council Meeting.

**Affiliates** – Counselors, EMAAAC, Psychologists, Reading Teachers, SLAAAC; **Departments** – Riva Road; **Elementary** – Annapolis, Arnold, Belle Grove, Bodkin, Brock Bridge, C & I Resource Ctr. @ Point Pleasant, Central, Community Based Sers., Crofton, Crofton Meadows, Davidsonville, Deale, Folger McKinsey, Fort Smallwood, Freetown, Georgetown East, Germantown, Glen Burnie Park, Glendale Annex, Glendale/Glendale Level V, Hebron-Harman, Hillsmere, Jacobsville, Jessup, Jones, Lothian, Manor View, Marley, Millersville, Nantucket, Oakwood, Pasadena, Pershing Hill, Piney Orchard, Point Pleasant, Ridgeway, Rolling Knolls, Seven Oaks, Severn, Severna Park, Solley, South Shore, Sunset, Van Bokkelen, West Annapolis, West Meade, Windsor Farm, Woodside;

**Secondary** – Arundel Senior, Brooklyn Park Middle, Chesapeake Bay Middle Resource Ctr., Corkran Middle, George Fox Middle, Glen Burnie Senior, Old Mill Middle N., Severna Park Middle, South River Senior, Southern Middle; **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, Mary Moss Academy, Monarch Academy Glen Burnie, Monarch – Laurel, Phoenix Academy,

**Staff Development** – Carver.