

TAAAC ACTION REPORT

Your Professional Organization

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

May 2015

Remember when?



It's time again.



On August 4, 2004, Superintendent Eric Smith recommended to the Board of Education that United Healthcare should become the provider of the Preferred Provider Organization (PPO), thereby replacing CareFirst and doing so in complete disregard of the provision in the TAAAC/Board Negotiated Agreement requiring TAAAC's concurrence. TAAAC did not concur. The measure was eventually scheduled for a vote of approval by the Board on September 15, 2004. While the appropriate grievance was on its way to binding arbitration, TAAAC leadership asked members to come out and carry signs to help convince the Board that with voting YES on the Smith recommendation was not the right thing to do. Seven hundred educators gathered to support TAAAC's effort to protect our healthcare plan.

The result...No vote occurred. All bids were rejected. The Board extended the CareFirst contract. Organized collective action can be effective, and we need some next month. TAR readers should come to the Parham Building at 2644 Riva Road in Annapolis and give thirty minutes of time from 6:30 PM to 7:00 PM to support local public education, including salaries, wages, and working conditions for public educators. We've been taking a beating for six years, and shouldn't accept a seventh quietly.



Bill Jones

**SOMETIMES THE TAIL HAS TO
WAG THE DOG**

Year after year, TAAAC negotiators take planning time and other workload issues to the bargaining table. Recently, TAAAC succeeded in getting some *soft* language off the bargaining table. Yes, some level of progress was reached, but explicit enforceable language, sadly no.

This year seems even worse than most. It appears that everyone around the table acknowledges the crushing workload educators face. After all, it's not like they weren't already before passage of the Education Reform Act. Eleven proposals were offered by TAAAC and none generated even a counter offer. We hear lots of empathy, lots of appreciation for the effort, but no relief. Defining the need and justifying the proposals has become insufficient. If the employer will not cooperate in a reduction of our workload, we will have to find our own relief. Fortunately, finding our own relief shouldn't be very difficult in light of some long standing contract language that too many educators are not allowing TAAAC to enforce.

COMMENTARY

First, be reminded that the only activities that can be required of teachers beyond the paid work week are *individual planning for delivery of instruction** and attendance at Back-to-School night or ... *one such similar evening activity**. Self-monitoring of work time and culling what is not absolutely necessary should provide some level of relief, even if only a small amount.

“Teachers shouldn’t be parking enforcers, greeters, data clerks and a lot of other things that they’ve become. They need time to teach and prepare for teaching.”

Second, also be reminded that except in emergencies, *individually assigned non-professional duties will not exceed twenty (20) minutes per day during the student day***. Although an alternative schedule can be implemented if the Principal and Faculty Advisory Council mutually agree. If there is no mutual agreement, the 20-minute limitation is the default. It is with certainty that not all schools are in compliance.

Finally, there exists some very broad language in the Negotiated Agreement that individual educators and

Faculty Advisory Councils should begin applying in their respective schools. The Board and TAAAC recognize that the function of the teacher is to teach and perform related professional duties; therefore, the parties agree that effort will be made to eliminate duties which do not contribute directly to the primary learning function***. We know that the effort required by this provision varies widely between schools and worksites. There are schools that have actually added duties just to make sure that everyone has one. There would be benefit to Faculty Advisory Councils reviewing the non-professional duties with an eye toward finding those that might be modified or eliminated, making the resultant suggestions to the Principal; and where the facts and circumstance merit allowing TAAAC to intervene.

Contract language is enforceable. Let us take some control and enforce what restrictions the employer has already agreed to reduce to writing and ratify. Teachers shouldn't be parking enforcers, greeters, data clerks and a lot of other things that they've become. They need time to teach and prepare for teaching. If the bargaining teams cannot agree on some improvements in work load protections at the bargaining table, then we really need to ramp up our enforcement on those we already have.

*Negotiated Agreement, Article 11A
**Negotiated Agreement, Article 11F
***Negotiated Agreement, Article 14A

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From Contentia this month . . . *Excess Positions*

Since principals have received their tentative student enrollment numbers for next year, most teachers have already been notified of positions being excessed from schools. It is important to understand that excessing is based on seniority in the county—not seniority within a school. Additionally, it is important to stay in contact with the Human Resources staffing specialists to find the best possible match for you within the system. Excessed teachers are encouraged, but cannot be required, to participate in the voluntary transfer process since this is a proactive approach to finding a suitable position. If excessed teachers have not received their new assignments by the last duty day for teachers, they will have priority over new applicants and teachers requesting voluntary transfers.

An excess can create an opportunity for some teachers. If your principal is required to excess a staff member or members, and you want to leave the building, you may volunteer to be excessed. Volunteering to be excessed places you in the involuntary transfer process and you will be assigned to a different position next year at another building. Note that you may still interview for a voluntary transfer; however, if you are unsuccessful in securing your own assignment for next year, you will be placed by Human Resources. If you are tenured, or non-tenured invited back for another year, you will be guaranteed a position within the county.

Finally, be cautious if faced with a decision between accepting a part-time position and being excessed, be cautious of accepting the part-time position unless you are prepared and willing to earn part-time salary and benefits for what might be a few years. The road back to full-time usually requires success in the voluntary transfer process. Guarantees of a quick return are rare and lack adequate recourse in the event of a renegeing.

Regardless of the specifics associated with any particular excessing or reduction scenario, members are always free to call TAAAC so that we can help guide you through the process and your options.

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

MSEA Minority Director At-Large



Greetings Activists! As an 11 year veteran teacher, I am looking to expand my role in our great Association. It's very humbling to know that MSEA values minority leadership and I hope to be a voice for minorities and non-minorities alike. The past three summers I have attended the Summer Leadership Retreat and gained valuable tools and strategies to mobilize, motivate, and engage members. This training inspired me to run and be elected to a Director position for TAAAC.

My decision to run for this position is to help bring younger activists to the movement. Recruiting younger members can be achieved by utilizing innovative methods of communication and branding union membership as a necessity for all, seasoned and beginner.

I believe my experience, passion, and training have prepared me to be an effective MSEA director. I pledge to work hard now to protect our future. Thank you for your support.

NEA Director Run-Off Election



A run-off for NEA Director will take place in May. Russell Leone is seeking your support to bring a voice of Anne Arundel educators to the state and national level. Russell is an elementary teacher and currently serves on the TAAAC board of directors. He has actively served to represent our members on several committees, including Nominating, Academics & Strategic Initiatives, SLO cadre, and PTA. He will need your support to win the seat of NEA director. Look for run-off election information coming in early May.

2015 Teacher of the Year



Congratulations to TAAAC Member Jennie Merrill, 5th grade teacher at Severna Park Elementary School on being named the 2015 Anne Arundel County Public School Teacher of the Year!

Budget Gathering

Monday, May 11th
6:30 PM to 7:00 PM

Parham Building
2644 Riva Road
Annapolis

Members Needed!

Join us for thirty minutes in support of the education profession.

WELCOME NEW MEMBERS

Randi Burkhardt
Angel Garner
Julie Halick
Daniel Kempler
Lindsey Nelson

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

May 2015

- May 1 & 2** – TAAAC IPD SPARKS & Re-Ignite @ Doubletree Annapolis
- May 6** – Daytime Board of Education Meeting – 10:00 AM @ BOE
- May 6** – ARC – 5:00 PM @ Severna Park Middle
- May 6** – Middle School Concerns Committee – Following ARC Mtg.
- May 6** – Budget Hearing – 7:00 PM @ North County High
- May 11** – Sick Leave Bank @ TAAAC
- May 11** – Government Relations – 5:00 PM @ TAAAC
- May 11** – Budget Hearing – 7:00 PM @ Annapolis High
- May 12** – Nominating Committee – 5:00 PM
- May 14** – TAAAC BOD – 4:30 PM @ TAAAC
- May 18** – Special Ed Task Force – 5:00 PM @ TAAAC
- May 19** – Public Relations – 4:30 PM @ TAAAC
- May 20** – TAAAC Executive Team @ TAAAC
- May 20** – Evening Board of Education Meeting – 7:00 PM @ BOE
- May 21** – TAAAC ASI @ TAAAC
- May 26** – Special Events Committee – 4:30 PM @ TAAAC
- May 26** – Sick Leave Bank @ TAAAC
- May 27** – High School Concerns Committee – 3:30 PM @ TAAAC
- May 27** – IPD Committee – 4:30 PM @ TAAAC
- May 28 & 29** – Board of Directors Retreat

April ARC Attendance

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

Affiliates – Coaches, Counselors, Psychologist, Reading Teachers, SLAAAC; **Departments** – Riva Road; **Elementary** – Annapolis, Arnold, Belle Grove, Belvedere, Bodkin, Broadneck, Brock Bridge, C & I Resource Ctr., Central, Community Based Servs., Crofton, Crofton Meadows, Davidsonville, Deale, Folger McKinsey, Fort Smallwood, Four Seasons, Freetown, George Cromwell, Georgetown East, Germantown, Glen Burnie Park, Glendale Annex, Glendale/Glendale Level V, Hillsmere, Jacobsville, Jessup, Jones, Lake Shore, Lothian, Manor View, Marley, Mayo, Millersville, Nantucket, North Glen, Oak Hill, Oakwood, Odenton, Pasadena, Pershing Hill, Piney Orchard, Point Pleasant, Quarterfield, Rolling Knolls, Seven Oaks, Severn, Severna Park, Solley, South Shore, Sunset, Tracey's, Van Bokkelen, West Annapolis, West Meade, Windsor Farm, Woodside; **Secondary** – Arundel Middle, Arundel High, Brooklyn Park Middle, Central Middle, Chesapeake Bay Middle Resource Ctr., Chesapeake High, Corkran Middle, Glen Burnie High, Northeast High, Old Mill Middle N., Severna Park Middle, Severna Park High, South River, Southern Middle; **Special** – 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 Moss Academy, Monarch Academy Glen Burnie, Monarch – Laurel, Phoenix Academy, Ruth Eason, **Staff Development** - Carver

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

In celebration of Teacher Appreciation look for a small gift from the TAAAC to celebrate all our dedicated Educators.

NOMINATIONS OPEN

The Nominating Committee is currently accepting nominations for **MSEA Delegates**. Nominations will be accepted until the June 3 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):

MSEA Delegate

