Celebrate Educators

The weather could not have been better on Friday, August 22, at Sandy Point State Park where more than 500 TAAAC members and guests kicked off the new school year. Everyone enjoyed the outdoors, food, refreshments, prizes, games, and beach for the better part of the day.

Franko’s Catering did a bang up job with BBQ ribs, chicken, sweet corn on the cob, hot dogs, hamburgers and sides. Lynne Baughman, SAAAAC Treasurer made the most wonderful cake and cupcakes. At the end of the day, there was not a crumb to be found. The 2nd Annual Cornhole Tournament sponsored by the Maryland Residential experts was a huge success. The prize raffle was a big hit with 30 giveaways to lucky ticket holders. Members found their way to the beach as well with their beach chairs and umbrellas.

Most of all, it was a truly effective way for all of us to get reacquainted before the pressures of the student school chew up the time and energy to socialize with like-minded friends and colleagues.

Some of the cost of the event was offset by generous donations from businesses around the county. Our $1000 Gold Sponsors included Aflac, Integrated Financial Solutions, Koons Ford of Annapolis, and Raymond James & Associates. Our $750 Silver sponsor was Linton Shafer Warfield & Garrett, P.A. and our $500 Bronze sponsor was TD Bank.

The list of those businesses who donated in-kind items for giveaway bags and the raffle can be found on page 6 of this issue.

Thank you to all those who participated, and a special thanks to the Special Events Committee and all those who volunteered to create a great event.
September 22 at the TAAAC office to share what we learned. Look for a registration email soon and come out and join us for an exciting training.

Next, many of your fellow TAAAC members, reps, and board members attended the MSEA Summer Leadership Retreat in Salisbury, MD. Many topics were shared and studied to help unlock our members’ leadership skills and potential.

“Dr. Arlott is committed to continuing to build relationships within our school system, in the community, with our elected officials, and with TAAAC leadership.”

Additionally this summer we were able to foster our community engagement. The Community Outreach Committee organized the gathering of 50 backpacks with supplies for students at Germantown Elementary. The committee attended the Back to School Expo at Meade Middle school, as well as Abundant Life Church, and was able to hand out Scholastic Books and TAAAC pencils to students who attended.

Getting the year started off with a party is always fun. We had a great “Celebrate Educators” picnic at Sandy Point State Park where the 2nd Annual Cornhole Tournament was a hit.

The public relations committee continues to be active with Facebook and a “TAAAC Tweets” Twitter page to help reach members who prefer that mode of communication. Please visit www.taaaconline.org to like our Facebook page and follow us on Twitter, or find the QR Codes in this issue to do the same.

As we start the year, I have had several chances over the summer to meet with Dr. Arlott and share your concerns, comments, and celebrations. Recently we toured 27 schools and saw many exciting activities taking place throughout the school visits, as well as many new and innovative programs. Seeing buildings under construction, those being renovated and a ribbon cutting at a new building (Lothian Elementary) was a highlight of the visits. Dr. Arlott is committed to continuing to build relationships within our school system, in the community, with our elected officials, and with TAAAC leadership.

Reaching out to members to activate them in the association is also a great reward. Our Rep Retreat, as well as SPARKS and REIGNITE programs have built renewed interest in the association, and we have many new faces popping up on
Update on Impasse Mediation

Finally, some progress...

TAAAC and the Board are now scheduled for mediation sessions to be held on September 21 and 22 with a portion of September 24 on hold in the event that more time is needed. The scheduled sessions signal the beginning of the end of the impasse. In the meantime, be reminded of what our employer’s proposals at impasse mean to local public school educators. Among others, these proposals stand out:

- Another year with no step increases.
- Elimination of long standing language that for decades has required the Board to at least request funding for employee step increases. If they prevail the Board would have unilateral discretion whether to even ask for money for employee steps.
- Rejection of TAAAC proposals intended to provide more teacher directed work to meet growing work load demands.

There have been good reasons for TAAAC negotiators’ reluctance to settle. A voluntary settlement under these circumstances would not be in the interest of local educators. With the impasse resolution process about to be underway, it is a fair assumption that terms and conditions of employment for fiscal year 2016 will soon be determined. Whether that determination results from a mediated agreement or an imposed disposition is yet to be determined.

Considering what the employer proposes to take away, local educators should make thoughtful decisions about volunteering away personal and family time above what’s required.

(continued from page 2)

committees and at ARC meetings. I look forward to bringing more interest to TAAAC as a partner in the education of our students.

The Triple EEE program in the Southern and Meade Clusters joins the North County Cluster by bring elementary classroom teachers in those schools the additional collaborative planning time that they need. Continuing to advocate for the expansion of the Triple EEE program to other feeder systems remains a goal.

The ASI/TAAAC Advisory will continue on a monthly basis this year. Last year the groups shared many concerns around testing. Many changes in testing will take place this year that were impacted by those discussions. Dates for upcoming meetings are set and planning sessions are scheduled. Dr. Kubic will take on a new role, so Michelle Batten, the new head of Curriculum/Instruction will join the group. I look forward to continued open dialogue with the group. Please visit the ASI/TAAAC page on the AACPS Intranet.

I am very fortunate to be able to work with such talented and dedicated educators throughout our county. Myself, as well as your TAAAC professional and support staff are here for you. Please call on us at the TAAAC office when you need answers.

Welcome Back and have a great school year!
From Contentia this month . . . Opting-out of standardized testing – and your rights

In Maryland, there are no laws or policies providing parents with the legal right to opt their children out of standardized testing. That said, a legal precedent was established in Frederick County that allowed parents to opt-out of having the test administered to their children.

As an educator, you need to be aware of potential pitfalls of getting involved in the middle of the standardized testing opt-out debate. While on the job performing assigned duties, educators are precluded from soliciting, encouraging, or facilitating opt-outs contrary to school policy. An employee engaging in the opt-out conversation while on the job runs the risk of discipline from the employer, up to and including termination. This is due to the simple fact that the administration of a standardized test is part of the educational program, and therefore, part of the educators’ job duties.

Accordingly, to encourage, solicit, or facilitate a desire to opt-out among students or parents could be considered disruptive to the educational program and subject to discipline. Similarly, a refusal to administer a standardized test will normally result in disciplinary action, up to and including termination. The Supreme Court has been clear that a teacher does not enjoy First Amendment protections for speech while on duty.

Educators’ off-duty speech on issues of public concern, which include excessive testing and opting out, enjoys only qualified protection under the First Amendment. This includes speech directed to local newspaper op-eds and the media, or public bodies, such as boards of education or parent-teacher organizations. Even this off-duty speech, however, may result in discipline, as the courts use a fact-sensitive balance test weighing the employee’s free speech rights against the employer’s interest in the efficient administration of its operations.

The line between protected and unprotected speech is fuzzy, at best. We urge that off-duty discussion by educators on the opt-out issue with parents, the media, or on social media, be fact-based, objective (not personal), and focused on legitimate educational purposes the test serves.

We support members’ advocacy in this area, but be careful what, how, and to whom you advocate.

TAAAC Makes School Supplies Donation

TAAAC joined many other local community organizations, businesses, and citizens to provide school supplies for needy students in our county at the start of the school year. The TAAAC Community Outreach Committee put together 50 backpacks filled with school supplies for students at Germantown Elementary. The packs were delivered to the school the week of August 10th so that parents could come and pick up the supplies to deliver to their student. TAAAC looks forward to being part of this worthy activity in the future.
AFLAC PAYS CASH FOR:
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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

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Douglass Richards: Douglass.Richards@Raymond-James.com
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Phone: (202)-872-5911
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1717 Pennsylvania Avenue NW, Suite 1050
Washington, DC 20006
Raymond James & Associates, Inc. member New York
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2015-16 TAAAC Financial Workshops
Presented By Bill Bush, CFP®, CPA

- September 10, 2015: Saving & Investing
- October 8, 2015: Understanding your Retirement
- 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.
Celebrate Educators Sponsors

TAACC would like to thank the following businesses for their generous donations for the “Celebrate Teachers” Event:

ACSIA Partners – Mike Markowitz
AFLAC – Employee Plans
American Visionary Art Museum
Annapolis Marriott Waterfront
Atlantic Specialty
Baltimore Museum of Industry
Buddy’s Crabs & Ribs
Carefirst Bluecross & Blueshield
CoreLife
Costco Wholesale
Fast Park
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Maryland Science Center
Medieval Times
Olive Garden – Arundel Mills
Olive Grove Restaurant & Lounge
Precious Parties & Events
Panera Bread
Signaroma
TAACC-R

WELCOME NEW MEMBERS

Members listed as of 8/24/15 from A-O.
Remaining names will be printed in the October issue of the TAR

Bradley Absher
Natalie Adams
Monica Ade
Michael Adkins
Alexander Ahlefeld
Mariam Ahmed
Jessica Aiken
Katlynn Akers
Renalou Albano
Brittany Aley
Amy Algoet
Gabrielle Alkhadra
Meghan Allen
Stephen Allenza
Peter Alvarado
Carnation Anagnostiadis
Norma Anderson
Alexandra Antonio
Melvin Aragon
Jennifer Arnold
Michelle Bach
Maria Baez
Lori Ballard
Cassandra Barber
Jessica Barnett
Karla Barrow
Michael Bartek
Julie Bastian
Hope Battista
Douglas Bauer
Kellie Bauer
Aubrey Baxter
Brooks Beatty
Erin Bell
Gloria Benya-Zwalkd
Lauren Berry
Ryan Bibiault
Eric Bitoude
Caitlin Bittinger
Natalie Bivens
Jasmine Blackie
Regan Blades
Christine Blanchard
Brooke-Tailor Blaylock
Darla Boden
Teresa Bohanan
Emily Bohlen
Brianne Boles
Damara Bond
Micah Bond
Christian Bonn
Julie Bonner
Christina Booth
Laura Borradale
Rhiannon Bourier
Dion Bowen
Sarah Bowen
Alyse Bowman
Patricia Boyle
Sarah Bracken
Heather Brice
Kelly Brice
Rhiannon Brinker
Tammie Britt
Madeline Broadway
Robyn Broadway
Dominique Brooks
Faith Brown
Jaklyn Brown
Johanna Brown
Payton Brown
Jessica Browning
Caillan Bryant
Katherine Buck
Carla Burgess
John Burke
Mark Burman
Kaitlynn Butler
Audra Butman
Melissa Byrnes
Dalize Cabrera
Melissa Cain
Sabrina Camineri
Melissa Campasino
Jason Campion
Michelle Carp
Emmanuelle Carr
Patrick Carr
Lauren Carrier
Colleen Carroll
Heather Carter
Jenae Carter
Rachael Caruso
Christine Cassata
Kyle Chismar
Katlin Chubb
Kacie Ciampoli

(continued on page 7)
New Members continued from page 6

Maureen Clary
Corinne Codjoe
Gabrielle Collins
Kelly Coniglio
Caitlyn Connolly
Cindy Contreras
Clarissa Cooper
Kaitlyn Correll
Anna Costello
Maria Cote
Morgan Councill
Ashley Cressman
Christie Crocker
Katherine Crook
Melissa Crowhurst
Britt D’Antionio
Gina Dabaldo
Samantha Dammon
Laura Daniels
Kelly Darcey
Laura Dauser
Dineica Davis
Tashua Davis
Erika Deckard
Stacie Degutis
Eddie Dela Cruz
Adam Demay
Leigh Diebold
Jessica Dileonardi
Shannon Dillon
Robyn Dingess
Pamela Dinkel
Stephanie Dirubbu
Christopher Doering
Jody Dolansky
Jamie Donaldson
Michael Donnelly
Rachel Donnelly
Brandie Dorsey
Cory Doubek
Kristen Doyle (Reichardt)
Natalie Drutz
Stefanie Dubose
Jennifer Dulay
Megan Edwards
Paul Egan
Suella Eitel
Jessica Ekanem
Bailey Ellsworth
Luz Rivero Engelman
Katerina Ester
Andrea Farias
Caitylin Feeney
Michele Fenner
Anna Ferenc
Enna Ferguson
Jennifer Ferry
Stephanie Fielder
Daniel Fitzgerald
Shelby Flanagan
Meghan Fletcher
Courtney Flohr
Marina Fomina
Brittany Fonte
David Ford
Jenna Ford
Sheryl Forman
Hillary Fowler
Kathleen Frank
Laura Frank
Rachel Frank
Charles Franklin
Sharon Fratter-Hill
Valerie Fried
Casey Frisch
Kristina Funk
Kevin Gadsden
Alison Galasso
Charlene Gearhart
Jamie Geraci
Liam Gibbons
Michelle Gilbert
Kasey Gillikin
Rachael Glasscock
Sarah Golden
Lindsay Gordon
Jill Gore
Lauren Grace
Lauren Gradowski
Haley Graves
Andrew Green
Terra Greene
Trevor Greenfield
Meghan Gregoire
Emily Grey
Darren Gross
Vanessa Grula
Jennifer Guerra
Katharine Gunzenhauser
Travis Guthrie
Edward Hagan
Amanda Hall
Barbara Hampton
Ingrid Hanson
Kathy Hanson
Chelsea Harclerode
Ian Harried
Kaitlyn Harris
Allison Hartzell
Chelsea Hauswirth
Lauren Hawkes
Julia Hawkins
Victor Hawkins
Bethany Hayden
Kelli Hayman
Kelly Hays
Brenda Heins
Michelle Heinsinger
Allison Heintz
Erin Henderson
John Henderson, III
Karla Henriquez
Candis Henson
Veloris Hess
Nathan Hetzler
Kelly Hill
Lucas Hill
Julia Himmelreich
Stuart Hollis
Marjorie Holmes
Brittany Huff
Wendy Hynons
Rachel Ironmonger
Robert Jackson
Lydia James
Tammyre Jefferson
Brittany Jester
Brittany Johansen
Caitlyn Johnson
Delanie Johnson
Morgan Johnson
Patrick Johnson
Tara Johnson
Malia Johnston
Sarah Johnston
Joy Jones
Shelby Jones
Rebecca Joop
Megan Jordan
Davina Julot
Fanta Kamara
Maria Kelly
Samantha Kelly
Terrence Kelly
Ashley Kennedy
Chase Kennedy
Elizabeth Kern
Patricia Kilby
Amy Kim
Lauren Kincer
Robert King
Rebecca Kirshak
Brienne Kleinschmidt
Ryan Knight
Rachel Kohn
Benjamin Korbela
Kristina Koscher
Carly Kriewald
Jacob Kruger
Jeffrey Kunkle
Rachael Kvech
Marcus Kyriacou
Jennifer Lahtinen

(continued on page 8)
New Members  continued from page 7
Christina Lanier  Jennifer Mayrovitz  
Lauren Leabhart  Cherisse Mays  
Melissa Leaf  Jennifer M’Carty  
Christine Leary  Keriann M’Gettigan  
Sean Leary  Brennan M’Mahon  
Shelby Ledger  Catharine M’Millian  
David Lee  Jessica M’Murray  
Mydona Lee  Brooke-Tailor Mehler  
Robin Lee  Page Menefee  
Wilmar Lee  Courney Merchant  
Christina Lenham  Emily Merhige  
Emily Leslie  Alexandra Michaels  
Jessica Leuschner  Silvia Lopez Miller  
Russell Levendusky  Chloe Mistovitch  
Kelsey Lewis  Hannahah Mobashr  
Diane Lewitus  Cecilia Montagnino  
Heidi Liggins  Lindsay Moore  
Katelyn Limbacher  Christopher Mordovancey  
Sarah Linkins  Brittany Morgan  
Andrew Little  Sarah Morgan  
Daniel Litwak  Wendy Morris  
Jessica Lolli  B Ridget Morrison  
Katie Long  Tanya Morrow  
Michael Long  Brianna Mottashed  
Claudia Lopez  Mark Moyian  
Stephanie Lowery  Abigail Muhler  
Philip Luettgen  Diana Muller  
Veronica Lum  Joseph Murray  
Alexandra Lurz  Seth Musselman  
Ryan MacCredie  Krystal Nanquil  
Ross MacFarlane  Michelle Nappi  
Carey Madden  Melissa Nauman  
Marie Majchrzak  Katherine Navarette  
Adelaida Majors  Christina Nelson  
Molly Malloy  Shannon Nelson  
Edison Manalo  Kayla Neyer  
Cara Manas  Sharon Nicholson  
Matthew Markowski  Luti Nimer  
Stephanie Marrone  Megan Nisson  
Adam Marshall  Marguerite Norris  
Angela Martinez Lopez  Jordan O’Connell  
Joshua Marx  Kathryn O’neill  
Vincent Martirano  Breanna Ongley  
Michelle Masaryk  Linda Orante  
Kindra Mason  Rachel Orrico  
Roxanne Massarelli  Rachel Ortiz  
Olivia Mastrangelo  Amanda Oswinkle  
Nicholas Matherne  Erine Owens  

TAAAC Events Calendar

September 2015

September 2 – Daytime Board of Education Meeting – 10:00 AM @ BOE
September 2 – ARC – 5:00 PM @ Severna Park Middle
September 2 – Middle School Concerns Committee – Following ARC Mtg.
September 8 – Nominating Committee @ TAAAC Office
September 9 – High School Concerns – 3:40 PM @ TAAAC Office
September 10 – IFS Workshop – 4:45 PM @ Severna Park Middle
September 15 – Sick Leave Bank @ TAAAC Office
September 16 – TAAAC Executive Team @ TAAAC Office
September 16 – Evening Board of Education Meeting – 7:00 PM @ BOE
September 17 – TAAAC ASI @ TAAAC Office
September 21 – Government Relations – 4:30 PM @ TAAAC Office
September 22 – Chat & Chew – Strategies for Implementing Standards – 5:00 PM @ TAAAC Office
September 28 – Sick Leave Bank @ TAAAC Office
September 30 – TAAAC BOD – 4:30 PM @ TAAAC Office

BJ’s Wholesale Club

For Renewing or Applying - TAAAC members get $10 off the $50 annual membership fee or $20 off the Rewards Fee, PLUS 15 months = 3 months FREE! A Free household card is included. You can renew ahead of time. For the application, contact Joyce Turpin at jturpin@bps.com. Be sure to put “TAAAC” in the subject line.
Did You Know?
TAAAC will celebrate 95 years of serving members coming up in 2016. Look for more information in the coming issues of TAR.

Confused by TAAAC/MSEA Acronyms?

Here are some acronyms commonly used by MSEA and some of its local affiliates:

- **AEL** - Association of Educational Leaders
- **AFSCME** - American Federation of State, County, and Municipal Employees
- **AR** - Association Representative
- **ARC** - Association Representative Council
- **BP&O** - Center for Business, Policy, and Operations
- **BCPS** - Baltimore City Public Schools or Baltimore County Public Schools
- **BOD** - Board of Directors
- **BOE** - Board of Education
- **C.A.R.E.** - Culture, Ability, Resilience, and Effort
- **CAA** - Center for Affiliates and Advocacy
- **CB** - Collective Bargaining
- **CBA** - Collective Bargaining Agreement
- **ECS** - Education Commission of the States
- **EI** - Education International
- **ESOL** - English for Speakers of Other Languages
- **ESP** - Education Support Professional
- **ETS** - Educational Testing Service
- **GR** - Government Relations
- **HE** - Higher Education
- **IPD** - Instruction and Professional Development
- **LTR** - Leadership Training Retreat
- **MAC** - Minority Affairs Committee
- **MLTP** - Minority Leadership Training Program
- **MRSPA** - Maryland Retired School Personnel Association, affiliated with AARP
- **MSBE** - Maryland State Board of Education
- **MSEA-PAC** - Maryland State Education Association Political Action Committee
- **MSDE** - Maryland State Department of Education
- **NBI** - New Business Item
- **NCLB** - No Child Left Behind Act
- **PA** - Center for Public Affairs
- **PRCM** - Pre-Retired Continuous Membership
- **RA** - Representative Assembly: may be used for locals, MSEA, and NEA
- **SAAAAC** - Secretaries and Assistants Association of Anne Arundel County
- **SBOE** - Maryland State Board of Education
- **SR** - Summer Retreat
- **TAAAC** - Teachers Association of Anne Arundel County
- **TAAAC-FEE** - TAAAC Foundation for Educational Excellence
- **TOT** - Training of the Trainers
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HIRE DATE MONTH __________ DAY __________ YEAR __________

Check your salary level for dues computation:

☐ Over $41,482 ☐ $20,741 - $41,482 ☐ Below $20,741

Method of payment:

☐ Payroll deduction (Sign and date below.) ☐ Cash / Check

Payroll Deduction Authorization

I authorize continuing payment or deduction of dues in the sum determined by my local affiliate, the Maryland State Education Association (MSEA), and the National Education Association (NEA), each year, unless I revoke this authorization in writing to my local affiliate by such time as is designated in my local affiliate's collective bargaining agreement or my local affiliate's policy. In case of my resignation or termination, the board of education shall deduct the balance of my yearly dues from my final paycheck.

Dues payments are not deductible as charitable contributions for federal income tax purposes. Dues payments (or a portion) may be deductible as a miscellaneous itemized deduction.

SIGNATURE __________________________ DATE __________

Fund for Children and Public Education Contribution Voluntary Authorization

Yes! I want to see our elected officials stand up for public education and my students. I hereby authorize the following contributions to the Political Action Committee of NEA, MSEA, and my Local Association to build a strong voice for educators:

TOTAL PAC PAYROLL DEDUCTION PER PAY PERIOD ☐ $12.00 ☐ $6.00 ☐ $3.00 ☐ $1.00 SIGNATURE __________________________

The NEA, MSEA and applicable local Funds for Children and Public Education collect voluntary contributions from Association members and use those contributions for political purposes, including but not limited to making contributions and expenditures on behalf of friends of public education who are candidates for federal, state, or local office. I understand that I am making a joint contribution and that one-third of my contribution will go to the NEA Fund, one-third to the MSEA Fund and one-third to the local account. Contributions to the Fund are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. A member may contribute more or less than the suggested amount, or no contribute, without affecting their membership status, rights, or benefits in NEA, MSEA, or any of MSEA’s affiliates.

Contributions to the Fund are not deductible as charitable contributions for Federal or State income tax purposes. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of $200 in a calendar year. Only U.S. citizens or lawful permanent residents may contribute to the Fund. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.

With full knowledge of this information, I agree that my authorization for political action pledges as indicated by the check mark herein and my authorization for payroll deductions, shall continue in force from year to year unless revoked or modified by me giving written notice to my local association.