

TAAAC ACTION REPORT

Your Professional Organization

VOL. 48, NUMBER 8

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

April 2016

2016 Mills-King Award Ceremony

The 2016 Mills-King Award Ceremony held on March 10th 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: *Mary Barbera, Tamla Bias, Delise Brown, Tracey Chalk, Jennifer Davidson, Raymond Gerald, Farrah Jones, Karen McDonough, Ingrid Munoz, Eva Reynolds, Justeen Sherwood, Susan Smith, and Amy Twigg*. The judges from the TAAAC Human Relations Committee deliberated over a difficult decision to choose one recipient, but consensus was reached, naming *Susan Smith* as the 2016 recipient of the Mills-King Award for Excellence in Human Relations.

As a school counselor at Northeast High School, Susan Smith has devoted her teaching career to student success. She has spent years working to ensure students graduate from High School and pursue College. Susan's work with students at-risk of dropping out of school has been nothing short of exemplary. She always goes the extra mile, exceeds expectations, and exhibits exceptional leadership during a crisis. Susan is completely dedicated to improving the quality of life for her students and their families through counseling and education. She has been instrumental in cultivating relationships with the community and bringing in countless scholarships from local businesses. Susan also formed a close working relationship with Anne Arundel Community College resulting in numerous events at Northeast High School featuring the college.



TAAAC President Richard Benfer, Award Winner Susan Smith, and Chairperson/BOD Tamara Thumbtzen

Lovely center pieces adorned the tables that were made by Belvedere Elementary students under the guidance of Art teacher and TAAAC member Lynn Goff. Beautiful choral renditions were performed by the Glen Burnie High School Vocal Ensemble conducted by TAAAC member Anthony Pinder.

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 Susan Smith and all the nominees for their timeless commitment to human relations through community service and education.



Bill Jones

Yes, Let's Level the Playing Field a Little More

A piece of legislation was dropped in the Senate that has the potential to do much for the job security of public school educators. The proposed legislation is Senate Bill 832 and if passed, educators facing suspension or dismissal will have a choice between an administrative appeal - current form of review and disposition - or binding arbitration; arbitration providing a far more even playing surface.

The long standing administrative appeal process is flawed and has been for a very long time. It is prescribed in Section 6-202 and provides for the suspension or dismissal of a public school educator based upon the recommendation of the local superintendent. The lawful causes for such recommendations are:

- Immorality
- Misconduct in office; including knowingly failing to report child abuse
- Insubordination
- Incompetency
- Willful neglect of duty

COMMENTARY

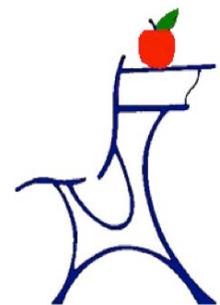
The process begins with an allegation involving any of the above causes for action. An investigation follows. If the investigation uncovers evidence supporting the allegation, the local superintendent suspends the educator in question pending disposition of the superintendent's recommendation by the board of education.

The charged educator has the right to a full evidentiary hearing, and the board may hire (and frequently does hire) a hearing examiner to hear the evidence and make a report and recommendation to the board. This is where the playing field gets titled sharply toward the public school employer:

The employer selects the hearing examiner. The employer compensates the hearing examiner. And, if the employer doesn't like the hearing examiner's recommendation, it is not binding anyway. I still recall one of our teachers (quite a few years ago) who was allegedly having an unlawful relationship with a student. The states attorney dropped the charges. The local board went through with the hearing, but the hearing examiner ruled favorably with the teacher. Even though she's been effectively exonerated twice, there were still five votes for dismissal, exactly the number necessary on the local board to terminate her. It was about as unfair as unfair can get.

Senate Bill 832 has the potential to provide fair play. It offers a process that has been used in labor relations for many decades. We use it here to enforce our collective bargaining agreement in disputes other than suspensions and dismissals. With SB832, both parties must agree on the arbitrator. If agreement cannot be reached, the parties will obtain a list from the American Arbitration Association and alternately strike names until the last name remains. The Rules of Arbitration apply. The arbitrator will decide whether there is cause for the suspension or dismissal and the decision is binding on both parties, although the matter can be reviewed in Circuit Court.

At the time of this writing, SB832 is awaiting hearing in the Senate Finance Committee. Members may be asked to help build support for this legislation among our Anne Arundel County Delegation in the near future. Please help when asked. This bill has the potential to restore some of the employment security that teaching used to have before so much was whittled away by changes in the tenure law and evaluation and rating processes.



TAAAC ACTION REPORT

Teachers Association of Anne Arundel County
 2521 Riva Road, Suite L7
 Annapolis, Maryland 21401
 (410) 224-3330 (410) 841-6022
 (301) 261-8309 FAX (410) 841-5117
www.taaaconline.org

Officers

Richard Benfer, President
 Pamela Bukowski, Vice President
 Russell Leone, Secretary-Treasurer

Board of Directors

James Burns
 Catherine Snyder
 Kate Miller
 Elizabeth Bringer
 Tamara Thumbtzen
 Jacqueline Lubniewki
 Robin Beers
 Jason Fahie
 Kristina Korona
 Martin Sears

Editors

Bill Jones, Executive Director
 and Managing Editor
 Roxanne L. Beach, Editor

From Contentia this month . . . *The Importance of the KRA Grievance and Resolution*

A brave group of fifteen teachers were assigned to administer the Kindergarten Readiness Assessment to their students in August of 2014. They (correctly) believed the many hours needed to complete this directive violated the contract in three ways:

Required Work Hours: “The Board recognizes that *additional time for planning for the delivery of instruction may be necessary outside of the required workweek.*”

Duty-Free Lunch: “Scheduling in each school shall provide for a duty-free lunch period for each Unit I member of no less than twenty-five (25) minutes.”

Planning Time: “. . . each classroom teacher shall have at least 410 minutes of individual and group planning time within the required work week when not responsible for the supervision of students. For elementary teachers, a minimum of 210 of these 410 minutes of planning time will be scheduled during the student day and set aside for the individual planning time *for the delivery of instruction.*”

Remember, the only thing that you are required to do at home or during individual planning time is to plan for instruction. While a broad topic, entering data about KRA results certainly does not apply. Lunch time is “duty free” according to State law. Therefore, without extra “release time” given by AACPS, the county was in violation of the Negotiated Agreement for the KRA directive.

The 2016 settlement gave each teacher up to six (6) hours per diem for the extra time they had documented. While not a fortune, filing the grievance absolutely changed the way the KRA was administered in 2015. The KRA itself might be eliminated in 2016.

The point is that as Unit I employees of AACSP, you don’t have to just “take it” when something new is piled on your plate. If a situation meets the following criteria we can fight to get you paid and change/eliminate the extra work for future years:

- 1) It does not involved planning for instruction
- 2) You have to work at home, during lunch or planning time to complete the directive
- 3) You ask in writing for a solution to the problem before you begin to track the extra time and file the grievance. If you ask for two days to complete a directive and your administrator provides it, good! No grievance would be required. However, if you don’t point out the problem ahead of time and ask for relief than you cannot successfully grieve it later.

If a situation presents itself, please call TAAAC at 410-224-3330 and talk to your UniServ Director. You most certainly **can** make a difference --- if you are willing to work with TAAAC to take action.

***“It’s easy to make a buck.
It’s a lot tougher to make a difference.”***

~Tom Brokaw

Election Results Increases

Congratulations to the following schools for increasing the percentage of members voting by 20% or more in their building during the TAAAC elections in 2016 over 2015. GREAT JOB!

School	2015	2016	%Points Increased
West Annapolis Elem	0%	100%	100.00
Monarch Global	9.68%	100%	90.32
Chesapeake Bay Middle	10.53%	100%	89.47
Mayo Elem	33.33%	100%	66.67
Glen Burnie Park Elem	5.14%	71.79%	66.38
Annapolis High	3.05%	62.96%	59.91
Overlook Elem	0%	59.26%	59.26
Millersville Elem	10%	66.67%	56.67
Meade Heights Elem	38.71%	90.91%	52.20
Mary Moss @ JAA	0%	44.83%	44.83
Meade High	16.79%	58.27%	41.48
Fort Smallwood Elem	0%	40%	40.00
Edgewater Elem	11.11%	50%	38.89
Annapolis Middle	4.55%	40.91%	36.36
Pershing Hill Elem	2.22%	36.36%	34.14
Lake Shore Elem	47.85%	81.82%	33.99
Maryland City Elem	68.75%	100%	31.25
Linthicum Elem	40.63%	68.75%	28.12
MacArthur Middle	47.31%	75.27%	27.96
Belle Grove Elem	64%	87.5%	23.50
Chesapeake High	1.20%	23.08%	21.88
Rippling Woods Elem	6.52%	27.91%	21.39

UNION MEMBERSHIP is like a gym membership

Dues are paid to be part of a group with similar interests and goals.

But, just like a gym, if we don't show up, invest our time – or participate, we do not become **STRONGER.**

unions4workers LIVE BETTER. WORK UNION.

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

Tiffany Blake
Crystal Charles
Ingrid Fischer
Christina Palko
Andrea Wingett

Enroll in your local professional association between April 1 and August 31 and pay no dues until September!

Join now and you'll get immediate access to the EEL program and more, including:

- NEA Accidental Death and Dismemberment Plan
- NEA Group Term Life Insurance Plan
- NEA Members Auto & Home Insurance Program
- NEA Car Rental Program
- NEA Credit Card Program
- NEA Magazine Service

Visit neamb.com/earlyenrollee to learn more about the money-saving benefits that come with membership in your professional association. Your membership includes statewide support with more than 71,000 members dedicated to your success and professional staff support where and when you need it most:

- At the bargaining table—negotiating your contract
- In county council and board of education meetings
- At workshops and trainings—helping you on the job
- In Annapolis—lobbying for education funding to keep schools open and your job safe
- In difficult times—providing legal assistance

Join your local association now and pay no dues until September. You'll get many of the benefits of membership, including the exclusive NEA Educators Employment Liability (EEL) coverage that protects you from personal financial liability stemming from employment related lawsuits. **Learn more about early enrollment benefits at neamb.org/earlyenrollee.**

JOIN FOR FREE THROUGH AUGUST 31!

Job Opportunities

Anchor's The Way!

Anchor Aquatics is now accepting applications and is training for summer 2016! Positions include Lifeguard/Pool Operator, Pool Managers, and Area Supervisors. Anchor Aquatics manages a variety of pools in the Annapolis and surrounding areas. We offer a work friendly environment, full and part-time positions, competitive pay, flexible schedules, and training. A great opportunity for Teachers! Please contact our office or visit our website for further information: 410-956-0744, 410-798-0486, www.anchoraquatics.com.

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

NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for **Sick Leave Bank Approval Committee and the AACPS Calendar Committee (Elementary)**.

Nominations will be accepted until the May 4, 2016 ARC 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 (Elementary)

NOMINATIONS OPEN

The TAAAC Nominating Committee is currently accepting nominations for **MSEA Delegates**.

Nominations will be accepted until the June 1, 2016 ARC 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

1st time Delegate

Yes

No

March ARC Attendance

The following schools, departments, and affiliates were not represented at the March 2, 2016 Association Representative Council Meeting.

Affiliates – Counselors, PPW’s, Reading Teachers, SLAAAC; **Departments** – Div. of Curriculum, Heritage Ctr., Library Media Servs., Office of Instruction, PPW’s, Riva Rd., Special Education, Student Data/Testing; **Elementary** – Annapolis, Arnold, Belle Grove, Benfield, Bodkin, Brock Bridge, C & I Resource Ctr., Comm. Based Servs. @ Pt. Pleasant, Crofton, Davidsonville, Deale, Folger McKinsey, Fort Smallwood, Freetown, Germantown, Glen Burnie Park, Glendale Annex, Hillsmere, Jacobsville, Jessup, Jones, Lothian, Manor View, Marley, Mills-Parole, North Glen, Oakwood, Piney Orchard, Point Pleasant, Rolling Knolls, Seven Oaks, Shipley’s Choice, South Shore, Tracey’s, Van Bokkelen, West Meade Early Ed. Ctr., Windsor Farm, Woodside; **Secondary** – Arundel, Glen Burnie Senior, Southern Middle, Southern Senior; **Special** – Center of Applied Tech. N., Center of Applied Tech. S., Chesapeake Science Pt., Infants & Toddlers Program, Mary Moss @ J.A. Adams Academy, Monarch Academy- Glen Burnie, Monarch Global Academy, Staff Development- Carver

MARYLAND TEACHER TUTOR S



We are looking for **CERTIFIED TEACHERS** who have a passion and love for seeing students succeed!

We offer flexible hours and the opportunity to work near your home with students one-on-one.

Grades K-12

Please visit www.marylandteachertutors.com for more info and email us if you're interested!

A Visit from a Special Group of Educators

The Special Education Task Force recently hosted three administrators from the **Providence Center** for their Speaker Series at TAAAC. The Providence Center works with our Special Education students after they gain their certificate or diploma to help them integrate into society.

Tom McQuillan, the Director of Programs, spoke on how the Providence Center was leading the way in several ways:

- 1) No Restraints – Although in place to protect the child from harm, they believe that having a zero restraint system benefits the children in the long run.
- 2) Individual Selection – They constantly try to listen to what the child wants, not what is easiest or what the parent/guardian desires.
- 3) Paychecks – They try to place the children/adults in settings that promote independence and a real paycheck. Although a challenge, the Arnold non-profit has worked well with area businesses.

Along with Aimee Bullen, Director of Gifts and Community Relations, and Katherine Callahan, Outreach Coordinator, Tom passionately described how hard they worked and how deeply they felt about the children and community they serve. The session had a full house of TAAAC members, who were uniformly impressed with the Providence Center and its dedication to our students after they leave us for the big world.

SAVE THE DATES

County Council Budget Hearings

Monday, May 9, 2016 North County High
6:00PM Rally; 7:00PM Hearing

Thursday, May 12, 2016 Annapolis High
6:00PM Rally; 7:00PM Hearing

TAAAC Events Calendar

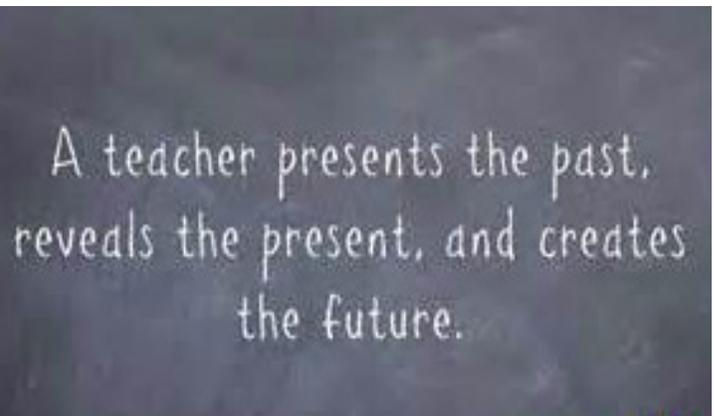
April 2016

- 4 – Government Relations – 5:00 PM @ Stan & Joe's
- 6 – Daytime Board of Education Meeting – 10:00 AM @ BOE
- 6 – ARC – 5:00 PM @ Severna Park Middle
- 6 – Middle School Concerns – Following ARC Mtg.
- 11 – Sick Leave Bank @ TAAAC Office
- 11 – IPD Committee – 5:00 PM @ Jalapeño's
- 11 – Government Relations – 5:00 PM @ Stan and Joe's
- 12 – Community Outreach – 4:45 PM @ TAAAC Office
- 12 – Nominating Committee – 4:45 PM @ TAAAC Office
- 13 – High School Concerns – 3:40 PM @ TAAAC Office
- 14 – Membership Committee – 4:30 PM @ TAAAC Office
- 19 – TAAAC FEE – 4:30 PM @ TAAAC Office
- 19 – Elementary Concerns – 4:30 PM @ George Cromwell Elem.
- 16 – MSEA Spring RA – 9:00 AM @ Doubletree Hotel
- 20 – TAAAC Executive Team @ TAAAC Office
- 20 – Evening Board of Education Meeting – 7:00 PM @ BOE
- 21 – TAAAC ASI @ TAAAC Office
- 25 – Sick Leave Bank @ TAAAC Office
- 25 – Teacher of the Year Banquet @ BWI Marriott
- 26 – Primary Election Day
- 27 – TAAAC BOD – 4:30 PM @ TAAAC Office
- 28 – Bylaws Committee – 5:00 PM @ Luna Blue

Please Note

May 4, 2016 – ARC

5:00 PM @ Severn River Middle





AFLAC PAYS CASH FOR:

-  • Illness
-  • Maternity
-  • Hospital Stay
-  • Cancer
-  • Accident
-  • Wellness (doctor visits)

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

R&R GLOBAL
 ASSET MANAGEMENT
 of
RAYMOND JAMES®



Contact Us

Sheldon Ray: Sheldon.Ray@RaymondJames.com
 Senior Vice President, Investments; Portfolio Manager

Douglas Richards:
Douglas.Richards@RaymondJames.com
 Senior Vice President, Investments; Portfolio Manager

Phone: (202)-872-5911

Web: www.RRGlobalAssetManagement.com

1717 Pennsylvania Avenue NW, Suite 1050
 Washington, DC 20006

Raymond James & Associates, Inc. member New York Stock Exchange/SIPC



INTEGRATED FINANCIAL SOLUTIONS, INC.
 8850 Columbia 100 Parkway
 Suite 400 | Columbia, MD 21045

Securities offered through LPL Financial
 Member FINRA/SIPC

2015-16 TAAAC Financial Workshops
 Presented By Bill Bush, CFP®, CPA

- 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.



Koons Toyota of Annapolis



America's Most Convenient Bank®