The following statement can be attributed to NEA President Lily Eskelsen García:

“Every day, educators use their voice to advocate for every student to reach his or her full potential. We believe that the chance for the success of a child should not depend on winning a charter lottery, being accepted by a private school, or living in the right ZIP code. We have, and will continue, to fight for all students to have a great public school in their community and the opportunity to succeed no matter their backgrounds or circumstances.”

“Betsy DeVos has consistently worked against these values, and her efforts over the years have done more to undermine public education than support students. She has lobbied for failed schemes, like vouchers — which take away funding and local control from our public schools — to fund private schools at taxpayers’ expense. These schemes do nothing to help our most-vulnerable students while they ignore or exacerbate glaring opportunity gaps. She has consistently pushed a corporate agenda to privatize, de-professionalize and impose cookie-cutter solutions to public education. By nominating Betsy DeVos, the Trump Administration has demonstrated just how out of touch it is with what works best for students, parents, educators and communities.”

“The National Education Association advocates for investing in smart strategies that we know help to improve the success of all our students, including creating more opportunities and equity for students, classes small enough for one-on-one attention, modern textbooks and a well-rounded curriculum for every student. We also know that the voices of educators — those who know the names of the students they educate — should always be present at the table when making decisions that impact student success. Educators will continue to focus on raising their voices in support of their students and against any effort by the Trump administration to undermine the educational opportunity of all public school students.”

Follow on twitter at @NEAmedia and @Lily_NEA
Since the 2009-10 school year, teachers have had an extra student day incorporated into the schedule. It could be used to provide teachers some additional time to plan or engage in other badly needed self-directed work, with or without collaboration with colleagues. Maryland requires 180 days. Anne Arundel saw fit to add one more, and in the face of Governor Hogan’s executive order, reasonable people might wonder why the AACPS would not revert to the 180-day school year that sufficed for many previous decades. After all, it wasn’t even added for an instructional reason.

The 181st day was dropped into the schedule as a way to “require” high school teachers to attend graduation ceremonies, after some incidents with parents that chose to behave badly in the previous year. So, every teacher who is not attending a graduation trades in what could be a day’s worth of planning for another for which to plan.

The TAAAC/Board Agreement includes language that addresses high school graduation both directly and indirectly.

Article 2S of the Negotiated Agreement addresses the matter directly by stating:

Unit I educators who attend and assist with graduation exercises outside the established work week will receive one-half day of early release time. The day shall be mutually agreed upon between the educator and principal and may occur before the graduation date, but if the educator fails to attend and assist after taking the day, one-half day will be deducted from the educator’s leave account.

Article 14A addresses the matter indirectly by restricting non-professional duties as follows:

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.

Except in emergencies, individually assigned non-professional duties will not exceed twenty (20) minutes per day during the student day. For the purpose of this article, supervision of students during arrival, departure and transitions between classes will not be considered non-professional duties. Nothing in this article shall preclude a different arrangement or schedule of duties if agreed to by the Principal and Faculty Advisory Council.

I am not certain any reasonable person would consider putting and keeping children in line and seated a “professional” duty as intended by either the Education Article or the Code of Maryland Regulations.

I am not asking anyone to purposefully neglect their high school graduation. Many of our members have gone voluntarily before the 181st school day was imposed. But members should know and understand that where the 181st day is being used to require attendance to attend high school graduation, whether within the paid work week or beyond, the directive would constitute a grievable encroachment into our collective bargaining agreement. They should also know that despite many comments about the increasingly crushing workload, the employer has the capability to provide this small bit of relief to overloaded educators and chooses against it on an annual basis.
The Negotiated Agreement does not speak to every part of your job. Grading is left to Board Policy. For Middle and High school teachers, here is the real policy for grading:

**Opportunity for Mastery**
- Students shall have one additional opportunity to improve their scores from between 3-5 assignments per quarter. This is provided the following qualifications have been met:
  - They completed the original assignment by the due date
  - Teacher re-teaching is recommended but not required
  - Must be done within 10 school days of getting back the original assignment

- Things that cannot be redone:
  - Homework
  - Quarterly Assessments
  - Multi-component research projects or multi-component written papers
  - Anything completed during the last week of the marking period

**Minimum Grade of 50%**
- Teachers shall assign a minimum grade of 50% to assignments or assessments for which:
  - The student has made a “good faith” effort, as determined by the teacher – to meet the basic requirements.
  - If a student does no work on an assignment or assessment, the teacher shall assign a zero.

**What do I do if I am instructed to violate these guidelines?**
- Put in a written concern for your FAC to discuss and bring to administration’s attention, as you are almost certainly not the only one being asked to violate Board Policy.
- Or contact your TAAAC UniServ Director (410) 224-3330 if you are not satisfied with the response at the building level.

You cannot be forced to violate Board Policy. If ordered to do so, take action immediately.

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**ATTENTION:**
Are You Paying Too Much??

If your employment status has changed and you have an annual salary under $42,179, please contact the TAAAC office so that your membership dues can be adjusted accordingly.

**Theme Park Tickets**

Tickets for Hershey Park, Six Flags, and other parks and attractions by Tickets at Work are available online. Please visit our website at [www.taaaconline.org](http://www.taaaconline.org) or call the TAAAC office for more information.
TAAAC Congratulates the following TAAAC Members for their nomination for Anne Arundel County Public Schools 2017 Teacher of the Year!

Karin Abbott, Windsor Farm Elem.
Lori Berry, Woodside Elem.
Debra Biggs, Pasadena Elem.
Kristen Brice, Richard Henry Lee Elem.
Josalyn Brown, Crofton Woods Elem.
Joshua Carroll, South River High
Amy Chitwood, Rolling Knolling Elem.
Alane Connolly, Shady Side Elem.
Tammy Dronberger, Broadneck Elem.
Alma Durm, Ruth Parker Eason
Amanda Embury, Frank Hebron-Harmon Elem.
Tricia Fisher, Broadneck Elem.
Nancy Hack-Behringer, Mayo Elem.
LaWanda Hoes, Corkran Middle
Anglea Holmes, Oak Hill Elem.
Allison Johnson, Mary Moss @ J. Albert Adams Academy
Denise Lane, George Cromwell Elem.
Kelly Lewis, Arundel Middle
Janet Liimatta, Ferndale Early Education Center
Sally Paz y Minõ Wilson, Tyler Heights Elem.
Tori Peddicord, Southern Middle
Shelby Queen, Shipley’s Choice Elem.
Sarah Rogers, Meade High
Stacey Scofield, Mills-Parole Elem.
Timothy Smith, Folger McKinsey Elem.
Deborah Sparby, Severna Park Middle
Elizabeth Starnes, Southern High
Denise Stephanos, Arundel High
Robert Stojakovich, Magothy River Middle
Virginia Sutherin, Old Mill High
Lydia Teal, Central Elem.
Gail Turk, Lindale Middle
Suzy Wyatt, Davidsonville Elem.

A WORD FROM MSEA’S LEGAL TEAM

You Deserve a Safe Work Environment

What is a student assault? It is the threat of physical harm combined with the present apparent ability to carry out that threat. The threat has to create a fear of imminent harm or result in offensive conduct. An assault is an intent crime—a student under the age of seven, or a student lacking the mental capacity to form such an intent, will probably not be prosecuted for an assault.

If assaults are something that occur in your school, you have options. Let’s take a look.

Document the event. Your report must include a detailed description, plus the date, time, and location of the incident. Most importantly, your documentation must include witnesses.

Report physical injury. If you sustain physical injuries, complete the first report of injury form and submit it to the appropriate administrator at your school.

See your doctor immediately!

Contact your local UnitServ director.

File for workers’ compensation benefits. Don’t rely on the school system to do it for you!

Use assault leave benefits. If you miss work due to injuries, your UnitServ director can help you access assault leave benefits instead of sick days.

File criminal charges. This may be for documentation purposes only, but the act of filing informs parents or guardians and places the school system on notice. In some counties filing charges is necessary to qualify for assault leave benefits.

Above all, if you are the victim of a student assault, contact your local association for advice and guidance.

HAPPY NEW YEAR
TAAAC Events Calendar

December 2016

5 – Sick Leave Bank @ TAAAC Office
6 – Community Outreach – 4:30 PM @ TAAAC Office
7 – Daytime Board of Education Mtg. – 10:00 AM @ BOE
7 – ARC – 5:00 PM @ Severna Park Middle
7 – Middle School Concerns Committee – Following ARC Mtg.
12 – ESOL Concerns Mtg. – 4:30 PM @ TAAAC Office
13 – Elementary Concerns – 4:45 PM @ George Cromwell Elementary
14 – High School Concerns – 3:40 PM @ TAAAC Office
14 – TAAAC Executive Team @ TAAAC Office
15 – TAAAC ASI – 3:30 PM @ TAAAC Office
19 – Sick Leave Bank @ TAAAC Office
21 – Daytime Board of Education Mtg. – 10:00 AM @ BOE
21 – TAAAC BOD – 4:30 PM @ TAAAC Office
23- Jan. 2 – Chritmas/Winter Break

Visit www.taaaconline.org
Pay Days 7th & 28th
JOBS 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

NOW HIRING: Pool Supervisors - Summer 2017

Anchor Aquatics is a locally family owned company offering the highest quality commercial swimming pool management and service. Anchor has been providing quality service since 1969 and has an outstanding reputation for safe, clean aquatic environments. We pride ourselves in being approachable, responsive, and welcoming. Anchor values their customers and employees and our goal is to provide the highest quality service to clients while maintaining a friendly working atmosphere for employees.

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- Free pool operator, lifeguard, management, and customer service training
- Competitive Pay
- Outdoor work environment
- Expanded portfolio and network

NOW INTERVIEWING: Contact Kate Bjorke for an interview at kate@anchoraquatics.com or (410)956-0744. Apply online at www.anchoraquatics.com.
NOMINATIONS OPEN

The TAAAC Nominating Committee is currently accepting nominations to fill a VACANCY for Board of Director to complete the remainder of a two-year term ending July 31, 2018.

Nominations will be accepted until the January 4, 2017 at the ARC Meeting.

Name ___________________________________
Address __________________________________
________________________________________
School __________________________________
Phone (H) ____________  (W) ______________
Personal Email ___________________________

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

☐ Secretary-Treasurer
☐ Board of Director
☐ NEA Delegate

[Have you been a delegate before? YES or NO]

TAX PREPARATION

Bob Pellicoro, who has served TAAAC members for the past 28 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 2016 Income Tax Returns preparation. Please call the TAAAC office to schedule an appointment for one of the following dates:

March 16, 2016 – 10 AM – 6 PM
March 20, 2016 – 10 AM – 6 PM
March 21, 2016 – 10 AM – 6 PM

NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for Secretary-Treasurer, Board of Directors (5), and NEA Delegates (34).

Nomination forms must be received at the TAAAC office by 5 PM on Tuesday, December 13, 2016.

Name ___________________________________
Address __________________________________
________________________________________
School __________________________________
Phone (H) ____________  (W) ______________
Personal Email ___________________________

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

☐ Secretary-Treasurer
☐ Board of Director
☐ NEA Delegate

[Have you been a delegate before? YES or NO]
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Suzanne Herrmann
301 – 985 – 2020
suzanne_herrmann@us.aflac.com

Cynthia Eckhardt
301 – 318 – 6559
cynthia.eckhardt@employee-plans.com

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✓ Helping members protect their hard-earned assets.
✓ Giving members a way to remain in control of their healthcare choices.
✓ Providing members with peace-of-mind.

For a no obligation consult and quote, contact:
Michael Markowitz – 410-455-0680
Mike.Markowitz@acsiapartners.com

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