TAAAC FEE Scholarship Winners

The TAAAC Foundation for Educational Excellence, a 501(c)3 non-profit corporation, organized and run by active and retired TAAAC members was founded a few decades ago. It serves as TAAAC’s philanthropic arm and serves local public school students in two ways.

• Its Children’s Fund provides prescription eyeglasses and winter coats to students in need.

• Its Scholarship fund provides scholarship for which AACPs students earn through competition.

While the Children’s Fund operates throughout the year, attention is drawn to the Scholarship Fund each spring.

On May 4, 2016, at the Association Representative Council, the winners of the 2015-16 scholarships were announced. Winners of this year’s TAAAC-FEE Scholarship Awards are: Alexandra Brady, Chesapeake HS; Olivia Bunting, South River HS; Shannon Miller, Broadneck HS; Jessica Motz, Southern HS; and Shannon Robinson, Chesapeake HS.

The Foundation administers four additional scholarships funded by private donations. The winner of the Robin Coleman Scholarship is Isaac Richard, South River HS; The winner of one of two new scholarships, Crespo/Makell Memorial Scholarship is Shaba Tshibaka, Arundel HS; The winner of the second new scholarship, TAAAC-Retired Scholarship is Fiza Zahid, Old Mill HS; The winners of the Sam and Bessie Chao Book Scholarship is Jessica Burnett, Northeast HS and Tara Dell, Severna Park HS.

Congratulations to all the winners and best of luck on their college endeavors.
A Year in Review

This year the growing pains across our county with the implementation of many programs mandated by the Federal, State, and Local Boards of Education have subsided just a bit. Educators started the year with more knowledge to integrate Common Core State Standards within new curriculum and daily lessons. They spent many hours navigating online web tools. With scaled back implementation of PARCC testing, as well as the completion of the Fountas & Pinnell testing in many elementary schools, we still have less and less adequate planning time to get it all done.

The messages from practitioners in the classroom have been sent to the ASI/TAAAC Advisory. We have met monthly to share your concerns, questions, and accomplishments. This advisory group, established jointly between TA-AAC and the Office of Academic and Strategic Initiatives, includes Association Reps who serve on the council and bring many issues to the table that they are dealing with along with solutions. You can take part by visiting the ASI/TAAAC Advisory web link on the AACPS Employee Intranet. There you can post your questions and they are answered in a few days. The ASI Office uses that information to help inform them how to best help educators in the classroom who are working tirelessly to implement new curriculum.

All Kindergarten and first grade teachers implemented the new K-1 curriculum this year. There have been many up and downs with this new format and the curriculum office assures TAAAC that they are following up on many issues that were brought to their attention from K-1 teachers. Having links that work and navigation that is more user friendly can only enhance the instructional planning and delivery process. Next year Grade 2 curriculum will be implemented and Grade 3 math curriculum.

TAAAC in partnership with MSEA maintains the Common Core State Standards (CCSS) Cadre and the Student Learning Objective (SLO) Cadre. With the new (ESSA) Every Student Succeeds Act passed in congress much of the decision making has been passed back to the state and local. This reauthorization of ESEA will impact the TPE and SLO process. We continue to give input about how educators view the evaluation process and where things can be improved. Both Cadres held workshops sponsored by TAAAC and MSEA, and they will plan to deliver other professional development opportunities to our educators in the 2016-2017 school year.

The TAAAC “Celebrate Educators” event is in full planning mode. The event will be held at Sandy Point State Park on Friday, August 19, 2016 from 11:00 AM to 3:00 PM. I hope this event will give a boost to educators across our county and help start off the year with some fun. As I have done in the past, I requested that a memo be put out to principals and central office administrators asking them to allow 12-month Unit 1 members the opportunity to leave early on the 19th to be able to join in the festivities. I have been assured that the message will be communicated to principals and supervisors.

Finally, last year I said, “We are one election away from becoming Michigan or Wisconsin.” After the election in 2014, it was clear that public
Early Release Days (June 14-17)

“The four days of early release time for students, scheduled immediately prior to the end of each semester will be utilized to provide self-directed work time for teachers at all levels. (Article 11, N)”

Don’t feel obligated to attend any “housekeeping” meetings at your school from June 14-17 after the students are dismissed. That is YOUR time to do what you need to complete report cards and end of the year work.

Personal Business Leave Days

“…Personal Business Leave shall not be taken…at the beginning or the end of the school year. (Article 8, A)”

The last five duty days constitute the “end of the school year.” If circumstances require your absence, the restriction may be waived by the principal.

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 reneging.

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.

Save The Date — Celebrate Educators TAAAC Picnic

Once again, TAAAC is sponsoring a back to school picnic for all members. Mark your calendars for Friday, August 19, 2016. Join us at Sandy Point State Park to celebrate a new year together. More information will be coming soon!
What’s Your Bright Idea?

Make it happen with MSEA’s New Members-Only Grant

Do you have a great idea for how to get your colleagues excited about the issues that matter to you, TAAAC, and your profession? It’s time to make it happen with an MSEA Innovative Engagement and Organizing (IEO) Grant. Now in its third year of existence, IEO Grants can fund the development of your great idea—the average grant will be about $5,000—and help you put it into action. Last year’s nine successful grantees ranged from Washington to Wicomico counties and came from urban, suburban, and rural locals.

“We’re looking for thoughtful, fun, exciting, and unique ideas that will get us all thinking about fresh ways of organizing and advocacy,” said MSEA President Betty Weller. “I’m excited to see your great ideas and how they can help move our association forward!”

Here are the basics:

- Visit marylandeducators.org/IEOGrant to learn more about the grant, the application process, and last year’s successful grantees.
- Download, complete, and submit the grant application form.
- Meet the deadline of June 17 for your application to be reviewed.
- Grants will be reviewed by MSEA’s Strategic Planning Task Force, a diverse group of members and staff working to bring relevant, member-focused innovation to MSEA’s organizing and advocacy goals.
- Grantees will be notified August 1 and awards will be dispersed September 16.

“We’re always looking for new ways to engage and energize our members,” said TAAAC President, Richard Benfer. “This member-focused grant program from MSEA can help tap into the creative thinking of our members—our association’s strongest and best resource.”


When the 2016-17 school year begins, there are new sections of the AACPS Grading Policy in place that address middle and high school student assignment/assessment “redo” possibilities and practices. Over the summer months we will post support information to our ASI-TAAAC website (http://www.aacpublicschools.org/aacps2/taaac/) related to preparing your course syllabi and understanding the choices you and your students have related to the redo and associated grading of course assignments and assessments beginning in the fall 2016 semester.
TicketsatWork is your authority on the best deals at theme parks and water parks nationwide! With savings up to 60% off, your family will have exclusive access to all the hottest rides, water activities and attractions available this season.

Visit [www.ticketsatwork.com](http://www.ticketsatwork.com) and enter our company code, TAAAC, for the most up-to-date offers on theme parks, hotels, Broadway shows, local deals, shopping partners and much more.

Educators were less valued by our newly elected politicians than other groups. Once again the funding authority had left us high and dry. The fallout from the lack of funding was a monumental protest from educators across the county. A group known as bruised apples organized and began speaking at board meetings against the lack of funding for educators across our county. These protests spilled over into the community and the PROFITS (Parents Rallying Officials for Increased Teacher Salaries) was launched.

The PROFITS group also rallied every chance that had and made an impact. TAAAC organized by reaching out to these groups to help educate them on the issues and why we were in the situation we found ourselves. The #raiseannearundel campaign was launched and we completed an email campaign to the county executive that filled his in box with educator stories from around the county. Additionally, we brought out record numbers of educators, community members, and students to the county executive town hall meetings and the county council budget hearings. These efforts made a difference when the county executive included a step increment for all board of education employees. This is a huge win for us, but the fight is far from over.

We need to continue to send the message to county government that we want to keep our schools on the forefront to greatness. The only way to do that is to show educators the respect that we deserve. They started by funding our steps which should occur annually without question. Further action is needed from the funding authority to recover the lost steps that we have suffered.

That message did not make it to the polls back in November 2014, but I urge you to continue to contact your county councilman and tell your story. Only through persistent communication with the elected officials can change and the correct course of action be pushed forward. Please find contact information for your councilman on page 7.

I hope you have a restful summer. Spend time with friends and family. Decompress. Re-energize.
May ARC Attendance

The following schools, departments, and affiliates were not represented at the May 4, 2016 Association Representative Council Meeting.

Affiliates – Counselors, EMAAAC, PPW’s, Reading Teachers, SLAAAC; Departments – Div. of Curriculum, Heritage Center, Library Media Servs., Office of Instruction, PPW’s, Riva Road, Special Education, Student Data/Testing;

Elementary – Arnold, Belle Grove, Belvedere, Benfield, Bodkin, Brock Bridge, C & I Res. Ctr. @ Point Pleasant, Central, Comm. Based Servs., @ Point Pleasant, Crofton, Crofton Woods, Deale, Fort Smallwood, Freetown, German-town, Glen Burnie Park, Glendale Annex, Glendale/Glendale Level V, Hillsmere, Jacobsville, Jessup, Jones, Lothian, Manor View, Marley, Millersville, North Glen, Oakwood, Piney Orchard, Point Pleasant, Rolling Knolls, Seven Oaks, Shipley's Choice, South Shore, Tracey's, Van Bokkelen, Waugh Chapel, West Annapolis, West Meade Early Ed. Ctr., Windsor Farm, Woodside; Secondary – Bates Middle, Corkran Middle, Glen Burnie Senior, Meade Middle, Northeast Senior, Old Mill Middle N., Southern Middle, Southern Senior; Special – Arlington Echo, Center of Applied Tech., N., Center of Applied Tech., S., Chesapeake Science Point, Infants & Toddlers Program, Monarch Academy - Glen Burnie, Monarch Global Academy, Phoenix Academy, Ruth P. Eason, Staff Development – Carver.

BJ’s Member Benefit for Renewing and Applying

The BJ’s Benefit has changed for this quarter June 1st – 17th, 2016. For renewing or signing up, get $15 off the $50 annual membership fee (or) $25 off the $100 Rewards membership fee PLUS 13 months= 1 month FREE! A FREE household card is also included. Renew the quarter before your card expires so it won’t lapse and the 13 months will be added to the end of your current membership. If you would like to take advantage of this opportunity, email the BJ’s rep at jturpin@bjs.com for an application and instructions. List TAAAC in the subject line.

(Job is a special marketing program and it is not available at the store or online. Offer is subject to change)

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

Link up with TAAAC on Social Media
**TAAAC Events Calendar**

### June 2016

1. Daytime Board of Education Meeting – 10:00 AM @ BOE
2. ARC – 5:00 PM @ Severn River Middle
3. NEA RA Pre-Convention Caucus – Following ARC Mtg.
4. Middle School Concerns – Following ARC Mtg.
5. Sick Leave Bank @ TAAAC Office
6. Retired Teachers Reception @ Michael’s Eighth Ave.
7. TAAAC Executive Team @ TAAAC Office
8. High School Concerns – 3:40 PM @ TAAAC Office
9. Community Outreach – 4:30 PM @ TAAAC Office
10. TAAAC BOD – 4:30 PM @ TAAAC Office
11. TAAAC ASI @ TAAAC Office
12. Sick Leave Bank @ TAAAC Office
13. Daytime Board of Education Meeting – 10:00 AM @ BOE
14. NCUEA – Washington, D.C

### July 2016

1. NEA Convention – Washington, D.C
2. Daytime Board of Education Meeting – 10:00 AM @ BOE
3. MSEA Summer Leadership Retreat – Salisbury University

### August 2016

8. New Teacher Orientations – Old Mill High
17. Daytime Board of Education Meeting – 10:00 AM @ BOE
18. TAAAC BOD – 4:30 PM @ TAAAC Office
19. TAAAC Celebrate Educators – 11 AM-3 PM @ Sandy Point State Park

**Next Meeting September 7, 2016 5:00 PM @ TBD**

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**COUNTY COUNCIL**

The Arundel Center  
Annapolis Office: 410-222-1401  
Glen Burnie Office: 410-222-6890

1st Dist. Peter Smith — peter.smith@aacounty.org
2nd Dist. John J. Grasso — john.grasso@aacounty.org
3rd Dist. Derek Fink — dfink@aacounty.org
4th Dist. Andrew C. Pruski — andrew.pruski@aacounty.org
5th Dist. Michael Anthony Peroutka — mperoutka@aacounty.org
6th Dist. Chris Trumbauer — ctrumbauer@aacounty.org
7th Dist. Jerry Walker — jerry.walker@aacounty.org

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**2016 HersheyPark E-Ticketing**

Discounted tickets are available online NOW through the TAAAC link and using the promo code:

TAAAC Link: [http://tinyurl.com/TAAACTKTS](http://tinyurl.com/TAAACTKTS)  
Promo Code: 84521

Regular (ages 9-54) $48.95  
Jr/Senior (ages 3-8; 55-69) $36.95

For more information, please call the TAAAC office or visit [www.taaaconline.org](http://www.taaaconline.org).

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**Welcome New Members**

Santosh Agnihotri  
Zainab Ahmed  
Kelly Baione  
Meagan Turano

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**Have a relaxing summer!**  
See you in August!
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:

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301 – 985 – 2020
suzanne_herrmann@us.aflac.com

Cynthia Eckhardt
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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.