MSEA CONVENTION 2016

The 149th Annual Representative Assembly and Convention was held in Ocean City, MD on October 21-22, 2016. Over 600 delegates from across the State came together to shape the policy of MSEA. The TAAAC delegation of 49 delegates started their work at an early morning caucus on Friday. During the caucus, we had guest speakers who were running for the two Minority Seat vacancies on the MSEA BOD.

The State Superintendent, Dr. Karen Salmon, spoke to delegates and fielded questions. Among them were questions regarding ESSA, Special Education funding, Teacher Evaluations, and more. Dr. Salmon was candid in her responses, and we had common ground on several issues including Community Schools and keeping state assessments out of teacher evaluations.

The Representative Assembly passed a Bylaw Amendment that would bring the MSEA elections timelines in line with MSEA/NEA Nominations and Elections Guidelines. The MSEA Resolutions (belief statements of MSEA) were discussed. The MSEA Resolutions Committee made minor changes to the documents and they were passed by the Representative Assembly.

Friday afternoon educators discussed the topic of institutional racism with Dr. Ivory Toldson. The NEA New Business Item B from 2015 has helped shape new conversations around this important issue. The education of members about what institutional racism is and what it is not will be an ongoing dialogue in the months and years ahead.

Saturday began with the TAAAC early morning caucus to discuss new business items. We were visited by candidates for MSEA Treasurer. At the Convention Hall, the newly-selected Maryland Teacher of the Year, Athanasia Kyriakao, a Baltimore City Art Teacher addressed the delegation to thunderous applause. MSEA also awarded the first ESP (Education Support Professional) of the Year to Andre Beulah from Dorchester County. He will now compete among other ESP of the Year winners for the NEA ESP of the Year award.

(Continued on page 4)
Changing the conversation about the Board of Education budget from “what it costs!” to “what can we invest!” continues to be very important going into this FY18 budget cycle. Local Government and Citizens of Anne Arundel County need to understand that the Board of Education presents a budget that fulfills the needs of a growing county with a student population increasing in both number and diversity. The successes we have built have been largely based on shoestring budgets that have been supplemented by poaching reserves and picking the pockets of employees. No one disputes the importance of strong curriculum and instruction choices for kids in the classroom. Making those decisions is what we do best. Being fully-funded to do our jobs spells success for not only students, but for the educators as well. We can no longer continue to work #beyondthebell. Educator working conditions are student learning conditions. It is time for the county government and citizens of our county to realize that they should not be focused on how much things cost, but the investment to be made and the return on that investment. TAAAC’s “Raise Anne Arundel” campaign will help with that education of the local officials and the community.

Last year, the County Executive said he wanted to give the Board of Education what it needed. What that meant to teachers across our school system was that the County Executive was prepared to fund the Board of Education’s budget in full as it was ultimately presented. This would have allowed the Board of Education to fulfill its obligation to the citizens of our county to provide quality educators to deliver top-notch curriculum and instruction to the students we serve. The Board of Education knows what it needs to run our successful school system. They also understand that to stabilize the workforce in AACPS, they must become competitive with surrounding jurisdictions. That means they will need to provide full funding for STEPS (which are not raises, but part of the negotiated pay scale), as well as a COLA (Cost of Living Increase), as pay for teachers has not kept up with inflation.

Our county is the 4th wealthiest in the state that collects proportionately less revenue than every surrounding county in the state. Our property tax revenue is artificially capped by a 1992 voter referendum and our local income tax is now the third lowest in Maryland. All around us, counties are taking advantage of the economic improvement of recent years to provide improvements in funding for schools and other starving public services. Our county chooses to further reduce already scant public revenue by lowering what is already a comparatively low tax burden.

Meanwhile bargaining continued, impasse was ultimately declared for the second time in two years, and the school system was hiring new teachers. There were over 700 new teachers hired again this year. That is the 2nd largest number, besides last year, in my memory. The school year started and the workload cycle has continued to climb with no relief in sight. Many of the issues folks are having are shared directly with the Superintendent at our monthly meeting, with the executive leadership of the school system during ASI/TAAAC Advisory, and with the board president directly. Issues have

(Continued on page 4)
Please use this form to request a reduced schedule or reduced workload when asked to give up your planning period to cover a class or asked to supervise a divided class.

**SUBSTITUTE COVERAGE**

**REQUEST for REDUCED SCHEDULE or WORK LOAD***

(To be completed by Unit I member who provided coverage.)

TEACHER COVERING

_______________________________________________________________

TEACHER ABSENT

_______________________________________________________________

DATE ___________________ TIME ___________________ ROOM ____________

Signature of Teacher ___________________ Date ___________________

(To be completed by administrator providing reduced schedule or work load.)

□ Approved □ Disapproved

If approved, reduction provided, or if disapproved, reason therefore:

________________________________________________________________________

________________________________________________________________________

Signature of Administrator ___________________ Date ___________________

*Substitutes shall normally be provided for all teachers absent from their regular teaching assignment including art, music, media specialists and physical education. Only after reasonable but unsuccessful efforts to obtain substitutes shall the principal assign teachers to other teachers’ classes during their non-teaching periods.

When an uncovered vacancy causes a class of students to be divided among other teachers for the entire school day, the receiving teachers will each receive one (1) hour of compensatory [time]. Utilization of that leave will be arranged between the teachers and principal or supervisor.

Except in an emergency which occurs during the school day, no teacher shall be required to take a class for another teacher unless the teacher requested to take the class is given a reduced schedule or work load within the next five (5) work days. (Negotiated Agreement, Article 15.B.)
been addressed to take care of some inequities. Keeping an open dialogue with the executive level at the Central Office is key to getting change. Albeit most of which is a very slow process.

The Board of Education President, Stacy Korbelak, has made it very clear over the last two years that she sees TAAAC and the other union counterparts as partners in the process, and has been dedicated to having an open dialog to discuss issues when appropriate.

Educators shape the future. In the process of educating our students, we will #RaiseAnneArundel (county) through strong schools, strong families, and strong communities. Once again we need to roll up our sleeves, get out to our elected officials and educate them about the top notch education students receive in our schools, and the need for maintaining it. This will raise awareness among our elected officials and the citizens of our county about the importance of our strong public schools. Remember that education in Anne Arundel County and all of Maryland is top notch, not in spite of our dedicated educators and support professionals, but due to their unwavering dedication to the over 80,000 students we serve. We need the County officials and Citizens of Anne Arundel County to share in that dedication.

Twenty-three New Business Items were put forth at the MSEA Representative Assembly this year. The new business item discussions were informative, but at times seemed more like an argument than a discussion. President Weller guided the discussions skillfully.

Additionally, the delegates were addressed by MSEA Endorsed Senate Candidate, Chris Van Hollen, during the convention. Van Hollen said, “The women and men who help educate our children are fulfilling the promise of a nation that’s always looking to the future. We need to do more to recognize and respect the critical role teachers and other educators play in building knowledge, expanding opportunities, and making sure our nation can compete in the 21st century global economy.”

Congratulations to our own TAAAC Delegates who were award winners during the Convention. Robin Beers also announced her candidacy for the MSEA Board of Directors. This will help ensure
Disability Income and Term Life Coverage with Guaranteed Issue

EPS, your TAAAC-Sponsored carrier of disability income protection products from Aflac and The Hartford, is offering new products now on a guaranteed issue basis. Guaranteed issue means that there is no medical underwriting. Members that might otherwise be uninsurable, or risk-rated so severely that the resulting premium is cost prohibitive, can now find coverage that has been out of their reach. Premiums are deducted directly from participants’ paychecks.

Participating in the programs appropriate to the situation can close coverage gaps that exist in TAAAC’s Sick Leave Bank, Teachers’ Pension System, and voluntary benefit opportunities provided by the AACPS. Here are some examples of gaps in coverages referenced above:

**Sick Leave Bank (SLB)**
TAAAC’s Sick Leave Bank is a very valuable benefit. Every Unit 1 AACPS employee should consider enrolling. Because it is funded by donations of sick days from Unit 1 employees, it cannot approve grants for every situation or for unlimited numbers of days. Below are some examples of “gaps” in coverages that can be filled by other disability income protection products.

SLB enrollees do not qualify for grants until their personal sick leave is exhausted. Short Term Disability (STD) products from our TAAAC-sponsored carrier pay on top of personal sick leave and SLB grants.

The SLB’s coverage for absences due to childbirth is very restrictive. STD products with Aflac and The Hartford cover those absences. The Hartford has a plan that will pay during absences due to pregnancy and you can sign-up even if the pregnancy is already underway.

The SLB pays only for days absent from work. Therefore, no payments are made during the summer months or on any other non-duty days. STD products are available that cover the length of the disability whether during the work year or otherwise.

Only SLB enrollees are eligible for grants from the bank. It offers no coverage for spouse and family. Aflac has products that cover spouses and children.

The SLB has a waiting period of ten consecutive duty days before grants can be approved. STD products are available that can begin as quickly as the same day of an off-the-job accident or the eighth day of illness.

The SLB limits grants for each enrollee to 100 days per year per occurrence. Long Term Disability (LTD) can pay well beyond 100 days.

**Teachers’ Pension System**
To be eligible for an ordinary disability pension benefit, educators must have earned at least five years of eligibility service, and the disability must be permanent. The Hartford could protect members to age 67 without regard of years of eligibility service in the pension system. Most of the disabilities covered have been 90 days or less.

**Anne Arundel County Public Schools**
There is no STD or LTD income protection product offered by the AACPS. That is why TAAAC offers the plans referenced above. The AACPS does provide term life insurance at the amount of $50,000 in accordance with its collective bargaining agreement with TAAAC, employees can purchase more in $5,000 increments at employee expense; but there is no term life insurance available through the AACPS for spouses and children. The Hartford has a new plan available that does cover spouses and children.

**Enroll While You Can**
LTD income protection up to age 67, and Term Life Insurance of $100,000 for spouse and $25,000 for child are available on a guaranteed issue basis until December 31, 2016. STD income protection with guaranteed issue is available continuously.
Philadelphia Canvassing

MSEA members will be going door-to-door in Philadelphia on November 5 to help elect Hillary Clinton. Several bus pickup locations are planned. Departures will be approximately 9 a.m. and return at the end of canvassing at 4:30. Lunch, T-shirts, and training will be provided. Please contact Russell Leone at RussellCLEone@yahoo.com for more details on how to sign up.

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.
**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

---

**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 Events Calendar**

**November 2016**

2 – Daytime Board of Education Meeting – 10:00 AM @ BOE
2 – ARC – 5:00 PM @ Severna Park Middle
2 – Middle School Concerns Committee – Following ARC
3 – Negotiations Session
5 – AACPS EdCamp – 8:30 AM @ Carver Staff Development Center
7 – Sick Leave Bank @ TAAAC Office
8 – ELECTION DAY!  GO VOTE!
9 – High School Concerns – 3:40 PM @ TAAAC Office
9 – TAAAC Executive Team @ TAAAC Office
10 – Membership Committee – 4:30 PM @ TAAAC Office
15 – Elementary Concerns – 4:45 PM @ George Cromwell Elementary
16 – TAAAC BOD – 4:30 PM @ TAAAC Office
16 – Evening Board of Education Meeting – 7:00 PM @ BOE
17 – Minority Affairs - 4:30 PM @ TAAAC Office
17 – TAAAC ASI @ TAAAC Office
21 – Negotiations Session
21 – Government Relations - 4:30 PM @ TAAAC Office
21 – Sick Leave Bank @ TAAAC Office
30 – IPD - 4:30 PM @ TAAAC Office

Visit [www.taaaconline.org](http://www.taaaconline.org)

Pay Days 9th & 23rd

---

**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]
Why choose Aflac for individual Worksites Benefits?

Aflac pays you directly
If you’re sick or hurt, Aflac pays benefits directly to doctor—to help with your expenses.

Aflac pays you quickly
While you focus on recovery, Aflac focuses on paying you quickly.

Use benefits however you want
It’s your decision how to use the cash.

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

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

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

Bill Bush, CFP®, CPA
Specializing in retirement planning, investment planning, education planning, tax strategies, and insurance needs.

I invite you to call me at (410) 480-0007 or email at William.bush@lpl.com to schedule a free, no-obligation consultation and discover how I can help you pursue your financial goals.

LONG-TERM CARE INSURANCE

✓ Offering discounted long-term care insurance to TAAAC members and their spouses/partners.
✓ 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