At its regularly scheduled meeting on Wednesday, September 21, 2016, the Board of Education ratified its Fiscal Year 2017 Negotiated Agreement with TAAAC by a unanimous vote of 9 to 0.

TAAAC’s governing body, the Association Representative Council, ratified the Agreement at its September meeting by a vote of 109 to 13. The highlights are below:

Unless modified as provided below or amended and implemented prior to mediation, all of the provisions of the 2015-16 Agreement will be continued through June 30, 2017.

- Article 3, Salary and Other Compensation, Section A, Teacher Scale, will be amended to provide that: “All eligible Unit I employees (excluding newly hired employees for the 2016-2017 school year and employees located on Step 25 on June 30, 2016) will receive a one (1) step increase for FY2017 effective on their second pay period in accordance with the FY2017 payroll cycle for each Unit I employee.” The parties anticipate that the step increase will be reflected in the October 12, 2016 salary distribution, and agree that it will be no later than the October 26, 2016 distribution.

- All Unit I employees located on Step 25 on June 30, 2016, and remaining active on Step 25 at the date of Board ratification, will receive a one (1) time payment of $883.80. The parties anticipate that the one-time payment of $926.31 will be reflected in the October 12, 2016 salary distribution, and agree that it will be no later than the October 26, 2016 distribution.

- Retroactive pay checks will be processed and distributed as soon as practicable following ratification by the Association and the Board, but no later than December 31, 2016.

- All other proposals made by the parties in negotiations and mediation regarding the terms of the 2016-2017 Agreement were withdrawn with the exception of items relating to healthcare which are currently being bargained through joint negotiations.
The County’s Disparate Treatment of Educators

It is no secret that collective bargaining agreements between TAAAC and the Board have been less than robust. It is also no secret, or shouldn’t be, that collective bargaining agreements between the other three local unions that represent AACPS employees have also been less than robust. It might be a bit of a surprise to some that the problem lies less with the public school employer than with the elected officials on Calvert Street.

Primarily due to the lack of adequate funding (little more than the lawful minimum) from the county government, economic settlements for AACPS employees have been quite underwhelming. TAAAC’s bargaining team has had impasses declared by the Public School Labor Relations Board in fiscal year 2011 and again in two of the past three years; and has been through multiple days of mandatory mediation with the assistance of paid professional neutrals on Calvert Street.

How do we know our problem is driven by political priorities rather than either a down economy or a stingy public school employer? The answer is evident in the below comparison of the County’s willingness to compensate its own employees compared to its willingness to pay (and retain) public educators.

<table>
<thead>
<tr>
<th>EFFECT OF PAY ACTIONS - % INCREASES/DECREASES</th>
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</thead>
<tbody>
<tr>
<td>FY09</td>
</tr>
<tr>
<td>AACo Police Sergeants</td>
</tr>
<tr>
<td>AACo Deputy Sheriffs</td>
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<tr>
<td>AACo AFSCME 582</td>
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(Continued on page 3)
For the past several years, Anne Arundel's competitive position with the well-paid districts referenced above has slipped significantly. Only the Baltimore County Public Schools' relatively low salaries have kept Anne Arundel from ranking last among the urbans. Baltimore County however just settled a three-year agreement with three step increases and three COLAs of 2% each. Anne Arundel County is in the fifth year of its economic recovery. Government employees are enjoying the uptick. Sadly, the AACPS has been locked out.

(*) Footnotes:
- Unit 1 employees were furloughed for 2 days in FY2010.
- Impasse declared, mandatory mediation conducted in FY11, FY16, and FY17.
- FY15's step was on a restructured scale and there was some further compensation within the restructuring.
- Challenges school stipends were lost in order to fund the 2% COLA in FY16.

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.
Do you know that the FAC provides your staff with a direct line to administration and the power to vote and make written recommendations – that by contract should generate a response? If you do not have a functional FAC, or one that violates the rules below, please contact TAAAC and we can work with you to fix this very important right that you have as a building. Some rules:

- The FAC must meet during teacher contractual hours. An administrator may not push the meeting off to before or after school.
- The FAC must exist in every school. It is guaranteed by the Negotiated Agreement (Article 20).
- The FAC must advise on arrival and departure times.
- Size of the FAC is determined by the Principal.
- The TAAAC Chair/Representative must be an automatic voting member of the FAC.
- A majority of the members shall be elected by secret ballot of the teachers in an election conducted by the Faculty Representatives.
- The remainder shall be appointed by the Principal.
- The Principal may attend the meetings but has no vote.
- Officers or staff at TAAAC may be invited at the Council’s request.
- The TAAAC Representative may be the Chairperson, but does not have to be.
- The FAC must meet at least monthly but may meet more often.
- The FAC should take requests in writing from teachers to discuss at meetings.
- The FAC should distribute copies of the agenda to all members of the staff.
- The FAC should make written recommendations to the principal and request the response in writing.
- The FAC should request space at each faculty meeting to report out. This should facilitate regular discussion and communication between the staff and administration.

From Contentia this month . . . The Power of the Faculty Advisory Council
Link up with TAAAC on Social Media

Visit www.taaaconline.org

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 or call the TAAAC office for more information.
INTEGRATED FINANCIAL SOLUTIONS, INC.
8850 Columbia 100 Parkway
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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
More than 600 delegates representing MSEA's 71,000 members will gather October 20-22, 2016, to carry out the annual business of the association. The representative assembly (RA) takes place at the Roland E. Powell Convention Center in Ocean City.

If you’ve ever wondered exactly what delegates do at the RA, here’s a brief Q&A.

Who are your local association delegates?

Your local association delegates to MSEA's representative assembly (RA) are your colleagues, elected by members in your local to represent you at MSEA's most important annual event. The RA discusses and votes on proposed bylaw amendments, new business items, and resolutions that delegates present for debate from the RA floor.

What else happens at the RA?

Delegates will hear from MSEA President Betty Weller, Executive Director David Helfman, and leading education policymakers; introduce, debate, and vote on MSEA new business items, resolutions, and bylaw amendments that help guide the association's activities and engagement in education issues; and make endorsements.

What’s a bylaw amendment?

MSEA’s bylaws are the set of rules adopted by the representative assembly to govern its meetings or business. A bylaw amendment is submitted by a member, supported by at least 9 additional members, and presented at the annual RA. The proposed amendment must be submitted at least 90 days before the RA. There were no bylaw amendments submitted this year.

What’s a new business item?

A new business Item (NBI) is a statement or action requested by a member that is discussed and debated by the assembled delegates at the RA. An NBI may originate and be presented at the RA; if passed by the representative assembly, an NBI may require specific action by MSEA leaders, committees, or staff.
Maryland State Education Association
National Education Association
2016-2017 ENROLLMENT FORM

FREE! NEA Complimentary Life Insurance! Visit www.neamb.com/complimentary

EMPLOYEE ID NUMBER REQUIRED

FIRST NAME M.I. LAST NAME

ADDRESS

CITY STATE ZIP

HOME PHONE WORK PHONE

HOME EMAIL WORK EMAIL

Members are automatically enrolled in NEAs members-only and other newsletters. You may opt out at any time by clicking the unsubscribe link found in each email. How would you like to receive your NEA ActionLine magazine? Print Digital copy (email)

ETHNICITY (Optional) □ American Indian/Alaska Native □ Asian □ Black □ Caucasian (not Hispanic origin) □ Hispanic □ Native Hawaiian/Pacific Islander □ Multi-Racial □ Other □ Unknown

DATE OF BIRTH MONTH / DAY / YEAR HERE DATE MONTH / DAY / YEAR

Use of Cell Phone By providing my phone number, I understand that the NEA, MSEA, the local affiliate and NEA Member Benefits may use automated calling techniques and/or text message me on my cellular phone on a periodic basis. The NEA, the MSEA, and the local affiliate will never charge for text message alerts. Carrier message and data rates may apply to such alerts. Text STOP to 36453 to stop receiving messages. Text HELP to 36453 for more information.

Membership Commitment

Yes — I want to join with my fellow employees and become a member of the local affiliate, the Maryland State Education Association (MSEA), and the National Education Association (NEA). I hereby request and voluntarily accept membership in these associations and agree to abide by the Constitution and Bylaws of all three associations.

Maintenance of Membership/Dues Deduction Authorization

I authorize continuing payment or deduction of dues from my pay in each pay period a pro rata portion of the annual dues required for membership in my local affiliate, the MSEA, and the NEA. I fully understand that the annual dues required for membership in the three associations are subject to periodic change by the governing bodies of the associations and authorize deduction of any modified monthly dues established by the governing bodies of the three associations. This authorization continues from year to year, regardless of my membership status, unless (a) I revoke this authorization in a signed writing sent to the local affiliate by such time as is designated in my local affiliate’s collective bargaining agreement, my local affiliate’s policy, or my local affiliate’s bylaws; or (b) my employment with the board of education ends. In the event of my separation, 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 contribution 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 □ $5.00 □ $10.00 □ $15.00 □ Other __________________________

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 ten (10) percent of my contribution will go to the NEA Fund, and that the remaining ninety (90) percent will be divided evenly between the MSEA Fund and 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. Although The NEA Fund requests a contribution of $5.00 per pay, this is only a suggestion. A member may contribute more or less than the suggested amount, or not contribute, without affecting his/her 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.

PLEASE RETURN WHITE, CANARY AND PINK COPIES TO YOUR LOCAL - RETAIN THE GOLD COPY FOR YOUR RECORDS

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