Celebrate Educators 2016

The weather could not have been better on Friday, August 19th for TAAAC’s 4th Annual Celebrate Educators event at Sandy Point State Park. We had more than 500 TAAAC members and guests to help kick off the new school year. Everyone enjoyed the outdoors, food, refreshments, prizes, games, and beach for the better part of the day.

Franko’s Catering did a bang up job with BBQ chicken, sweet corn on the cob, hot dogs, hamburgers, sausages and sides. Lynne Baughman, SAAAAC Treasurer, made the most wonderful cake and cupcakes. At the end of the day, there was not a crumb to be found. The 3rd Annual Cornhole Tournament sponsored by the Maryland Residential Experts Team was a hit with all participants. The prize raffle was a big hit with 30 giveaways to lucky ticket holders. Members found their way to the beach as well with their beach chairs and umbrellas.

Most of all, it was a truly effective way for all of us to get reacquainted before the pressures of the school year chew up the time and energy to socialize with like-minded friends and colleagues.

This year we made our picnic solely a fundraiser for the TAAAC Foundation for Educational Excellence. The TAAAC Foundation focuses on three areas of need within our AACPS family. The children’s fund helps provide glasses, coats, hats, and gloves for needy students and sponsors 50 backpacks for a school in need in August. The scholarship fund helps AACPS graduating seniors offset some of their college costs. The Grants in Need Fund is a one-time grant to members who find themselves in difficult financial circumstances.

We received generous donations from businesses around the county. Our $1000 Gold Sponsors included AT&T, ClearShark H₂O, Fence & Deck Connection, Integrated Financial Solutions, Novus Odenton, and Subway of Crownsville and Odenton. Our $750 Silver sponsor was Aflac and the Hartford and our $500 Bronze sponsors included Katcef Brothers, Linton Shafer Warfield & Garrett, P.A., Natural Partners, and The Pointe at Harpers Mill. Additionally, we received $200 donations from ACSIA Partners in Long Term Care and TAAAC-R. We also received a generous donation from our immediate past TAAAC President Timothy Mennuti.
Welcome back to what will be an exciting, challenging, yet rewarding school year. The last four years as President has brought many rewards and challenges. Many rewards come in the shape of the relationships we have been able to continue to foster at the central office level, as well as local and state government. We have worked tirelessly to make sure that those in power hear our concerns, but also bring solutions as well. My hope is to continue to foster those relationships while holding strong to our ideals as an Association and build some new ones along the way. Some of the challenges are around Anne Arundel county’s continued funding problem. We will use our #raiseanearundel campaign to continually focus our message about the need to raise awareness for our students, educators, and our community. Until we raise this awareness with the community and voters, we will not see a change in funding for our contracts.

The summer has been busy beginning with the NCUEA (National Council of Urban Education Associations) Conference followed by the NEA (National Education Association) Convention both in Washington, D.C. Check with your Rep for an update of what actions were taken at the summer meeting.

Next, many of your fellow TAAAC members, reps, and board members attended the MSEA Summer Leadership Retreat in Salisbury, MD. Many topics were shared and studied to help unlock our members’ leadership skills and potential.

Additionally, this summer we were able to foster our community engagement. The Community Outreach Committee organized the gathering of 50 backpacks with supplies for students at Freetown Elementary. The committee attended the Back to School Expo at Meade Middle school as well, and was able to hand out Scholastic Books and TAAAC pencils to students who attended.

Getting the year started off with a party is always fun. We had a great 4th Annual “Celebrate Educators” picnic at Sandy Point State Park where the 3rd Annual Cornhole Tournament was a hit.

The Public Relations Committee continues to be active with Facebook posts and a “TAAAC Tweets” Twitter page to help reach members who prefer that mode of communication. Be sure to visit www.taaaconline.org and like our Facebook page and Follow us on Twitter, or find the QR Codes in this issue to do the same. Our new TAAAC EdCommunities page will be up and running soon and will serve as a place for collegial conversations, questions, and information sharing.

As we start the year, I have had several chances over the summer to meet with Dr. Arlotto and share your concerns, comments, and celebrations. Recently we toured 24 schools and saw many exciting activities taking place throughout the school visits, as well as many new and innovative programs. Seeing buildings under construction, those being renovated and a ribbon cutting at a new building (West Annapolis Elementary), was a highlight of the visits. Dr. Arlotto is committed to continuing to build relationships within our school system, in the community, with our elected officials, and with TAAAC leadership.

(Continued on page 3)
The TAAAC Foundation joined many other local community organizations, businesses, and citizens to provide school supplies for needy students in our county at the start of the school year. The TAAAC Community Outreach Committee, led by TAAAC Vice-President Pam Bukowski, put together 50 backpacks filled with school supplies for students at Freetown Elementary. The packs were transported to the school the week of August 8th so that parents could pick up the supplies from school to deliver to their student. TAAAC looks forward to being part of this worthy activity each year.

(Continued from page 2)

Reaching out to members to activate them in the Association is also a great reward. Our Rep Retreat, as well as SPARKS and REIGNITE programs, have built renewed interest in the Association, and we have many new faces popping up on committees and at ARC meetings. I look forward to bringing more interest to TAAAC as a partner in the education of our students. Having fresh sets of eyes on our board of directors will help foster positive communication among all of our members.

Triple EEE Program in the Northeast and Chesapeake Clusters joins Southern, Meade, and North County Clusters by bringing elementary classroom teachers in those schools the additional collaborative planning time that they need. Continuing to advocate for the expansion of the Triple EEE Program to other feeder systems remains a goal.

The ASI/TAAAC Advisory will continue on a monthly basis this year. Last year the group saw many changes in testing that were impacted by discussions the year before. After many discussions about SLO’s, the group has made an impact on some of the ways we collect data. Through those conversations at the ASI/TAAAC Advisory, many of the suggestions have been incorporated into revisions of the SLO Data collection. Dates for upcoming meetings are set and planning sessions are scheduled. Many of the participants termed out after serving three years and we have some new participants coming into the group. I look forward to continued open dialogue with the group. Please visit the ASI/TAAAC page on the AACPS Intranet.

I am very fortunate to be able to work with such talented and dedicated educators throughout our County. Myself, as well as your TAAAC professional and support staff are here for you. Please call on us at the TAAAC office when you need answers.
“The only way two people can keep a secret is if one of them is dead.”
-Ben Franklin

There has been a rash of calls to TAAAC regarding the use of social media. Many of the callers have mistakenly thought that whatever they post on Facebook or similar sites is private. That isn’t true.

As an employee of AACPS, your private statements are considered public on social media. Badmouthing your principal or fellow employees on the internet will be disciplined the same as inside school walls.

The easiest rule to remember before you post anything on social media:

“Would I be comfortable with this picture/statement/link being put on my administrator’s desk?”

At TAAAC we are told how “surprised” people are that their Facebook friends would go behind their back and pass along postings to administration. The truth is that if you post something controversial or negative, you can guarantee it will be given to administration.

Other Things To NEVER Do
Discuss student work
Post pictures of students
Post pictures of yourself in “unprofessional” situations
Allow students or parents to “friend” you
Text or call students
Email students without copying a parent or administration

Simply put, you do not enjoy First Amendment rights regarding freedom of speech when it comes to your employer and your employment.

Community Outreach at Back to School Expo

The TAAAC Community Outreach Committee sponsored a table at the Back to School Expo held at Meade Middle School on August 13, 2016. TAAAC handed out recreational reading books, TAAAC pencils, random school supplies to roughly 1500 kids who stopped by our table. Absolutely everything the committee put together was given away. Pam Bukowski, Evelyn Burchick, Wendy Gibson, and Reba Miller were on hand to greet the students and hand out books. Valarie Montgomery was also there volunteering in another part of the Expo. The event, sponsored by several church groups in partnership with AACPS office of school and family partnerships, was a great success, even in the one-hundred-degree heat. TAAAC will look forward to participating in the future.
On August 24, 2016, at the end of the second day of mandatory mediation, TAAAC and the Board reached a Tentative Agreement on the terms and conditions of employment for fiscal year 2017. Listed below are the modifications to current terms and conditions of employment resulting from the temporary continuation of the 2015-16 Negotiated Agreement between the Teachers Association of Anne Arundel County and the Board of Education of Anne Arundel County, that were imposed by the Board (as required) at its June 22, 2016 meeting. Unless modified as provided below, or amended and implemented prior to mediation, all of the provisions of the 2015-16 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 remain 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 $883.80 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 paychecks 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 are withdrawn with the exception of items relating to healthcare, which are currently being bargained through joint negotiations.

- Modify Article 11 to state:
  - On days when inclement weather causes a delayed opening, the required workday will begin thirty (30) minutes before the revised starting time. On days when inclement weather or excessive heat causes an early dismissal, the workday of school-based Unit I employees will end as soon as responsibilities for student supervision are completed. On days when inclement weather or excessive heat causes an early dismissal, the workday of non school-based Unit I employees will end as soon as required duties and responsibilities are completed.
  - If inclement weather occurs on a day when students have a scheduled early dismissal (as set forth in the school calendar) the workday for Unit I employees will continue until an early release is authorized by the superintendent, unless the inclement weather causes the students to be released earlier than the pre-scheduled time.

- Modify the language in Article 20 to refer to “Unit I educators” and commit TAAAC to maintaining an updated version of the FAC Handbook on its website.

- Extend the Annapolis High School's MOU through 2016-17.*
- Renew MOU for the 2016 summer 4-day workweek.*
- Create “Opt Out” for Unit I employees in challenged schools.*

It is understood that the 2016-2017 Agreement described in this Term Sheet will be subject to ratification by TAAAC on September 7, 2016, and by the Board of Education, on September 21, 2016.

*Denotes items that were settled early and implemented by memorandum of understanding
WELCOME NEW MEMBERS


(Continued on page 6)
New Members continued from page 5

Patricia Grant
Jennifer Graves
Amanda Graves Greer
Gwen Gray
Margaret Gray
Clifton Green
Vivian Green
Tia Gregory
Katrina Griffin
Michelle Grillo
Jessica Grinder
Emily Gruijic
Gary Gubbings
Steven Gulas
Chelsea Gunther
Sven Hack
Laura Hackett
Kelly Haile
Melissa Hajek
Randall Hamilton
Sonja Hamilton
Kara Hankins
Lorna Harris
Paige Hawkins
Esther Haynes
Kristin Haynie
Ida Heck
Ashley Henskey
Kiersten Hepting
Sophie Hernandez-Peter
Gillian Hersh
Kyle Hines
Amber Hok
Shawn Holland
Deborah Hollingshead
Alison Hooper
Kathleen Hopper
Lauren Huber
Julia Hudson
Jessica Hughes
Katelyn Hypes
Rachel Jackson
Jennie Jacobs
David James
Lucas Janerson
Meredith Jessen
Hee Jeung Jeun
Ashley Johnson
Kimberly Johnson
Jennifer Jones
Martina Jones
Tawnya Jones
Laura Jordan
Sara Josephson
Helen Kahl
Pamela Kaizar
Xiaobin Wang Kam
Ashley Kane
Jessica Kane
Georgia Karellas
Patricia Karp
Jennifer Kaufman
Alyssa Kearnes
Sean Keatley
Ellen Kelly
Heather Kerlavage
Sarah Kerr
Alexander Kestler
Ellen Key
Mehwish Khan
Jessica Kidd
Randy Kidd
Tyler Kight
Joann Kim
Haylee King
Jessica Kirchen
Alexandra Kirk
John Kiser
Amy Knoblauch
Lauren Kogok
Emily Kolarich
Jay Koller
Erin Kraemer
Katherine Kreft
Jennifer Krex
Meredith Krissoff
Patricia Kronz
Alisha Kruszynski
Melissa Kuczynski
Ashley Kuhns
Theresa Kumbier
Cheryl Kunkel
Samantha Kymnell
Kelly Labrutte
Kurt Lafon
Erin Lake
Geeta Lala
William Lanhoff
Cassie Lapera
Sarah Lapinski
Sara Laverty
Kimberly Leahey
Karla Leal
Erin Lehrmann
Lindsey Lemaster
Rachel Leonard
Paul Lesica
Shira Levy
Anna Lewis
Lora Lewis
Jennifer Limani
Stephanie Linden
Megan Lister
Gina Lopez
Stephanie Lopez
Randall Love
Kylie Lowman
Laura Ludlam
Alexandra Lyons
Kierstin Mabey
Sheila Macintire
Megan Macy
Brittney Maddox
Letizia Mahoney
Kaitlyn Maltese
Mikio Manvel
Nafeesah Marcellus
Jennifer Marion
Lilia Martinez
Kasha Mastromdomewico
Lynmaris Matias Caro
Christopher Mattis
Jessica Mattos
Jolie Mauricio
Pay Mays
Shannon MClung
Dine MCollin
Cailleen McHoy
Caitlin MCoyle
Shawn MCoyle
Jocelyn MDaniel
Angela MElray
Taylor MGlaughlin
Kayla MGowan
Koral MKen
Catherine MKeon
Renee MLaughlin
Brodell MNeil
John MNulla
Kerry MQuignan
Ann Medley
Joy Medley
Jaymi Merson
Erica Meusel
Andrew Meyer
Liberty Mickelsen
Jeffery Miller
Jeremy Milligan
Mary Milligan
Kimberly Mirving
Monique Mobley
Kristyn Moloney
Kathryn Monaghan
Sarah Monroe
Taylor Moore
Nicole Morabito
Sally Moran
Kara Morgan
Aaron Moul
Emily Moul
Shannon Mullineaux
Bridget Murray
Ella Musser
Jordan Myers
Elizabeth Napier
Jessica Nawak
Lindsay Neel
Michael Nelson
Melonie Newman
Kelsey Neylon
Phuoc Nguyen
Shannon Nichols
Meredith Nodveldt
Benjamin Noetzel
Morgan Northfield
Selena Nwude
Christopher Olsen
Kathleen Orr
Britta Osborne-Ward
Christina OShaughnessy
Shauna OToole

(continued on page 7)
New Members  continued from page 6

Alia Otwell    Kathryn Schrak
Emily Ozdinec  Elizabeth Schultz
Karina Pacchioni Andrew Schwert
Keli Page       Tara Segree
Andrew Painter  Samantha Shearer
Brian Papenberg Matthew Sheehan
Margo Parks     Nicole Sheen
Michelle Parlin  Amy Sherlock
Victoria Paternostro  Alicia Shields
Nathan Peachey  Victoria Shriver
Stephen Personale  Brittnay Sigworth
Allison Persaud Saralyn Silbert
Samuz Peck      Zara Simpson
David Peterson  Amber Slack
Emily Pfeifer   Kelly Slavin
Kim Piper       Amber Smelkinson
Carolyne Pilt   Carinne Smith
Michelle Ploof  Cathy Smith
Victoria Poynter  Leala Smith
Jillian Porter  Leslie Smith
Simmons Prieskorn  Mary K. Smith
Lindsay Prince  Michelle Smith
Kent Proctor    Sean Smith
Brian Provan  Amanda Smoot
Jill Puffenbarger  Ellen Smoot
Ande Simpson Purdie  Daniel Snare
Cassandra Quigley  John Snigesk
Caithlin Quinn  Tierra Snowden
Kristel Rabindeau  Kelly Snyder
Emily Ragan  Carol Solinger
Karen Reekie  Michellle Sowinski
Patrick Reeves  Magen Spear
Rebecca Remesch  Philip Speate
Jaison Renkenberger  Tabitha Sprague
Amanda Reynolds  Staci Stamp
Samanta Rhinehardt  Angela Stancil
Samantha Rigpath  Melanie Stanson
Todd Richards, Jr.  Katherine Stanton-Pawlikowski
Eunice Rijos    Alexander Stencil
Logan Riley    Alyssa Stenshorne
Alexis Ring    Karena Stevens
Lacie Ritter    Lori Stevens
Dana Robbins  Jordan Stock
Megan Robey  Emily Stockman
Christina Rockel Houchens  Allison Strait
Rachel Roettger  Kayla Strine
Erin Roller  Kaitlyn Styer
Allison Romero Kittelberger  Linda Swann
Suzanne Rosario  Sarah Swears
Angela Ross  Rachael Swisher
Courtney Ross  Brooke Syring
Heidi Ross  Tarah Tarleton
Amy Rotondo  Angela Tatum
Kristin Rourke  Jennifer Taylor
Breanne Rowe  Renee Taylor
Douglas Rubenstein  Rachel Tenney
Marianne Rude  Philip Thom
Richard Runner  Lisa Thomas
Nicolette Russell  Steven Tidd
James Ryan  Mindy Tillman
Erika Salama  Erika Timms
Jessica Sammons  Jo-Marie Toepper
Kelly Santoni  Michael Toepper
Laura Sass  Mireya Torres-Pagan
Sass Kassandra Scalone  Kirsten Toth
Charles Scarlata  Deborah Treglio
Lgaitte Schilke  Jenna Trevillian
Benjamin Schmitz  Annemarie Triano
Alicia Schnitzler  Melissa Trost

Kara Trumbule  Benjamn Tuck
Katelyn Tuscano  Holly Upton
April Valencik  Anthony Velario
Brian Vandegrift  Valerie Vanderwe
er
Jeremiah Vedis  Nicole Videll
Oonagh Villagomez  Jessica Vollman
Zach Vohovac  Allison Wachs
Mary Wade  Megan Walker
Brooke Wallace  Amy Wampler
Jennifer Ward  Lercy Ware
Katherine Waterworth  Alysha Watson
Paige Weaver  Brittany Weinstein
John Welling  Travis Wells
Sandra Welsh  Andrew Werner, Jr.
Samantha Werner  Shawnee Weslow
Heather J. White  Kayla White
Leah White  Melvin White
Natlie White  Sheldon White
Beth Whitesell  Luanne Wilkendorf
Jennifer Williams  Kristina Williams
Meghan Williams  Melissa Williams
Amy Willmarth  Sarah Wills
Abby Wilson  Genevieve Wilson
Oswald Wilson  Robin Wilson Givens
Rebecca Winans  Stacey Windsor
Glen Wingrove  Carrie Winter
Hope Wise  Jocelyn Witmer
Margaret Wolf  Erin Wolfe
Michael Wonders  Jolene Wong
Jennifer Wright  Tayfun Yagar
Karen Yancey  Jennifer Yaseckho
Yusuf Yilmaz  Kathleen Yust
Nicole Zapt  Michelle Zitofofsky
Abrey Zуглile  Marcus Zumwalt
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 or call the TAAAC office for more information.

TAAAC Events Calendar

September 2016

September 7 – Daytime Board of Education Meeting – 10:00 AM @ BOE
September 7 – ARC – 5:00 PM @ Severna Park Middle
September 7 – Middle School Concerns Committee – Following ARC Mtg.
September 12 – Government Relations – 4:30 PM @ TAAAC Office
September 12 – Sick Leave Bank @ TAAAC Office
September 14 – High School Concerns – 3:40 PM @ TAAAC Office
September 15 – TAAAC ASI @ TAAAC Office
September 21 – TAAAC Executive Team @ TAAAC Office
September 21 – Evening Board of Education Meeting – 7:00 PM @ BOE
September 26 – Sick Leave Bank @ TAAAC Office
September 28 – TAAAC BOD – 4:30 PM @ TAAAC Office
September 30 – October 1 – TAAAC Rep Retreat

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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.
TAAAC would like to thank all of our Celebrate Educators Picnic Sponsors. We could not do our event without you!
FREE! NEA Complimentary Life Insurance! Visit www.neamb.com/complimentary

EMPLOYEE ID NUMBER  AND Last 4 digits of Social Security No.

FIRST NAME  M.L.  LAST NAME  M  Mss.  Dr.

ADDRESS

CITY  STATE

HOME PHONE  CELL PHONE

HOME EMAIL  WORK EMAIL

DATE OF BIRTH

ETHNICITY (Optional)  American Indian/Alaska Native  Asian  Black  Caucasian (not Hispanic origin)

Hispanic  Native Hawaiian/Pacific Islander  Multi-Ethnic  Other  Unknown

RECEIVE EMAIL NOTICES

Members are automatically opted in to NEA's members-only and other newsletters. For your privacy please opt out at any time by clicking the unsubscribe link found in the e-mail. How would you like to receive your NEA ActionLine magazine?  Print  Digital copy (email)

TAAAC LOCAL

WORK LOCATION

POSITION

SUBJECT

Check your salary level for dues computation:

- Over $42,179  - $21,089-$42,179
- Below $21,089

Method of payment:

- Payroll deduction (Sign and date below)
- Cash / Check

Check one:

- Full-time (more than .50)
- Part-time (.25 - .50)
- Part-time (less than .25)

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