Your Steps, Your Salaries, Your Classroom: ACT NOW!

Will the Board of Education budget – and your future – be fully funded? You can make a difference NOW! RAISE Anne Arundel is TAAAC’s campaign for YOUR Future. Hundreds of you have written to the County Executive to advocate for fully funding our schools. This initiative is not over. There is still time to make a difference. We have many educators signed-up to attend the two County Council Budget Hearings, BUT WE NEED MORE! Let’s break our attendance record from last year. Your presence at these meetings sends a message to the county government that we will not rest until our contract is fully funded. TAAAC has initiated several “member-to-member” phone banks to get members to commit to attending the budget hearings. Not filling the auditoriums sends a clear message to the funding authority that educators like the way things are going in our county. If we are to take back our profession and make an impact, we need an overflowing crowd at both hearings.

The first hearing is MAY 8 at North County High. We will rally at 6:00 PM at the school, then head into the auditorium at 7:00 PM for the hearing. Your TAAAC Vice-President Pam Bukowski will be giving testimony on behalf of the Teachers Association. The second hearing is MAY 11 at Maryland Hall for the Performing Arts. We again will rally at 6:00 PM at the school and head into the auditorium at 7:00 PM. Your TAAAC President Richard Benfer will be giving testimony on behalf of the Teachers Association.

If you haven’t signed up to be at the Budget hearings, you can do so at the following link: http://bit.ly/forourfuture17

Let’s make a difference and RAISE Anne Arundel for our profession, our students, and ourselves.
The efforts of TAAAC/MSEA members to ensure that state education initiatives passed in the General Assembly have been very rewarding. Members’ activism pushed through the “Protect Our Schools Act” and the “More Learning, Less Testing” bill. The outpouring of support for these two pieces of legislation guided legislators to make the right choices. Both had bi-partisan support until Governor Hogan met with USDE Secretary Betsy DeVos at a photo-op at a Montgomery County school. A couple days later the Governor called on republican members of the General Assembly to vote “NO” on the “Protect Our Schools Act.” The General Assembly then took up the bill, and the vote was down the party lines. Republicans voted “NO” and Democrats voted “YES.” Unfortunately, our own Senator DeGrange was the lone “NO” vote on the Democratic side in the Senate. The Governor then took time out during a visit to a Baltimore Charter School to VETO the bill. This was very disappointing. Fortunately, the General Assembly gathered enough votes to override the Governor’s VETO. That is a win!

On the local level, the funding season for schools is well underway. The Negotiating Team finished up the FY17 Healthcare, and the April Association Rep Council voted to ratify, 72 (Yes) to 4 (No). All changes in prescription co-pays will take effect on January 1, 2018.

As reported on numerous occasions, through many outlets of media, (including Twitter, Facebook, TAAAC webpage, TAAAC Action Report, phone banking, Association Rep Council meetings, and many school visits) AACPS Board of Education passed the Superintendent’s budget with amendments in February. The budget includes a step for all eligible employees, a 1% COLA for those not eligible for a step, and (in an amendment from Board member Maria Sasso) make-up money was added to the budget for those teachers who were here in AACPS during the first freeze and remain employed in AACPS.

At the time of this writing, FY18 negotiations are ongoing while the teams determine who is eligible for any type of make-up money, and discussions on FY18 Healthcare continue as well. We are hopeful to have another ratification in front of members for a straw vote in May on FY18 negotiations.

The County Executive has formulated his budget and will have presented his budget (on May 1) to the County Council by the time this issue of the TAAAC Action Report reaches members. All indications are that our steps will be funded. I cannot speculate any further on my predictions, whether correct or not. Regardless of that outcome, members need to remain active by lobbying the funding authorities on Calvert Street to restore any cuts to the school budget made by the County Executive.

The County Council now has the budget. They can only move money around in the budget. The Council may not add money to the budget. We will ask members to write to the council members on postcards and electronically to encourage full funding of the school system’s budget. We have two budget hearings which are

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1) Unit I members are required to work 37.5 hours per week.
2) You need to seek permission to leave the school during lunch.
3) You need to seek permission to leave the school during Individual or Group Planning Time.
4) Sick Leave in excess of two days requires a doctor’s note.
5) Upon earning a graduate degree, you receive an extra day of leave to attend your own graduation.
6) On days when inclement weather causes a delayed opening, the required workday will begin 30 minutes before the revised starting time.
7) It would be a grievance if an elementary teacher received zero Individual Planning Time on one day and a double block on another. You must get some IPT each day.
8) The minimum block of time for Individual Planning at the secondary level is 30 minutes.
9) Within five days of a formal observation, a private evaluation conference must take place.
10) The Faculty Advisory Council may vote to modify the Negotiated Agreement within their building only.

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**Spring Contract True/False Quiz**

1) True. Lunch is unpaid and not part of your duty hours.
2) False. You may be required to notify, but not ask permission.
3) True. Lunch is notification, planning time is permission.
4) False. It is three days.
5) True.
6) True.
8) False. The minimum block (during the student day) is 40 minutes.
9) True.
10) False. You must adhere to the Negotiated Agreement.

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**Sick Leave Bank Open Enrollment/Cancellation**

Unit I employees that would like to join the TAAAC Sick Leave Bank may do so during the Open Enrollment Period, which is July 1 through September 30. New Unit I employees may join within the first 30 days after their effective date of employment.

Unit I employees who wish to cancel their participation in the TAAAC Sick Leave Bank must do so by June 30 or risk the irretrievable loss of their one-day contribution.

Your Association Representative has been provided with a list of SLB members for their work location.

Those interested in enrollment/cancellation may call the TAAAC office to obtain the proper forms.
April ARC Attendance

The following schools, departments, and affiliates were not represented at the April 5, 2017 Association Representative Council Meeting.

**Affiliates** – Coaches, Counselors, PPW’s, Psychologists, Reading Teachers, SLAAAC, Social Workers; **Departments** – Div. of Curriculum, Heritage Ctr., Library Media Servs., Office of Instruction, PPW’s, Riva Rd., Special Education, Student Data/Testing; **Elementary** – Arnold, Belle Grove, Benfield, Bodkin, Broadneck, Brock Bridge, C & I Res. Ctr. @ Pt. Pleasant, Cape St. Claire, Central, Comm. Based Servs. @ Pt. Pleasant, Crofton, Crofton Meadows, Crofton Woods, Davidsonville, Deale, Eastport, Folger McKinsey, Fort Smallwood, Four Seasons, Freetown, Georgetown East, Germantown, Glen Burnie Park, Glendale Annex, Glendale/Glendale Level V, Hillsmere, Hilltop, Jacobsville, Jessup, Jones, Lake Shore, Lothian, Manor View, Marley, Millersville, Mills-Pare, North Glen, Oakwood, Overlook, Park, Piney Orchard, Point Pleasant, Ridgeway, Rippling Woods, Rolling Knolls, Seven Oaks, Severn, Shipley’s Choice, South Shore, Tracey’s, Tyler Heights, Waugh Chapel, West Meade Early Ed. Ctr., Windsor Farm, Woodside; **Secondary** - Annapolis Middle, Brooklyn Park Middle, Central Middle, Glen Burnie High, Lindale Middle, Meade Middle, Northeast High, Old Mill Middle N., South River High, Southern High; **Special** – CAT N., CAT S, Central Special, Chesapeake Science Pt., Infants & Toddlers Program, Monarch Academy, Glen Burnie, Monarch Global Academy, Staff Development - Carver

Do you Mentor Student Interns?

If mentor student interns in your building, NEA/MSEA have a student program that will interest them. Interns can get involved early in their career path toward teaching. Some highlights of the student program are:

- 55,000 members across the country
- more than 1,100 college/university campus chapters
- $1 million in professional liability coverage
- Access to member benefits including a magazine subscription, car rentals, and more.

If you have an intern, please pass on this information to them, so they can start taking advantage of the benefits of membership in the NEA/MSEA student program.

More information can be found on the MSEA website: [http://marylandeducators.org/students](http://marylandeducators.org/students)

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outlined on the front page of this newsletter. You can visit [www.taaaconline.org](http://www.taaaconline.org) to sign-up to attend one or both budget hearings. Click on the “Funding” tab. You can sign-up at the link provided. Again the hearings are May 8 at North County High and May 11 at Maryland Hall. Rally at 6 PM, budget hearing at 7 PM.

Many of your colleagues will be busy on the phone making calls on May 2nd to get members out to the budget hearings. They will also be making calls on May 4th.

Bring out your family members, friends, and colleagues to the budget hearings. You can simply be present at the rally portion, come in for the hearing itself, and/or sign-up to speak. Any and all activities you are willing and able to do only help to solidify the importance of funding our schools in the minds of the County Council members. This will position us toward the goal to “Raise Anne Arundel” with our advocacy for strong schools, strong families, and strong communities.

The County Council will have the budget until June 15th at which time they will send it back to the Board of Education for any reconciliation. The budget will take effect on July 1, 2017.
A WORD FROM MSEA'S LEGAL TEAM

Do you believe that you have a First Amendment right to post anything you want on your Facebook, Twitter, or other social media pages?

Have you posted student pictures, party pictures, or rants about parents, students, co-workers, or administration? IF SO, STOP!

Here's why: Educator free speech rights are fairly limited—your speech is only protected if you are speaking as a citizen on a "matter of public concern" and the speech does not disrupt the school environment. In the classroom, your First Amendment rights are even further limited because there you are speaking on behalf of your employer. Play it safe—don't deviate from your curriculum and don't discuss or espouse your personal, religious, or political views. Educators should be extremely cautious in all online activities. One way to make online work-related connections is to look for sites devoted to your specific professional interests.

For personal pages, such as on Facebook, educators should stick to the Mom Rule—if Mom has a problem with your post, so do you.

Questions? Contact your MSEA UniServ Director or MSEA's Center for Legal Affairs. For more information, visit marylandeducators.org/LegalAid.

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

TAAAC Events Calendar

May 2017

1 – County Executive Presents FY18 Budget to County Council
1 – Credentials Committee – 4:30 PM @ TAAAC Office
2 – TAAAC Phone Bank – 5:00 PM @ TAAAC Office
3 – Daytime Board of Education Meeting – 10:00 AM @ BOE
3 – Association Rep Council – 5:00 PM @ Severna Park Middle
3 – NEA Pre-Convention Delegate Caucus – Following ARC
3 – Middle School Concerns – Following ARC
4 – TAAAC Phone Bank – 5:00 PM @ TAAAC Office
8 – Sick Leave Bank @ TAAAC Office
8 – County Council Budget Hearing – 6:00 PM @ North County High
9 – Nominating Committee – 4:30 PM @ TAAAC Office
10 – High School Concerns – 3:30 PM @ TAAAC Office
11 – County Council Budget Hearing – 6:00 PM @ Maryland Hall
16 – Elementary Concerns – 4:45 PM @ George Cromwell
17 – TAAAC Executive Team – 4:30 PM @ TAAAC Office
17 – Evening Board of Education Meeting – 7:00 PM @ BOE
18 – TAAAC ASI @ TAAAC Office
31 – TAAAC BOD – 4:30 PM @ TAAAC Office
22 – Sick Leave Bank @ TAAAC Office
30 – Special Events – 4:30 PM @ TAAAC Office

Visit www.taaaconline.org
Pay Days 10th & 24th
ASI/TAAAC Advisory Group Website
(Academic & Strategic Initiatives/Teachers Association of Anne Arundel County)

The ASI/TAAAC Advisory Group has been working together on a monthly basis discussing many issues, both concerns and celebrations. The group has spent time discussing problems that occur within our system and ways to solve them. The ASI team from the board has been instrumental in making our voices heard and changes are taking place. Any major shifts in thinking and change take time and our work is no different.

One difference however, that started two years ago, is that upper management is listening. To that end, Dr. McMahon developed a webpage for teachers to share concerns, questions, and positive comments regarding issues they face on a daily basis. Teachers can post questions either anonymously or provide their name and school for immediate feedback. The questions are vetted to the correct department. The questions are then posted to the webpage along with the answer. The ASI/TAAAC Advisory views this process as a partnership that can only benefit teachers and ultimately the students we teach. The link to the webpage is housed on the AACPS Employee Intranet. The TAAAC website also has a link under the “Need Help?” tab that will take members to the webpage (aacps log in may be required). Please take advantage of this tool to help solve problems and get questions answered in a timely fashion.

The Ultimate Free Rider

There once was a worker who would never join a union. All his working life he took the benefits won for him by the union, but he refused to join it. Then, while on his deathbed, he told his wife, “please do something for me. I want union members to be my pallbearers.” His wife said, “but you never belonged to the union. Why do you want union members to be your pallbearers?”

He replied, “dear, they’ve carried me this far, they might as well carry me the rest of the way.”

ATTENTION!
Are You Paying Too Much

If your employment status has changed and you have an annual salary under $42,179 and/or are working .5 or less, please contact the TAAAC office so that your membership dues can be adjusted accordingly.

WELCOME NEW MEMBERS

Diana Arias Cruz
Janine Bertolotti
Allison Burns
Heidi Chesla
Jordan Gibson

Thomas Outing, Sr.
Lauren Paul
Denise White
Graciela Williams

NOMINATIONS OPEN

The TAAAC Nominating Committee is accepting nominations for MSEA Delegates.

Nominations will be accepted until the June 7, 2017 ARC meeting

Name ______________________________________
Address ____________________________________
___________________________________________
School _____________________________________
Phone (H) ______________  (W) ______________
Personal Email _______________________________

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

☐ MSEA Delegate

Have you been a delegate before? YES  NO
TAAAC members can now buy tickets for Six Flags! Just logon the Six Flags website to buy tickets with substantial savings off the main gate price. This benefit also allows you to “print and go” so you have your tickets in hand when you get to the park.

To access your special tickets, please go to sixflags.com/PartnerLogin with the following:

Username: TAAACAM
Password: Sixflags2
(password is numeric & case sensitive)

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 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.

Calling it “right to work”
is like calling drowning “RIGHT TO SWIM”

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
Bill Bush, CFP®, CPA

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AFLAC POLICIES INCLUDE:
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We provide expertise on voluntary benefit plans that are tailored for your individual needs from the nation's top insurance companies.

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Inspiring Passion For
Maryland’s Waterways

ClearShark H2O is revitalizing passion to protect Maryland’s waterways, ensuring this precious resource is treasured for years to come. We’re creating engaging opportunities for our youth to connect with Maryland’s waterways by designing experiences that ignite a passion and appreciation for them.