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President's Letter

Hello Members,



Ten month employees our summer break is over! Thank you 12 month employees for hanging in there and preparing for the new school year, we hope you enjoyed your four day work week!

What an experience I have had as President of our association. I have had the opportunity to learn about negotiations and how it works. Intense and meaningful training to bargain stronger, voiced our concerns to our politicians, held intense conversations on Social Justice, what it looks like and what can we do! Held conversations with our members and listened to their concerns, and many meetings with our superintendent. I did not phantom this volunteer position to be as intensified during my first year, however, I am looking forward to another challenging and successful year!

Just a brief recap of the 2016/17 school year:

- ◆ We ratified our contract with AACPS in January
- ◆ We received a step and 1% cola
- ◆ We ratified 4 day work week
- ◆ We ratified open negotiations in reference to Health care
- ◆ Fifth pay in August—Due to Governor's Mandate
- ◆ Monthly meetings with Dr. Arlotto

As we focus on the upcoming school year, we are anticipating your input with issues and concerns of things happening in your schools and community, your support with surveys, your support when addressing AACPS Board on issues and your support at the AA County Council Budget meetings. If you heard the term "the squeaking wheel that make the most noise" can accomplish many things, then you must understand this is what we must do, to get our **RESPECT** for our job positions. Make this year your step out the box and jump on the field. Open eyes and demonstrate our importance of being the **IMPORTANT ARTERY** of the schools operation. Let's be powerful in **Unity!**

We look forward to some of our upcoming events:

- * **ASSOCIATE REP TRAINING**
- * **MSEA RA Convention in Ocean City**
- * **SAAAAC SHIRT DAY**
- * **ESP Day**
- * **NEGOTIATIONS**
- * **GENERAL MEMBERSHIP MEETING**

Have a great beginning, and do not hesitate to contact me or your board with ideas, concerns or questions.

Sincerely,
 Helen Wilkerson
 President



Saved the Date

**SAAAAC GENERAL
 MEMBERSHIP MEETING**

WHEN: 10/23/17

WHERE: Carver Center

TIME: 4:45pm

New Contract Language Spotlight

We would like to place a spotlight on **new** language that was negotiated by SAAAAC on your behalf.

5.11 Administering Medication/Performing Medical Procedures

No Unit IV employee shall be required to dispense or administer medication or perform any other medical functions unless stated otherwise in law.

5.12 Field Trips

- A. Unit IV employees will be compensated when required to attend field trips that exceed their normal daily work hours.
- B. Unit IV employees shall be compensated for his/her lunch or break times, if the employee is unable to take said lunch or break when required to attend a field trip.

Using Your Employer's Email

Whenever you plan to send an email concerning an issue or complaint, please keep your email very simple. Don't identify the person or persons involved, or the issue at hand. Note your name, **home/cellphone** number, your **personal email address**, and the time you can be reached. A good rule of thumb to go by is, imagine your supervisor looking over your shoulder while you compose your email. Remember the email account belongs to the Board of Education.

Substitute Teacher Pay

It is our understanding that there is a lot of incorrect information being communicated relative to Substitute Teacher Pay (Article 4.9). You are eligible for payment (in addition to your regular rate of pay) for rendering substitute teaching service for a classroom teacher if such **exceeds one (1) hour**.

Below you will find the **EXACT** language from the Negotiated Agreement relative to providing substitute teacher services.

4.9 Substitute Teacher Pay

Except for emergencies or extenuating circumstances, no teacher assistant or technology support technician shall be required to substitute for a teacher. In the event a teacher assistant or technology support technician provides substitute teaching services for a classroom teacher at the request of the building administrator or his/her designee in excess of one (1) hour, the teacher assistant or technology support technician shall receive compensation, in addition to his/her teacher assistant or technology support technician pay, at the rate of \$35 for a half-day or \$65 for a whole day as a substitute teacher during the period the teacher assistant or technology support technician performs this additional service.

If you are not being paid correctly for services rendered relative to providing substitute teaching services, you should contact me immediately. This is a grievable matter and should be addressed. Our UniServ Director can assist you.



Mary A Costa	George Fox Middle	Francine Jablonski	South River High
Sherri Bailey	Severn River Middle	Kristine Lentz	Glen Burnie High
Patricia Blakeney	North County High	Shawn Lightfoot	Northeast High
Thomas Beheler	Lindale Middle	Knar Mardirossian	Van Bokkelen Elem
Janeath Brother	Hillsmere Elem	Monique McKnight	Meade High
Gloria Campbell	Van Bokkelen Elem	Jacqueline Mitchell	Point Pleasant Elem
Theresa Chandler	Van Bokkelen Elem	Jalisa Mouzon	Arundel High
Mary Cmiel	Glendale Elem	Jeannine Murray	North County High
Coral Codner	Phoneix Academy	Taylor Pawlak	Richard Henry Lee Elem
Lakyra Davis	Germantown Elem	Kiana Powell	Waugh Chapel Elem
Brenda Delyons	Brock Bridge Elem	Tammy Schmidt	Sunset Elem
Barbara Demarest	Meade High	Jasmine Sellman	Van Bokkelen Elem
Catherine Durkan	Southern High	Samira Tanedo	Van Bokkelen Elem
Torria Evans	Chesapeake Bay Mid	Arlene Walker	Infant & Toddler Program
Tess Geissier	Old Mill Mid South	Sharon Warejko	Glen Burnie Park Elem
Lynne Haberstroh	South River High	Timothy Williams	South River High
Mary Hott	Meade High		

MEMBERSHIP COMMITTEE

Thank you, to all members of SAAAAC. Each member is important and we appreciate your membership. The more members we have, the louder our voice. This increases our strength, influence, and negotiating power.

The membership committee also wants to encourage more members to get involved. Please consider getting involved in any way you feel comfortable. We are all busy and live hectic lives, but there are committees that can use your ideas, enthusiasm, help, and camaraderie. No matter what amount of time you are willing to commit; a little or a lot, there is a way for you to help in some way, big or small. Please consider one of these areas below, or let us know of another way you can get involved. We look forward to working with you. Please email Kristie L. McWilliams, at KMcWilliams@saaaac.org

Membership Committee Election Committee
 Scholarship Committee Social Committee
 Legislative Committee Other—How would you like to display your talents?

Deadline Soon!

**SICK LEAVE BANK**

Members to participate in the Sick Leave Bank your application must be submitted by **September 30th, 2017.**

Members please remember to look at ESS (Employee Self Service) to make sure you had a day taken out for sick leave bank. If not please contact me at dschaefer@aacps.org.

Debbie Schaefer, Sick Leave Bank Chairperson



EVENTS AND TRAINING



Social Justice Conference held in Boston, Massachusetts

Mid Atlantic Region Organizing Institution Training



Bobby Lane (top right) with Carlos planning next strategy on recruitment.

Keion Dorsey (Bottom) creating an organizational chart at the MAROI Training in June.

SAAAAC contributions to LightHouse Shelter.
 Visit the LightHouse Shelter, 10 Hudson St, Annapolis and see the great programs available for assistance.



DID YOU KNOW!

That the Anne Arundel County Council Budget Committee control our raises? That is why it is important to be present and represent our Association during their hearings. Please plan to be a part of the numbers This year! Power in Unity!

Congratulation
SAAAAC
Scholarship
Recipients

Care First/AAMC

Dispute Settled

To the relief of many of us as well as the two parties in the dispute, CareFirst and the AAMC reached a new three-year agreement to be effective on September 1, 2017. There will be no disruption in care or coverage.

Charlotte Bader

Chesapeake High

Arthur Slade

Annapolis High School