

New Teacher Orientation

The 2007 – 2008 school year in Howard County will welcome 500 new teachers to classrooms across the county. Many were participants at the New Teacher Orientation where more than 280 new teachers joined HCEA. The first day HCEA President Ann De Lacy helped to serve breakfast. Later in the week HCEA sponsored a taco lunch and gave away door prizes. If you are new to Howard County and did not have the opportunity to join HCEA at NTO, see your building rep for an application or contact HCEA directly at 410-997-3440 or at www.hceanea.org.



Carolyn Rieben joined HCEA online during the first day of New Teacher Orientation. Carolyn will be joining the faculty at West Friendship Elementary.



HCEA President Ann De Lacy and Board of Education member Larry Cohen serve breakfast to new Howard County teachers during NTO.



Catherine Willett and Karen Filippelli

Summer Leadership Training

Catherine Willett (interpreter, Mt. View MS) and Karen Filippelli (Special Ed. ParaEducator, OHMS) attended the MST A Summer Training Series in St. Michael's in July. This summer's Leadership and Organizational Development Institute (LODI) focused on BAT (Building Association Teams). Training focused on giving building reps strategies to increase member involvement. Karen, who is on the MST A Leadership Training Retreat committee that planned this conference, was confident that all participants learned a wealth of information to bring back to their local associations. Catherine had just attended the Emerging Leaders Training the week before. Both Catherine and Karen found the training to be insightful and useful. They encourage all members to take advantage of the many MST A trainings offered. "Meeting and networking with members from other locals is invaluable" said Karen.

Entertainment 08 Books

now available for \$25.00 proceeds to "Help-A-Child"



HCEA Instruction and Professional Development committee members Kathy Hurl, Maleeta Kitchen and Sue Kirby spent time over the summer working on the new HCEA ParaEducator Handbook. This new resource will be available to all ParaEducators who are HCEA members. If you have not received yours, contact HCEA at 410-997-3440.

Agency Fee Update

After several unproductive negotiations sessions between HCEA and the Board of Education during the summer months, HCEA has sent a letter to the School Board requesting that an impasse be declared in negotiations over the agency fee issue.

The provision for agency fee or "fair share" for HCEA was passed into law by the General Assembly in April and signed by the Governor in May. This law provided the right for HCEA to negotiate with HCPSS the terms for implementation of a fee for services rendered to non-members as required by law. Despite the fact that our lawmakers made clear through this legislation that they wanted this fee to become effective July 1st for all non-members, the BOE has continued to stonewall these efforts by demanding that all current employees be exempted, as well as attempting to set a threshold of membership that HCEA must attain for both teachers and ESPs before the fee can take effect.

Dates to Remember:

Call HCEA to register for events..

Paychecks

September 7

September 21 (First dues deduction)

Last Day to Sign Up For Teacher Sick Leave Bank

October 1

HCEA Crab Feast

October 5

MSTA Representative Assembly & Convention Workshops

October 19th and October 20th
Ocean City Convention Center

Last Day to Sign Up for ESP Sick Leave Bank

October 31

Have you married or moved?

If you have married and/or changed your name this past year or changed your address, phone number, job or school assignment, please call Denise Palmisano at HCEA at 410-997-3440.

Sick Leave Bank – Enroll Now!

What is the Sick Leave Bank? The Sick Leave Bank is a benefit to HCEA members that provides sick leave after the contributing member's accumulated sick leave has run out. Members who join the Sick Leave Bank contribute a few sick leave days to the bank and when a member needs days they are drawn from the bank. For details on how the Bank works visit the HCEA website at www.hceanea.org and look under Member Services. The deadline to join is Monday, October 1 for Teacher Bank and Tuesday, October 31 for the ESP Bank.

REACH UP REACH OUT

MSTA Convention 2007

October 19 & 20, Ocean City

Roland E. Powell Convention Center

Don't miss this year's full slate of top-notch professional development, exhibit area, members-only trade show and much more at *Reach Up, Reach Out!*, the 140th MSTA Convention and Representative Assembly!

For delegates, it's a weekend full of caucuses and business meetings—all the things that keep MSTA at the top of the advocacy game for more than 67,000 members. If it's anything like last year, MSTA's Friday night party at *Seacrets* (O.C.'s hottest nightclub) will make up for the serious business of the day's meetings!

This year, more than 57 workshops have been handpicked to help you raise student achievement, do your job better and keep your school running smoothly. And, of course, every workshop is FREE and comes with a certificate of completion to add to your portfolio!

Stop by the exhibit area to pick up freebies and discover some great deals on education tools, books and learning opportunities available *only* at Convention 2007!

Around the corner from the vendors, you'll find **MSTA's Member Trade Show**—your chance to share your special talent or product with your professional colleagues.

BJ's Discounts

The BJ's Wholesale Club has a special offer for HCEA members. **Save \$10.00** on the \$45.00 annual fee. For more information or for an application contact HCEA. Hurry! This offer expires September 28, 2007.

HCEA Marketplace

For Sale

Pine Factory Furniture (Solid Wood): Couch, Love Seat, Oversized Chair and Ottoman. Great condition with like new cushions. Coffee Table and 2 End Tables. \$300 for all. Pine Factory Rectangle Dining Room Table with glass cover, 6 Rolling Chairs. \$100 for all. Call Laurie @ (410)439-9321, Leave message.

Condo for Sale in Ellicott City: 2 BR, 1 BA, top floor, balcony, fireplace, minutes from Routes 29 & 100, new A/C & Heating Unit, new washer/dryer, new hot water heater, new garbage disposal. Sits in a safe, beautiful, established neighborhood. Call (410) 262-4817.

General Services

Columbia - In-Home Licensed Day Care: Small intimate group, 1-on-1 attention for infants and toddlers. Lic. #13-113166 Call Debby @ (301) 854-3527.

Child Care: Well educated, musical grandmother available to lovingly care for infants. judithkier@aol.com (410) 381-7413.

Home improvements: licensed contractor for decks, ceramic tile, Pergo type floors, repairs and more. E mail burgoon2@verizon.net or call (410)381-9211.



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