



*“First Year Educator Award” recipient,
 Tara Brown, Talbott Springs ES*

Congratulations to Tara Brown!

May 4th started much as any Monday morning does in Ms. Brown’s kindergarten class at Talbott Springs ES. Then HCPSS Superintendent Dr. Sydney Cousin appeared with flowers, a camera man and an entourage of well wishers. The occasion? Ms. Tara Brown had been selected a recipient of Howard County’s 2009 First Year Educator Award, recognizing a new teacher who has demonstrated exceptional skill in instruction, communication and interaction with students. “Fabulous!” was the reaction from Ms. Brown, who went on to say, “It’s awesome to be recognized for what you love to do!”

Although this is her first year as a teacher, Ms. Brown has been an employee of the HCPSS for many

years. In 1996 Ms. Brown decided she wanted to be a teacher. Later came stints at Thunder Hill, Lime Kiln and Running Brook as a paraeducator, and several years as a custodian at Mt. Hebron. This grandmother of one attended Towson University part time while raising four children. Although she wasn’t hired as a kindergarten teacher until October, Tara did attend NTO in August. Tara said, “You have to own it, you have to speak it into existence!”

Congratulations also to Brain Sackett at Atholton HS for also receiving a First Year Educator Award; Kristie Dietrich at Cedar Lane for Distinguished Assistant Award; and Nancy Duffy from River Hill for receiving the Office Professional Recognition Award.

“We are MSEA” Member Contest!

Win great prizes valued up to \$500 by expressing what MSTA’s name change to the Maryland State Education Association means to you. Painting, drawing, sculpture, photos, video, songs, essays, poetry, cake baking—use your imagination and just make sure your creation relates to students, schools and/or your profession! Winning entries will be on display at the Sept. 1 event and at Convention 2009 in Ocean City. Send your entry to contest@mstanea.org or mail by June 30 to: “We are MSEA” Contest, MSTA, 140 Main Street, Annapolis, MD 21401. If your project is “bigger than a bread box,” email or mail a visual (.jpg format) and written description instead. Winners will be notified by July 31.

Expectations for Professional Attire

By the start of the 2009-2010 School Year, faculty and staff will receive a brochure titled “Expectations for Professional Attire”. This is a guide for HCPSS employees and should be viewed as such. While it is anticipated that everyone will dress as the professional they are, there is no enforceable dress code for employees. Concerns have already been raised at several sites where the expectations were presented as mandatory. If this is presented this way at your school, if you have any questions or if you are the subject of discipline because of what you are wearing, contact the HCEA office immediately.

“We are MSEA” Official Kickoff Event!

Join your colleagues this September 1 from 4PM to 8PM to celebrate our historic name change from MSTA to the Maryland State Education Association (MSEA)! You’re invited to celebrate with food, fun, music and prizes. *MSEA Headquarters, 140 Main St., Annapolis.*

RSVP: MSEAKickoff@mstanea.org.

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The View from Here

by Ann De Lacy,
HCEA President

“This year HCEA has made a solemn effort to tackle the quality of life for our members through our annual Job Satisfaction Survey.”

What a year! By the time you receive this final newsletter we will have finally concluded negotiations for our two bargaining units without a moment to spare. The HCPSS Budget Review Policy Committee, on which I serve, is still meeting. Our goal: to increase the transparency of the school system budget. Wish us luck!

I am proud to recognize the following people for their hard work and dedication to HCEA:

Most Valuable Players:

HCEA Office ManagerJanet Bloom
HCEA Elections ChairPeggy Kasmir
HCEA DirectorJoe Staub

Each of the following *Reps of the Year* will receive a \$125.00 stipend from Horace Mann:

Kathleen Anderson, Mount View MS
Doug Lea, Hammond ES

Many thanks to Horace Mann.

More Job Satisfaction Survey “Stuff”

This year HCEA has made a solemn effort to tackle the quality of life for our members through our annual Job Satisfaction Survey. In the past, we have heard from many of you who complained about the lack of improvement in buildings and that, in fact, a number of building administrators spoke openly about how little value they place in the survey.

However there is good news! I am pleased to recognize and award thirteen building administrators for a job well done based on data from the following five critical categories on this year’s Job Satisfaction Survey:

- Overall Morale Is Good
- Open Communication & Trust
- Speak Openly Without Repercussions
- Working Conditions Conducive To Success
- Administrators Respect Negotiated Agreement

The HCEA President’s Principal of the Year is Lisa Booth of Hollifield Station.

The Most Improved Award goes to Cedar Lane School’s principal, Paul Owens.



These sites score high in five out of five categories:

Hollifield Station ES, Lisa Booth
Hammond ES, Judy Bland
Ilchester ES, John Morningstar
Bryant Woods ES, Sean Martin
Dayton Oaks ES, Kim Pratesi
Worthington ES, Kathy Orlando

The following sites scored high in four out of five categories:

Harper’s Choice MS, Steve Wallis
Patapsco MS, Jennifer Peduzzi
County Diagnostic, Linda Flanagan

The following sites scored high in three out of five categories:

Atholton HS, Marci Leonard
Running Brook ES, Troy Todd
Mt. Hebron HS, Scott Ruehl
Veterans ES, Robert Bruce

We thank these fine people for their commitment to the well-being of the staff and students in their worksites. When you see them, give them a high-five!

Now, have a Happy Summer!

Victory for Education Support Professionals

Maryland's General Assembly recently wrapped up its 90-day session on April 13th with an important victory for education support professionals. After years of effort led by MSTA, House Bill 792/Senate Bill 569 passed giving ESP the right to bargain due process for discipline and dismissal.

ESP had this right until 1992 when a case before the Maryland State Board of Education (MSDE) found this an illegal subject of bargaining. MSTA supported legislation in 2002 passed to remedy this problem however in 2005 MSDE narrowly interpreted the law and restricted the employees' ability to dispute employer's grounds for discipline and dismissal.

This placed the burden of proof on the ESP employee and essentially created an impossible hurdle. Job security is essential and finally this legislation restores the right balance between employee and employer in discipline and dismissal. Just think, the law allows a person the right to a hearing before an impartial judge for a \$100.00 speeding

ticket. However, an ESP employee can be fired from their \$30,000 a year job without even being given a reason or provided an opportunity to be heard.

Because of their crucial role in the schools it is only fair there is a process in place to give ESP employees a fair hearing if a conflict develops. To accommodate the differences among the counties, the bill empowers school boards and the union to determine at the bargaining table what that process should be for their own county.

To be successful, any business or organization must develop an atmosphere of mutual respect and cooperation in which all people are treated fairly and with respect.

"We are grateful to the General Assembly – especially to Senator Catherine Pugh, Baltimore City, District 40 and Delegate Craig Rice, Montgomery County, District 15, the lead sponsors on the legislation – for restoring this important right to our members." Joe Shade, CEASMC President.

General Assembly Roller Coaster Ride

Maryland's General Assembly wrapped up its 90-day session on April 13th. Even as most other areas of the State budget were cut due to the difficult economy, our top-ranked public schools won strong support, as legislators placed a high priority on investing State funding in our schools.

Public education received a record \$5.5 billion, a 2.5% increase over 2009, on top of more than \$250 million in additional school construction funding and nearly \$200 million in funding for needy and special education students provided through the federal stimulus package.

The General Assembly was able to keep the Thornton funding formula intact

and fund teacher pensions. They also fully funded the Geographic Cost of Education Index (GCEI), helping 13 counties with higher costs, and rejected a proposed blanket waiver that would have allowed all counties to evade local school funding requirements.

In addition to the budget, other important education related legislation passed or was defeated. MSTA secured passage of legislation to collect "real" class size data, requires a plan for universal preschool, provides ESP the right to bargain due process for discipline and dismissal, and fair share for Calvert County teachers. Additionally, MSTA lobbyists helped defeat the BOAST bill. This bill, essentially a

Dates to Remember:

Call HCEA to register for events.

Tuesday, June 9

HCEA End of Year Rep Meeting
Ten Oaks Ballroom

Wednesday, June 17

½ Price Night at Toby's
OKLAHOMA!

Friday, June 19

Last Day of School

July 1 -6

NEA Representative Assembly
San Diego, California

July 14 – 16

MSTA Emerging Leaders Academy
Burkshire Marriott, Towson

July 22 – 23

MSTA Leadership & Organizational
Development Institute, St. Michael's

July 29 – 30

MSTA Teaching and Learning
Professional Development Institute,
Cumberland

voucher program, would have provided a tax credit for contributions to organizations that provide private school scholarships or provide extracurricular educational programs.

One major MSTA priority, a bill to create an independent authority to resolve labor negotiations disputes, passed the Senate for the first time, but did not make it to the floor of the House in time. We believe the work we did on the bill this year will pave the way for passage next year. All in all, the 90 day General Assembly session was a roller coaster but public education came out on top.

HCEA Marketplace

For Sale

RV: 97 Sunline Saturn Travel Trailer 37 ft. w/14 ft DR & sofa slideout. 2 BR - 1 Q & 1 w/3 bkbs. Sleeps 9. New AC. Excellent cond. \$6,995 O.B.O. Call Sam or JoAnn 410/760-7437.

Camera: Canon DSLR for sale. 20D body w/Tamron 28-80 zoom lens. Incl original packaging, software, manuals, battery, charger, strap, UV lens filter, and 1 GB memory card. Everything you need to start digital SLR photography! \$400. Mary Jane Sasser, sasser3@verizon.net, 410/465 7233.

Discounted Merchandise: Looking for a great price? cmnjcloseoutsgalore.com - the website for the best deal on housewares, including vacuum cleaners, cutlery sets, small electrics, cookware and more. All brand names and first quality goods. Located in Ellicott City, free pick-up, or same day shipping. For more information call 410/461-8352.

Boat: 1996 -2252 (23 feet) Bayliner cuddly cabin. One burner stove, sink, radio, port-a-potty in separate bathroom. Table converts to roomy V-berth. Excellent upholstery. Never in salt water. Super clean, garage stored. Mercruiser inboard engine w/ out-drive (new propeller), depth finder and camper canvas. Winter cover. Can email pictures. \$11,200 including a Venture two axle trailer with brakes. 410-775-0214 or say@hcps.org.

Wanted

Roomates Wanted: In search of 2 roommates to share a lovely fully-furnished duplex in Salisbury. 2 miles from the Campus. Affordable rent. If interested, please call Mrs. Nguyen 443/564-3134 or 443/520-7374.

General Services

Handyman: Summer is on its way! Projects and to-do list too big to handle? Contact JM Frederick, LLC. Residential and commercial services available. MHIC Licensed #97185, #125996. Insured, and workers comp. Howard and nearby counties. Emergency services as available. 410/750-7473 or email jm.frederick.llc@gmail.com.

Legal Services: Bankruptcy, car accidents, immigration. Contact former HCEA member and teacher: Damani K. Ingram, Esq. Ingram & Associates, LLC Attorneys at Law, Columbia. 410/992-6603. 10% discount for current HCEA members.

Daycare: Licensed provider of 20 years has openings August 2009. Nurturing environment, preschool curriculum provided. Mt. Hebron area, Kathy Fraas 410/461-0932.

Employment

Mobile Laser Tag: Crew Members and Leaders wanted to bring outdoor laser tag fun to peoples' homes, summer camps, picnics and events. No experience necessary, we will train you. Call Eudene Rossi at 410/750-2367 and visit our website www.tagparty.net for more details.

Beth Tfiloh Camps seeks Science Teacher or Naturalist as instructor. The Owings Mills day camp runs Monday-Friday from 9 AM-4 PM for 8 weeks (June 22-August 14). Visit our website at www.btcamps.org or phone 410/517-3451. Your child attends free!

Vacation Rentals

O.C. seasonal campground property: For Rent in Bali Hi Park. 2 miles from O.C. Pool, playground, laundry mat, & cable TV. Call Sam Or JoAnn 410/760 - 7437.

Fenwick Island, DE: Luxury 3 BR, 3 1/2 BA, Townhouse. A resort within a resort; Tennis, Basketball, Fishing, Crabbing, Pool, Gym, Walking and Bike Paths. Unit on a pond community surrounded by the Bay. Fully equipped kitchen, 4 TV's, cable, etc. Sleeps 8, \$1250/week. Call Kathy 410/465-9417.

Ocean City seasonal campground property in Bali Hi Park 2 miles from O.C. exc. location, playground, pool, laundry mat and cable. Call Sam 410/760-7437.

Myrtle Beach SC: 3BR, 2BA golf villa overlooking hole on Norman golf course in Barefoot Golf and Resort. Free shuttle to beach with cabana (bathroom and outdoor showers), pool across parking lot and larger pool with hot tub on property, linens and towels included. \$975 a week (includes cleaning) Call Kim 757/646-1202 or email Kimberly_colaiacovo@hcps.org.

Beach Getaway Condo in OC: 2bdm, 2bath, cathedral ceiling, pool, newly renovated 145th st. Easy walk to beach! \$700 Spring Break, Discount for summer weeks! Call Kecia Little 410/241-9005.

Deep Creek Lake: 3 BR lake style home; Large yard with volleyball, horseshoes, badminton, a swing and large deck with hot tub. A short walk to the community dock and a beautiful view of the lake. Fully furnished 2k, 1Q, 2Q sleeper sofas. Weekend and Weekly rentals, 10 % discount to Howard Co. Employees and their families. Call Chuck 410/979-4958 or Candy 410/530-1265.

Deep Creek Lake: Beautiful 4 BR, 3 BA chalet with hot tub and privacy! We have lake access with day-docking available. We offer a 20% discount for HCPSS employees. Questions, CLC Krista Feezel.

Ocean City, MD: Beautiful condo completely renovated. 135th St., ocean block, ocean view, pool, full kitchen, balcony w/ocean view, cable TV, 1 BR, sleeps 4, HCEA discount. Just \$650 (plus tax) a week. Call Beth Wilkinson @ 301/317-7722.

Deep Creek Lake: 5 BR. log cabin chalet; fully furnished; all amenities included; minutes from WISP Ski resort; 30% discount to HCEA members; weekend or weekly rental. Call Dan @ 410/465-5190.

To advertise in HCEA Marketplace e-mail ad to editor_marketplace@hceanea.org. Recurring ads may be dropped in order to make space for new listings. Deadline for next issue: Thursday, August 18.

Inclusion in Marketplace does not express or imply endorsement by HCEA or HCEA responsibility for price or quality. HCEA assumes no liability for nor makes any warranty as to the condition of any article advertised in Marketplace.



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