

## The View from Here



**By Ann De Lacy  
HCEA President**

### More Time to Collaborate and Supportive School Leadership

I am pleased to present you with some of the findings of the 2009/2010 HCEA Job Satisfaction Survey. This year's survey was con-

ducted by Jean M. Castagnoli, Ph.D. and James B. Harper M.S., M.Ed. The survey consisted of 29 items relating to job satisfaction for schools/offices and included specific demographic information. All surveys were anonymous. Of the 6,500 Job Satisfaction Surveys distributed, 3,657 or 56 percent of the surveys were returned.

As is customary, MSEA UniServ Directors Dan Collins, Mary Jo Neville and I met with Dr. Cousin, Sandy Erickson, Linda Wise, Mamie Perkins and the four HCPSS Area Directors to discuss the findings. *The most important reason for conducting the annual Job Satisfaction Survey is to improve the quality of the professional lives of our members.*

This year I decided to take a look at rankings over the last three years for HCEA Job Satisfaction Survey items that relate to time, collaboration and supportive leadership using the data from the following survey items:

- There is an atmosphere of open communication and trust in my school/worksite.
- I feel involved in decision-making at my school/worksite.

- There is good teamwork among staff in my school/worksite.
- I am provided adequate time during the workday to plan, prepare for and do my job.

Rankings for the highest and lowest five sites are listed on the next page. If you would like to find out how your building ranked or to send ideas, email me at adelacy@mseanea.org.

## HCEA Election Results

Congratulations to all the candidates who ran for office in HCEA's recent election. **Teri Dennison, Joe Staub, Doug Lea, Anna Gannon and Cindy Waugh** were elected to the Board of Directors. Those who will be attending the NEA Convention in New Orleans, Louisiana this July are:

Anthony Bell	Danielle King
Catherine Chapman	Maleeta Kitchen
Cheryl Coleman	Doug Lea
Brian Donoughe	Paul Lemle
John Eckstrom	Georgianne McNeirney
Veeda Gaines	Maxine Salah
Anna Gannon	Joe Staub
Lauri Hornicek	Cindy Waugh
Hugo Jackson	Bonnie Young
Natalie Janiszewski	Shante Young

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**Highest Rankings: Open communication and trust****09/10**

Atholton HS	94%
Bryant Woods ES	92%
Dayton Oaks ES	90%
Mt. Hebron HS	90%
Bollman Bridge ES	88%

**08/09**

Hollifield Station ES	98%
Dayton Oaks ES	95%
Elkridge Landing MS	94%
Ilchester ES	93%
Atholton HS	93%

**07/08**

Atholton HS	96%
Patapsco MS	93%
Manor Woods ES	92%
Elkridge Landing MS	92%
Dayton Oaks ES	91%

**Lowest Rankings: Open communication and trust****09/10**

Bushy Park ES	22%
Wilde Lake HS	28%
Lisbon ES	30%
Dunloggin MS	34%
Hammond HS	39%

**08/09**

Northfield ES	24%
Hammond HS	28%
Bollman Bridge ES	29%
Lime Kiln MS	31%
Oakland Mills MS	34%

**07/08**

Lisbon ES	12%
Waverly ES	25%
Hammond HS	28%
Phelps Luck ES	32%
Gorman Crossing ES	34%

**Highest Rankings: I feel involved in decision-making at my school/ worksite****09/10**

Manor Woods ES	88%
Atholton HS	87%
Gorman Crossing ES	85%
Dayton Oaks ES	85%
Burleigh Manor MS	82%

**08/09**

Hollifield Station ES	88%
Mt. Hebron HS	86%
Worthington ES	86%
Dayton Oaks ES	85%
Manor Woods ES	83%

**07/08**

Manor Woods ES	89%
Dayton Oaks ES	88%
Laurel Woods ES	87%
Bryant Woods ES	84%
Atholton HS	83%

**Lowest Rankings: I feel involved in decision-making at school/worksite****09/10**

Wilde Lake HS	26%
Murray Hill MS	29%
Thunder Hill ES	33%
Hammond HS	33%
Patuxent Valley MS	35%

**08/09**

Hammond HS	26%
Northfield ES	32%
Oakland Mills MS	37%
Wilde Lake HS	39%
Murray Hill MS	41%

**07/08**

Hammond HS	25%
Waverly ES	27%
Longfellow ES	28%
Oakland Mills MS	31%
Deep Run ES	33%

**Highest Ranking: There is good teamwork among staff in my school/worksite****09/10**

Manor Woods ES	100%
Hammond ES	97%
Ellicott Mills MS	96%
Laurel Woods ES	96%
West Friendship ES	96%

**08/09**

Ilchester ES	97%
Talbot Springs ES	92%
Hammond ES	92%
St. John's Lane ES	90%
Elkridge ES	89%

**07/08**

(Teachers and Paraprofessionals)	
Bryant Woods ES	100%
Centennial Lane ES	100%
Clarksville MS	100%
Elkridge ES	100%
Glenwood MS	100%

**Lowest Rankings: There is good teamwork among staff in my school/worksite****09/10**

Lisbon ES	47%
Wilde Lake HS	57%
Longfellow ES	61%
Waverly ES	61%
Oakland Mills MS	62%

**08/09**

Patuxent Valley MS	33%
Northfield ES	33%
Lime Kiln MS	38%
Mount View MS	38%
Hammond HS	40%

**07/08**

(Teachers and Paraprofessionals)	
Gorman Crossing ES	61%
Cedar Lane	64%
Lisbon ES	71%
Long Reach HS	71%
Waterloo ES	71%

**Highest Rankings: Adequate time during the workday to plan, prepare for and do my job****09/10**

ARL Career	100%
Hammond ES	94%
County Diagnostic	88%
Bryant Woods ES	87%
Glenwood MS	80%

**08/09**

Hammond ES	97%
Bryant Woods ES	89%
Glenwood MS	81%
Jeffers Hill ES	80%
Marriotts Ridge HS	78%

**07/08**

Hammond ES	89%
Worthington ES	89%
Homewood	84%
Central Office	83%
Glenwood MS	82%

**Lowest Rankings: Adequate time during the workday to plan, prepare for and do my job****09/10**

Mount View MS	32%
Thunder Hill ES	33%
Ellicott Mills MS	33%
Phelps Luck ES	38%
Cradlerock	38%

**08/09**

Mt View MS	38%
Phelps Luck ES	41%
Centennial Lane ES	41%
Guilford ES	4%
Northfield ES	48%

**07/08**

Phelps Luck ES	34%
Waverly ES	37%
Mount View MS	41%
Centennial Lane ES	43%
Northfield ES	43%

## **HCEA Teachers' Negotiations Update**

The HCEA Teachers' Negotiations team has met with the Board of Education team twice since our last update. Both teams continue to exchange replies and/or make counter proposals. As we have reported before, we will continue to keep you updated as negotiations progress, however due to confidentiality, we will not be able to share specifics until both teams have agreed on all terms. Our most recent meeting was at the Board of Education on March 22nd.

## **Roundtable Discussions**

The March HCEA Rep Council meeting included members of the Board of Education, Superintendent Dr. Sydney Cousin and members of Dr. Cousin's staff. Six breakout sessions of about ten participants each enabled members to discuss issues of importance to them with the Board's policy makers. Topics included workload; equitable distribution of challenging students; Integrated Approach; ASPEN; lack of communication and other concerns.

This was followed up by a meeting with President Ann De Lacy and the HCEA UniServ Directors and Dr. Cousin and his cabinet to discuss the results of the Job Satisfaction Survey. HCEA is trying to visit as many schools and worksites as possible to meet with faculty and staff regarding the survey. If we haven't come to your school yet contact us to sched-

ule a visit soon, the end of the school year is just around the corner!

## **HCEA Canned Food Drive**

The HCEA Community Outreach Committee sponsored a canned food drive for homeless families and children in Howard County. Thanks to the generous donations of our members, we collected over 500 items for contribution. Donations went to Grass Roots. Thank you to everyone who donated and delivered items for the food drive. Special thanks to Tracey Williams, Chair of the Community Outreach Committee and Denise Palmisano, HCEA Membership and Sick Bank Coordinator.

## **Members Recruiting Members**

**By Tricia Stewart  
HCEA Building Rep,  
Wilde Lake Middle School**

To increase membership at Wilde Lake I sat down one-on-one with each individual who was not a member. I took our member benefits package, contract, and other HCEA info/documents to the meeting. I began asking them why they chose not to join. I listened very carefully jotting down notes as they talked so I wouldn't interrupt them. When they were finished I did not address their concerns immediately but I pointed out all of the advantages of being an HCEA/MSEA/NEA member. I showed them the NEA website so they could see the whole picture of what was offered to them. I went over some things

in the contract and gave them several scenarios regarding how the union would benefit them. Usually by the end, their questions had been answered without me answering them directly. If they hadn't been I then addressed any questions they had. By doing it this way, they are able to look at the union more globally than centralized.



*Ian Pope, Veeda Gaines and Donna Schulze at the 2010 NEA ESP Conference. The conference was held March 10th-14th in Las Vegas, Nevada.*

### **Dates to Remember:**

**Call HCEA to register for events.**

#### **Wells Fargo Financial Seminar**

April 14  
4:30pm  
Homewood Center

#### **Teacher Appreciation Week**

May 3-7

#### **HCEA End of Year Rep Meeting**

June 1  
4:15pm  
Ten Oaks Ballroom

#### **Last Day of School**

June 23

#### **NEA Representative Assembly**

July 1-6  
New Orleans, Louisiana

# HCEA Marketplace

## For Rent

**Townhome:** 3 Bedrooms, 2 Full Baths, 2 Half Bath, in Burtonsville for rent. \$1650/mo., just minutes outside of Howard County. Beautifully renovated during February 2010, including new: Roof, Paint, Hardwood Floors, Carpet, Oven/Range, Dishwasher, and Washer. Other Amenities include: Finished Basement, Large Master Suite, Central Air Conditioning, Deck, Fireplace, Fenced Yard, Playground and Lake. Contact: Mike Krouse mkrouse@hcpss.org Phone: 410-736-1889.

## General Services

**Home Mortgages/Refinancing:** Interest rates and home prices are the lowest in years. Presidential is a Maryland based bank with offices in Columbia. No application fees or appraisal fees for HCEA members. First time home buyer programs. Contact Mitch Lax @ 443-812-9319 or by e-mail mitchlax@presidential.com to discuss your mortgage options.

**Have new "To-Do List?" Need help????** Contact JM Frederick, LLC for handyman services. MHIC Licensed #97185, #125996. Insured, and Workers Comp. Residential and Commercial Services available. Office: 410-750-7473 or email jm.frederick.llc@gmail.com. Servicing Howard and Nearby Counties.

**Electrician** - Licensed master electrician specializing in new and old work. Recessed lighting, paddle fans, new/upgrade jobs and more. Call Larry 443-927-4052. Great prices for HCPSS employees!

**Joody Carton Photography** Specializing in Bar/Bat Mitzvahs, Weddings, Events, Portraits Very affordably priced, personalized, creative images Call today! 443 745-1315.

**Enroll in Airport Fast Park's Frequent Parker Program** to receive benefits at two locations at the BWI Airport. Benefits include discounted parking as low as \$6.40 day, guaranteed parking, and points for free parking. Membership is free. Promo Code: 0327207. Enroll now: <http://www.airportfastpark.com/mailler/baltimore/HowardCoEdAssoc.html>.

**Photographer:** Brian Roache Photography is available for portraits in home, studio, or on location. Also available for weddings, bar/bat mitzvahs and other events. Studio: 410-730-1035; Email: info@BrianRoachePhoto.com; Website: [www.BrianRoachePhoto.com](http://www.BrianRoachePhoto.com)

## Vacation Rentals

**Outer Banks NC Condo:** Never too early to plan your summer vacation. Condo is available for rent last week in July and first week in August (July 25-August 1 and or August 1- August 8). Located right on beach in the town of Kill Devil Hills. Full kitchen, cable TV, phone, Jacuzzi, etc. One bedroom, sleeper couch, sleeps four, linens and towels included. \$925/wk. Rent for two weeks \$900/wk. Call Marius at 410-997-3440.

**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.

**Vacationing in Myrtle Beach?** Rent our place in Barefoot Resort. 3BR 2B, sleeps 8. pool, private beach with cabana, screened in porch overlooks one of 4 courses on resort, 2 miles from Barefoot Landing (which has the House of Blues, Alabama theater and lots of shopping). \$900 per week including cleaning/ daily rates available. Call cell # 757-646-1202 or send an email to kimberly\_colaiacovo@hcpss.org.

**Ocean City, Md:** Book your summer vacation NOW! Newly updated 2 bdrm, 2 bath, 2 story, cathedral ceiling, private parking, easy walk to beach mini golf and more! Back deck overlooks pool. HCPS discount. Call Kecia 410-241-9005 or kecialittle@comcast.net

**Fenwick Island, DE:** Luxury 3BR, 31/2BA Townhome on lake, surrounded by the bay Sleeps 8. Walking & Biking trails, Fishing, Crabbing Pier, Pool, Clubhouse, Tennis & basketball courts. Short drive to the beach, enjoy total tranquility with this resort within the resort. \$1250 per week/ cleaning included. Call Kathy at 410-465-9417 or e-mail me at kathykirchner@verizon.net.

**Ocean City Surfside** condo for rent. 1st floor (above parking lot), 2 BR, 2 bath, ocean block on 60th St. 1/2 block from ocean, no pool. Weeks beginning 6/26, 7/3, 8/7 are \$1117, weeks beginning 8/28, 9/4 are \$872. Call Bill or Doris Case 410-465-8108.

## Employment

**Camp Airy and Louise** in Western Maryland is an overnight camp for Jewish boys and girls entering 2nd-12th grade: Seeking senior management positions. For information, please contact Rachel Weitzner at 410.843.7334 or by email at Rachel@airylouse.org.

**Tutor with The Learning Tree** Home Tutoring. Students in grades 1-12 or adults. Need extra cash? Visit [www.thelearningtreehometutoring.com](http://www.thelearningtreehometutoring.com). Click the tutoring opportunities tab to earn extra cash, or call 1-877-444-4173.

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