

Bulletin Board

Association Events Highlights

(For a complete listing of Association events, see the TABCO website)

DECEMBER

- 10: Representative Assembly & Holiday Dinner
- 12: New York City Bus Trip
- 15: Board of Education Mtg
- 18: Perception Surveys due to the TABCO office

December 24—January 3: Winter Break

JANUARY

- 4: Schools, TABCO re-open
- 6: TABCO Board of Directors Mtg.
- 9: Legislative Breakfast, Crowne Plaza
- 12: Board of Education Mtg.
- 13: MD General Assembly opens
- 14: Investment Workshop, Loch Raven HS



In memory of... Bob Hallett, 60, librarian at Riderwood Elementary from 1974-1980 and 1996 until his death, passed away on October 19, 2009. He had been diagnosed with acute lymphocytic leukemia in July.

Bob also starred on Channel 73's production "Red Reader," as well as being the puppeteer and voice for Professor Q. on the call-in show "Math Homework Helpers."

A read-a-thon was held at Riderwood on November 13th to honor Bob. Funds raised will pay for a bronze plaque with Bob's name and an etching of his likeness to be placed in the "Robert Hallett Library." Extra funds will be given to the Leukemia & Lymphoma Society in Bob's name.

The Bulletin will include notices to memorialize the passing of our members. Please notify us (email bookends@comcast.net with the name, school and death date of any TABCO member who should be listed). We cannot be held responsible for the omission of information that we have not received.

Save \$\$ on food & entertainment while helping our kids...buy Entertainment Books from TABCO for \$25—all profits go to KidCare.



Thanks to caring educators, KidCare has disbursed \$9,160.00 to 229 needy students so far this school year.

Association current events, news & information

NEA www.nea.org
MSEA www.mseane.org
TABCO www.tabco.org



JOB OPPORTUNITIES

TUTORS: Subject area teachers needed to tutor secondary math, chemistry, physics, biology, SAT prep., English, reading, Spanish, French, Latin, special education, and elementary subjects. Please contact professionaltutoringservice@comcast.net or 410-486-3464.

TABCO TUTOR REFERRALS: The Association is often contacted by parents seeking tutors. To have your name included on the TABCO list, email Stacie Strickland, sstrickland@mseane.org. Include your name, school, contact number and subjects that you wish to tutor.

Needed: Retired or Other Certified Teachers

To work two days a week in private schools with Title I academically needy students. Teachers are needed in the areas of reading and math during the school day. The current rate of pay is \$27.30/hr. Please contact Katie Filling at the Office of Title I for more detailed information 410-887-3487.

DISCLAIMER: TABCO assumes no responsibility for representations made or services performed in advertisements published here.

TABCO/BACE TELEPHONE & EMAIL DIRECTORY

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TABCO Office Hours: MONDAY—THURSDAY, 9:00 A.M. to 5:30 P.M. ~FRIDAY—9:00 A.M. to 5:00 P.M.



BULLETIN

NOVEMBER/DECEMBER 2009

UNITY...NOW MORE THAN EVER

MD Senate President Mike Miller (5th from back right) met with Association leaders, including TABCO's Cheryl Bost, as they thanked him for last year's support for the labor negotiations bill.



Cheryl Bost
TABCO President

PRESIDENT'S MESSAGE

State of the Profession in Baltimore County

READY...AIM...FIRE

In the same way that teachers are encouraged to provide interims when students are failing or in danger of failing, this *State of the Profession* article serves as our interim to the leadership of Baltimore County Public Schools:

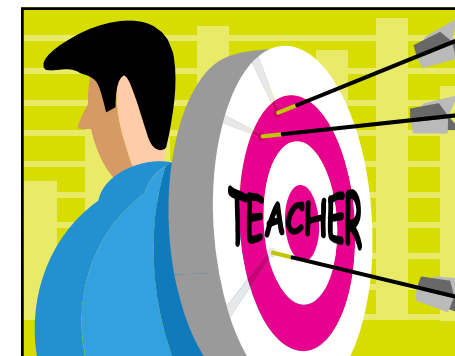
✗ You are in danger of failing to advocate for the employees in your school system and are failing to give them a voice in progress.

Teachers, nurses, guidance counselors, related service providers, and all other job titles in our certificated unit attended a college or university and met their professional requirements. Many have a master's degree or more, as they continue to maintain state certification requirements and highly qualified status—a fact BCPS often boasts about to the public. Educators are continually honing their craft, mastering the latest and newest, and giving their all to deliver quality instruction, as well as utilizing techniques to connect with the whole child. The awards for the schools of art, top high schools, Blue Ribbon Schools, even the virtual classroom, were all made possible, to a great degree, through the hard work of our educators.

We often hear BCPS leadership proclaim in public such phrases as, "The Year of the Teacher," "Teachers are our most valued asset," "Teachers should be our most revered in society." These statements have become mere political statements and empty words in Baltimore County.

The recent actions of BCPS, through the negotiations process and inactions related to the system-wide workload requirements, have moved the state of the profession in Baltimore County toward an all time low. Teachers are not respected, but instead under attack.

The low points of the negotiations process include items proposed by BCPS that are intrusive, disrespectful, and utterly shameful. BCPS proposed to provide adult desks, chairs, and file cabinets to only those teachers on each school's "organizational chart." That means that itinerant teachers and others who travel between schools would not be guaranteed these basic items. Meanwhile, several BCPS department offices are being remodeled and furnished with executive furniture, right down to the purchasing of flower arrangements. That's professional?



Planning time came under attack once again, along with the teacher work day. Teacher workload is already over the top and most teachers are provided only the minimum 250 minutes of planning each week. Increasing

data demands often consume available time—when teacher time should be devoted to planning quality lessons, checking papers, coordinating with colleagues and principals, contacting parents, working with students, and if lucky enough, having time to go to the bathroom! BCPS proposed to take all individual planning time and make it available for principal-directed group planning, if so desired by the principal. In a final insult to teacher workload and already overwhelming obligations, BCPS proposed to extend the school day for teachers by 15 minutes, *with no additional compensation.*

BCPS also went after TABCO's use of the email system, the ability to collect dues in a timely manner, and expanding the drop period—association rights which have no adverse affect on the school system, nor any impact on student achievement.

This may sound like an attack on teachers, and it is, but it gets worse! BCPS proposals included:

- Requiring teachers to attend all scheduled parent conference nights.
- Requiring attendance at all PTA activities and events.
- No provision for any clerical assistance for duplicating materials, collecting money, or entering and tabulating data.
- Proposing that teachers could be placed into an evaluative year if performance was deemed unsatisfactory without any actual rating being done.
- Requiring teachers to notify an administrator personally during the "duty free, unpaid" 30 minute lunch if needing to leave the school building.

See "READY...AIM...FIRE," page 2

“What have you done for me lately?”

Angela Leitzer, Bulletin Editor

It's a human frailty. We want not just satisfaction, but updated satisfaction. So, that was good, but what *else* can you do for me? Have you heard this attitude with regard to TABCO? Meaning: TABCO isn't fixing all the things that I want fixed! Or at least, not fast enough.

TABCO has negotiated planning time, duty-free lunchtime, transfer rights, faculty councils, increases in salary and extra duty compensation, sick leave, maintained 90/10 health care costs, etc., etc. So what? It is easy to take all that for granted. It is easy to feel that what **is**, always has been. (I am old enough to remember when my elementary teacher had to sit through lunch with students in the classroom...the milk cartons lined up on the chalk ledge. I have no idea when or if she ever got a bathroom break.)

In addition to the protections and rights gained by

the Association, much has been accomplished simply by blocking management's attempts to impose conditions that would have negatively impacted educators (see President Bost's article, p. 1). When I hear it said that the union isn't strong enough to fix the problems, I wonder what these naysayers think our work lives would be like if there was no TABCO leadership working for us every day, no UniServ Directors with expertise in the law and state regulations, not to mention the Master Agreement, our "Bill of Rights."

I am a veteran of 36 years in BCPS and I have to credit TABCO for my longevity in this system. There have been a string of poor administrators (just a couple of exceptionally good ones) and a series of frustrations with faulty decisions made by the system; it has been the support of my Association—and the opportunity to participate in activities to better the working environment that have made it worthwhile to stay on. (Suggestion: BCPS should pay a retention fee to TABCO for every employee who stayed because of TABCO's influence.)

Back to my original query: What has TABCO done for us lately? If we are fortunate, we will never have to know.

“READY...AIM...FIRE,” from page 1

■ Proposing to move the payment of all alternative programs, including summer school, to per diem pay for teachers. Sounds like a good idea...but BCPS refused to include protections for educators. A move to per diem would result in 56% of those who taught summer school last year taking a pay cut, since the negotiated summer school amount of \$45.21/hour is more than their per diem hourly rate. BCPS was willing to provide a short-term hold harmless provision (1-2 years) for those paid less, but about 25% of the teachers would still be left unprotected. BCPS would not accept a long-term hold harmless clause for those already employed in order to protect against a loss of pay. The move to per diem would have benefited our veteran folks, if they continued to be hired. By moving to per diem, BCPS could hire two newer teachers for the price of one experienced teacher. We proposed a percentage threshold to protect the future hiring of veterans, who are paid at the higher per diem rates in these positions. That proposal was rejected by BCPS. Without a long-term hold harmless clause and a hiring threshold for veterans, this proposal, overall, would be detrimental to our unit.

Might teachers want us to accept these proposals because there's a "pot of gold" being offered in compensation? Stop dreaming! These items of attack were put forward in the same BCPS proposal that offers to request only the funding of step increases. Their proposal does not even **ask** for a COLA in the FY11 Oper-

ating Budget. So, in a year with no initiative to recommend or support financial items, BCPS focused on assaulting teacher rights, and the association as your advocate.

All of this is coupled with the unanimous rejection of all items that TABCO proposed at the table: items to reduce workload, to increase planning, to address extreme temperatures in schools, to put renovation protocols in place, to insure curriculum is edited, piloted, and provided for teachers in a timely manner, to provide payment for unused sick leave upon retirement or the ability to donate those days to the sick leave bank, to provide substitutes for pre-k teachers to hold conferences, to set a National Board stipend amount and reimbursement for renewal, increase tuition reimbursement and more (See *Table Talk, the Negotiations Team publication, coming to your school*). Not one counterproposal was offered to these by BCPS—they were simply rejected. In turn, TABCO rejected the above outlined BCPS proposals on behalf of our members.

In spite of this situation, Baltimore County educators, through TABCO, will continue to push forward. We are committed to our students and we do our best to move BCPS forward. That's the fabric of who we are as professionals, and we expect BCPS to treat us as such and not to simply give us lip service. BCPS can and should do better in the treatment of its employees!

Help us get legislation that will improve the negotiations process passed in Annapolis, and other initiatives TABCO is organizing to help educators. We need the voices of everyone to demand professional treatment.

NOTES & news briefs

LOOKING AHEAD...TABCO sponsors two stellar annual events

Save the dates! Saturday, January 9th for the Annual Legislative Breakfast and Thursday, May 6th for the Annual Retirement and Recognition Dinner and Program

Legislative Breakfast—a notable benefit of TABCO membership. This annual event brings hundreds of educators, elected officials, and school system representatives together for an "all you can eat" breakfast buffet and a meeting of the minds on absolutely everything and anything you have always wanted to tell the people who are making the decisions. You cannot find a better opportunity to talk face-to-face about your priorities and needs in a congenial setting. Bring that faculty room chatter to the people who can make a difference. Crowne Plaza (formerly the Holiday Inn) in Timonium.

Retirement and Recognition Dinner—a time to celebrate the "stars" of our profession and honor those who are retiring from it; this event is planned and implemented by the TABCO staff and committee members. A KidCare silent auction adds to the fun, while raising money for our needy students. Retirees—see your name in "lights" on the giant screen! Award winners—feel the satisfaction of knowing that your colleagues recognize your excellence! Be there to bask in the glow and refresh your spirit as an educator at Martin's East this spring. See the insert for further information about nominating your colleagues.

TABCO LEADERS, NEA DELEGATES TO BE ELECTED IN 2010

TABCO: Treasurer (2 Yr. Term)
District I (3 Yr. Term)
District II (3 Yr. Term)
District III (3 Yr. Term)

QUALIFICATION: You must have and maintain active membership in TABCO. Those seeking office may represent any teaching level or position.

CANDIDATES must certify that they subscribe to the general statement of candidate ethics.

The election packet must be obtained by the candidate in person at the TABCO office.

PETITIONS: Those seeking office must obtain at least 75 signatures of TABCO members. The signatures must be obtained from at least 3 schools, with no more than 38 signatures from any one school. Only original signatures on the 2010 petition forms are valid.

DEADLINE: All required election packet materials must be in the TABCO office by 5:00 p.m., **Monday, February 15, 2010.**

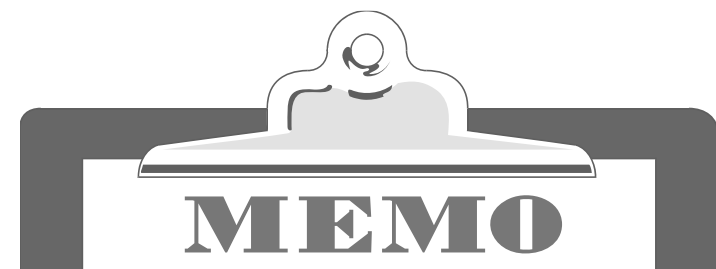
See the election packet for a complete list of requirements.

NEA Delegate election for the 2010 NEA Representative Assembly in New Orleans, LA July 1-6, 2010

■ Any unified member may nominate himself/herself or any member for the position of delegate.

■ The Nomination/Biographical Form may be obtained by contacting Teresa McDowell, 410-828-6403, x226 or tmcdowell@mseanea.org and supplying your name, school and email.

■ **The completed form must be received at the TABCO Office by 5:00 p.m., February 15, 2010. The elections will be held during the week of March 15-19, 2010.**



Perception Surveys: Due to the TABCO office by December 18. The results will be tabulated and returned to Association Representatives to facilitate discussions between faculty councils and administrators. As always, the primary reason for the survey is to provide input that will lead to improvement in the teaching and learning environment within each building.

Arbitration Findings: Faculty Council Chairpersons are urged to include this timely information on their agendas as topics for discussion with administrators. To review the Master Agreement articles that were upheld in the findings, see the home page of the TABCO website. Discussions can refresh efforts to work collaboratively on faculty meeting timing and planning, as well as assisting staff members in their understanding of their rights and responsibilities with regard to parent-teacher conferencing.

Member Benefits: Significant savings can be yours as a member of TABCO, MSEA, and NEA. For example: your membership card gets you 15% off shoes in Aerosole stores. Get discounted movie tickets at the TABCO office. For many more discounts that you can use on food, admissions and purchases, check the TABCO Member Benefits tab on the website (www.tabco.org)—then use ACCESS at the MSEA website.

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