



Outgoing Vice President Christine Beard is saluted at Annual Meeting. See page 8.



BULLETIN

MAY / JUNE 2009

UNITY...NOW MORE THAN EVER

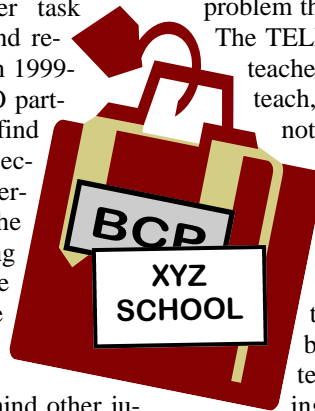


Cheryl Bost
TABCO President

To stay or not to stay, that is the question for many teachers in Baltimore County

Let's address the issue!

Teacher retention has been an issue facing school systems throughout the nation. Task force after task force has been started and reported out at all levels. In 1999-2001, BCPS and TABCO partnered together to conduct exit interviews to try to find out why educators were leaving BCPS and why second year teachers were choosing to stay. The interview results were not surprising to those within the field: not being treated as professionals; not having support from administrators; lack of competitive compensation, and increased workload. Those surveys were done ten years ago, but the issues are the same ten years later. Salaries and other financial benefits have increased, but still lag behind other jurisdictions, and at the same time workload, data demands, and assessment demands have increased exponentially. If you happen to be in a school with a strong and supportive leader in a "desirable school," then you feel supported and are treated as a professional. Those teaching in our "less than desirable" schools experience daily frustrations and less than professional treatment.



Our educational system is very data driven, so it's interesting that school system leaders are not willing to look at the data that validates that BCPS has a teacher retention problem that needs to be addressed instead of being ignored.

The TELL Maryland survey showed that statewide 80% of teachers desire to stay in the school in which they teach, but that question and subsequent data does

not link to not having a retention issue. Instead, one must look at the actual numbers of people leaving and entering our work force. The data speaks for itself!

The Maryland Teacher Staffing Report 2008-2010 contains data reported by each school system to MSDE. Their current report was adopted October 28, 2008. The data presented includes data on teachers whose primary position is teacher, including reading specialist as of October 15, 2007.

▶ BCPS employed 7,571 teachers, third largest teaching force in the state

▶ 44% of the teaching workforce has less than five years of experience

See "To stay or not to stay," page 2



"So tell me what you want, what you really really want..."

Angela Leitzer, Bulletin Editor

Yes, that was the hook running through my head as I thought about writing this article, and no, I am not a Spice Girls fan (cannot name them, though I think there are four, right?). But it *IS* time to tell us what you really, really want.

The negotiations survey was sent out electronically on May 28. The TABCO Negotiations Team will formulate a bargaining package based on member input. This timing is new—generally, we are well into a new school year before the negotiations process begins. I think it is a splendid idea to start now. As things are coming to a close for the year, I am identifying what I can do differently or better next year. Some of these things will be greatly influenced by working conditions... working conditions that will be delineated by the language in the Master Agreement and the discussions that our team will have with school system representatives.

In addition, the TABCO Board of Directors conducts a retreat each September for the purpose of identifying and setting goals for the Association. The names of the Board members—your elected representatives by district, are listed on page two of every edition of the Bulletin. What are your suggestions for them as they set priorities for the coming year? Email them and tell them.

The Association is always urging us to tell our elected officials and Board of Education members about our needs. Now is the time to tell our own organization—to identify the issues that we want our leadership to address. The negotiations survey is a tool that is set up to assist them in doing so. Personally, I will be sending a message about my hopes that they will continue to work with special area teachers to address inequities in making these classes accessible to **all**

See "Tell me what you want," page 2

“To stay or not to stay” (from page 1)

▶ 66% of the teaching workforce has less than 10 years of experience

▶ 13.5% of the teaching workforce has 21 or more years of experience.

This is just a sampling of the data and some neighboring jurisdictions show the same trends, but some others don't and seem to keep teachers beyond ten years of experience. It appears to not be a recruitment problem so this begs the question, if our system leaders believe and articulate to others that BCPS does not have a retention problem, what happens to teachers after ten years of experience? Where did these non baby boomers between 10-25 years of experience go? Why did they leave? What can we do to keep them in our classrooms? Is it possible that if we make these experienced educators part of the school based decision making process, reduce workload demands, treat them as the professionals that they are, and make veteran salaries as competitive as beginning teachers they may have a desire to stay in Baltimore County? Would it hurt system leaders to look into why some schools have very little turnover while others seem to turn over at least 2-5 teachers a year and many others are seeking transfers?

Besides the attrition data, the report delves into the make up of new hires, grouping them into either beginning new hires or experienced new hires. Baltimore County hired 535 of their 724 new hires as beginning teachers in 2007 compared to only hiring 189 teachers with experience. Seventy-three percent (73%) of the new hires have had no prior teaching experience. Yet if you look at other counties the disparity is not so drastic. County percentages of new hires that are beginning teachers: Baltimore City 52%, Harford County 56%, Anne Arundel 55%, Frederick 55%, Howard 52%, Montgomery 55%, and Prince George's 45%. So, is BCPS looking for new hires because they are cheaper than experienced teachers or do experienced teachers decide not to work in Baltimore County because the veteran salaries drop in competitiveness throughout the state and region? Are we the training ground for other systems? One would think that BCPS leaders and the Board of Education would use this data to explore these issues and to work with the association to turn around this trend.

Additional data that is available for review and for suggestions is located in the 2008 Maryland State Department of Education Teacher Shortage Task Force Report. The task force identified a variety of areas of need and made subsequent recommendations. One entire section is dedicated to “retention” and covers creating tax incentives for teachers, making salaries competitive, designing quality job-embedded professional development. It also suggests that more mentors and other supports should be provided for new hires in order to retain them in each system. Novel ideas!

This data is not a condemnation of our system or its leaders and we truly hope that our educators choose to stay in Baltimore County. But hope alone won't make teachers stay. Professional support, competitive compensation, reduced workload and assessment demands, being empowered as part of the decision making process, state initiatives, and general professional support, will. Instead of system leaders debating whether we have a retention issue or not, we will continue to strongly urge our leaders to look at the data and listen to what teachers are telling us so we can make every school a “desirable” school and ultimately reduce our teacher turnover and reverse the trends. Our students are counting on us to work collaboratively as professionals and make each year count towards their successful education. A constant turnover of educators is not beneficial to our students. We will continue to articulate the issues negatively and positively impacting the teaching and learning environment to the public, our elected officials, and school system leaders in order to bring everyone together to address ways to make needed improvements. You can also help by serving on your school's Faculty Council, by completing the Perception Survey and using the results to bring about improvements, and by working with staff members and the administration to use the TELL Maryland Survey results to bring about positive change.

Note: The reports referred to in this article may be viewed on the Marylandpublicschools.com website.

“Tell me what you want” (from

students. Also, I am “mad as hell” about the new elementary report card, which reduces special area grades to what I consider to be a fairly meaningless grading system. Not everyone agrees with me, but it is my right and responsibility as an educator and a TABCO member to identify these issues and pass the word along to leadership.

What are the topics that are most important to you?

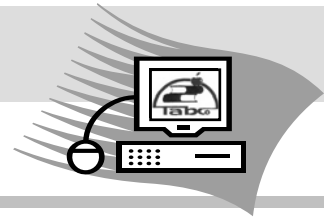
Perhaps your issues are more specific—adequate technology to deliver instruction, for example. Or maybe salary is, and always will be, your number one priority. Your leadership does not have a crystal ball. *Only you* are standing in your shoes, so take a few minutes to respond and tell both the negotiations team and your elected TABCO leaders what it looks like from your perspective.

Association initiatives have resulted in concrete outcomes this year for athletic coaches and special educators in several of their areas of concern; identifying the problems was the first step. Over the lifespan of the Master Agreement, language regarding teacher rights and responsibilities has been based on the issues identified by members. You may continue to send your thoughts and ideas throughout the summer.

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District III—Lisa Norrington, Ann Ritchey, Barbara Tyler Member-at-Large—Stacey Enty

NOTES & news briefs

STAY CURRENT: See President Bost's email updates.
(Note: the TABCO website is being converted to a new format ... and is "under construction," but still available for many informational items.)



TABCO Scholarships awarded

Chairperson Stephanie Foy and the Scholarship Committee are pleased to announce the distribution of the following awards:

- ☛ Daniel Murphy, Glen Burnie High School: Cooper Memorial Scholarship, \$500.00
- ☛ Michael Rhoades of Perry Hall High School: Edward Guy Stapleton Memorial Scholarship, \$500.00
- ☛ Chaunell Abrams of Kenwood High School: M. Ellen Logan Memorial Scholarship, \$500.00
- ☛ Lindsey Wyatt of Frostberg State University: Alvan A. Testoni Memorial Scholarship, \$500.00

Elections Reminder to Association Representatives:

Have you held your building elections for Faculty Council and School Improvement Team members for 2009-2010? In addition, elections for Association Representatives should be held. Contact your TABCO UniServ Director if you need assistance with elections procedures.

Please report your elections results to TABCO. Forms were sent to current Association Representative Chairpersons. If in need of another form, please contact the TABCO office.

MSTA NOTES

- ▶ MST A changes its name: As of September 1, 2009, MST A will become MSEA—Maryland State Education Association.
- ▶ Convention delegates to be elected for the October 16-17 Convention in Ocean City. Contact Teresa McDowell to have your name placed on the ballot for the August 27 election of delegates. tmcdowell@mstanea.org



We need YOU to volunteer for TABCO's booth at the New Teacher Orientation. Give an hour or a day—August 18 and 20 at Randallstown HS. Or come to the TABCO office on August 17 to pack bags for our newest members. Please call Teresa

McDowell at the TABCO office (410-828-6403) and volunteer your help!

Faithful Service

Association Representatives and/or Building Sites with

100% attendance at 2008-2009 Representative Assemblies

Chapel Hill ES, Hope Blackwell ❖ Chase ES ❖ Chesapeake Terrace ES, Donna Simmons ❖ Crossroads Center, Julia Hinton-Van Hook ❖ Essex ES, Charlotte Owens ❖ Fort Garrison ES, Ellen Naftaniel ❖ General Stricker MS ❖ Gunpowder ES, Louise Higgins ❖ Halstead Academy, Mary Connors ❖ Hampton ES ❖ Hawthorne ES ❖ Hebbville ES ❖ Holabird MS, Amy Boyd ❖ Jacksonville ES ❖ Joppa View ES, Martha Requard ❖ Kenwood HS, Chris Gauthier ❖ Lansdowne HS, Charles Fluharty ❖ Mars Estates ES, Kim Solomon ❖ Middle River MS, Barbara Brown ❖ Middleborough ES, Angela Leitzer ❖ Norwood ES ❖ Owings Mills HS ❖ Parkville HS ❖ Parkville MS, Susan Allen ❖ Patapsco HS ❖ Perry Hall ES ❖ Perry Hall HS ❖ Perry Hall MS, Mark McDonald ❖ Pikesville HS ❖ Pine Grove ES, Donna McDonough ❖ Pinewood ES ❖ Pleasant Plains ES, Kevin Dunn ❖ Pot Springs ES ❖ Randallstown HS ❖ Riderwood ES, Riina Naumann ❖ Ridgely MS ❖ Rodgers Forge ES, Rebecca Romeo ❖ Sandalwood ES, Lancy Cash ❖ Stemmers Run MS, Deborah Schultz ❖ Timber Grove ES ❖ Villa Cresta ES ❖ Windsor Mill MS, Jen Weaver

Association Reps: Save the date!
August 27 (Thursday of the first week on duty for teachers). We are going to hook you up with all of the latest information and start the year off right. You will be released at 11:30 to attend the AR Training Workshop, first Rep Assembly of the year and dinner. Tell your administrator now—plan ahead!

25 YEAR PINS

Are you an educator and TABCO member who has served for 25 years? The TABCO Membership Committee would like to recognize your service with a lapel pin.

Please contact:
tmcdowell@mstanea.org
to request your pin.

Annual audit of TABCO budget shows accounting in good shape



John R. Wilkins
TABCO Treasurer

The auditors' review for the fiscal year ending August 31, 2008 states that TABCO has met all the general accounting standards and principles. The auditors could make no recommendations for any changes to improve on our current practices.

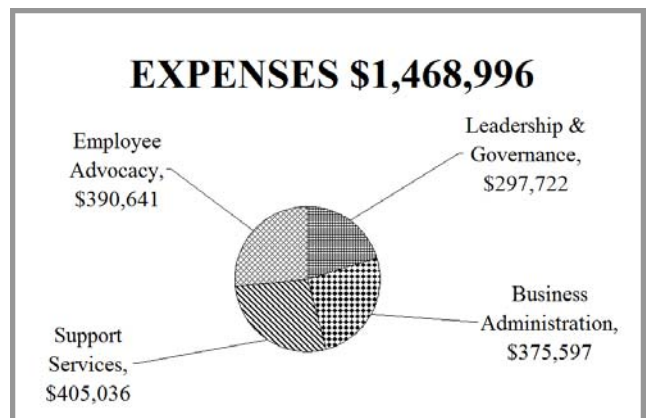
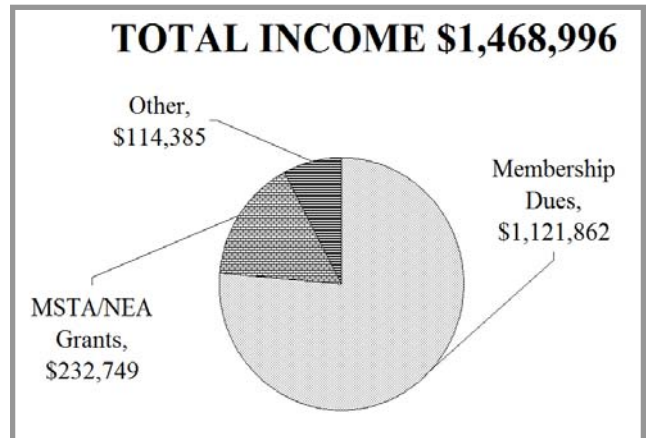
The association has worked hard to increase the number of members. Even in the face of the high number of resignations seen in Baltimore County schools, the overall market share for TABCO has increased. We know that without the constant efforts of our reps and members this would not be the case. Thank you!

Our membership faced a number of battles during the 2007-2008 fiscal year. AIM Parent Checklists remain voluntary for teachers despite efforts by the school system to force teachers to complete them. Hundreds of TABCO members, with other supporters, protested at Board of Education Meetings and around the County Executive's office in a fight to increase our salaries. On behalf of its members, TABCO went to mediation over the system's refusal to consider a salary increase. As you know, the mediation panel ruled in TABCO's favor, but due to the lack of binding arbitration for school employees, the board dismissed the panel's report and did not fund even a meager increase for the final pays of the current school year.

TABCO continued to negotiate for improvements to the Master Agreement. One event which came from those negotiations was the first Transfer Fair for current school employees. Teachers who attended the meetings were pleased to have the opportunity to meet with schools and learn about possible openings before the Job Fair.

Your officers, Board of Directors, Association Representatives, and staff provided input for the continued sound allocation of TABCO resources throughout the year. Questions and comments

may be directed to me, or our Executive Director, Bob Anzenc. As always, a complete copy of the financial review is available for members to read at the TABCO office. Thank you for allowing me to serve you as TABCO treasurer this year.



Cecily Anderson named BCPS Teacher of the Year

An English teacher and department chair at Catonsville Middle School, Cecily Anderson began her teaching career in 1996 at Deep Creek MS. She will represent BCPS during the upcoming year and will compete at the state level for the Maryland Teacher of the Year.

Anderson, 43, says she intends to use her position as Teacher of the Year to discuss issues of accountability and the importance of treating each child "as though he or she is the most important person in the world."

"It matters to me . . . that I treat them with the respect that they deserve, and that I bring out the best in them, no matter what obstacles they bring to my room," she said.

As teacher of the year, Anderson will receive a number of gifts from local businesses and state of the art technology for her classroom. She will have the opportunity to attend a national professional development conference of her choice.

Anderson grew up in Columbia and earned her bachelor's degree in English from the University of Maryland, Baltimore County, from which she also earned a master's equivalency and teacher certification. One of the accomplishments for which she was cited was the development of a school wide "reading comprehension plan that helped make the school one of the highest-performing in the county."

Also honored during the system's annual ceremony were finalists Tamara Cole, an adapted physical education teacher from Battle Monument School in Dundalk; Jean Dixon, a second-grade teacher from Prettyboy Elementary School in Middletown; Casey Head, a world cultures teacher at Windsor Mill Middle School in Randallstown; and Stephen Jasper, a technology integration teacher at Pleasant Plains Elementary School in Towson.

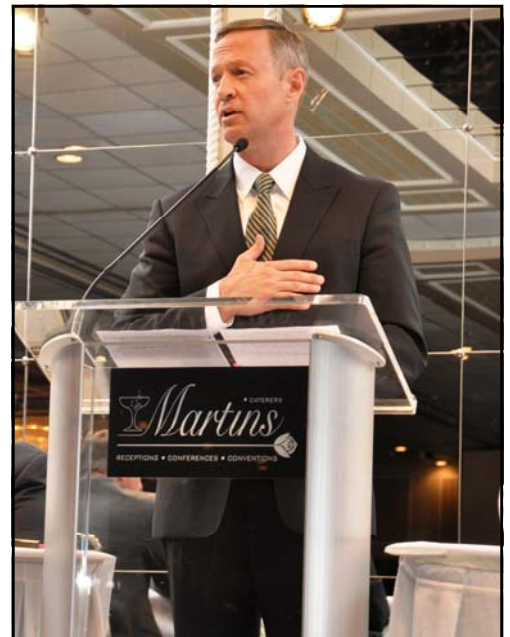


Governor Martin O' Malley speaks on importance of educators at annual Recognition and Retirement Dinner

Surprising many of those attending the annual dinner, Governor O'Malley appeared, having responded affirmatively to President Cheryl Bost's invitation to speak to the gathering at Martin's East. After several stops to greet guests, the governor made supportive remarks to the retirees and award winners, saying "Thank you for reminding us that one person can make a difference." He cited Maryland's high standing in recent national measures, including AP scores. O'Malley expressed his appreciation for Baltimore County educators' high level of response to the TELL survey, saying that "we can't move forward unless we open up our ears," and that survey findings clearly indicate that teachers need "more time to plan" and "want administrators to engage teachers in the decision process."



TABCO Vice President-elect Abby Beytin, Past NEA President Reg Weaver, President Cheryl Bost and MSTA VP Betty Weller



ABOVE: Governor O'Malley greets TABCO Board members Ann Ritchey, Jamie Batts, and Lisa Norrington. BELOW: President Bost is joined by Superintendent Joe Hairston, Past Board of Education member Michael Kennedy, County Executive Jim Smith, and County Council member John Olszewski

ABOVE: Fun group from Stemmers Run MS
BELOW: Governor Martin O'Malley speaks eloquently of educator contributions

Education “stars” honored; Keynote Reg Weaver reminds all

Our keynote speaker, past NEA president Reg Weaver, billed as a dynamic speaker, did not disappoint. His wisdom and anecdotes, presented in an often humorous, and always energetic style, enlivened the program portion of the annual event to honor BCPS retirees and a select group of award winners. He spoke of the power that educators have in the lives of kids, saying “Power believed is power achieved.” Weaver carries a message of connection and purpose that is inspiring, to say the least. His aura of brotherly love had retirees and awardees hugging and even dancing with dignitaries as they mounted the podium for their recognition.

In addition to Weaver and Governor Martin O’Malley (see page 5), special guests included Governor O’Malley’s Education Liaison Patricia Foerster, County Executive Jim Smith, County Council members John Olszewski, Sr. and Joe Bartenfelder, Maryland State Delegate John Olszewski, Jr., MSTA Vice President Betty Weller, TABCO past president Mark Beytin, members of the Superintendent’s staff and the Board of Education, and Mr. and Mrs. Harry Bost.

Among the retirees were those with 35 or more years of service to public education. Pictured to the right is Andrea Lake, a science teacher at Perry Hall Middle School, who, at 41 years, had the highest service total in this year’s group of dinner attendees. Others in the 35 or more group included Marjorie Ripke and Diane Wacks, both with 40 years; Paula Schwab, 39 years; William Barnes, and Patricia Lewis, with 38 years; Miriam Mariella, 37 years; Lois Cleland, 36 years; and Frances Allen, Althea Franklin, Naomi Richardson, and Phyllis Wright, all with 35 years.

Other retirees celebrating at the event were: Sheila Garrity and Christine Snyder, 33 years; Judy Fleischer and Lora Jones, 31 years; Laura Dansky, Doris Freeman, Joyce Quintavalle,

and Carol Ann Ruth, all with 30 years; Sharon Hargest, 29.5 years; Shirley D’Angelo, 27 years; Kenneth Jackson, 26 years; Shirley Schumacher, 24 years; Mary Cashour, 20.9 years; Wilda Joann Speciale, 15 years; Edna Harris-Kurre, 13 years; Maria Battaglia, 7 years; and James Dorsey, 5 years.

Among the highlights of the evening were the surprises for award winners and their heartfelt remarks. They smiled, wept tears of appreciation, in some cases appeared absolutely stunned, and talked about their love of educating and working with students and colleagues, their comments clearly showing the reasons why their co-workers had chosen them for recognition.

President Bost, the TABCO staff, and the Recognition Committee worked diligently to produce another stellar event to honor those who give so much to public education.



Some of our celebratory retirees: BACK: William Barnes, Sharon Hargest, Lora Jones?, Shirley Garrity, Andrea Lake, Judy Fleischer? Lois Cleland, Kenneth Jackson
FRONT: Althea Franklin, Miriam Mariella, Edna Harris-Kurre, Christine Snyder?, Naomi Richardson, Pat Lewis, Shirley Schumacher, Doris Freeman, Carol Ann Ruth

that “it takes ‘er-body’ to do the job” in public education



TABCO Recognition and Rookie of the Year Awards

~paying homage to some of our most outstanding colleagues and most promising newcomers, as well as community business partners and programs.



*Proudly showing their awards—Front row, l to r: Lindsay Brightbill, Brian Powell, Dawn Baier, Jacqueline Schoen, Roxann Russo, _____ for Kids Helping Hopkins
Back row, l to r: Delke Crouthamel, Jessica Galeano, Janice Millard, Valerie Schissler, Alison Benkovic, Alison Bradley
Not pictured: Dr. Jillian Lewis-Darden, Cindy Wasserman, Representatives of Black and Decker, Lindsay Saridis, Victoria Saridis*



Christine Beard steps down as VP after extended period of service on Board of Directors.

Christine Beard reflects on years as TABCO VP

As I complete my terms as vice-president, I'd like to thank each of you for being part of Team TABCO. I spent some time reviewing past TABCO Bulletins and thinking about some of the highlights.

Perhaps you will recall some of the following activities: legislative breakfasts, endorsing and campaigning for political candidates, lobbying in Annapolis, fighting for salaries and pension plan improvements, protecting our health benefits, protecting the rights of our members through our negotiated Master Agreement, pushing for changes to MSPAP, HSA, MSA, AIM, Short Cycles, Benchmarks, ASSESSTRAX, curriculum, class size, and teacher workload, the perception survey and now the Maryland TELL survey. The

highlight of every year is the Annual Retirement and Recognition Dinner where so many wonderful teachers have been recognized for their outstanding achievements.

I am so proud of our members who have answered the calls over the years for group actions. There was the successful Annapolis rally for Thornton funding. I especially remember the January 1992 rally around the Courthouse and then again in 2008 over budget issues.

TABCO finally won the right to negotiate a representation fee for non-TABCO members in 1997 and then successfully added language to the Mas-

ter Agreement. Unfortunately, due to the continued turnover of teachers, we have been unable to reach the magic membership number to implement this. We all need to do our part to increase membership.

Representing you at the MSTA and NEA Conventions with other educators has been an incredible experience, and sends me back to Baltimore knowing that we are not alone when we stand up for public education together. I encourage every member to attend.

My parents were TABCO and PSTA (Baltimore City) members and there was no question that I would join the Association. I became a building representative my first year and chose to become an active member/leader. I thank all of those association leaders and staff members who have guided me on my path and hope that I have been successful in helping those who will follow me. I will be going back to serve as a TABCO AR from my school.

My best wishes to Abby Beytin, the incoming TABCO Vice President, to Cheryl Bost as she continues as our President and to the TABCO Board Members. I say to you all, TABCO is here to stay.

Pat Lewis, TABCO activist

As the end of 38 years of teaching and participating as a TABCO activist approaches, Pat Lewis, first grade teacher at Villa Cresta Elementary School, has no lack of retirement plans. It appears that retirement for Pat does not equal leaving behind the busy life. She plans to travel, take courses at the community college, help at a homeless shelter and spend quality time with her family and friends.

Pat's association contributions include serving on the Instruction and Professional Development Team and managing the TABCO teacher center for many years. She planned and presented a number of professional development sessions for members and started a new teacher mentoring program. She was an active participant in leadership trainings, MSTA Conventions, and served as an Association Representative.

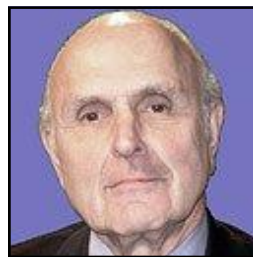
Asked to reflect on her career, Pat told us, "I have loved my career as a teacher! There is not a better job than this where we get to impact the future so very much! Teachers give so much of themselves, but they also get a lot back from their students, parents, and colleagues. I truly believe I am leaving with more than I brought here 38 years ago. I trust that I have inspired my students to become lifelong learners and that I have challenged them to make the world a better place for us all. I appreciate all the support I have received. I know I have made a difference!"

It is members like Pat who make a difference not only for her students, but for her fellow teachers. We wish her the best as she continues to seek ways to serve and hope that she finds time for some well-earned relaxation.



Farewell to NEA icon & teachers' union pioneer

The legendary Robert Chanin, General Counsel for the National Education Association since 1968, has announced his retirement. He has appeared before the United States Supreme Court "and virtually every United States Court of Appeals." Chanin has represented teachers at the national level on a variety of landmark issues for over forty years, including leading the desegregation of the NEA, fighting against use of public funding for private school vouchers, and addressing the many inadequacies of the "No Child Left Behind" legislation.



He has been a guest lecturer at the George Washington University Law School and authored a book, *The Law and Practice of Teacher Negotiations* (1970). He commented on the significance of his union work, saying, "I think collective bargaining as a process has been a tremendous help both for teachers and education in general because it allowed the enterprise to take advantage of the collective wisdom, insight, and contribution of the people who work there."

Dealing with involuntary transfers and excessed status

The following is an excerpt from the TABCO Transfer Guide. To access the entire guide, see the TABCO website or your Association Representative. Be sure to take steps to protect yourself if you are in these categories.

What happens if I have been involuntarily transferred/excessed and I have not been contacted to go on any interviews?

Members should immediately contact TABCO if by June they have not been contacted by a personnel officer to go on interviews at the schools you listed. It is critical to stay in touch with the personnel officer that handles your area of teaching weekly and make sure they have numbers to reach you over the summer if you haven't been placed by the end of the school year.

If I have been involuntarily transferred/excessed, what happens if I have not been placed in a school assignment by August 1?

If you haven't been placed by August 1, then your name goes into a lottery conducted by BCPS and TABCO. TABCO representatives sit with BCPS representatives on or about August 5 and put everyone's name who hasn't been assigned into a drawing and decide the order of calls for the day. We then look at the list of vacancies throughout the entire county as we make each phone call. At that time the teacher is given the opportunity to pick their placement from the list of vacancies that still remain.

Make a difference in a child's life

Maryland CASA is currently seeking committed individuals, 21 years and older, with a passion to make a difference in a child's life by volunteering as court appointed special advocates (CASA) for abused and neglected children. CASA volunteers help the courts with finding safe, permanent homes for abused and neglected children. The primary responsibility is to serve as the "eyes and ears" of the court, gathering information from the child, his/her biological parents, foster parents, teachers, counselors, etc. and making recommendations to the judge as to what is in the child's best interest. Volunteers are carefully screened and receive 30 hours of training before being assigned to a child's case. If you are interested in becoming a CASA volunteer call 1-888-833-2272 or visit online at www.marylandcasa.org.

SICK LEAVE BANK OPEN ENROLLMENT

The purpose of the Sick Leave Bank is to provide sick leave to contributors to the bank after the member's accumulative sick leave has been exhausted - more specifically to provide such leave from the bank in cases of personal illnesses.

Employees may join during the open enrollment period from July 1 to September 30. Enrollments must be received by September 30 at 5:00 p.m. or postmarked no later than September 30.

ASSOCIATION EVENTS

Have a great summer!

June

- 3 NEA Delegate Caucus
- 3 TABCO Board of Directors Mtg.
- 6 NEA Caucus – PGCEA
- 9 Board of Education Mtg.
- 12 Last day of school
- 15 TABCO summer hours begin (9:00-4:00)



July

- 1st – 6th NEA Convention, San Diego
- 3 TABCO office closed (Independence Day holiday)
- 14 Board of Education Mtg.

August

- 11 Board of Education Mtg.
- 18 New Teacher Orientation, Randallstown HS
- 20 New Teacher Orientation, Randallstown HS
- 24 Teachers on duty
- 24 TABCO office hours change (9:00-5:30)
- 25 Board of Education Mtg.
- 27 Association Representative Training at Crowne Plaza Hotel

Loew's movie tickets available at the TABCO Office at the discounted price of \$6.00

Theme Park tickets

~available for TABCO & BACE members at discounted prices at the TABCO office.

Cash or check accepted (check preferred)

~call ahead so we can reserve your tickets for pickup—410-828-6403

2009 Prices	REGULAR PARK PRICE	TABCO/BACE PRICE
SIX FLAGS AMERICA	ADULT \$49.99 (Ages 4 & over)	ADULT \$23.75
BUSCH GARDENS	ADULT \$59.95 (Ages 10 & over) CHILD \$49.95 (Ages 3-9 years)	ADULT \$48.50 CHILD \$38.50
HERSHEY PARK	ADULT \$51.95 (Ages 9- 54 years) CHILD \$30.95 (Ages 3-8 years) SENIOR \$30.95 (Age 55 – 69 years)	ADULT \$40.50 CHILD \$28.50 SENIOR \$28.50
KINGS DOMINION	ADULT \$54.99 (at least 48" tall) CHILD/SR \$31.99 (Ages 3-61 under 48" tall)	ADULT \$38.50 CHILD \$28.50
DUTCH WONDERLAND	ADULT \$30.95 (Ages 3 -59)	ADULT \$26.50

KIDCARE Raffle bigger and better than ever

Under the capable leadership of Committee Chair Jamie Batts, KidCare fundraising flourished this year. The Third Annual KidCare Walk at *The Avenue at White Marsh* brought in \$4,355, including donations from three of our endorsed vendors: Integrated Financial Solutions—\$500; A+Auto and Home Insurance—\$400; and First Financial Federal Credit Union—\$400. In addition, the Perry Hall **High?** School Student Government Association donated \$100. Door prizes and refreshments for the event were donated by Staples, Villa Cresta ES and Dana Pollara. Mary Connors, **reading specialist at Halstead Academy**, raised \$375 in donations and as top individual fundraiser, took home a flat screen television.

Continuing the good news, the third KidCare Raffle/Silent Auction at the Recognition Dinner raised an additional \$1,172. Many thanks go out to “Basket Queen” Danitra Bundy, a teacher at Seven Oaks ES, who designed and donated many of the enticing themed baskets that were raffled. Thanks too, to a number of others who participated in donating prizes of all sorts. Dinner attendees enjoyed browsing the many attractively displayed prizes while contributing to this worthy cause.

As of April, over **\$10,040** had been disbursed to **253** students in BCPS. That’s putting our money where our mouth is, as they say. That’s seeing to the physical needs of our students so they are able to attend school available to learn. TABCO conducts this program at no administrative cost, so every penny that is donated goes directly to our neediest students. Those who haven’t participated in the past can become payroll deduction contributors—for whatever amount they can afford per pay. See the KidCare tab on the TABCO website to obtain a form.



Janet Hasenauer of Joppa View ES and friend “shop” the prize choices at KidCare Raffle at Recognition Dinner.



Students In Need
KidCare



8 Locations
to Serve You

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www.firstfinancial.org

Membership in First Financial FCU is a *free* benefit to Baltimore County Public School employees, faculty, students and their family members.

Belonging is as easy as a \$5.00 deposit to a savings account.

Bulletin Board

JOB OPPORTUNITIES

What are YOU doing with your time this summer?

Are you open minded, coach-able, and interested in healthy living and good nutrition? I NEED YOU! The Health and Wellness industry is expected to be a trillion dollar industry by the year 2010! Join us in helping others with their physical and financial wellness. Earn supplemental income that is residual. Become a successful market rep for an international, 24 yr. old, debt-free company. Get paid to set up customer accounts. Generous compensation plan. Contact Natalie Boecker; 410-252-1879.

www.TheWhyCircle.com/nkboecker

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 per hour.

Please contact Carol Ann Ruth at the Office of Title I for more detailed information: 410-887-3487.

Beth Tfiloh Camps seeks head counselors and instructors

of camp craft, singing, nature, sports, art, and swimming. NOTE: ESPECIALLY LOOKING FOR A SCIENCE TEACHER OR NATURALIST! 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!

Jewish Community Center's Noah's Ark Camp looking for teachers: We are seeking energetic, creative, outgoing individuals to be a part of our camp team. Our preschool camps in Owings Mills offer a fun-filled summer of indoor and outdoor play for ages 2 to 5. We are seeking: Teachers/Counselors with a degree in Early Childhood or Elementary Education as well as specialists such as Nature and Art. For more information please contact Gabrielle Burger, Camp Director at 410-356-5200 ext. 508 or at gburger@jcc.org

TABCO TUTOR REFERRALS

Please email sstrickland@mstanea.org if you are interested in tutoring. TABCO maintains a list of tutor referrals and passes along names to individuals seeking tutoring services for their students.

Send your name, school, email address and phone number at which you may be reached, as well as information on the subjects that you will tutor. Please indicate the best times to reach you.

The Community College of Baltimore County is looking for instructors for its Summer Camp Program. Full-time positions are available on the Essex campus. Part-time positions available at other locations. Experience with summer camps preferable. Pay is \$24-\$29 a hour based on experience. Average 15-30 hours per week. Some Particular Needs: Forensics, Japanese Anime, Math Teachers, Keyboarding (Typing), Puppeteer, Web Page Design, World Traveler Class, SAT Prep. We are also looking for summer camp staff—morning and afterschool providers. Send resume to: ARobinson@ccbcmd.edu and/or lrobertson@ccbcmd.edu. Please include subject area of expertise.

Camp Milldale: Summer Staff Needed—June 22 – August 15. Searching for staff and specialists to be part of our camp team in Baltimore County providing programs for children ages 5-15. Positions available—Counselors & Specialty Camp Staff: Senior Counselors, Special Needs Counselors, Adventure Camp Staff, Sports Camp Staff. Specialist Positions: Aquatics Staff, Arts & Crafts, Music. Interested individuals should contact Dianne Newborn at dnewborn@jcc.org or download a job application from our website at www.campmilldale.org

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

ASSOCIATION WEBSITES:

NEA www.nea.org

MSTA www.mstanea.org

TABCO <http://tabco.mstanea.org>

TABCO/BACE TELEPHONE & EMAIL DIRECTORY 410-828-6403 fax: 410-337-7081

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Treasurer John R. Wilkins	ext. 223	jrwilkins@mstanea.org
BACE President Gloria Collins	ext. 227	gcollins@mstanea.org

EXECUTIVE DIRECTOR: Bob Anzenc	ext. 225	banzenc@mstanea.org
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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.

Sincere Thanks to our endorsed vendors for their sponsorship of the Third Annual KidCare Walk

Integrated Financial Solutions Tom Henry
Platinum Sponsorship \$500
First Financial Credit Union
Molly Shannon
Gold Sponsorship \$400
A+ Auto Insurance
Vic Parker
Gold Sponsorship \$400

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- Investment strategies in an uncertain economy
- Maximizing tax-deferred and tax-free accounts*
- What to look for when choosing a 403(b)
- Portfolio strategies during a recession

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*Contributions or distributions to/from these accounts may be taxable

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Deductible waived entirely for vandalism that occurs on or within 500 feet of school property, or while away attending a school sponsored event.

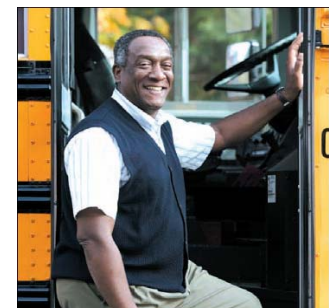
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