



SEPTEMBER 2008

UNITY...NOW MORE THAN EVER

BULLETIN RENOVATION UNDERWAY

Working on keeping up with the times...

The Bulletin, the major print communication tool for TABCO for at least 32 years, is under our microscope. We conducted a survey of TABCO reps last spring to find out if and how it was being used. The results were mixed.

Points both for and against continuing on with the printed Bulletin were raised. Those who want to see it continue as a paper publication cited reasons such as being able to carry it with them to read at a convenient time, as well as preferring to read paper rather than a computer screen. It was encouraging to read so many positive comments from those who use the Bulletin as their main source of association information.

On the other hand, a fair number of those surveyed said they do not have enough time to read the Bulletin (there is that pesky workload issue again), prefer to save paper and get information online, or just don't like to read lengthy articles. (As a longtime veteran, I get worried when I realize that teachers are no longer the great readers in our society...)

The survey results, then, did not lead us to a final conclusion either way.

“Meat and potatoes”

We plan to approach this from an “a la carte” angle, providing a menu of options by which members can stay informed. The TABCO website will be our major location for current events, with links to helpful information. President Bost will continue to contact reps with updates to be passed along to members in a timely way. The Bulletin, in a shortened form, will continue to appear on a monthly ba-

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PRESIDENT’S MESSAGE

Successes spring from grassroots organizing

Some may think that the phrase “united we stand, divided we fall” is outdated or clichéd. Over the last year, our members have proven that this phrase is truly alive and well in the state of Maryland.

The phrase does not always connote adversarial relationships; I see it as a positive description of individuals com-



ing together for the good on an issue or concept. By uniting, they can and do succeed in spotlighting important issues and righting wrongs.

Team TABCO stood united on several issues this past year, and we are still standing strong. We are continuing our efforts, through the impasse process, to secure a COLA salary increase for 2008-2009, one that was unjustly denied to us by Dr. Hairston, the board of education, the county executive, and county council (although, the council can only cut or maintain the budget that is proposed by the county executive). Our united stand must continue as we begin negotiations for 2009-2010 in the coming months.

An issue that saw rapid response was when members of Team TABCO came

together to call for special area achievement grades to be added back to the new elementary

report card prior to this year’s pilot. Members wrote letters and emails to coincide with my testimony at Board of

Education meetings, where I spoke about the importance of achievement grades for intermediate students in physical education, music, library, and art. Reinstating achievement grades for each semester for intermediate students was the right thing to do, and system officials heard our voices. Achievement grades have been placed back on the pilot report card.

The arts and other so-called “special” areas are integral to educating a well-rounded child and should not be overlooked due to the demands of high stakes testing. As

educators, we have not forgotten the intended outcome of public education although many policy makers have narrowed the focus. Academics should focus on the young folks who enter our classrooms each day and their need to find interest in education and to develop their talents in all subjects, not just those that are tested. Our concerned teachers overlooked the workload factors of entering in grades, and instead focused on the rights of students to receive adequate instruction in ALL subjects. Once again this issue showed that as a united voice, we were successful in righting a wrong.

Another issue facing members this summer was the Maryland State Depart-



Cheryl Bost
TABCO President

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ment of Education’s proposition to deny certification eligibility to speech and language pathologists, occupational therapists, physical therapists, and audiologists. Not only was this proposal bad for members, but ultimately it was also bad for students. BCPS already has a difficult time recruiting employees in these positions and without job protections and the assurance of being treated as professionals, recruitment would have certainly been made more difficult. The reasoning for such a proposal was unknown, but from the beginning MSTA organized locals across the state to prevent such a scheme from going forth. The timing of the initiative was over the summer, but we acted quickly to organize employees in these job titles; Baltimore County employees sent emails and letters in large numbers. State Board members reported that within weeks they received correspondence numbering in the thousands, urging them to vote down this change. As a result of grassroots organizing and members standing united throughout the state, the Professional Standards Board (PSTEB) unanimously voted the measure down at a special meeting in early July.

These are just two recent examples illustrating that Team TABCO exemplifies how current and realistic the phrase *united we stand, divided we fall* still is when issues arise. Throughout the year we will continue to take a stand on positions that impact our members as well as our students and public education as a whole.

I encourage members, and non-members, who haven’t taken steps in the past to stand united on issues, to finally make the decision to take a stand and become a part of our united team.

~Cheryl Bost, TABCO President

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basis, but with an emphasis on articulating association positions.

We hope that the Bulletin will be the “meat,” providing substantive information on the issues, while the “potatoes” will be served up via electronic means, satisfying all appetites for information.

As an association we must be able to serve as the standard bearers, carrying on the important values of our profession, as well as the visionaries, moving forward to deal with new and different challenges. We take this seriously. TABCO elected leaders and staff are committed to identifying members’ needs and utilizing both time-honored and innovative ways to address those needs.

As Cheryl Bost frequently reminds us, though, we cannot accomplish these goals without YOU. That is, **all of you and each of you** telling us what is happening in your part of the education landscape and what you need. I hope you will tell us how you feel about our Bulletin “renovation” as the year progresses.

Contact me with your comments at bookends@comcast.net. Letters to the editor on topics of interest are always welcomed, too.

~Angela Leitzer, Bulletin Editor



Reality Check

We were just wondering...

Why BCPS had to hire so many more teachers than the number that retired last June?

How many of the new hires in BCPS will make it to the finish line next June?

How many teachers followed TABCO’s recommendation to put away our wallets and save the estimated \$500 to \$1000 spent on classroom supplies each year? Why the Lakeshore Learning Store was so crowded the last week of August?

How many non-members complain about what TABCO *isn’t* doing?

How many of those non-members quote the master agreement when confronted with unfair work expectations?

How many non-members will suddenly be able to afford 30 bucks a month for TABCO dues when a student or an administrator makes an allegation?

How many Board of Education members fear that teachers might work only the hours for which they are paid, in response to the lack of a salary increase?

How many faculty parking lots are full an hour before school starts and/or an hour after school ends?

How many teachers “don’t like to get involved” in politics?

How many teachers are satisfied with the effects of “No Child Left Behind” legislation on what happens every day in schools?

How many members will provide input on the negotiations surveys sent out recently by TABCO?

How many members know what is or is not included in the Master Agreement that may directly affect their working conditions?

How many teachers feel that they have earned a salary increase?

How many teachers would spend between 10 minutes to a couple of hours to send an email or attend a meeting that might result in convincing policy makers to seek teacher salary increases?



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ASSOCIATION WEBSITES:

NEA

www.nea.org

MSTA

www.mstanea.org

TABCO

www.mstanea.org/tabco

NOTES & newsbriefs

TABCO CONSTITUTION & STANDING RULES REVAMPED



A three-year effort has given birth to a more modern version of our TABCO governing documents. Thanks to the input of committee members Greg Kallaur, Ridgely MS and Brian Barker, Loch Raven HS, along with members and officers of the TABCO Board of Directors, and committee chair Angela Leitzer, the new Bylaws combine the two original documents into one.

The bylaws document is now in the hands of Association Representatives and is to be discussed and put up for a vote at the September Representative Assembly (NOTE: DATE CHANGE—Friday, September 26 at Parkville HS) if adopted by the RA, the next step will be an all-member vote on the bylaws.

As stated in the cover letter provided to reps with the new bylaws, the main changes include the following:

- One cohesive document rather than two separate ones
- Procedures are more specifically explained
- Replacement of antiquated Judicial Body with a Review Board
- Board of Directors designated as members of the Representative Assembly
- Consecutive membership required prior to candidacy for holding TABCO offices

MSTA CONVENTION DELEGATES SOUGHT

Those members who want to get involved at the state level may contact President Bost to express interest in serving as a delegate to this year's MSTA Representative Assembly. **Email before September 30: cbost@mstanea.org**

Even if not serving as a delegate, opportunities for all members at the convention include workshops, vendor displays, and other related activities. Details may be found on the MSTA website. (www.mstanea.org) Save the dates: October 17 and 18 at the Roland E. Powell Convention Center, Ocean City, MD.

SAFE SCHOOLS CONFERENCE

The September 5th edition of the Superintendent's Bulletin states that the Safe Schools Conference "will be held on Tuesday, September 23, 2008, and again on Wednesday, September 24, 2008, at the Timonium Crowne Plaza. All principals and assistant principals are expected to attend one day of the conference, and each principal should invite one teacher and one counselor to attend one day of the conference."

Faculty Councils and/or TABCO reps should ascertain that these faculty representatives have been invited and registered.

CHECK OUT YOUR PAY CHECK

Mistakes can happen. Take a moment to review your paycheck details to be sure that they accurately reflect your step and lane, your elected deductions for health and other benefits, etc. TABCO dues were NOT taken from the first two paychecks and will therefore be deducted for the remaining 20 pays. The same is true for the state retirement system employee contributions.

More details on payroll deductions are available on the BCPS Intranet by clicking on Offices and choosing Payroll. For a detailed explanation of the paycheck, see the TABCO website, www.mstanea.org/tabco.

08-09 TABCO dues amounts per pay:

Salary above \$35,688	\$30.30
\$17,844-35,688	\$24.78
below \$17,844	\$20.64

ASSOCIATION REPS HONORED FOR PERFECT ATTENDANCE

There is almost no element more important to our association than the dedicated rep. They serve as the vital communication link between members and the association and they are the first line of defense in the buildings. We honor the following schools and reps who attended every representative assembly in 07-08 (through rain, wind, cold, heat, and workload!):

SCHOOLS WITH 100% ATTENDANCE:

Bedford ES, Chapel Hill ES, Dogwood ES, Fifth District ES, General Stricker MS, Hampton ES, Jacksonville ES, Johnny-cake ES, Middleborough ES, Norwood ES, Oliver Beach ES, Parkville HS, Patapsco HS, Perry Hall HS, Pot Spring ES, Ridgely MS, Towson HS, Villa Cresta ES, Warren ES, Western School of Technology

ASSOCIATION REPS WITH 100% ATTENDANCE:

Diane Ensminger, Campfield ECLD CTR; Judy Muskauski, Charlesmont ES; David Bailey, Dumbarton MS; Aimee Therres, Eastern Technological HS; Charlotte Owens, Essex ES; Ellen Naftaniel, Fort Garrison ES; Edna Harris-Kurre, Golden Ring MS; Louise Higgins, Gunpowder ES; Carol Kuhns, Gunpowder ES; Mary Connors, Halstead Academy; Melissa Douglas, Hawthorne ES; Michelle Snell, Hebbville ES; Amy Anderson, Holabird MS; Martha Requard, Joppa View ES; Barbara Brown, Middle River MS; Leo Weems, Old Court MS; Erin Kallick, Overlea HS; Susan Allen, Parkville MS; Cathy Shiel, Perry Hall ES; Joseph Schmitz, Pikesville HS; Harry Harger, Pine Grove MS; Janice Delaney, Pinewood ES; Jeffrey Krimmel, Pleasant Plains ES; Phyllis Zaremba, Rodgers Forge ES; Lancy Cash, Sandalwood ES; Danitra Bundy, Seven Oaks ES; Janice Logue, Shady Springs ES; Deborah Schultz, Stemmers Run MS; Nicole Caple, Timber Grove ES; Doris Gruel, White Oak School.

Bulletin Board

Association Events HIGHLIGHTS

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

September 26: Representative Assembly, 4:00, Parkville HS

September 27: MSTA Workshop—"I Can Do It," Annapolis

September 30: Deadline for Sick Leave Bank Applications

October 17-18: MSTA Convention, Ocean City

October 23: October Representative Assembly

October 28: Retirement Workshop, Loch Raven HS

November 11: Home Buyers Workshop, TBD

More events and info at www.mstanea.org/tabco

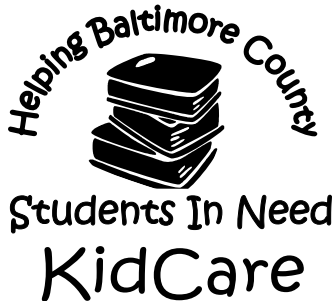
JOB OPPORTUNITIES

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.

Supplemental Income: large, inc.,500, International Wellness Company seeking educators. Create a reliable, residual income. Educate consumers on healthier, safer products. No selling! Free training; dynamic support team willing to help you reach your goals. Contact Natalie Boecker: 410-252-1879 or 410-241-6949; nkboecker@wedeliverwellness.com . Visit my website: <http://www.thewhycircle.com/nkboecker>

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

Teachers have been helping needy students in Baltimore County for over a quarter of a century, through donations to KidCare.



- ✓ Sign up today to donate through payroll deduction. Obtain a form at our website: www.mstanea.org/tabco Click on KidCare.

- ✓ Entertainment books are on sale at TABCO for \$26—all profits go to KidCare.

***School has barely begun and KidCare has already disbursed \$2600 to aid 65 needy students.

Sick Leave Bank: Last call for 08-09 school year!

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. In the event September 30 falls on a weekend, applications will be accepted until 5:00 p.m. on the first business day or if they are postmarked no later than the first business day following September 30.

The purpose of the TABCO Sick Leave Bank is to provide sick leave to contributors of the bank after their accumulated sick leave is exhausted, based on committee approval of each claim.

2008-2009 TABCO Calendar/Planner

TABCO building reps will have a "starter" quantity of the annual calendar/planner available for members. Additional copies may be ordered from TABCO as needed. See your rep if you want a copy.

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

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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.