

## Superintendent's Budget Contains Large Raises for Central Office Staff But No Funds For ESP Re-Class

The Operating Budget presented to the Howard County School Board on January 9, 2003 by Superintendent John O'Rourke contains a proposal for a six percent increase for Central Office Supervisory staff, but not one dollar for funding the Re-classification of HCEA Education Support Professionals. **The Superintendent did, however, repeatedly confirm his commitment to fully fund both the Teacher and ESP negotiated agreements for next year.**

HCEA has been working for more than three years to obtain Board of Education approval and funding for recommendations made by a consultant who examined ESP salaries in Howard County compared to six surrounding counties. The Board's consultant made recommendations for increases of two grades for all Assistants and Secretaries and one grade for Registrars in June of 2000. Since then, neither the Superintendent nor the Board has taken action to implement the recommendations. A new report, issued on December 12, 2002 showed that salaries in Howard County remain below those in surrounding counties, but recommended no changes for next year. (See related stories inside.)

In reacting to the Superintendent's failure to include funding for reclassification, HCEA President Joe Staub expressed the disappointment of all education support employees, **"It's incredible that after four years of report after report there is still no action by the Superintendent. Many of our support staff earn less than ten thousand dollars a year, and seventy percent of all ESP in Howard County earn less than twenty thousand. How can you justify increases of six, eight or ten thousand for some employees, but not find five hundred dollars to move an Assistant up one grade?"**

This analysis is based on the fact that a Student Assistant at Grade 1 earns \$8.90 per hour. Re-classification to Grade 2 would result in a \$0.45 hourly increase, which equals \$491 per year. A one-grade increase for Instructional Assistants and Secretaries would result in an increase of \$750 or more per year.

Superintendent O'Rourke told members of the Board of Education that "teachers are receiving an increment plus four percent raise" in order to justify the six percent increase for Central Office Supervisors. President Staub

responded to this argument by pointing out that substantial numbers of teachers do not, in fact, receive annual increments every year. "Our records indicate that 1,384 teachers will not receive an increment next year, which is thirty-six percent of all teachers in the county," Staub stated. "You can't keep giving bigger and bigger raises to the highest paid employees by saying that 'teachers' get an increment. We will provide detailed salary information to members of the Board of Education for their budget discussions."

**If you are interested in sharing your views on the Superintendent's proposed budget with members of the Board, you can correspond by e-mail to [boe@mail.howard.k12.md.us](mailto:boe@mail.howard.k12.md.us).**

### Board of Education to Meet with HCEA Board of Directors and Reps

Concerns about workload, endless meetings that infringe on contractually guaranteed planning time and the hours needed to administer and grade assessments continue in schools throughout the county.

To support HCEA's request for a Task Force to examine staff concerns, HCEA President Joe Staub has invited Howard County Board of Education members to attend the February Board of Directors and Rep Council meetings.

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# Time for the Board of Education to Approve ESP Re-Classification is NOW

By Joe Staub, HCEA President

## Presentation to the Howard County Board of Education of on the ESP Re-Classification, December 12, 2002

Good evening members of the Board,

I am here this evening to speak to you once again regarding the Classification and Compensation Study. Because all of the members except Mrs. French are new to the Board since the process began, let me begin by briefly summarizing the chronology of this process:

HCEA first requested a Compensation and Classification Study and an examination of Job Descriptions (last updated in 1978) during the negotiations process in 1996. This became an annual request until Superintendent Hickey agreed to undertake the study in 1998.

The Compensation and Classification Study was conducted during the period from June 1999 through April 2000 by the consultants, HR Systems Group.

On March 9, 2000, HR Systems presented a status report to the Board of Education. Between March and June of 2000 over 1200 appeals were presented to the consultants; these were reviewed and recommendations changed.

A final report from HR Systems with revised recommendations was presented to HCPSS staff in May of 2000.

On June 8, 2000, Bob Lazarewicz, Director of Operations, presented a Report to the Board of Education including the consultants' recommendations for upgrades. Based upon up-to-date job responsibilities and comparison of salaries from six surrounding counties, the consultant recommended that all Assistants be moved up two grades, Secretaries be moved up two grades,

and Registrars moved up one grade. The report recommended that FY2001 salary information be used in finalizing upgrades for inclusion in the 2002 budget cycle.

## The Board took no action during the FY02 or FY03 budget process.

On May 9, 2002 another Report was made to the Board, by Director of Operations Ray Brown. He recommended using FY03 salary data to make recommendations for consideration during the FY04 and FY05 budget cycles.

On September 26, 2002 a preliminary report was made to the Board by Ray Brown, focusing on the impact of the negotiated agreement between the Board of Education and HCEA.

The "final" Report to the BOE was rescheduled from November 14 to December 12, 2002.

The process has been long and exhaustive. Our members—your employees—have become increasingly more frustrated with the delays and inaction.

I will limit my data analysis tonight to Instructional Assistants, Teacher's Secretaries, and Principal's Secretaries, but the situation is similar for Special Ed Assistants, Registrars, Clerks, Media Secretaries, Health Assistants and Administrative, Management & Technical employees.

In terms of starting salaries, Howard County is not in line with the salaries of the six surrounding counties considered by the consultants in their initial study. As you can see from Table 1, **Howard ranks sixth out of seven for Instructional Assistants, sixth out of seven for Teacher's Secretaries, and fifth out of seven for Principal's Secretaries.**

While we may be slightly more competitive at the mid-point and maximum for these jobs, the vast majority of your employees are NOT at the higher end of the pay scale. The mid-point of the HCPSS salary scale is at Step 10. As you can see in Table 2, seventy-eight percent of your employees are at salaries below that point.



How would implementing the consultant's recommendations for a two-grade up-grade impact these positions? Table 1 shows that, **using current year salaries, moving Instructional Assistants to Grade 6 would still result in Howard County ranking sixth out of the seven jurisdictions. Teacher and Principal Secretaries would do slightly better at third and fourth, but those positions are certainly justified for one of the 10 richest counties in the United States.**

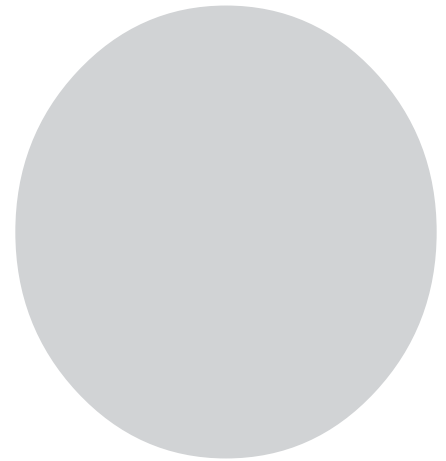
Let me review for you the annual salary scale for Education Support Professionals. As you can see from Table 3, large numbers of your employees earn less than \$10,000, or \$15,000, or \$20,000 annually. **In fact, 969 out of 1,384 ESP earn less than \$20,000—in the year 2002, in Howard County Maryland!** This is a situation that you can address by fully implementing the recommendations of the consultant—hired by the Board of Education at a cost of over \$67,000—and upgrade these positions.

**I would note that Mr. Brown's report tonight records that the process of upgrading positions has begun (much to**

**our surprise at HCEA).** Food Service Managers and Satellite Managers were upgraded by one grade in FY02; the Network/Technical Support Manager was upgraded two grades [one more than the consultant recommended]; Staff Development Center Manager upgraded two grades; Health Services Specialist upgraded one grade; and, Testing Supervisor upgraded to Grade 29. All of these positions make more than \$20,000 annually. **I can only implore you to start the re-classification process with your lowest paid employees.**

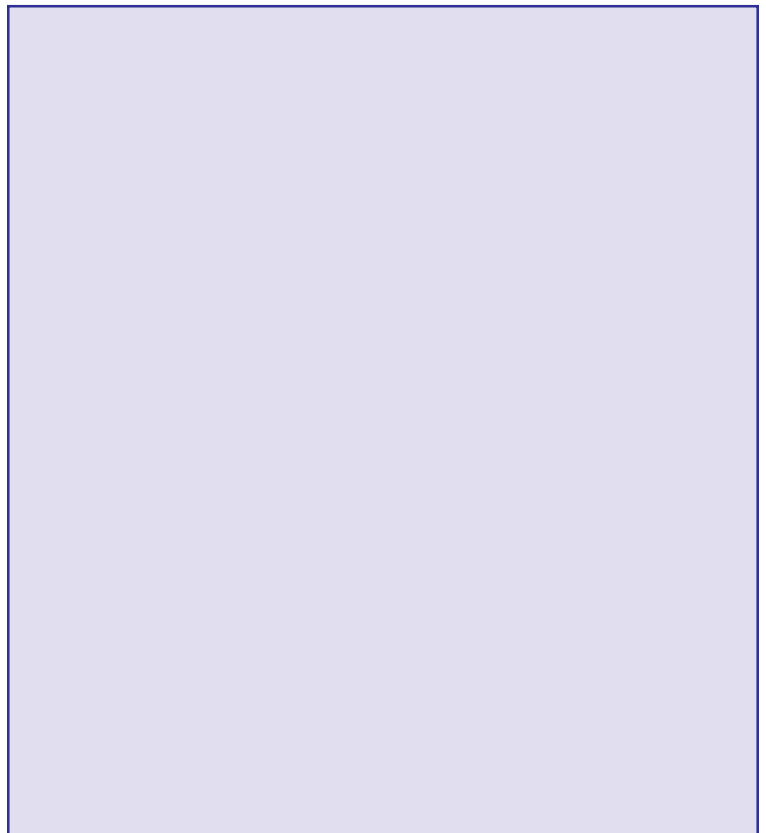
We can summarize the conclusions and recommendations in Mr. Brown's report as follows:

- **We were behind when the initial report was made in June of 2000;**
- **We are behind today;**
- **Let's wait until it's time for the FY2005 Fiscal Year budget cycle to do another salary comparison and, then**
- **Maybe increase some categories one grade in FY05 or FY06**



**Joe Staub  
HCEA President**

Let me say on behalf of the 1,400 Education Support Professionals and Administrative, Management & Technical employees represented by the Howard County Education Association, those recommendations simply won't do. **After four years of hope and anticipation, four years of expectations and delays, of report after report, "let's wait two more years and maybe...." simply won't do.**



# Especially for ESP

## ESP Re-Class Put On Hold Again

**It will probably come as absolutely no surprise to any of HCEA's ESP members that the latest report to the Board of Education called for yet another study, to be "completed no later than September 2003."** The report, prepared for the Board of Education by Director of Operations Ray Brown, also proposed delaying implementing any re-classifications for HCEA ESP for another year. "Should the analysis based on actual data show that the school system's salary scales for these reviewed classifications are below market, it is recommended that the Board consider a one grade increase in FY05 and/or FY06 Fiscal budget cycles."

In other words—this report was the same old "stuff" as every other report since the Board spent \$67,000 for a consultant's study in 1999: Howard County salaries are

below other counties, but let's wait some more to see if we catch up.

Will there ever come a time that Superintendent John O'Rourke, members of his staff, or members of the Howard County Board of Education realize that the reason \$67,000 was spent on a study was to determine if HCPSS salaries were competitive with surrounding counties or not? Will the Superintendent, staff and Board members ever recognize that each and every one of their "salary studies" concluded that Howard County salaries are below those in surrounding school systems? And most importantly, will the Superintendent, staff or Board of Education members ever be willing to put money into the budget to correct this situation?

The Howard County Board of Education

has received all of the data that it needs to make the decision to add funds to next year's budget to begin the re-classification process. They have heard from the consultant, from their own staff, and from HCEA—from President Joe Staub, Board of Directors members Donna Schulze and Lynn Egan, and former Board of Directors member Coleen Morris. Now it is time that they hear from the more than 600 HCEA ESP members, and over 3,400 HCEA teacher members. **Take a few minutes to write an e-mail to the members of the Howard County Board of Education at [boe@mail.howard.k12.md.us](mailto:boe@mail.howard.k12.md.us) and urge them to the right thing and include funding for the ESP Re-classification in the FY04 Board of Education budget!**

## HCEA Responds to Re-Class Report

### Lynn Egan Addresses the Board of Education

Good evening, Mrs. French, Members of the Board and Superintendent O'Rourke,

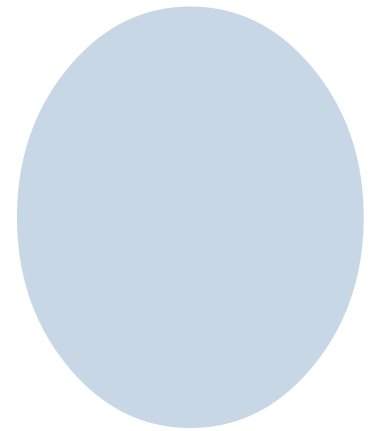
My name is Lynn Egan. I am an Instructional Assistant at Deep Run Elementary School and a member of the HCEA Board of Directors.

I am here this evening to share information with you about some of your newest employees, the "Student Assistants." This job category did not exist at the time of the original Salary Classification and Compensation Study. Individuals working in schools at that time in those positions were contract employees. When the first of the Student Assistants were hired by the School System two years ago, they were placed at Grade 1 on the ESP scale.

Unfortunately, an analysis of the job duties and responsibilities for this po-

sition was not conducted, and we at HCEA are not sure why the Student Assistants were placed on Grade 1. Their job consists of providing services on a one-to-one basis to some of the most challenging children in a regular education setting—the severely emotionally disturbed students. While working with only one child, the position is comparable to that of a special education assistant in most respects.

There are some differences, however. Student Assistants work only a six-hour day—the same as their student. Administrators often ignore this schedule, however, requesting that Student Assistants be available to help students off the bus in the morning and return them to the bus after school—well beyond their workday. Lunchtime is also a problem for many Student Assistants. Instead of a thirty-minute duty free (and unpaid) lunch period, they are asked to stay with, and assist, their student during lunchtime. It is



**Lynn Egan**  
HCEA Board of Directors  
Instructional Assistant  
Deep Run Elementary School

only fair that you consider increasing the paid workday for Student Assistants along with upgrading them to the same grade as other Assistants. With a pay scale starting under \$10,000 per year, I would ask that you make upgrading the position of Student Assistant a priority as you consider the ESP Job Re-classification.



## Donna Schulze Speaks Out On The Need For ESP Re-Classification

Good evening, Mrs. French, Members of the Board, and Superintendent O'Rourke,

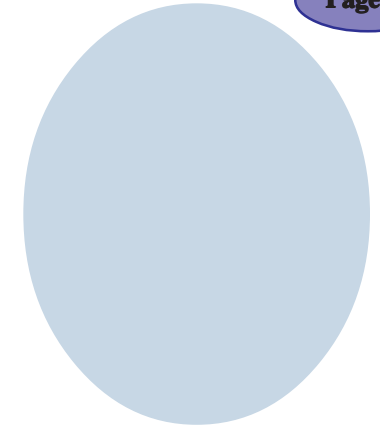
I am Donna Schulze, an Instructional Assistant at Phelps Luck Elementary School and a member of the HCEA Board of Directors. I would like to thank the members of the Board for agreeing to "shadow an Education Support Professional for a day." During my twelve years in the County as an Instructional Assistant, the job duties and responsibilities have changed significantly. I hope that your experience with an Instructional Assistant, Special Education Assistant, ESOL Assistant, or Teacher's Secretary will increase your understanding of their contributions to the Howard County Public School System on a daily basis. **I also hope that this experience will help you understand the sense of frustration and lack of appreciation that your employees feel when, year after year, salary comparisons show us to be behind neighboring counties, and, year after year, the Board fails to act on recommendations for reclassification.**

From my personal perspective, last year marked a milestone—after eleven years as an IA in Howard County, my salary finally reached \$20,000. I can only say that today's starting salary of \$14,449 for an Instructional Assistant is not a living wage in Howard County.

As I'm sure that you are aware, the Federal Government has imposed changes in the re-authorization of the Elementary and Secondary Education Act (ESEA), popularly referred to as the "No Child Left Behind Act." Beginning January 8, 2002, all newly hired Assistants working in Title I schools must be "highly qualified" as defined in the law. Current employees have until January 8, 2006 to meet these requirements, which include completing an Associates Degree or 60 college credits, or passing a rigorous test demonstrating knowledge of reading, writing, and math and the ability to assist in instructing these subjects.

Hiring new employees as Assistants with these additional requirements without increasing the salary to a higher grade will be a problem for Human Resources, and simply isn't fair. Asking current employees, like myself, to complete the equivalent of two years of college while working full-time over the next two years is not realistic. This leaves as the only option for current employees who do not have the college courses—to pass a truly "high stakes" test—pass or lose your job.

I'm afraid you are going to find that without the incentive of a higher salary, many current employees will seek other employment rather than take the test. For those who do complete the college coursework, what incentive is



**Donna Schulze**  
HCEA Board of Directors  
Instructional Assistant  
Phelps Luck Elementary School

there to stay on your job without re-classification?

I have followed closely the progress of the Classification and Compensation Study over the past four years. The initial disappointment with the first set of recommendations was replaced by excitement after over 1,200 appeals and a re-examination of the data changed the recommendations to include many of the ESP positions.

Our disappointment returned, and has continued to grow as two budgets were proposed and passed without mention of funding for reclassification. **We can only hope that this Board of Education will come up with a plan to phase in full implementation of the Consultant's recommendations over the next several years. Your employees can't wait till FY05 or FY06 for action by the Board.**

## MSDE Delays Paraprofessional Test for ESEA

Mr. Larry Leak, Assistant Superintendent for Certification and Accreditation at the Maryland State Department of Education (MSDE) has announced a delay in the development of a test designed to help paraprofessionals— aides and assistants—meet the requirements of the No Child Left Behind Act. The new federal law sets guidelines that paraprofessionals must meet in

order to be considered "highly qualified."

These qualification include completion of 60 college credits, obtaining an associate's (or higher) degree, or completing a rigorous test. This test must be designed to assess "the knowledge of and ability to assist in instructing reading, writing, and mathematics."

An initial version of such a test, called the "ParaPro Test" was developed for MSDE by ETS, the company which administers the College Boards. MSDE will now undertake a review of this test during the coming months to determine if it meets federal requirements. HCEA will keep you updated on future developments.

# An Introduction to the No Child Left Behind Act

The “No Child Left Behind Act” will impact on every educator in the Howard County Public Schools in many ways. The following Questions and Answers provide an introduction to this new law.

## What is the “No Child Left Behind Act”?

The No Child Left Behind Act of 2001 (NCLBA or NCLB Act) is the re-authorization of the federal government’s **Elementary and Secondary Education Act (ESEA)**. Congress first enacted this law in 1965 to improve achievement among poor and disadvantaged students. Every five to six years Congress must reauthorize the law. President Bush signed the NCLBA into law on January 8, 2002; however, regulations for implementation of the law were not released until December 2, 2002.

## What are the major provisions of No Child Left Behind?

The No Child Left Behind Act includes the most sweeping changes in federal education legislation in history. Major provisions include:

**Extensive testing requirements for the states.** By 2005-2006, states must assess reading/language arts and math every year for grades 3 to 8 and reading and math once in grades 10 to 12.

**Requirements for Adequate Yearly Progress (AYP) for all students** and for all sub-groups of students. Disaggregated data must include: socio-economically disadvantaged; major racial and ethnic group; special education students; English language learners; migrant students; and, gender.

The law requires that all schools meet

school improvement timelines and make provisions for public school choice for students attending low performing schools.

**Requirements for Highly Qualified Teachers and Education Support Professionals.**

Public school choice for students attending low performing schools.

Notification to parents whose children are taught by teachers identified as not “Highly Qualified.”

States are required to develop a system of rewards and sanctions for improving student achievement.

States must provide extensive staff development for all teachers.

## How does the No Child Left Behind Act define a “Highly Qualified” Teacher?

The regulations for implementation of the No Child Left Behind Act, released by the US Department of Education in December of 2002 are continually undergoing interpretation and are subject to change. Important provisions include:

Beginning on January 8, 2002, each Local Education Agency (LEA) receiving ESEA funds must ensure that all newly hired Title I teachers are “Highly Qualified.”

**By 2005-2006, all teachers in “core subject areas” must meet the requirements for Highly Qualified Teachers.** The law defines these core subject areas as English, Reading, Language Arts, Mathematics, Science, Foreign Language Arts, Economics, History, Geography, Civics and Government.

The definition of a “Highly Qualified” Teacher, according to NCLBA includes holding at least a bachelor’s degree **AND** having “Full Certification” (that is, no waivers on emergency, temporary, or provisional basis). Elementary school teachers must also demonstrate subject knowledge in all areas of curriculum by passing a state test—in Maryland, the Praxis exam.

Secondary teachers must demonstrate a high level of competency in each subject area by passing a test or completing coursework equivalent to a major in each subject taught or, have a graduate degree in each subject taught

## What does it mean if I do not meet the federal standards of “Highly Qualified”?

First, you should keep in mind that ***Not Highly Qualified DOES NOT MEAN Unqualified.***

There are several reasons that a teacher in the Howard County Public Schools may not meet the guidelines for “Highly Qualified.” If you are a recent college graduate from another state with a Bachelors degree but lacking some coursework for Maryland Standard Professional Certification you will not be considered Highly Qualified. If you are a Middle School teacher with a Bachelor’s degree in Education, teaching in a core subject area, you may be considered “Not Highly Qualified” even though you have full MD Certification. If you’re a “Highly Qualified” Middle or High school teacher who’s assignment includes teaching outside your area of certification, you are not considered “Highly Qualified” in that area.

Look for updates on No Child Left Behind in future issues of Works.

## Selected Internet Resources for the No Child Left Behind Act

### No Child Left Behind Act

<http://www.NoChildLeftBehind.gov>  
[www.ed.gov/legislation/ESEA02](http://www.ed.gov/legislation/ESEA02)

### U.S. Department of Education

[www.ed.gov](http://www.ed.gov)

### NEA Public Website

[www.nea.org](http://www.nea.org)

### Education Week

[www.edweek.com](http://www.edweek.com)

### Education Commission of the States

[www.ecs.org/ESEA2001](http://www.ecs.org/ESEA2001)

## Board of Education to Meet with HCEA Board of Directors and Reps

(continued from page 1)

"I am disappointed that after two months the Board has not responded to our request for a Task Force. Hopefully, hearing directly from classroom teachers and instructional assistants will help them realize the magnitude of this situation and the need to respond to staff concerns."

HCEA seeks your continued input as we work with the Board of Education to address your concerns. Please contact Joe Staub at 410-997-3440 if you would like to serve on HCEA's Staff Concerns Committee.

### **HCEA** Works

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Don Cook	Treasurer
Estelle King	Secretary
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## Changes to Tax Law Impacts Educators

A change in the federal tax laws creates a new above-the-line deduction for qualified teacher's classroom expenses. Prior to 2002 teachers could deduct their personally paid non-reimbursed expenses as an itemized deduction subject to a 2 percent limitation based on their adjusted gross income. The new law, effective for taxable years beginning in 2002 and 2003, allows teachers to deduct up to \$250 before calculating adjusted gross income. Any remaining expenses would still be deducted as an itemized expense subject to the limitation. The deduction also applies to Maryland income tax returns.

### Who qualifies?

The deduction is available for kindergarten through grade 12 teachers, instructors, counselors, principals and aides. The taxpayer must spend at least 900 hours during a school year as an educator for a school that provides kindergarten through grade 12 education as determined by state law.

### What expenses qualify?

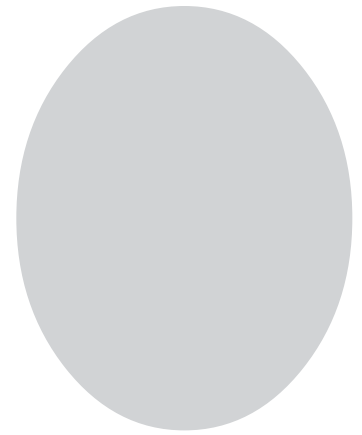
The deduction is limited to \$250 and applies to amounts paid for books, supplies (other than non-athletic supplies for courses of instruction in health and physical education), computer equipment (including related software and services) and other equipment, and supplementary materials used by the eligible educator in the classroom.

This new deduction will save many teachers money when they file their 2002 income tax returns. As with all tax deductions the taxpayer needs to keep documentation related to the deduction taken.

*Phil Cornblatt, CPA, is a senior tax manager at Clifton Gunderson LLP, the nation's 12<sup>th</sup> largest CPA and consulting firm. Phil, who has 12 years of experience, specializes in tax compliance with an emphasis on business entities, nonprofits and individuals. Clifton Gunderson provides a full range of tax planning and compliance services. Phil can be reached at 410-453-0900, ext. 551 or Philip.Cornblatt@cliftoncpa.com <mailto:Tricia.Thomas@cliftoncpa.com>.*

## Ed Evans Named Assistant Principal of the Year in Maryland

Long Reach High School Assistant Principal Ed Evans has been named as the Maryland Assistant Principal of the Year. Ed is a long-time HCEA member and one of many Administrators who has chosen to remain in the Association. HCEA congratulates Ed on the prestigious award.



*Phil Cornblatt, CPA*



## Is Your School Overcrowded? Here's Your Opportunity To Do Something About It.

Overcrowding is a daily fact of life for Teachers and Education Support Professionals in many Howard County Public Schools. Portable classrooms are permanent fixtures at schools awaiting long overdue additions. These situations dramatically impact the working conditions of our members, and the learning conditions of their students.

These problems are projected to worsen in the next several years as student enrollment continues to increase, older buildings need repairs and renovations, and state mandated all-day Kindergarten is implemented. Howard County Executive Jim Robey has proposed increasing the transfer tax on home sales to generate additional revenue to meet the request from the Howard County Board of Education for significant increases in school construction funds over the next five years.

If you are concerned about the situation and want to support adequate funding for our schools, plan to attend a hearing of the Howard County Legislative Delegation on Thursday February 6, 2003. The meeting will be held at the George Howard County Office Building in Ellicott City at 7:30 pm. Contact Dan Collins or Joe Staub at HCEA for additional information.

## Your Right to an Attorney

HCEA has received numerous calls about Circular Number 125 from the Superintendent, entitled "General Council." At the request of HCEA a revised version of this Circular has been released which clarifies this issue. The memo states:

*"Staff occasionally needs the assistance of legal council to assist in work related matters. All staff are hereby notified that no one is to make a contact or enlist the assistance of any outside legal counsel on behalf of the system without first discussing the matter with Mr. Mark Blom and receiving authorization to do so. This only applies to matters in which legal assistance is sought on behalf of a school or the school system. It does not apply to personal legal matters nor does it affect any employee's right to seek a personal attorney on any matter."*

This Circular does not in any way limit your right to an attorney for any personal matter related to your employment with the Howard County Public Schools. As an HCEA member you will be provided legal assistance by an MSTA staff attorney for any work-related matter which requires legal representation. If you have any questions about your right to legal assistance, please call HCEA at 410-997-3440 **before** discussing the matter with any school official.

## Educators to the Rescue

Karen Dunlop, past president of HCEA, writes:

Once again, I am reminded of the remarkable generosity of school employees. The Help-a-Child Fund [a joint charity of HCEA and HCPP Pupil Personnel Workers] is back on firm ground with sufficient funds for this school year. One hundred and fifteen colleagues and their family members responded to our appeal with donations from \$5 to an amazing \$1000!

I called a few of the donors to see why they chose Help-a-Child over the many other charities requesting help over the holiday season. Most responses were variations of these: "All the money reaches the children because there are no administrative costs" and "I work with these children so I see the need," or "I have seen how the Fund has helped." Since August, the Fund has provided coats, shoes, clothing, eye exams, glasses and basic school supplies to more than eighty HCPPS children from every part of the county.

On behalf of the many families who need assistance, the Help-a-Child Fund volunteers join me in expressing our gratitude. Thank you! Our participating merchants also deserve recognition: Target, WalMart, K-Mart, Giant Pharmacy and Sears.

## HCEA Elections Scheduled for February

HCEA Elections will be held during the last two weeks of February 2003. This year all of the Officers for HCEA will be selected—President, Vice President, Treasurer, and Secretary—along with Delegates to the NEA Convention, MSTA Convention, and MSTA General Council.

Nominations are due to HCEA by 4 pm on Friday January 31. Candidates for each of the Officers positions will have

an opportunity to address the Rep Council at the February 11 meeting. Building Reps will conduct the voting during the period from Thursday February 13 to Thursday February 27.

Become an HCEA Activist for running for one of these positions and please exercise your right as an HCEA member to vote during the upcoming election.



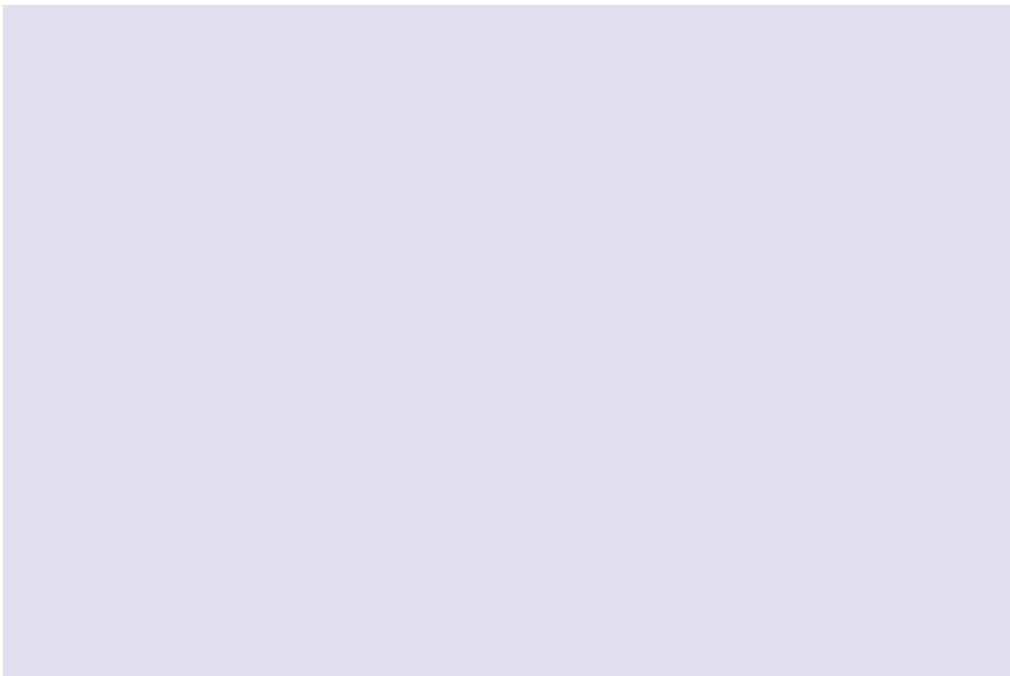
HCEA Membership Chairperson Laurie Hornicek announced to the January Rep Council meeting that Marcia Rose, an Instructional Assistant from the Cedar Lane School became HCEA's 4,000<sup>th</sup> member in December. Ms. Rose, along with Angie DeLaverson, HCEA's Rep who recruited her, received two tickets for a dinner cruise on the Lady Baltimore as part of HCEA's Membership Promotion. Pictured below are Marcia, Angie, and Laurie (left to right).



## Snow Days and the School Calendar

The four snow days used by the school system through January 28, 2003 will mean an extended school year for all ten month employees. The last day of the year for staff will be Wednesday June 18, 2003 unless schools are closed for additional days. One additional make-up day is scheduled for Thursday June 19, 2003. Should more snow days occur, the Board of Education will make a decision on how to make up the time.

## HCEA Members Meet State Legislators



HCEA members journeyed to Annapolis on January 21 to meet with members of the Howard County Legislative Delegation. Pictured below are HCEA Treasurer Don Cook, Delegate Liz Bobo, HCEA President Joe Staub, Delegate James Malone, Donna Cook, and Rick Bantz.

## Welcome New Members

Susan Abbassian	Mt.Hebron H.S.
LaQuashia Anderson	Wilde Lake H.S.
Kathy Baker	Wilde Lake H.S.
Gary Beachum	Wilde Lake H.S.
Chad Boothe	Wilde Lake H.S.
Lisa Brierley	Glenelg H.S.
Virginia Bromelow	Centennial H.S.
Lorena Carroll	Fulton E.S.
Erica Carswell	Talbott Springs E.S.
Patricia Chacon	Waverly E.S.
Ann Cherone	Owen Brown M.S.
Karina Cowan	Central Office
Rebecca Davis	Bollman Bridge ES
Rhea De Vito	Laurel Woods E.S.
Rhonda Disbrow	Homewood School
Lynne Dombrosky	Wilde Lake M.S.
Regina Falick	Howard H.S.
Sara Few	Mayfield Woods MS
Catherine Frey	Wilde Lake H.S.
Denie Gorbey-Creese	Glenwood M.S.
Anterria Graham	Mayfield Woods MS
Albert Grucelski	Glenwood M.S.
Debra Harley	Waterloo E.S.
Michael Hobson	Glenelg H.S.
Kristen Hohenwarter	Atholton H.S.
Wendy Humphreys	Centennial H.S.
Adrienne Johnson-Brown	Wilde Lake M.S.
Angela Jones	Clarksville M.S.
Chyrl Kaisler	Bollman Bridge ES
Cynthia Kenyon	Talbott Springs ES
Emily Kita	Dasher Green E.S.
Heather Krystofiak	Deep Run E.S.
Dan Lamberth	Northfield E.S.
Justin Leidy	Murray Hill M.S.
Michelle Lockwood	Faulkner Ridge
Joyce Luy	Wilde Lake H.S.
Leah Misak	Deep Run E.S.
Adila Mohamed	Mayfield Woods MS
Regina A. Monroe	Dasher Green E.S.
Teresa Mullikin	Cedar Lane
Kevin Mulroe	Clemens Crossing ES
Kelly O'Brien	Elkridge Landing MS
Danielle Pall	Fulton E.S.
Elizabeth Parent	Faulkner Ridge
Deborah Parson	Wilde Lake H.S.
Linda Poe	Northfield E.S.
Stacey Ramey	Waterloo E.S.
Marcia Rose	Cedar Lane
Geraldine Russo	Waterloo E.S.
Anne Shives	Elkridge Landing MS
Kamlawatee Simpson	West Friendship ES
Chuck Staab	Howard H.S.
Mary Struthers	Lime Kiln M.S.
Gwendolyn Thompson	Dunloggin M.S.
Veronica Walsh	Talbott Springs E.S.
Jennifer West	Swansfield E.S.
Irene Williams	Owen Brown M.S.
Jason Yarbrough	Wilde Lake H.S.

# HCEA's Instructional & Professional Development Committee would like to hear from you

HCEA's IPD Committee would like your input in planning future workshops. Please indicate which of the following topics you would like to see addressed in a workshop for HCEA members:

- Elementary and Secondary Education Act (ESEA)**
- What are my school employee rights?**
- Special education/inclusion**
- Where do I go when things seem unfair?**
- How to be calm, cool and collected and not totally stressed out**
- How to handle your work life so you have a real life**
- Managing conflict/difficult people**
- Working with parents**
- Financial planning (retirement)**
- School safety**
- Classroom discipline tips**
- Observations and Evaluations**
- Using the computer to keep your grades**

Do you have any other ideas for a workshop topic:

If you have a question for H.C.E.A, please ask below:

We could always use help on the IPD committee. If you would like to become more involved with H.C.E.A your services are always welcome. Please contact Joe Staub at 410-997-3440 to volunteer.

**Please PONY this form to HCEA IPD Committee c/o HCEA.**

**Name** \_\_\_\_\_ **School** \_\_\_\_\_

**Number of years teaching in Howard County** \_\_\_\_\_