

HCEA Rallies to Support Public Education

More than 200 HCEA members attended the County Council hearing on the Board of Education Budget on Saturday May 3. HCEA joined the Board of Education and County PTA in a show support for County Executive Jim Robey's budget proposal.

HCEA President Joe Staub introduced the teachers and support professionals in attendance to the Council by job categories, asking each to stand, saying "I want to applaud them for the work that they do every day, in every classroom, in every building, in every school, providing the premier educational programs in the state of Maryland to all of the children in our schools."

Joe spoke about the need to fully fund the negotiated agreements between the Board and HCEA to begin to restore competitive salaries for all employees.

ESP Organizing Committee chair Donna Schulze encouraged the Council to provide adequate funding for the ESP Reclassification. Long-time HCEA activist and Clarksville Middle School Building Rep Judy Snyder warned the Council of the problems that potential increases in class size for middle and high school would create.

The County Executive's proposal to fund increases in Board of Educa-

tion and other County Department budgets would require a significant increase in the County's personal income tax. Council Republican members Alan Kittleman and Chris Merdon proposed eliminating the tax increase and cutting the Board of Education's budget by \$5 million, which would have endangered both the ESP Reclassification and negotiated agreements. Support for the Executive's plan from the Council's three Democratic members—Chairman Guy Guzzone, David Rakes, and Ken Ulman—ensured the defeat of the Kittleman/Merdon plan and funding for the negotiated agreements and reclassification by the Board of Education.

Board of Education Funds Salary Increases

The Howard County Board of Education has voted to approve spending categories for the FY2004 Operating Budget, insuring full funding for the contracts of both Teachers and Education Support Professionals. The final vote on the overall budget is scheduled for Friday, May 30, 2003. According to the terms of the two contracts, all eligible employees will receive an increment (step increase) and cost of living increase averaging 4% beginning July 1, 2003.

HCEA contracts with the Board of Education begin the second year of a three-year term in July. To ensure full funding for the negotiated agreements, Board members had to make twenty million dollars of cuts to their FY2004 Operating Budget. According to MSTA officials, Howard County is one the few jurisdictions in the state to fully fund an existing contract.

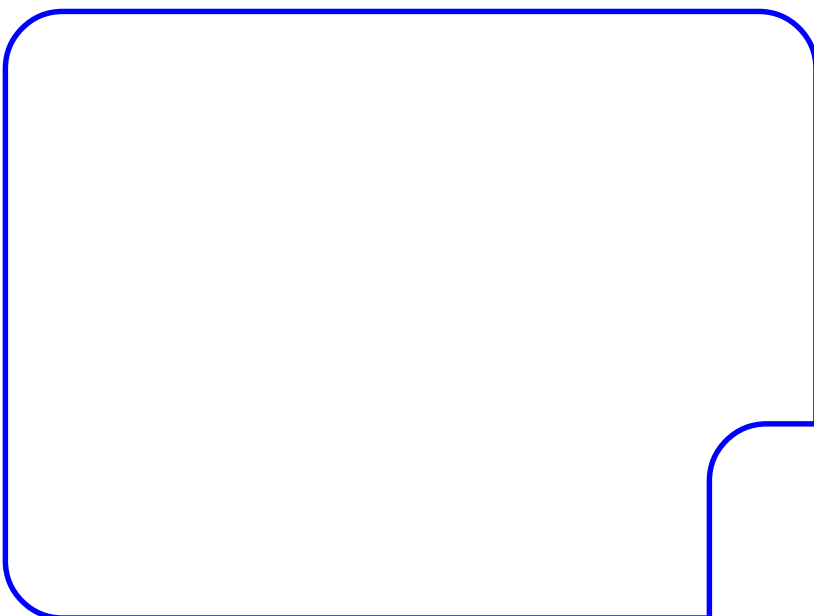
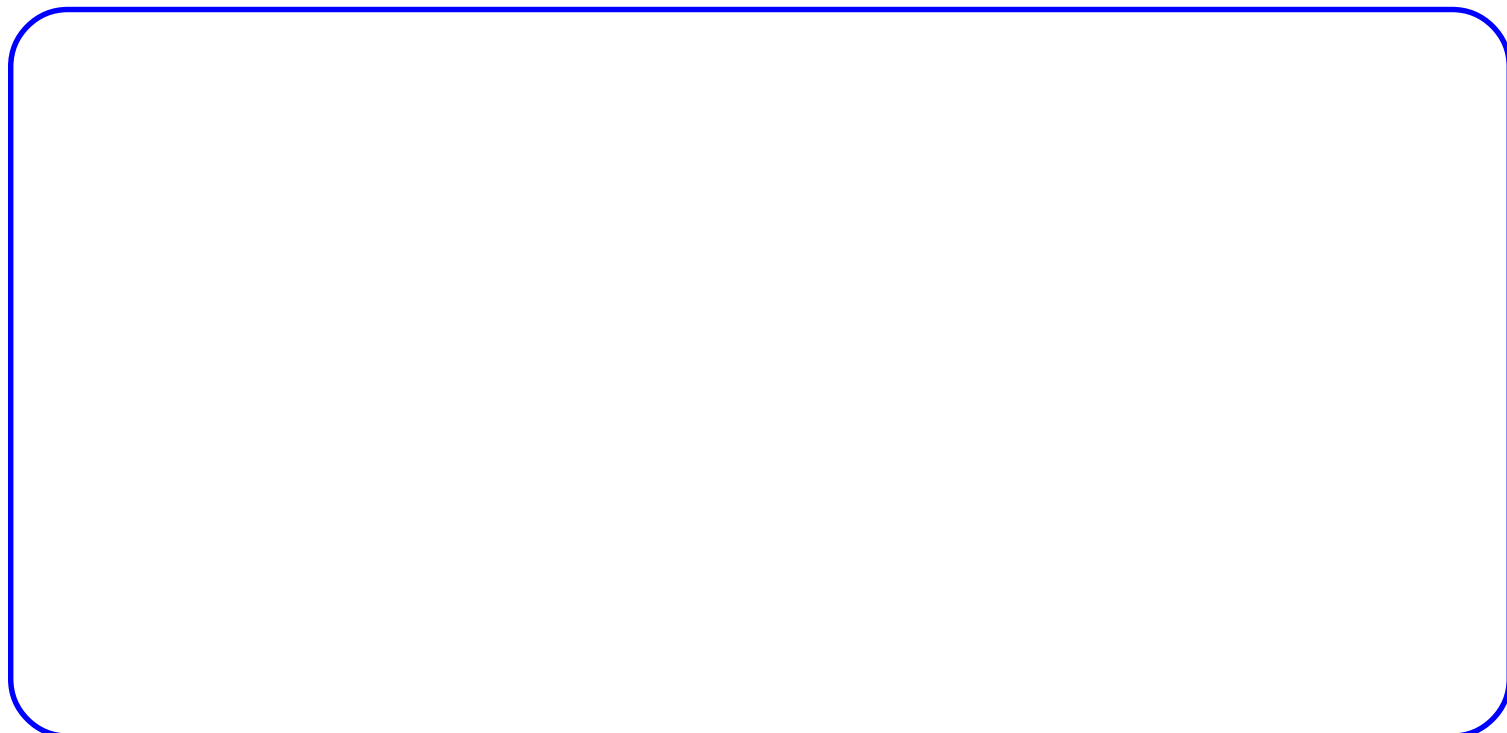
ESP Reclassification To Be Implemented Next Year

The Howard County Board of Education has voted to provide full funding for the ESP Reclassification. All positions recommended for upgrade will receive a one or two grade increase at mid-semester of the 2003-2004 school, in January of 2004.

Thanks to all of our ESP members who attended Board of Education meetings this year and the HCEA Rally on May 3. Special thanks to members of the HCEA—ESP Organizing Committee for all of their efforts in gaining support from Board of Education members for the Reclassification: Estelle King (Registrar at Howard HS), Barb Wolniack (IA at Waterloo ES), Lynn Egan (IA at Deep Run ES) and Committee Chair Donna Schulze (IA at Phelps Luck ES).

Detailed information about the Reclassification will be sent to all Education Support Professionals during June.

HCEA Rally for Public Education



**Howard
County
Council
Hearing**

May 3, 2003





HCEA Members Win State and County Honors

Heather Yeo, Maryland School Social Worker of the Year, Nancy Koza, Howard County Teacher of the Year and Tricia McCarthy, Howard County School Guidance Counselor of the Year [pictured on left with students] all work at Phelps Luck Elementary School. Sandra Miles of Glenelg High School was honored as the Howard County Office Professional of the Year.



HCEA Officers Begin Term July 1

Nellie Hill will join HCEA’s Board of Directors as its new Treasurer beginning July 1, 2003. Nellie joins President Joe Staub, Vice President Ann DeLacy and Secretary Estelle King who all begin their third term serving the members of HCEA.

Workload Committee Prepares Recommendations

The Committee established by the Board of Education to examine teacher concerns about workload, planning time and assessment issues will make a series of recommendations at the Board's June 26 meeting. The Committee has been meeting weekly since April in order to complete its work before the school year ends.

HCEA representatives on the Committee include President Joe Staub, Kathie Smith (Northfield ES), Debra Anoff (Laurel Woods ES), Terri O'Connell (Mayfield Woods MS), Joanne Dolphin (Dunloggin MS) and Ed Nawrocki (Oakland Mills HS). Two other classroom teachers—Kevin Mulroe (Clemens Crossing ES) and Shiney Ann John (Oakland Mills MS)—were appointed to the Committee by Superintendent John O'Rourke and both are HCEA members. The Committee includes Central Office personnel as well as representatives from the PTA Council, Citizens Advisory Council, Connexiones, the NAACP and the Special Education Citizens Advisory Committee. HCPSS Coordinator of Social Studies Mark Stout co-chairs the Committee along with Joe Staub.

The Committee has been examining input from a variety of sources in preparing its report to the Board of Education. Information from HCEA's Job Satisfaction Survey and forms distributed by the Committee has identified specific issues of concern to teachers and possible solutions. Two public forums were held at the Board of Education to provide teachers with an opportunity to speak directly with Committee members. A special electronic survey was developed and given to teachers at eleven county schools to clarify specific concerns.

The Committee is currently preparing a list of both short-term and long-term recommendations for implementation by the Department of Education beginning next year. Plans are underway to post the Committee Report on the Howard County Board of Education web site since it will be presented after the end of the current school year.

A special thanks from HCEA for all of the time and hard work of the teacher members of the Committee, who have volunteered their time to work for the benefit of all teachers in the County.

ESP Picnic Planned for June 18

All Education Support Professionals represented by HCEA, including our new Administrative, Management & Technical employees are invited to attend the Third Annual ESP Picnic. Come celebrate the HCEA Reclassification on Wednesday, June 18 at Centennial Park. Invitations have been sent to all ESP by PONY. For additional information or to RSVP, please call HCEA at 410-997-3440.

Class Action Grievance Filed by HCEA

Over one hundred Team Leaders and Instructional Leaders from elementary, middle and high schools across the county have signed an HCEA grievance regarding meetings beyond the workday. Team leaders are frequently required to attend meetings with Central Office Supervisors and school administrators after their workday ends. Many are also required to serve on school SIT committees, which meet after school. Since the Attorney for the Department of Education has denied this grievance, HCEA will move forward with its request for arbitration to resolve the issue. Look for more information in future issues of Works.

We Need Your Input for the HCEA Job Satisfaction Survey

We need your help!!!! HCEA's annual Job Satisfaction Survey has been distributed to members and non-members. Completely revised this year to address members' concerns about workload issues, the survey is designed to be completed in less than 15 minutes. We realize that everyone is busy at this time of year and there have been many surveys to complete, but this is the only survey designed to address your concerns and provide you with an opportunity to give input on issues impacting your workplace. If you have not already done so, please send your Survey to HCEA by PONY. Preliminary results will be provided to HCEA Building Reps before the end of this school year.

HCEA Works

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