

Election Activity Will Affect Your Future!

HCEA completes its endorsement process for school board and state offices in upcoming elections in early June. That step has to be followed by ACTION for endorsed candidates if educators want to elect individuals who have worked hard to improve salaries, pensions and working conditions. "Our support helps ensure that they will be able to keep working on our behalf," said HCEA President Ann De Lacy, "and it says 'thank you' for their past efforts."

HCEA is calling on members to step forward to help. Precinct captains are

needed at each school designated as a polling place. Volunteers are needed on Election Day, September 12. They will help hand out 100,000 HCEA "Apple Ballots" in four two-hour shifts.

FIVE SEATS on the school board are up for election this year. Howard County voters take Association recommendations very seriously. HCEA members need to be at the polls to get the information out. Call HCEA to volunteer for this and other important pre-election activities.

Superintendent Promises Response to Survey



Survey Results Presented to Board – HCEA President Ann De Lacy presented Job Satisfaction Survey results to the Board of Education. She highlighted schools with positive results in April and will address the Board again in June. Her remarks are available at www.hceanea.org.

Superintendent Sydney Cousin has assured HCEA President Ann De Lacy that he has taken her concerns – backed up by Job Satisfaction Survey results – very seriously. "I expect to see some changes made," Ann said in May.

"HCEA expects accountability from administration. Where specific changes aren't forthcoming, we expect a plan of support to address concerns raised by staff." Ann will be addressing the Board of Education on these issues in June.

HCEA Building Reps from schools with the worst survey results met in early May to provide input on addressing school climate issues. Staff asked for help in improving support for discipline, addressing problems in special education and harassment by parents as well as improving administrators' interpersonal skills.

Special education will be the focus of an HCEA task force during the next school year. HCEA has already begun to meet with staff at several schools to address the other issues and is considering mini-surveys in the fall to help staff provide early feedback about ongoing problems.

HCEA, MST A Endorsements

The MST A Representative Assembly has voted to endorse the following candidates for statewide office:

U.S. Senate: Kweisi Mfume;
State Attorney General: Tom Perez,
State Comptroller: Peter Franchot.

For local office the HCEA Rep Council has endorsed: **County Executive:** Ken Ulman; **County Council:** Courtney Watson (Dist. 1), Calvin Ball (Dist. 2), Jennifer Terrasa (Dist. 3), Joshua Feldmark (Dist. 4), Wayne Livesay (Dist. 5). For state office: **Delegates** Liz Bobo (Dist. 12B), Shane Pendergrass (Dist. 13), Frank Turner (Dist. 13), and Neil Quinter (Dist. 13). **Senators:** Jim Robey (Dist. 13), and Rich Corkran (Dist. 9).

Recommendations for state legislative candidates in multi-county districts will be announced after concurrence with sister Associations. HCEA has voted to recommend Melissa Ridgely Covolesky (Delegate, Dist. 9A). Senator Ed Kasemeyer (Dist. 12) and Steve Deboy and James Malone (Delegates, Dist. 12A) have also been endorsed.

Board of Education

The HCEA Government Relations Committee will present the following recommendations for Board of Education to the Rep Council for action in June: Frank Aquino, Larry Cohen, Ellen Giles, Pat Gordon and Josh Kaufman.

Dates to Remember:

Call HCEA for information.

MSTA Summer Training:

July 11-13 Emerging Leaders
July 19-20 Leadership Development
July 26-27 Professional Development

I Can Do It Training

Classroom Management
August 9, Columbia Sheraton

New Teacher Orientation

Volunteers Needed – August 14-17

Election Volunteers Needed

August through September 12
Especially on Election Day!

Bargaining Surveys Seek Input

HCEA teacher members received bargaining surveys in May; ESP members received two survey modules in June (one on salary issues and a second on working conditions). The surveys will be reviewed by HCEA's contract committees and will inform HCEA's teacher and ESP bargaining teams next school year as they begin contract negotiations.

IA Orientation, Training Planned

The HCEA Professional Development Committee greeted with enthusiasm the commitment from HCPSS to provide a one-day orientation training for all newly hired IAs next year. A series of six professional development opportunities will also be offered to several IAs from each school as an important step in increasing training for all IAs. These gains are the result of several years of HCEA advocacy and collaboration with Central Office administration.

Help-A-Child Served 60 Schools



As of the end of May, HCEA Help-A-Child issued 247 vouchers for more than \$10,000 to help children in need in 60 different schools in every neighborhood in Howard County. Children served were in pre-K/elementary (121), middle school (77) and high school (52). Vouchers were for clothing/shoes/coats (202), eye exams and glasses (31), medical care (10), emergency lodging (3) and school supplies (1). Referrals are made by PPWs, nurses and counselors. Employee donations make up most of Help-A-Child's income. To donate, contact HCEA.

We've been hacked!

If you found the web page in Turkish on HCEA's website Information Center, you shared HCEA's first experience of being hacked. Things are back to normal now and site visitors were not in danger. But, remember: malicious codes don't announce themselves. Protect yourself by making sure your web browser has an updated security patch.

Pizzas Say 'Thanks!'

HCEA thanked its members for their support this year on the HCEA Job Satisfaction Survey, MSTA's Push for Pensions and membership recruitment with a pizza party at each school. The pizza parties replaced last year's ESP picnic, expanding HCEA's 'thank you' to all staff.

Strength in Numbers

Recruit a New HCEA Member.
Get a \$25 Stipend.

Be Careful With E-Mail

"Don't write it in an e-mail if you wouldn't want to see it on the bulletin board" is good advice for e-mail users. Recently, however, it has come to HCEA's attention that some educators' e-mails to parents have been 'cut and pasted' to distort their intent. In any problematic situation, HCEA's advice is to pick up the phone and talk voice-to-voice with parents. HCEA has spoken up about harassing e-mails and asks members to call HCEA if they are harassed by e-mail.

NBCT Numbers Shoot Up

Thanks to HCEA advocacy and partnership with HCPSS Professional Development, 28 Howard County teachers have been recommended for state scholarships as 2007 candidates for National Board Certification. This is a 900% increase over last year candidate numbers. There will be more in-county support for candidates next school year and earlier outreach to recruit the NBCT class of 2008. NBC teachers receive a \$2500 stipend each year – another number HCEA would like to see raised!

Enjoy your
Summer vacation!


Howard County
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