

## Volunteers Help HCEA's Election Success



*HCEA's Election Success-Karen Taylor, Kirby Quarles, Jennifer Spiegel and Sharonlee Vogel volunteer at Wilde Lake HS to hand out Apple Ballots at the Primaries.*

Despite the low number of voters turning out at the polls, the Association's Apple Ballot continued to be the ballot of choice for many voters. Many took or requested the Apple Ballot, while turning down individual candidate fliers. Approximately 100 HCEA members were visible at over 60 polling places distributing "the Apple" during the course of election day. In addition, several Association-endorsed candidates chose to have their volunteers distribute our ballot in place of their own campaign pieces.

As a result of these efforts on Primary Election Day, 18 of the 22 HCEA-endorsed candidates survived the primary and will move on to the general election on November 7th. With many more voters expected to participate in the general election, it is imperative

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that we have even more volunteers to hand out the Apple Ballot in November. HCEA also needs volunteers to assist endorsed candidates with mailings, yard signs and literature drops.

With negotiations beginning in the fall for a new contract, the results of these negotiations and subsequent funding of the contract will depend, in large part, on who is elected to the school board, county council and county executive. Be a part of the process - contact HCEA to volunteer two hours to do your part!

**Hand out Apple Ballots on election day or help beforehand!**

**Two hours can make a real difference.  
Call HCEA to volunteer.**

### Paraprofessionals! Please take the short quiz below:

- Do you think Paraprofessionals who support classroom instruction and management would benefit from a clearer definition of their duties and responsibilities?
- Have you ever wished there was a "Go-To" reference guide for Paraprofessionals?
- Are you willing to share your knowledge and experience to create a valuable tool for Paraprofessionals in Howard County?

If you answered "yes" to any of these questions, please contact HCEA and attend the next HCEA Professional Development Committee meeting. HCEA is looking for a few good Paraprofessionals to help develop a Paraprofessional Handbook that will hopefully be unveiled in 2007.

## Short Term Disability Insurance To Cover Pregnancy and Childbirth

As a result of HCEA's advocacy, the HCPSS benefit package that employees receive in October will contain information on a new benefit. AFLAC short term disability insurance treats pregnancy and childbirth as medical disabilities and will be available in January 2007 through payroll deduction. "Pregnancy and childbirth coverage has been an important goal of mine since I became HCEA President," said Ann De Lacy. "I'm proud of the results of our work with HCPSS on this issue."

The AFLAC benefit will work in conjunction with an employee's sick leave, providing additional coverage and income protection. The benefit is portable and may be continued regardless of job changes, as long as premiums are paid. AFLAC associates will be in schools to explain the program and enroll members during the open enrollment period through December. Coverage and premium deduction will begin in January 2007.

# The View from Here

by Ann De Lacy,  
HCEA  
President

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*“Our pay, benefits, and working conditions should reflect the status of the county.”*

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Greetings to all from your president! I've a lot to report within a limited amount of space, so here goes.

HCEA currently has 4,500 members, more than ever before. During New Teacher Orientation, HCEA was the very first NEA affiliate in the country to enroll new members, for both the Association and Sick Leave Bank, on-line. The process was completely paperless for new online members and took three minutes! Less paper also means less work for our members who work in payroll and data entry.

Our office at 5082 Dorsey Hall Drive, which consists of three condominiums, is paid in full, thanks to good planning and member dues support. With increased staffing, membership and member involvement, though, we are rapidly running out of space.

Many of you have new and improved leadership at the administrative level in your buildings. There is more work to be done. Our collaborative relationship with Dr. Cousin, the elected members of the Board of Education, and central office staff has led to greater respect for our Job Satisfaction Survey data and an improvement in overall school climate.

Due to our diligence, HCEA and AFLAC are proud to announce the offering of a short term disability benefit. (See article on page 1.) This benefit is another first for HCPSS.

In order to be more inclusive in our negotiations process, positions in both ESP and Teacher Negotiation Committees were advertised and members were interviewed. Selections were based on interview scores and Board of Directors recommendation. Negotiation Committees will consist of both a Negotiation Team and a Contract Team. The Negotiation Team will meet at the “table” with the board of education team. The Contract Team will research and advise the Negotiation Team.

Howard County is the third wealthiest county in the United States. According to *Money Magazine*, the Columbia-Ellicott City area is the fourth best place in the United States to live. Our public schools consistently out perform others in the state and are probably the greatest reason for the high cost of real estate and quality of life. Our pay, benefits, and working conditions should reflect the status of the county. Howard County lags behind Montgomery, Charles, Prince George, and Calvert Counties at nearly every step on the teacher pay scale. Our educators deserve better than that.



*Signing up new members at New Teacher Orientation was speedy and paperless process.*

**WE NEED YOUR HELP:** Our own quality of life depends on it. On November 7, 2006, Howard County will be electing a new county executive, five members to the county council, five members of the school board, three state senators, and eight delegates to the Maryland General Assembly. We will also elect a governor, a US senator, a new attorney general and a new state comptroller. Please volunteer to hand out the “Apple Ballot” at your school site Election Day.

To get a copy of the Apple Ballot or to volunteer, contact HCEA.

**Check out the web site at [www.hceanea.org](http://www.hceanea.org) for more information, a copy of the Apple Ballot, or to sign up to volunteer with the election.**

## Teacher Contract Supports Student Discipline

By the end of the students' first week of school, each school staff should have worked together to develop a school wide discipline policy that is aligned with the County's Code of Conduct (see Article 9D). HCEA strongly supports using positive behavior modification and other proven techniques to create a positive and safe learning environment for all students and has bargained strong contractual language to help members reach this goal.

The teachers' contract (Article 9A) gives teachers the right to refer a student "to the principal or other school level disciplinary program(s) designed

to assist such student(s)." Furthermore, the student is not to return "until the teacher is satisfied that proper remedial action has been taken or until the teacher has had a formal conference with and a written and/or verbal reply from the principal or assistant principal." Don't sign away your right to a conference with administration on any disciplinary form. It is your right and responsibility to create a safe learning environment for both the students and yourself. HCEA is here to support members in that endeavor. If you have any questions, please call HCEA at 410-997-3440.

## Bryant Woods Benefits from HCEA Membership Drive

To encourage HCEA members to support their Association, HCEA offers a stipend to any member who signs up a colleague for HCEA membership. Joan Michaelson, HCEA Rep at Bryant Woods Elementary, was active in recruiting HCEA members last spring. "Thanks to the Spring HCEA membership drive, I received a monetary incentive for signing up new members," Joan said in a note to HCEA President Ann De Lacy. "I turned this money over to the school to put towards the purchase of a new die cut machine! Thank you, HCEA!" HCEA joins with Bryant Woods staff in saying "Thank you, Joan!"

If you haven't joined HCEA yet, this issue of HCEA *WORKS* is the last one you will receive this year. To join, visit the HCEA web site at [www.hceanea.org](http://www.hceanea.org) (click on "Join Now!"), talk to your HCEA Building Rep or give HCEA a call at 410-997-3440.

## Deals for our Members

### Half Price Tickets

at Toby's Dinner Theater on the following dates: Wednesday, November 1 for "Kiss Me Kate" and Tuesday, December 5, "Here's Love" (musical based on "A Miracle on 34th Street"). The discounted cost is \$25.00 plus tip.

### 2007 Entertainment Books

are on sale for \$25.00. Proceeds go to "Help A Child." Contact HCEA to get your copy now.

## IA/Paraprofessional Training Planned

A joint HCEA Professional Development Committee/HCPSS workgroup is planning two orientation sessions for newly hired Paraprofessionals. The trainings will be held on conference days on November 20 for new elementary IAs and November 21 for new secondary IAs. The workgroup hopes to combine its efforts with Special Ed IA training to provide additional training in March. If you would be interested in working with the HCEA Professional Development Committee on this project, contact HCEA.

## Instructional Team Leader Contract Issues

Instructional Team Leaders (ITLs) have the double responsibility to both teach their own classes and to act as a liaison between their team and the administration of their school. HCEA recognizes the magnitude of this task and has continually advocated on behalf of ITL members for more positions, more time and additional compensation.

HCEA's advocacy is working. Last year the county added a paid related arts team leader position to high schools. This year one was added to middle schools. HCEA is advocating to see a position added at the elementary level next year as well.

ITLs are often asked to attend after-school meetings held by their supervisors at central office. HCEA fought for and won contract language which states: "Attendance at all other assignments and meetings other than during the regular work day will be at the option of the individual teacher." (Article 18D). This right, guaranteed by the contract, covers ITLs and cannot be abrogated by any change in a job description.

## E-mail, Workload and Harassment

HCEA has been meeting with HCPSS administration, central office and technical staff, and the president of the Administrators' Association to advocate for policy and guidelines to address members' concerns about the time involved in having to respond to e-mails, to e-mail harassment and other electronic documentation and communication issues. As a result, an HCPSS E-mail Workgroup has been created. Nan Collins (Art teacher, CHS) is HCEA's representative on the group. Contact HCEA if you have concerns to share. Watch HCEA *WORKS* for updates.

## Dates to Remember:

Call HCEA for information.

### HCEA Professional Development Committee

October 31, 4:15 PM  
HCEA Office

### ESP Sick Leave Bank

Enrollment Deadline  
October 31

### HCEA Government Relations Committee Meeting

November 1

### End of First Quarter

November 3

### Professional Development Day

November 6

### Election Day

November 7  
Sign up now to pass out  
Apple Ballots!

### HCEA Board of Directors Meeting

November 8

### E-Mail Workshop Meeting

November 10

### American Education Week

November 13-17

### HCEA Rep Council Meeting

November 14, Homewood

### National ESP Day

November 15

### Teacher and ESP Contract Negotiations Team Meetings

November 16

### Paraprofessional Orientation

November 20 new Elementary IAs  
November 21 new Secondary IAs  
8:30 - 11:30, Faulkner Ridge Center

## Crab Feast



After an absence of five years, the HCEA hosted its "annual" Crab Feast on October 6. Over 130 HCEA members and guests attended, many arriving early and most staying on long after the crabs had been picked clean and the shells removed from the tables. The \$35 price of admission included all-you-can-eat food – crabs and lots of other good stuff, including desserts; drinks – wine and beer; and dancing to the sounds of a rocking DJ. Many items were raffled off including gift certificates donated by local businesses, bottles of wine and pots of flowers. The main prize, a \$130.00 50/50 drawing, was won by an attendee, but we were so busy having fun that we didn't get a name. A good time was had by all and we hope to continue this tradition next year.



*Enjoying Crabs - Michelle Washington UniServ staff for Hartford County, Cheryl McLeod HCEA UniServ staff, and Pat Gordon member of HCPSS School Board.*

### Howard County Education Association

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## HCEA Marketplace

### For Sale

**Harley Davidson:** 2001 FatBoy. 3,300 miles, many chrome accessories and options.

\$14,900 / obo. Call: Barb @ 410-531-5570.

**'95 Nissan Maxima:** Under 80K miles. Book value \$3500, we will sell it for \$2000. Good condition with minor body damage. Contact Alan @ abeier@hcpss.org.

**Artwork:** Personalized wall art for kids. Great for newborn gifts, baby showers, birthdays, etc. HCEA members receive 15% off. Visit [www.juniorwalls.com](http://www.juniorwalls.com) and enter coupon code "hcea1" at checkout to receive discount.

### Housing

**Townhouse** – Columbia: 3BR, 2 baths, finished basement, fenced yard. Near Hammond MS/ES. \$1300/mo. plus utilities. Call Leslie @ 301-908-5491.

**Condo – Kings Contrivance:** 2BR, 2 baths. Updated, painted, "like new." Some hardwood floors, brick fireplace. Walk to pool, shopping. Near 95, 100, 29. Asking \$237,900. Call Jodie @ 410-203-0422.

### Vacation Rentals

**Golf Villa** - Myrtle Beach: Barefoot Resort and Golf. 3 BR, 2 bath, sleeps 8, swimming pool, free shuttle to beach, access to private cabana. Call Kim 757-646-1202 or email [kimberly\\_colaiacovo@hcpss.org](mailto:kimberly_colaiacovo@hcpss.org).

### General Services

**Free Advertising:** Master free online advertising for your home based business. The best 15 tools and strategies, free for HCEA members. [www.freeadreport.com/hcea](http://www.freeadreport.com/hcea). Call Bob @ 443-745-4229.

**Health Benefits:** Dental, vision and more, under \$20 for household. Includes laser and cosmetic savings. Call Bob @ 443-745-4229 or visit [www.samedaybenefits.com](http://www.samedaybenefits.com).

**Computer Technician:** Adware and spyware removal, custom built PC's/upgrades, application tutoring, and network installations. Network +, A+ certified. Half price of retail stores. Call Neil @ 410-746-8115.

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