



**Classroom Environment** – Howard County PTA President Mary Jane Grauso (left) explained the recent PTA survey to the HCEA Board prior to its implementation.



**Counting Ballots** – Retired HCEA members (l-r) Fannie Avery and Karen Dunlop joined HCEA Elections Committee Chair John Eckstrom (Phys Ed, Folly Quarter MS) to count election ballots in March.

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## Salary Scales Explained

**Have calculator, will travel** - Glenelg HS math teacher Dean Sheridan has been working with the HCEA Teacher negotiating team for more than 13 years. His advice, and advocacy by the team, resulted in a more balanced and equitable teacher salary scale in 2007-2008. Dean talked to WORKS about the issue.



**WORKS:** What is an “index” and why is it important to HCEA to change the teacher salary scale index?

**Dean:** The index is the pattern of increases between steps and lanes. We want people to be able to move down the steps and across lanes so that the increases they realize are equitable. In the past, many of the first steps saw smaller gains compared to those at the middle of the scale. So we’ve worked to re-index and equalize the scale.

**WORKS:** Has this been difficult?

**Dean:** Well, everything in the contract costs money and we didn’t always have the resources. We’ve tried to do what we could over time. Generally speaking, HCEA has tried to re-index every other contract. Through step 14 it’s fairly equitable now. It’s taken about 15 years of slow growth to achieve that.

**WORKS:** With that progress, will everyone get the same percentage across the board from now on?

**Dean:** The second year of the contract will be a straight 5% across the board. Any index changes we foresee down the road are likely to be minor adjust-

ments that allow for compression and improvement to the longevity steps.

**WORKS:** You’ve said – and the teacher bargaining survey agreed – that “compressing” the scale is also important. Why is that?

**Dean:** You always want it more compressed, with salaries going up sooner, rather than later. Then people earn more money for more years. There are still some areas of compression we want to address.

**WORKS:** Some members feel “frozen” when they pass the end of the step scale and wait for longevity increases. Are they really?

**Dean:** The Board would save money by parceling out longevity increases a little at a time over several years. We’ve worked to compress longevity increases so that teachers get a better proportion of their money earlier in the process. Some people just *feel* better about getting a little bit every year. But that would mean less money in the end.

**WORKS:** Overall, how has this decade and a half of work affected the scale in general?

**Dean:** Actually the total distribution of monies to the salary scale over the past years is quite similar at this point. The re-indexing to equalize the beginning steps of the contract has helped make starting salaries and the immediate service raises more attractive. And yet over the last 15 years we have still managed to increase the longevity portion of the scale by as much or more than any other area, working to keep life time earnings and potential retirement income competitive.

# The View from Here

by Ann De Lacy,  
HCEA  
President

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*“The HCEA Job Satisfaction Survey reflects broad agreement on several issues.”*

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HCEA members and the principal of each school received a copy of the Job Satisfaction Survey results for their school in March. This month I'd like to share with you some of the things HCEA learned from the surveys to guide us in our activity as an Association.

**From 75-80% of those who turned in a survey agreed that working relations between teachers and ESP are good at their schools.** The difference between the views of teachers and ESPs and the views at the various school levels was not significant, although views are a bit more positive at the elementary level.

**Eighty-six percent of you said you had confidence in the leadership exhibited by HCEA.** Those who identified themselves as HCEA members had higher levels of confidence (89%) than non-members (79%). Teachers and ESP members' confidence levels were similar, while ESP non-members expressed a slightly higher level of confidence than teacher non-members.

**More than two-thirds of responders said that they had received adequate support and training as new employees** (teachers– 69%, ESP and ESP with >5 years - 66%). Three of four teachers and ESPs who had less than 5 years with HCPSS reported receiving adequate support. Almost 30% of surveys did not identify length of service. HCEA is going to keep pushing for mentoring and more new employee support and training.

In addition to looking at harassment issues, the HCEA Human and Civil Rights Committee has identified questions 1,2, 6, 10, 14, 15, 16 and 17 as most important to school climate and job satisfaction. HCEA wants to recognize those schools from whom we received a least a 45% response and which had the highest positive responses on those eight questions.



Bellows Spring ES, ElkrIDGE ES, Mayfield Woods MS, Dayton Oaks ES, Clarksville MS, West Friendship ES, River Hill HS, Ilchester ES, Atholton HS, Thunder Hill ES, Worthington ES, and Educational Interpreters were among the top 20 worksites on at least seven of those eight questions. Patuxent Valley MS, Bushy Park ES, Clarksville ES, Folly Quarter MS, ElkrIDGE Landing MS, Hammond ES, Centennial Lane ES and Psychologists had responses in the top 20 on more than half of the eight key questions.

Of course, we'll be working with the superintendent and administrators to address problems highlighted by the survey. I hope you'll call me with any questions or suggestions.

A handwritten signature in black ink that reads "Ann".

## HCEA Election Results

**Officers:** *President – Ann De Lacy (On Leave/Family and Consumer Science, Mt. Hebron HS); Vice-President – Donna Schulze (I.A., Phelps Luck ES); Secretary – Teri Dennison (Techl. Asst., Student Assessment and Program Evaluation/Central Office); Treasurer – Brian Donoughe (Math, Murray Hill MS).*

**Board of Directors** (2-year term): *Pat Pecor (I.A., Oakland Mills HS), Georgianne McNeirney (World Languages, Dunloggin MS), Vanessa McNeill (Elementary Ed., Bushy Park ES); (1-year term): Danielle King (Phys Ed., Mayfield Woods MS).*



**HCEA expands training** - Peggy McClelland and Patty Tippetts (l-r, top) from Oakland Mills HS, and Angela Johnson (Gorman Crossing ES), Valerie Rehbein and Debbie Leonard (Ilchester ES) (bottom l-r, pictured with HCEA staff Cheryl McLeod at left) participated in professional development for I.A.s on March 23. HCEA opened 45 slots available to new hire, non-special ed I.A.s and organized the afternoon computer training.

## I.A. Stipends and the ParaPro Test

The new HCEA ESP contract includes a one-time \$500 stipend for instructional assistants who have 48 college credits, an Associates degree or who have passed the ParaPro Assessment. The test is not required of I.A.s outside of Title One schools.

The ParaPro Assessment test will be given next on June 9th. More dates will also be scheduled in 2007-2008. To help HCEA members take advantage of the new stipend HCEA is offering a series of workshops to prepare for the test. Look for a flyer at your worksite, visit the HCEA web site or call HCEA for information and registration.

## Board Rejects ES, MS Half-Days

An article in the February issue incorrectly reported that the Board of Education had approved two additional half-days as professional work days for elementary and middle school teachers. The article should have said the Board's Calendar Committee had approved the change. When the school calendar went to the Board of Education for approval, the change was not approved, in spite of HCEA advocacy and support from the Superintendent and his deputy, Sandra Erickson, at the meeting.

## BJ's Membership Available Again in May

HCEA offers a special discount membership in BJ's Wholesale Club to members. BJ's sets the rules about when the membership offer is available. A form to apply for, or to renew membership will be available on the HCEA web site in May, June, August, September, November and December. The site also has an explanation of the offer. Plan ahead!

## Fair Share Bill Passes!

The Maryland House and Senate have both passed the HCEA Fair Share bill. Recently ratified teacher and ESP contracts include language implementing the program for 2007-2008.

Audits of NEA, MSTA and HCEA finances will set the percentage of dues at each level that are used for contract negotiation and enforcement. Fair share payers will pay that proportion of the current HCEA/MSTA/NEA dues for their job and salary level. ESP and part-time teachers pay lower NEA dues than full-time teachers. MSTA and HCEA have sliding dues scales based on salary.

## Contract Ratification Recognizes Teams' and Contract Committees' Work

Ninety-two percent of HCEA teacher members and 97% percent of ESP members voting in March supported ratification of their respective contracts. Both three-year contracts include salary increases in each of the next two years and no change in health care arrangements over the three-year life of the contract. HCEA will go back to the table to negotiate salaries for the third year. (Names of negotiating team and contract committee members are on the HCEA web site.)

In addition to the significant benefits of re-indexing (see article page 1), the new teacher contract provides raises for all employees over two years. Stipends for National Board and ASHA Certification, band front, pom poms, and orchestra were increased or added. Several improvements were made in rights regarding accumulation and use of personal days. Elementary teachers will have at least 30 consecutive minutes in a planning time block. Contract language, reimbursement and employee rights were improved for voluntary transfers, tuition reimbursement, bereavement leave, and other areas. Progress was also made outside the contract on solving a number of issues.

Most ten-month support professionals will receive across the board raises, plus an additional paid holiday. Many I.A.s will get a stipend for college credit or passing the ParaPro Assessment. (See article this page). An increase in tuition reimbursement, provision for salary advances for tuition, and more flexible use of graduate credits promote career advancement. Protection from student threats/assaults, bereavement leave, reporting times for delayed openings



## Contracts from Page 3

were improved. Other gains were made for specific groups represented by HCEA (nurses, interpreters, security assistants, food service assistants, secretarial and clerical staff, etc.). Language changes will refer to ESP employees as “paraprofessionals” and “paraeducators.”

## Dates to Remember:

Call HCEA to register for events..

### ParaPro Assessment Overview and Test-Taking

Wednesday, April 18  
4:30-6 PM, HCEA Office

### Special Ed Task Force

(Help plan for 2008!)  
Monday, April 23  
4:00-5:30, HCEA Office

### SPARKS for New Educators

Saturday, April 28  
8:30 AM - 4:00 PM  
Marriott Courtyard, Columbia



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For more information on these items, visit [www.hceanea.org](http://www.hceanea.org). Inclusion in Marketplace does not express or imply endorsement by HCEA or HCEA responsibility for price or quality. HCEA assumes no liability for nor makes any warranty as to the condition of any article advertised in Marketplace.

## HCEA Marketplace

### Rentals

#### Piney Orchard (Odenton) Townhouse:

3 levels, 3BR, 2 ½ BA. Community pools, nature trails, excellent schools. Available immediately. Call Julian @ 410-340-4946

**Columbia Townhouse:** 2 BR, 1 1/2 BA, fireplace, W/D, 2 carport, \$1300+utilities Call Kecia @ 410-241-9005.

#### Condo in Deering Woods: 3 BR, 2 BA.

Updated Kitchen. New Carpet. W/D in unit. Great view of the woods from private balcony on the top floor. \$1400/month. Call Doug @ 410-971-5289.

### Ocean City

**Condo:** 3 BR, 2BA in the Capri on 110th St. Oceanside, glassed in balcony, indoor pool, fitness room, sauna, tennis court, game room, indoor basketball court, sleeps 8.

Contact Craig for availability and rates @ OCCapri1201@aol.com

**Ocean Pines:** 3 BR, 2 BA rancher on golf course, sleeps 6, 6 mi. from OC. Open floor plan, Kit, DR, AC, porches. Near pools, tennis, marinas. July – August. Call Mary @ 410-852-5026.

**Mid-town Ocean-side Condo:** Steps to beach. 3 BR, 2 BA, AC, W/D, all amenities, parking.. HCEA member discount. Contact Jim 410-730-3988 or jmy2k3@yahoo.com.

**Ocean Block:** Half- block to beach, 2 BR, 2 BA, sleeps 6. Fully equipped, W/D, parking. Available Weeks: 6/23, 7/21, 8/11, 18 & 25. Call Doris Case @ 410-465-8108.

**145th St. Bayside:** 2 story, 2 BR, 2 BA, pool off deck. Beach, theater, golf, popcorn, restaurants and more within 3 blocks! HCEA member discount! Call Kecia @ 410-241-9005.

**76th St. Bayside:** 3BR/3BA, large rooms, rooftop pool, fitness room, covered parking. Call 410-552-9203 for availability and rates.

**Campground property:** 2007 season. Bali Hi Park. Call JoAnn @ 410-760-7437.

### Other Vacation Spots

**Kingston Plantation Resort:** Deck, wooded view, W/D, fully equipped, health club, pools. 5-min. walk to ocean, close to everything 10% HCEA member discount. Pictures @ [www.bestmyrtlebeach.com](http://www.bestmyrtlebeach.com), click on 17A Richmond Park. Call Barbara or Ed @ 410-750-9996.

**Deep Creek Lake Chalet:** 4BR, 3BA, private wooded lot, lake access, hot tub, Pictures @ [www.deepcreekreality.com](http://www.deepcreekreality.com), search for Property ID#714. Reservations: 1-800-769-5300. Questions: CLC or call Krista Feezel @ 410-715-8738.

**Myrtle Beach Golf Villa:** 3 BR, 2 BA, sleeps 8, swimming pool, bus to private beach, 3 golf courses on premises. Right behind Barefoot Landing in Barefoot Resorts. Call CLC or call Kimberly Colaiacovo @ 757-646-1202.

### General Services

**Computer Repair and Service:** PC/Server repairs, upgrades, installations, virus/spyware detection and removal. Free pick up and delivery. HCEA discount. Call Gordon @ 410-544-4060.

**Computer Maintenance and Support:** Adware and spyware removal, custom built PC's/upgrades, application tutoring, and network installations. Call Neil @ 410-746-8115.

**Beechwood Contracting:** Licensed, remodeling /home improvements, small-medium jobs, bathrooms, tile, decks, handyman services, etc. Call Al @ 410-381-9211 or aburgoon2@verizon.net.

**Home Improvement:** Local contractor, licensed 35 yrs. Ext/int, kit/bath/tile, decks. Quality work. Available for work in OC. Call 410-852-5026.

**DJ Services:** All occasions, parties (incl. children's), weddings, fundraisers, etc. Line, swing social dance instruction, too. Mr. D & ME. Please call Mary @ 410-852-5026

### Employment

**Speech Language Pathologist:** Rockville private pediatric speech practice seeking part-time SLP's. Flexible after school and/or weekend hours. Please call Katy at 240-447-8013.

**Part-Time Preschool Jobs:** Co-op Columbia pre-school seeks teacher/assistant for 3-4 yr. olds, M-F in fall. ECE/related degree required. E-mail [mpnskids@verizon.net](mailto:mpnskids@verizon.net) or visit [www.mpns.net](http://www.mpns.net).

**Tutorrific!** Tutor in homes throughout Howard County. Send email or resume to Deborah Peled Markowitz @ [tutorrific@comcast.net](mailto:tutorrific@comcast.net).

**Columbia Association Camp Department:** Seeking supervisors, directors, counselors, lifeguards and sailing instructors. Call CA Camp Dept. @ 410-715-3166 for details, application.

**Pool Supervisors, Managers:** Summer job openings. Swimming pool field supervisors and managers. No experience necessary. Call David Watts, DRD Pool Management, Inc. @ 410-785-7665 or e-mail [dwatts@drdpools.com](mailto:dwatts@drdpools.com).

**Head Counselors, Instructors:** Beth Tfiloh Camp, Owings Mills looking for a variety of skills. Mon-Fri, 9am-4pm, June 25–Aug 17. Visit [www.btccamps.org](http://www.btccamps.org) or call 410-517-3451. Your child attends free!