

## Job Survey Explores Harassment

HCEA president and staff met with Dr. Cousin and members of his staff in February to discuss this year's Job Satisfaction Survey, which broke out data on sources of employee harassment for the first time. Harassment from supervisors and colleagues was less prevalent than harassment from parents.

Data by school level reflect that 20% to 30% of surveys report harassment by supervisors or colleagues. Higher percentages of staff reported harassment by parents: 56%, 67% and 63% of staff responding from elementary, middle and high schools, respectively. In 23 schools, at least two-thirds of staff had experienced or witnessed parental harassment.

HCPSS leaders are committed to working with HCEA to involve all parties in addressing issues raised by the survey. While the survey is not a scientific one, HCEA relies only on results from worksites with at least a 45% response rate. Find out more on the HCEA web site.

## More Bureaucratic Hoops?

A recommendation to add a "Highly Qualified Effective Teacher" (HQET) requirement to the NCLB reauthorization has been proposed that would evaluate reading, math, and science teachers based in large part on student learning/standardized tests and a principal's evaluation. Find out more at [www.nea.org/lac](http://www.nea.org/lac). Let your representatives know how you feel about this proposal.

## MSTA ESP Professional Development



**Workshop Participants:** HCEA's delegation was the largest at the February 24th event. Pictured (l-r) are Sharon Brunswick, Leslie Coleman, Marilyn Hunter, Jane Sherman, Leslie Gulman, Barbara Bellamy, Maxine Salah, Cheryl Coleman, Barbara Bricker, Pat Pecor, Donna Schulze, Karen Filippelli and Gisela Cooke.

## Tentative Agreements

Both HCEA negotiating teams have reached tentative agreements with Board of Education representatives. The HCEA Board of Directors and Rep Council will review the agreements in early March and forward complete details and ballots to members for ratification.



**Crisis Management Training:** Gisela Cooke (IA, Reservoir HS, left) and Jane Sherman (media assistant, Wilde Lake MS, right) trained MST A members from around the state on how to prepare for and handle crises at school.

## Congrats to WLMS, too!

Wilde Lake Middle School also has a chapter of the National Junior Honor Society. *WORKS* may have been wrong about the number of middle schools so honored, but we're glad to spread the congratulations around.

## HCEA "SPARKS" Event

HCEA teacher and ESP members who've been with HCPSS for five years or less are invited to attend an exciting new experience for learning, networking – and having fun – on April 28th. Reserve your place now.



**Fair Share Bill Progress:** Ann De Lacy chats with members of the Howard County delegation in February about their support for Fair Share. A hearing on the bill is currently scheduled for March 13.

## Dates to Remember:

Call HCEA for information.

### HCEA Election Deadline

To HCEA Office  
Monday, March 12, 4 PM

### Rep Council

Election Results Announced  
Tuesday, March 12

### Fair Share Bill Hearing

Annapolis, March 13

### MSTA Leadership Skills

March 16-17 in Easton

### Return ParaPro Handbook Survey Cards

Friday, March 23

### MSTA Convention (Oct.)

Workshop Proposals due March 15  
Go to [www.mstane.org](http://www.mstane.org)

### National Association for Multi-Cultural Education

Baltimore Convention (Nov.)  
Presentation Proposals due April 1  
Go to [www.nameorg.org](http://www.nameorg.org)

### HCEA "SPARKS" Training

For 1-5 years with HCPSS  
Saturday, April 28  
Register Early



## Howard County Education Association

5082 Dorsey Hall Drive, Suite 102  
Ellicott City, MD 21042  
410/997-3440  
[www.hceanea.org](http://www.hceanea.org)  
[editor\\_works@hceanea.org](mailto:editor_works@hceanea.org)

President	Ann De Lacy
Vice President	Donna Schulze
Treasurer	Joe Staub
Secretary	Colleen Morris
Works Editor	Marilyn Hunter
Marketplace Editor	Winston Riley IV
Design	Carol Riley

## HCEA Marketplace

### For Sale

**Microwave for sale:** GE Spacemaker XL 1800, over-range 1.8 cu.ft. microwave oven. 4 years old. Asking \$75. Call Connie @ 410-715-1170.

**2005 Black BMW 325ci Coupe:** Approx. 42,500 Miles. Fully loaded, great condition, heated seats, onboard computer, sunroof, stylish ac schnitzer aero kit. Over \$10,000 in upgrades to wheels, tires, headlights, racing suspension, leather interior, upgrades. Includes 2 sets of wheels. \$33,500.00. Call Brandy @ 410-247-2723.

**For sale: Whirlpool dishwasher** works well \$75; **2 dog cages** \$30 each, 2 for \$50; **Brinkman gas grill** \$75. Call JoAnn @ 410-760-7437.

### Rentals

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

**Ocean City Condo:** 2 story, 2 BR, 2 full BA, cathedral ceiling, pool off deck. 145th St. Bayside. Beach, theater, miniature golf, Fisher popcorn, restaurants and more within 3 blocks! Discount for HCEA members! Call Kecia @ 410-241-9005.

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

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

**Ocean City, MD Condo:** Midtown, 3 BR, 2 BA, first floor, 1 stair to enter. 39 yards to beach. Complete kitchen, central AC, D/W, microwave, W/D, cable, 36inch TV/DVD/VCR/CD. Large stone patio for crab feast. \$1250/wk. during July & August. Contact JM @ [jmy2k3@yahoo.com](mailto:jmy2k3@yahoo.com).

**Myrtle Beach, SC:** Newly renovated 3 BR 2 BA vacation villa in Kingston Plantation, an Embassy Suites/Hilton Resort. Large deck, wooded view, natural beauty, serenity. Fully equipped kitchen, W/D, 4 TV's. Sleeps 9. Sport & health club, pools (Caribbean Water Playground, Lazy River for children), hot tub, tennis, 5-min. walk to ocean. Close to golf, tennis, shopping, dining, entertainment. 10% discount for HCEA Members. Pictures @ [www.bestmyrtlebeach.com](http://www.bestmyrtlebeach.com), click on 17A Richmond Park. Call Barbara or Ed @ 410-750-9996.

**Deep Creek Lake:** 4BR, 3BA chalet on private wooded lot w/beautiful lake access area. Hot tub, fireplace, ping-pong, foosball. Visit [www.deepcreekrealty.com](http://www.deepcreekrealty.com), search for Property ID#714. Reservations: call 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. Network +, A+ certified. Half price of retail stores. 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](mailto:aburgoon2@verizon.net).

### Employment

**Tutorrific!:** Tutor in homes throughout Howard County. A great way to make extra money! Please send an email or your resume to Deborah Peled Markowitz at [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 and application.

**Spend Summer in the Sun:** DRD Pool Management, Inc. is accepting resumes for summer job openings as swimming pool field supervisors and swimming pool managers. No experience necessary. For more information, call David Watts @ 410-785-7665, or e-mail [dwatts@drdpools.com](mailto:dwatts@drdpools.com).

**Camp Seeks Head Counselors, Instructors:** Boating, campcraft, drama, singing, nature, physical education, art and swimming. Beth Tfiloh Camp in Owings Mills runs Mon-Fri from 9am-4pm for 8 weeks (June 25 - Aug 17). Visit our website at [www.btcamps.org](http://www.btcamps.org) or call 410-517-3451. Your child attends free!

To advertise in HCEA Marketplace visit our website at [www.hceanea.org/publications.php](http://www.hceanea.org/publications.php) or send e-mail ad to [editor\\_marketplace@hceanea.org](mailto:editor_marketplace@hceanea.org). Deadline for next issue: **Thursday, March 15.**

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.