

Fair Share Negotiations Completed

HCEA has successfully completed negotiations with the Board of Education on the one outstanding contractual issue – that of agency fee or “Fair Share” for nonmembers. Negotiations last spring were completed with “placeholder” language inserted into the ratified agreement that allowed HCEA to negotiate fair share language at a later date pending the passage of legislation in the General Assembly.

As a result of intensive negotiations that began last June after the Governor signed our “Fair Share” legislation, all new hires as of December 1, 2007 will be required to pay an agency fee for services provided to them by HCEA as required by law if they choose not to

join HCEA. This fee will only entitle agency fee payers to services associated with negotiating and the enforcing of the HCEA agreement with the BOE. No other member benefits will be provided to fee payers. The fee will be determined through an audit of the national, state and local associations to determine the costs of these services. Typically these fees constitute anywhere from 70 to 85% of the total cost of membership dues. This legislation and subsequent negotiations of fair share is the culmination of many years of efforts by HCEA to insure equity among all employees in the HCEA bargaining unit in the paying for services that benefit all unit members.

Special Session Update

HCEA President Ann De Lacy would like to thank everyone who took the time to send an e-mail or postcard to their legislators during the recent special session of the General Assembly. HCEA and MSTA applaud the efforts of Governor O’Malley and the General Assembly in laboring to pass a comprehensive and fair revenue package that will help provide stable long-term funding for public education in Maryland. However, we are deeply concerned about the pain caused by education cuts at a time when educators are making measurable progress toward helping every child succeed and are being faced with rising pressures from HSAs and No Child Left Behind. We will continue to work diligently with the governor and legislators to find ways to further minimize the negative impact of budget cuts on Maryland’s public school children.

SPARKS

SPARKS is an exciting personal and professional experience. It is planned to benefit Association members in their first five years in education. SPARKS will be offered on Saturday, January 12 at Faulkner Ridge. It is open to all teachers and para educators with less than 5 years experience. For more information call HCEA.

Q & A

Questions? Do you have questions? We have answers! How many times have you told your students “Don’t be afraid to ask questions...chances are someone else is wondering the same thing?” Well, the same is true for you! Do you have questions about your job? Your profession? Your Association? Your school system?

This column will be devoted to your questions. We will publish as many as possible so that everyone benefits. Email your questions to mjneville@mstanea.org.

This month’s question – **How Are My Dues Spent?**

HCEA dues pay for member representation; contract negotiation and enforcement; advocacy with administrators, the Board of Educa-

tion and elected officials; training and professional development and other HCEA programs. The greatest portion of HCEA local dues pays for local staff and maintenance of the HCEA office, which supports these activities. Almost half of your MSTA dues helps HCEA represent you more effectively. One dollar in five supports efforts to improve your working conditions. Ten percent each provide legal and public relations, school quality efforts and public/media relations. The largest single portion of your NEA dues provides UniServ staffing for HCEA. Other major expenditures support membership participation in the Association, provides legal protection, builds support for public schools and helps to improve public education.

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The View from Here

by Ann De Lacy,
HCEA President

“...and the biggest thank you of all goes to our members....”

Many, Many Thanks!

After nearly a year of negotiations, Howard County Education Association has become the first merged local in the state of Maryland to achieve “Fair Share,” effective December 1. I’d like to express my personal gratitude to MSTA UniServ Directors and Chief Negotiators, Dan Collins and Marius Ambrose for their skillful work in navigating us through this process.

Particular approbations go out to Howard County Delegates: Liz Bobo, Frank Turner, Shane Pendergrass, Guy Guzzone, Jim Malone and Steve Deboy as well as Senators: Ed Kasemeyer and Jim Robey. These gutsy, fair-minded elected officials were instrumental in maintaining contact with both the elected school board and Dr. Cousin and expressing to them their desire to see that our “Fair Share” bill, passed by the 2007 General Assembly, was implemented as expeditiously as possible.

HCEA Board members: Donna Schulze, Brian Donoughe, Teri Dennison, Tony Bell, Lauri Hornicek, Danielle King, Kathy Nawrocki, Pat Pecor, Vanessa McNeill, Sheree Powell, and Georgianne McNeirney-Rewalt, also deserve a huge thanks for meeting (often in long executive sessions) and representing HCEA at Board of Education meetings, as well as Saturday “Coffee and Conversations,” to make our presence known.

Government Relations Co-Chair, Rich Corkran, has to be the world’s greatest lobbyist. Rich attended an unbelievable number of events that put him in contact with the elected members of the HCPSS Board of Education. His questions were so pointed that several BOE members practically ran when they saw Rich coming!



A very special “thank you” goes out to our hard working HCEA Building Reps who unanimously supported “Fair Share.” The role you played in ensuring that valuable information was relayed to our 4,700 members was “priceless.”

And the biggest thank you of all goes to our members, who explained the process, supported our efforts and advocated on behalf of the passage of “Fair Share.” So many of you contacted members of the BOE, approached them at community events and attended Board meetings, it wouldn’t have happened without your support!

Well done and thanks to all of you who supported our efforts!

A handwritten signature in cursive script that reads "Ann".

Benefits of Membership

During the holiday season everyone is looking for a sale, a bargain, a discount. Don’t forget to check the discounts you can receive through NEA Member Benefits and the MSTA ACCESS card. Visit the NEA Member Benefits website at www.neamb.com and click on “NEA Click and Save”. This is a FREE shopping program brought to you as a benefit of your membership. Also visit the MSTA website at www.mstanea.org and click on the ACCESS Card icon. Have your membership card handy and get ready to save!



Matt Martini from Oakland Mills HS experiences weightlessness over the Atlantic Ocean courtesy of the Northrop Grumman Foundation. For more information on Matt’s experience visit www.hceana.org.

Para Pro Training

December will provide the opportunity for HCEA Para Educators who have not yet qualified for the “Highly Qualified Status” stipend to attend training sessions to prepare for the upcoming Para Pro test. The next test will be offered on January 12 and the registration deadline is December 13. To register you must contact the Education Testing Service at www.ets.org.parapro. There is a \$40 registration fee. Additional testing dates will be March 15 and June 14.

To prepare for the test, HCEA will be offering review sessions for members on the following dates and times.

Review Sessions:

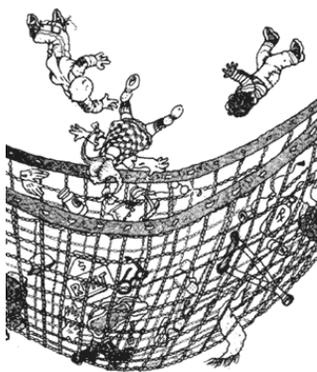
Dec. 5	4:30PM	HCEA Office	Overview
Dec. 12	4:30PM	HCEA Office	Content (1)
Dec. 17	4:30PM	HCEA Office	Content (2)
Jan. 3	4:30PM	Oakland Mills HS	Practice Test

Participants should plan to attend each session. To register, or for additional information, contact Cheryl McLeod at HCEA at cmcleod@mstanea.org or 410-997-3440. Don't leave money on the table! Passing the Para Pro test qualifies you for a one-time stipend of \$500!

Holiday Giving Help-A-Child

During the holiday season many of us are looking for charities to contribute to and ways to make a difference in our own community. One option you may want to consider is the Help-A-Child Fund, a joint charitable project of the HCPSS Pupil Personnel Workers and HCEA. This Fund is the last resort safety net for many, providing new clothing, coats, eyeglasses and more for hundreds of students right here in Howard County. There is no administrative cost, 100% of all donations go directly to students.

To make a contribution, start payroll deduction, donate in the name of someone you wish to honor, or as a memorial gift, send your tax deductible contribution payable to Help-A-Child to HCEA via the pony or mail to 5082 Dorsey Hall Drive, Suite 102, Ellicott City, MD 21042. For additional information call HCEA at 410-997-3440.



Your Voice

It is time to hear from you as a member of HCEA. Do you have an experience to share? If so, please send your responses that may be printed (names withheld upon request) in the HCEA newsletter to Mary Jo Neville at mjneville@mstanea.org. You will inform your colleagues, encourage others to join and uplift our spirits. You will also be rewarded. The first ten responses will receive \$20 gift cards. Remember, our collective voice represents your single voice. Help us to turn up the volume and represent your needs.

This letter was recently received by HCEA President Ann De Lacy from a former HCEA member:

Hey Ann! I am writing to you from North Carolina. I am teaching in a school district here that I just can't believe! I miss and appreciate the work that HCEA does for its members. I never understood how lucky I was to have an association that protected and respected our profession. I was always a member, but never realized exactly what HCEA fought for. Now as I eat lunch with children and watch them during recess I ask "Where is my 30 minute duty free lunch?" As I attempt to plan rigorous lessons I am called to IEP meetings, team meetings and even to cover classes, I ask "Where is my duty free planning period?" I question the fact that so much is put on our plates as educators, I question the fact that I must pay for a substitute if I take a personal day. And the list goes on. The students are nice, but there is no respect from the powers at the State Board of Education. Please give me some encouragement!

(Sender's name withheld upon request).

"I Can Do It!"



Lauren Eybel of Jeffers Hill ES was one of a dozen participants in the "I Can Do It" workshop presented by the HCEA Instruction and Professional Development Committee. The next workshop, SPARKS, which is targeted to educators with less than 5 years of experience, will be held in January.

HCEA Marketplace

For Sale

Townhome for Sale: Glen Burnie near Rts 100 and 97. 3 BR, 2 BA. New furnace & A/C, replacement windows, whirlpool bath, stove, washer, dryer, hotwater heater. All less than 1 year old. New 10x20 shed in rear yard. Call 410-590-2138 or e-mail shelly_cooke@hcpss.org.

Two large dog crates \$25 each/2for \$45.

Whirlpool dishwasher great cond \$50.

Round dining room table and five chairs, opens from 42"-60" never used. Cost \$650.00 sell for \$325.00. Call 410-760-7437.

2005 Suzuki GSXR-750: Original owner, only 2200 miles and hardly ridden. Bike has been shed/garage kept. Extras include - carbon fiber accents, Yoshimura RS-3 oval exhaust, undertail enclosure with LED turn signals, rear fender and chain guard, jacket, Arai helmet, wheel lock, anti-theft protection and motorcycle cover. Asking \$10,500 OBO. Call Noelle @ 301-829-6962 or e-mail Noelle_Chapman@hcpss.org.

House for Sale: Across street from Hammond H.S. Contemporary cedar three story on .30 acre wooded flaglot. 13,200 square feet. Two story entry. Heat pump. New A/C. Fenced yard and two-car garage. Rear deck off huge kitchen with fireplace - looks out on wooded, fenced yard. Upper level has master and another large bedroom, each with full bath and ceiling fans. Main level has first floor bedroom with full bath. Fully finished walkout in lower level has carpeting, spacious recreation room, guest bedroom, and full bath. Tons of storage! Call: 410-381-2412.

General Services

Music for your Event: Musical ensembles, including string quartets, available for your wedding, reception, parties etc. References available upon request. Please email RLather@verizon.net

Electrician: Licensed master electrician for new, old and service work. E-mail carrie_dawes@hcpss.org or call 443-927-4052.

Columbia In-Home Licensed Day Care: Providing a safe and educational environment. Immediate toddler spaces available. Infant spaces available 8/08. Lic.#13-140954 Call Tia @ 443-545-5413.

Beechwood Contracting: Call Al @ 410-381-9211 or e-mail aburgoon2@verizon.net.

Vacation Rentals

Ocean City Condo Rental: 2 story, 2 BR, 2 BA, sleeps 8. Discount for HCPS staff! Fall and winter rentals available! Call Kecia (410) 241-9005

Fall and Winter Beach Rental Ocean City, MD: Home away from home! 2 story, 2 BR, 2 BA. Easy walk to the beach! Discount for HC staff. Call Kecia @ 410-241-9005

Vacation Rental Fenwick Island DE: Luxury 3 story, 3 BR, 3 1/2 BA townhouse, sleeps 8. 1 1/2 miles to the beach, but located on a lake surrounded by the bay. Bring your kayak, and walk out the door and put it in the water. Bike trails, community pool, club house, tennis, basketball, boating, crabbing, and fishing. New Jack Nicklaus golf course just 1/2 mile away. Call Kathy @ 410-465-9417.

Townhouse in Bethany Beach: Approx. 1/2 mile from the beach. 3 BR townhouse sleeps 10. 2 sofa beds on the 1st floor, BRs with queen, double, or 2 twins. 2 1/2 BA. W&D, DW, fully equipped kitchen, TV. Bright and airy. Weekend & weekly rentals. Call Michele @ 410-379-6744

Woods Resort - Hedgesville, WV: (90 miles from Balt. & Wash.) Private house for rent. Weekend or weekly rental. 3 BR, 2 BA, fireplace, AC, cable/TV/VCR, fully equipped kitchen, sunroom and deck nestled in a beautiful wooded area. Golfing, swimming (indoor & outdoor), tennis, biking, hiking. Sleeps 6. Call 410-465-4087.

Deep Creek Lake: 5 BR. log cabin chalet; fully furnished; all amenities included; minutes from WISP Ski resort; 30% discount to HCEA members; weekend or weekly rental. Call Dan @ 410-465-5190.

Employment

Pool Supervisors, Managers: Summer job openings for swimming pool field supervisors and managers (Full or part time). No experience necessary. Call David Watts, DRD Pool Management, Inc. @ 410-785-7665 or e-mail 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 or phone 410-517-3451. Your child attends free!

Dates to Remember:

Call HCEA to register for events.

ParaPro Assessment Review Sessions

December 5, 12, 17 and January 3

Last Day to Register for January ParaPro Test

December 13

HCEA Legislative Breakfast

January 5

General Assembly Opens

January 9

MSTA Martin Luther King, Jr. Breakfast and Minority Recognition Awards

January 12

SPARKS Training

January 12

ParaPro Test

(to register contact www.ets.org.parapro)
January 12

To advertise in HCEA Marketplace visit our website at www.hceanea.org/publications.php or send e-mail ad to editor_marketplace@hceanea.org. Deadline for next issue: **Thursday, December 20.**

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