

Legislative Breakfast a Success.

Approximately sixty people attended the second annual HCEA Legislative Breakfast on Saturday morning, January 20th. HCEA President Ann De Lacy introduced officials, MST A/HCEA UniServ Director Dan Collins moderated, and HCEA members had a chance to discuss issues of importance with elected officials. On the agenda were class size, closing the achievement gap, school funding, "Fair Share" legislation, teacher/support staff workload and additional enhancements to the employee pension system.

HCEA members shared their opinions, anecdotal experiences and recommendations with School Board members Pat Gordon, Larry Cohen, Diane Mikulis and Ellen Flynn Giles; County Council members Courtney Watson, Calvin Ball, Mary Kay Sigaty, Jen Terrasa and Greg Fox; Legislators Frank Turner, Jim Robey, Liz Bobo, Steven DeBoy and Guy Guzzone and County Executive Ken Ulman's Legislative Director, Joan Kennedy. For more on HCEA's legislative agenda, check out the HCEA web site.



Sharing Points of View - (top to bottom) Elected officials chat with HCEA members over a continental breakfast; Senator James Robey shares ideas with Barb Wolniak (Belwows Spring ES), Ann De Lacy opens discussion with (l-r) Senator James Robey, Delegate Frank Turner, Councilperson Greg Fox and Senator Liz Bobo.

Job Surveys In



Bullying Must Stop - While collecting Job Satisfaction Surveys, Ann De Lacy points out one high school's poster announcing "No Bullying Here!"

HCEA has received Job Satisfaction Surveys from every school in the county. "Our HCEA Job Satisfaction Survey is an important tool for HCEA and for the school system as a whole," said HCEA president Ann De Lacy. "The great return shows that members and non-members alike recognize HCEA's role as an advocate for educators and for good working and teaching conditions."

The HCEA Human and Civil Rights Committee asked for changes in this year's survey to help identify sources of the harassment that educators experience or witness on the job. In addition, this year's survey also asked respondents to evaluate HCEA advocacy.

HCEA members may contact their HCEA Building Reps after February 13th to review survey results before submitting transfer requests. With the exception of the copy presented to Superintendent Dr. Cousin, survey results will not be shared beyond HCEA until later in the school year.

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The View from Here

by Ann De Lacy,
HCEA
President

Support Howard County Bill 11-07

We are currently negotiating two contracts. Member dues dollars enable us to negotiate the salaries, working conditions, and benefits for all members of the certified and ESP bargaining units represented by HCEA. This process, which impacts both members and non-members, takes an inordinate amount of staff and member hours as well as other valuable Association resources.

“...we believe that those who benefit should pay their fair share...”

Dues also provide for the operation of our building facility and pay the salaries and benefits of our administrative staff who, among other duties, manage two sick-leave banks. Member dollars pay the salaries of the 3.5 UniServ staff that ensure HCEA contract provisions are enforced, benefiting both members and non-members. Dues dollars pay for the HCEA Job Satisfaction Survey and its use in promoting a positive environment in each HCPSS worksite.

State law requires HCEA to treat non-members and members alike in respect to the contract. Non-members receive free services that are paid for by dues paying members. Some people may not want to be members of HCEA, but we believe that those who benefit should pay their fair share for the benefits they receive as a result of HCEA.

State and federal governments have recognized that such an arrangement can work well. If a “Fair Share” or “agency fee” agreement is negotiated, the amount of this fee is set by federal law and is based on a detailed audit of the Association’s finances and activities.



Chair Colleen Morris (sitting left) and MSTA UniServ Director Marius Ambrose (standing left) lead the Teacher Negotiating Team. *



MSTA UniServ Director Dan Collins and Chair Donna Schulze (seated) lead the ESP Negotiating Team. *

Delegates Bobo, Turner, Pendergrass, and Guzzone and Senator Robey have sponsored legislation that would allow us to negotiate with the Board of Education about asking non-members to pay for services they receive. The Board of Education voted to support discussing this issue in negotiations. HCEA thinks it is fair and the right thing to do! I’d like to hear what other members think. Please contact me and let me know.

Correction

To receive 100% individual health care coverage in retirement, employees must have 30 years of service, not 25 as reported in the last *Works*. This only applies to supplemental coverage under Medicare Part B (Medigap insurance). With 25 years, 90% is covered, but spousal insurance remains costly. *Works* regrets the error.

Bargaining Update

ESP - “We’ve made some progress and have tentative agreements on a number of items. Talks are going to continue until the HCEA ESP team feels we have achieved a settlement that our membership can support.” – Donna Schulze, ESP Team Chair

Teachers - “Although progress is going slowly, members can be sure that any final settlement will reflect what members voiced in the negotiations survey.” – Colleen Morris, Teacher Team Chair

After bargaining teams reach tentative agreement, the proposed settlement is presented to the HCEA Board of Directors and the HCEA Rep Council and then submitted to an all-member vote.

*Names of Bargaining Team members and more information on the bargaining process is available on the HCEA web site, www.hceanea.org. HCEA members receive regular written updates from their teams.



Rep Incentive – HCEA Building Reps with eight months perfect attendance will receive a free ticket to the 2007 HCEA Crab Feast.

Rep Council Attendance Up

Participation in HCEA Rep Council meetings has grown since the HCEA Membership Committee began a Rep incentive program. HCEA's Rep Council hears the latest on contract and legislative issues and HCEA activities. Reps receive monthly packets of information to share with HCEA members. Training on speaking to administrators about the contract, recruiting members, and holding short meetings is being presented at each meeting. If you would like to be an HCEA Building Rep, contact the Rep(s) in your building or call Ann De Lacy at HCEA.



New Representation means Contract Rights - Security Assistants (standing) met with HCEA President Ann De Lacy and, Dan Collins, chief negotiator for HCEA support professionals on January 22nd. They talked about issues they would like to see addressed in contract negotiations and the benefits of HCEA membership. Security Assistants were placed in the HCEA ESP unit this year and are eligible for HCEA membership.

MSTA ESP Professional Development Day



MSTA's first ESP Professional Development Day on Saturday, February 24 in Linthicum will feature workshops centered on job, health and safety, and educational issues. Registration forms were sent to ESP members Find out more at www.mstanea.org.

"Professional Work Day"

Principals were informed a week prior that they should not schedule meetings or professional development activities for teachers on January 22nd. If you were directed otherwise, have your HCEA building rep call HCEA or let your HCEA UniServ Director know.

Calendar Change Approved

The Board of Education approved adding two early dismissals for elementary and middle schools during exam week in January next year to provide time for faculty meetings, completing report cards, planning and other instruction-related tasks.

Help-A-Child Support Grows

With requests for emergency assistance up twenty percent, HCEA's Help-A-Child Fund was insufficient to meet this year's expected need... until teachers, support staff and administrators once again demonstrated their generous concern for children. In response to a December appeal for donations, contributors boosted funds to a healthy level. "We are so grateful to all the individual contributors," said Help-A-Child volunteer, Karen Dunlop, "and especially gratified to receive group donations from the staff at Burleigh Manor, Laurel Woods and Forest Ridge; Centennial Lane administrators; Running Brook RECC

Election Update

Nominations for HCEA officers, at-large board members and convention delegates close on Friday, February 2nd. Short candidate bios will be provided to members with ballots and will be available on the HCEA web site. HCEA Building Reps will conduct elections beginning Friday, February 23rd. To be in the HCEA office by Monday, March 12th, ballots should be in the pony by Tuesday, March 6th. Results will be announced on Tuesday, March 13th.

Ballots for MSTA Board of Directors and delegates will be delivered to work sites the week of January 29th. A postage-paid return envelope will accompany every ballot, which may be dropped in the US Mail or returned to your HCEA Building Rep for mailing. In order to be counted, your ballot must be **received no later than March 6th**. Be sure to vote and return your ballots early!

Congrats!

...To Patuxent Valley MS for being the first HCPSS middle school with a chapter of the National Junior Honor Society. Good work!



staff; Mrs. Cayer's fifth grade students, parent volunteers and administrators at West Friendship; Rockburn's Coins for Kids drive; the Hilltop Women's Club, the Cosmopolitans; and the HCPSS cluster and school nurses."

New requests for payroll deduction contributions will help to keep the Help-A-Child fund ready to respond to emergencies. Information about the Help-A-Child Fund and forms for payroll deduction contributions can be found at www.hceanea.org.

Dates to Remember:

Call HCEA for information.

Lobbying in Annapolis

Every Monday except February 19
Meet at HCEA, 4:15 PM

Register for MSTA ESP

Professional Development Day (Feb. 24)
Deadline: Monday, February 12
See your Rep for registration.

HCEA Rep Council

Tuesday, February 13
4:15 PM, Homewood Center

Register for Personal Assessment

Leadership Skills (March 16-17)
Harbourtown Resort, Easton
Deadline: Wednesday, February 14
Speak to Ann De Lacy

National Board Certification Information Session

Thursday, February 22
Faulkner Ridge Center
4:30-6 PM

MSTA ESP

Professional Development Day

Saturday, February 24, 8AM-4PM
Maritime Institute, Linthicum
Register by February 12

MSTA Election Ballots

Mail by Tuesday, February 27th
Deadline for receipt is
Tuesday, March 6.

HCEA Election Deadline

Place in PONY by March 6
Ballots due at HCEA
Monday, March 12, 4 PM

HCEA Rep Council

Tuesday, March 13
Homewood Center

MSTA Leadership Skills

March 16-17 in Easton,
Register by February 14

HCEA Marketplace

For Sale

2004 Hyundai Elantra: \$8,600. Very good condition. Cherry red, approx. 48,000 miles; alloy wheels; leather interior; AM/FM CD; power brakes, locks and side mirrors. Call Sharon Cohen @ 410-799-2908.

Rentals

Room for Rent, Eldersburg: 13'X14' Room for rent in a single family home located in peaceful neighborhood. Full house privileges, WD, AC, double closet, personal shower, easy parking. No cats or dogs. \$600/month includes utilities and cable. Call Linda @ 443-520-4644.

Brand new 3 BR Townhouse: Camden Crossing, \$2000/month. 2 minutes from 95 and 295, close to Camden Yards, Ravens Stadium & Inner Harbor. Tons of extras and ready for immediate move-in. Call Kelvin @ 410-262-3395.

Single unit house: With yard in quiet residential neighborhood, near UMBC, the Baltimore Beltway and I-95. Available April 1st. Close to churches, the airport, libraries, and shopping. Next to busline. Rent \$1200 + one month deposit. Pets allowed. 2 BR, one very spacious living room, eat in kitchen, room in the basement, W/D. Central air. Call Norma Hensler-Davis @ 410-747-0744.

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

Vacation Rentals

Deep Creek Lake: 4BR, 3BA Chalet, located on private wooded lot w/beautiful lake access area; hot tub, fireplace, ping-pong, foosball. To see house, visit www.deepcreekrealty.com and search for rental house Property ID#714. For reservations call 1-800-769-5300; questions call Krista Feezel @ 410-715-8738 or CLC.



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Myrtle Beach Golf Villa: 3 BR, sleeps 8, 2 BA, swimming pool access, bus to private beach. Located right behind Barefoot Landing in Barefoot Resorts. 3 golf courses on premises. Call Kim @ 757-646-1202 or email kimberly_colaiacovo@hcppss.org.

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 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.

Beechwood Contracting: Licensed, remodeling/home improvements, small-medium jobs, bathrooms, tile, decks, etc. Call Al at 410-381-9211 or 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.

Columbia Association Camp Department: Seeking supervisors, directors, counselors, lifeguards and sailing instructors. Call C.A. Camp Department at 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 email 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!

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, February 15.**

For more information on these items, visit 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.