

Security at Schools

Steve Drummond, Security Coordinator for HCPSS, recently gave a presentation to the HCEA Rep Council discussing ways to make our schools safer. Mr. Drummond pointed out that there is no one thing that will keep our schools safe, we must look at a comprehensive approach. A number of crime prevention steps taken together will improve the overall level of security.

Risks come from both external threats such as trespassers, thieves and avenging siblings as well as internal threats such as violent students or staff members, bullies and gangs. Mr. Drummond pointed out that each building has a threat management policy and each staff member should be familiar with it. He went on to emphasize that it is important for staff members to wear their badges every day, be aware of their environment, report anything "out of the ordinary," and greet visitors and escort them to the front office.

Recent improvements to the security system in schools have been CCTV monitoring of public entrances, a new trespass policy, better visitor processing at schools and SRO's and security assistants in all high schools and Home-wood.

If you have questions about the school crisis plan for your building and what your role is, be sure to ask your administrator. Also, offer any skills you have such as CPR training or first aid certification, in advance of an emergency.

Read Across America



Howard County Executive Ken Ulman reads "The Lorax."

In celebration of Read Across America on Monday, March 3, many special guests from the community read their favorite Dr. Seuss stories to students at Phelps Luck Elementary. Reading Specialists Mary Hattery and Patty Phillips coordinated the event. They welcomed 37 guests including 15 members of the Howard High School varsity and junior varsity basketball teams along with their coaches.

County Executive Ken Ulman read *The Lorax* to a first grade class and shared Dr. Seuss's message of caring for our

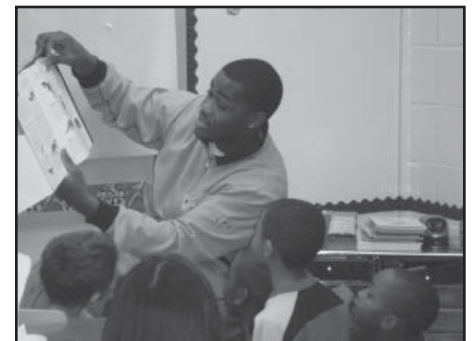


MSTA Vice President Betty Weller reading to students at Phelps Luck ES.

environment. Cheryl McLeod, MST A UniServ Director came dressed for the day as the Cat in the Hat and shared *Horton Hears a Who* so the students would know the story before it arrived in the theatres. Betty Weller, MST A Vice President skillfully presented her tongue twisting Seuss favorites.

Our students listened to several other guests including Senator Jim Robey, Delegate Guy Guzzone, Councilman Calvin Ball, Ravens player Edgar Jones, HCPSS Board Members Ellen Giles, Larry Cohen and Sandra French, Fire Chief Joseph Herr, PTA members and friends from our Phelps Luck community.

We are so grateful to all our participants who shared in this special day.



Students and staff alike were thrilled to meet Baltimore Ravens linebacker Edgar Jones.

Inside:

The View From Here	page 2
NEA Dues Tab	page 3
Job Survey Highlights	page 3
BJ's Discount	page 3
Frontline	page 3
Dates to Remember	page 4
Marketplace	page 4

The View from Here

by Ann De Lacy,
HCEA President

“And, in Howard County, overbearing parents are becoming such a concern that more than half the teachers surveyed say they have experienced ‘harassing behavior’”

The HCEA 2007-2008 Job Satisfaction Survey

“Carroll County school officials told a grandmother to stop coming to her grandchild’s class after she spent two weeks studying the teacher. A Baltimore County teacher recalls being threatened physically by a parent who happened to be a boxer.”

“And, in Howard County, overbearing parents are becoming such a concern that more than half the teachers surveyed say they have experienced ‘harassing behavior.’”

“In Carroll County, parents of children with special needs are among the worst offenders, said Barry Potts, president of the Carroll County Education Association,” “A teacher is a pretty prime target when the child is not meeting their potential.”

“I think every parent should serve one day as a substitute teacher. How quickly their eyes would be opened!”
John, a blogger from Altenburg, MO

Hopefully, the quotes above from a recent article in the Baltimore Sun shed some light on why HCEA has conducted its annual Job Satisfaction Survey for the last twelve years. The results provide us with the data we need to effectively advocate for you. HCEA wants to ensure that members have the resources and work environment members need in order to assure the success of our students.

We communicated our data to Superintendent Dr. Sydney Cousin, Chief of Staff Mamie Perkins and the Assistant Superintendent for School Administration, Linda Wise. We have presented our data at HCEA building meetings, met with administrators and Reps, and I have been interviewed by the *Baltimore Sun*, *Education Week*, *Howard County Flier*, and *Washington Post*.

On Tuesday, March 4, 2008 the HCEA Board of Directors, along with a number of HCEA building Reps, met with the members of the Howard County Board of Education for our first ever Community Meeting. The meeting lasted for a little over an hour and, I am happy to report, the School Board listened!



By this time you will have received the results of your school or worksite survey data. The entry, analysis and reporting were provided to HCEA by Jean Castagnoli, PhD. 2,835 unit members responded to this year’s survey. Surveys were collected on December 20, 2007 and January 4, 2008. The number of surveys collected from Marriott’s Ridge HS and Bonnie Branch MS were too few to show reliable data. A summary of the data from the survey can be seen on page 3.

Where do we go from here?

If the faculty in your building would like to meet to discuss your survey results contact your UniServ Director at HCEA, (410) 997-3440. In addition, HCEA Director Lauri Hornicek, has agreed to chair the Job Satisfaction Task Force. Please email me at adelacy@mstanea.org if you would like to serve on this task force.

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

Quotes from

“Hovering Parents Bully Teachers”
by John-John Williams IV
The Baltimore Sun,
March 4, 2008

A copy of the complete article can be found online at www.baltimoresun.com.

Register Your NEA Dues-TAB Insurance

NEA Active and some Retired members are eligible for this free benefit. It provides up to \$1000 of life insurance, up to \$5,000 of AD&D insurance with an added benefit of up to \$50,000 or \$150,000 for an incident that occurs while on the job or when conducting Association business. To register your beneficiary call 1-800-637-4636.

To take advantage of additional Association programs call NEA Member Benefits at 1-800-637-4636 or visit www.neamb.com.

BJ's Discount Membership Available in April

The BJ's Wholesale Club special offer available to HCEA members will be offered for a limited time from April 1 through April 21. **\$5 will be donated to the HELP A CHILD FUND** for each membership during this promotion period.

The offer adds an additional three months to the regular in-store 12 month membership. In addition, cost is \$10.00 off the \$45.00 annual fee for an Innercircle (basic) membership. And each membership includes a FREE second card for a household member for the 15 month membership.

Please note: This is a marketing program; it is NOT available at the store level and business members are not eligible.

CURRENT MEMBERS can renew and add 15 months to their membership at the discounted rate, even if there is time left on their current membership. (You will find your expiration date on a store receipt or at bjs.com).

If you would like to take advantage of this opportunity, contact HCEA at (410) 997-3440 to have instructions and an application sent to you. The application and check must be returned to HCEA prior to **April 21st**.

Job Survey Summary

What You Said

- Many expressed an interest in job sharing
- Workload/Meetings are burdensome
- Special education issues are overwhelming
- Too much work extends beyond the school day
- Parental harassment is a major concern
- Team building is needed to improve relations within many work sites.

Confidence in Leadership

- 84% of the respondents expressed confidence in the leadership of the Superintendent
- 78.7% expressed confidence in the leadership of the Board of Education
- 85.4% expressed confidence in the leadership of HCEA (yea!!)

Schools with the Highest Morale

Bushy Park ES
Dayton Oaks ES
Hammond ES

Atholton HS
River Hill HS
Bryant Woods ES
Elkridge Landing MS
Manor Woods ES
Laurel Woods ES
Burleigh Manor MS
Glenwood MS
Clarksville MS
Folly Quarter MS
ARL Career Academy
Dunloggin MS

Schools with the Lowest Morale

Lisbon ES
Phelps Luck ES
Waverly ES
Patuxent Valley MS
Gorman Crossing ES
Hammond HS
Cradlerock School
Deep Run ES
Hammond MS
Oakland Mills MS
Long Reach HS
Clemens Crossing ES
Bollman Bridge ES
Wilde Lake HS

What is Frontline and why should I sign up?

Frontline is MSTA's weekly e-mail, sent on Fridays to members who sign up and provide their home e-mails. When you receive *Frontline*, you'll be the first to get news from MSTA about the serious education issues that affect your job. *Frontline* focuses on MSTA's work for members and students across the state, with reports on the top stories of the week, MSTA campaigns, contests and updates on your ACCESS Savings program and other member benefits.

Frontline keeps you up-to-date on breaking issues that affect your job, pay and retirement. It provides professional support and ideas to use in the classroom. Signing up for *Frontline* means that you are on the front line and can respond when issues affect educators.

Sign up now by going to www.mstanea.org/forms/frontline.php. You will need your membership number, found on your membership card or on the address portion of your *Action Line*, to register.

Dates to Remember:

Call HCEA to register for events.

General Assembly Adjourns

Sine Die

April 7

Rep Council Meeting

April 8

MSTA Membership Organizing Workshop

April 12

Retirement Seminar at Homewood

April 15

MSTA Emerging Leaders Academy Part II

April 18 - 19

Home Buyers Seminar at Homewood

April 22

Teacher Appreciation Week

May 4 – 10

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, April 17.**

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.



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HCEA Marketplace

For Sale

Sears/Kenmore Washer and Dryer.

Great condition, both for \$800. Call Lisa @ 443-320-8926.

General Services

Columbia - In-Home Licensed Day Care:

Small intimate group, 1-on-1 attention, for infants and toddlers. Lic. #13-113166. Call Debby @ 410-730-1828

Tutorrific! Tutor in homes throughout Howard County. Much higher pay than most tutoring companies! Please send an email or your resume to Deborah Peled Markowitz at tutorrific@comcast.net.

Landscaping and Yard Service: Spring is here!! Let us do your yard work for you. We do mowing, mulching, planting, seeding, fertilizing, trimming, and all your other lawn care needs. We provide extraordinary work at a reasonable rate. Check out our webpage at landscapingbyalfredo.tripod.com for info on how to contact us and recommendations.

Cleaning Services: Tired of spending your weekend cleaning up? Give us a call instead. We provide very detailed cleaning for a fair price. No job too small. Weekly or biweekly cleaning available as well. Call Lisa @ 410-262-4375.

Offering Summer Spanish Tutoring for Educators (or their interested children).

You are never too old to learn! I have been speaking Spanish for over twelve years and even did a semester abroad. Spanish is the primary language that I speak at home. Very flexible during the summer. I will come to you or we can meet at the library. Call Lisa @ 410-262-4375 for more information.

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.

Employment

Intercultural Friends Foundation (IFF) is seeking teachers and school-based personnel to coordinate foreign student exchange programs for French and Spanish students during summer 2008. Coordinators can earn up to \$6,000. Interested applicants should fax a cover letter and resume to IFF toll-free @ 1-877-647-6135 or email mwr@iffusa.org.

Mobile Laser Tag: Crew Leaders wanted to bring outdoor laser tag fun to peoples' homes, summer camps, picnics and events. No experience necessary, we will train you. Call Eudene Rossi at 410-750-2367 and visit our website www.tagparty.net for more details.

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 23 – Aug 15). Visit our website at www.btcamps.org or phone 410-517-3451. Your child attends free!

Vacation Rentals

Ocean Side Condo, Ocean City, MD: mid town, steps to the beach, 3 BR 2 BA. First floor unit has 1 step to enter, great for young and elderly. 3 queen beds, queen sleep sofa, tv in every room, lv rm 50" plasma tv, fully equipped kitchen, large stone patio (AM sun, PM shade) close to all amenities. Contact JM @ 410-730-3988 for special HCEA rate.

Beach Cottage Ocean City, MD: Rent this ocean side, fully furnished, 3 BR North OC cottage. Cottage has new paint, A/C, fridge, newer bedding, cable, internet, off street parking, free on street parking. Available for weekly rental from May 15 -Sept 16. Would consider Senior Week, weekly during the summer to HCEA members. Contact JM @ 410-730-3988.

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.