

Advocate

Carroll County Education
Association

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Strengthen Your Union

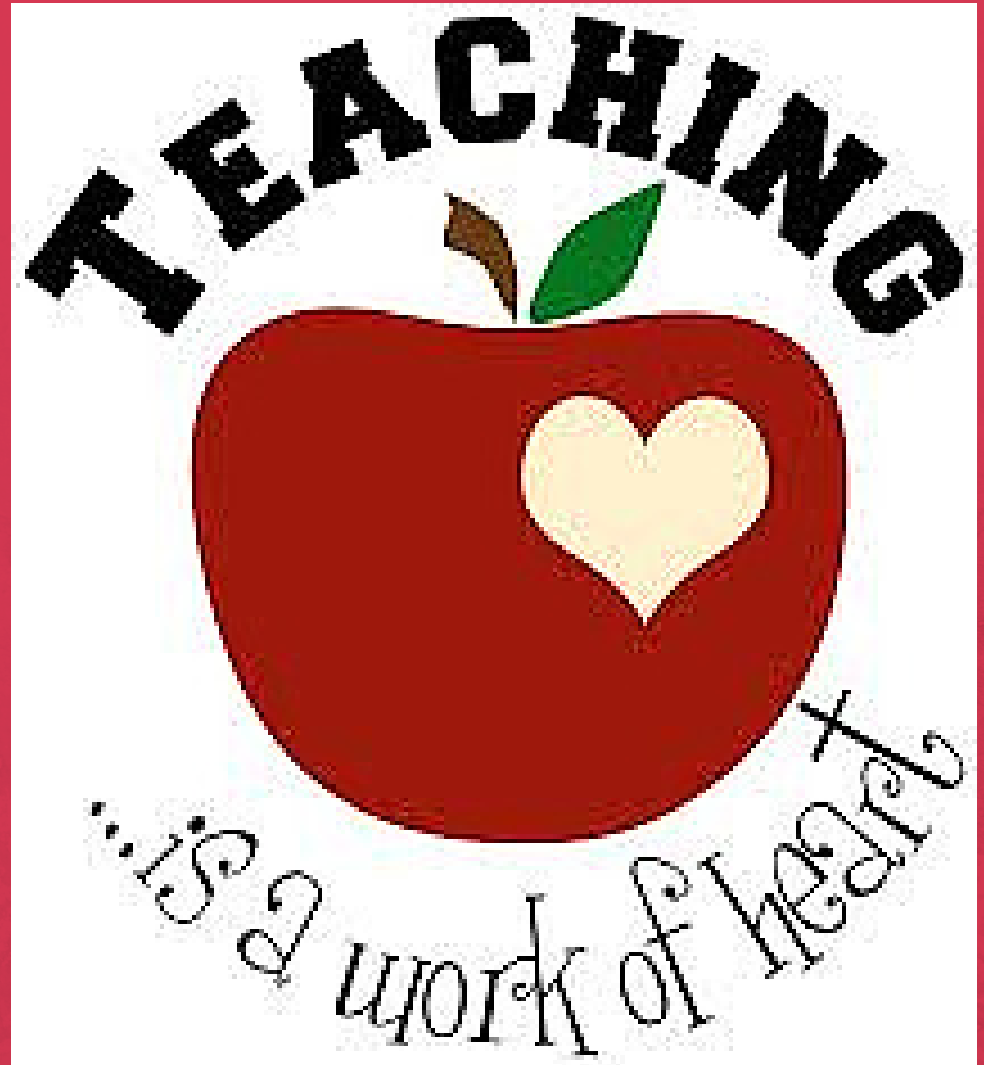
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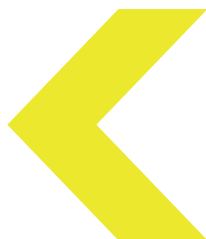
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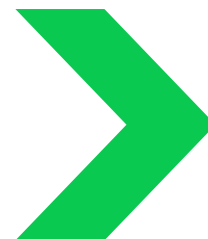
**Executive
Board
Member
Nominations
Now OPEN**

See Pg 3 For details

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A Message From President Payne



We are halfway through winter and the second semester has begun. As we gear up for the remainder of the year, we should look back at what we accomplished last fall. Our greatest success this past fall was the election of pro-public education leaders to the School Board and the County Commissioners. We all understand the local funding issues that occurred during the past 4 years were severe, but the current Commissioners have pledged to help repair the damage that was done. This will be a slow process but at least we are beginning to move in the right direction locally. At the State level, we have a new Governor as well as several new Delegates and Senators which will represent Carroll County. Because of this, your advocacy will be more important as we go through the General Assembly session.

The greatest issue that we as a membership must continue to fight for is adequate funding for CCPS. Next year, our negotiated agreement calls for a 2.5% COLA and a 1% bonus. CCPS has pledged to honor this agreement. However, as of January 28, the amount of money in the proposed State Budget is 4.3 million dollars less than what was expected. We must, as an entire membership, advocate to increase the amount of State money for education in Carroll County. This can be accomplished in several ways. First you can write to our Legislators, e-mail their offices directly or you can join us down in Annapolis on Monday February 23 for CCEA Lobby Night. More information about lobby night will be forthcoming shortly.

There are several other issues that we are focusing on during this General Assembly session. These include dealing with the workload problems with special education, technology issues surrounding testing as well as standardized testing in general. Other issues focusing on evaluations, SLO's and the Common Core will also be discussed.

Several members have asked why we have to be so political. Their view is that they don't like politics and teachers shouldn't be political. I understand their view but I am reminded of a quote I first learned while student teaching many years ago: "Every decision that is made about education is a political decision". Ultimately, all decisions regarding education are made by politicians. If we want to control our profession, we must engage the policy makers and advocate for what is best for our students. When we don't advocate, then whatever decision is made will have input from other groups that may not have the best interests of you and your students in mind. Our strength is our individual members and it only grows when you are involved. We welcome all members who have made the decision to advocate for their profession and I look forward to working with all of you to further strengthen our profession.

In Solidarity,

Ted Payne, President

Carroll County Education Association

FROM THE DESK OF GLEN GALANTE, UNISERVE DIRECTOR



Dear CCEA Member:

On March 19, 2015, CCEA will be holding its election for several leadership positions. Most importantly, you will be electing a new president of CCEA. Now more than ever the person you elect will have a direct impact on your future. This person will represent you here in Carroll County as well as in Annapolis. This person will also be leading the leadership team as we begin negotiations for a new Master Agreement.

Just how each member showed up at the polls and helped elect our new county commissioners and school board members, I know you will step up and cast your ballot for the new CCEA leadership team. The election guidelines have been approved by the CCEA Representative Assembly and will be provided to you by your building reps. Please take the time to read through these guidelines.

I also wanted to let you know that we received over 800 responses to the CCEA Negotiations Survey. The Negotiations Team has compiled and reviewed all the information. This information will be used to help formulate our proposal as we prepare to bargain the new Master Agreement. Bargaining will commence some time early next fall. I have also been asked to share the results of the survey. Since this information will be used to formulate our proposal, the negotiations team will refrain from sharing the information. The negotiations team will share all pertinent information with the membership at the appropriate time.

As you may be aware, the negotiations team has met with CCPS to begin negotiating a retirement incentive. We have only met once and will meet again on February 4, 2015. Information will be shared with the members if and when a tentative agreement is reached. In the meantime it is highly recommended that members who may be eligible for early or full retirement request an estimate from the state pension system and seek counsel from their financial adviser.

In Solidarity,
Glen

CCEA UniServ Director



Strengthen YOUR Union

VP, Teresa McCulloh

Happy New Year and Happy Second Semester! If one of your goals this year is to help strengthen YOUR Union by getting more involved, then complete a Membership Involvement Form and come aboard! We hear many times, "What does the Union do for me?". Attend a 10 Minute Meeting, a Rep Assembly, a Committee Meeting, a Board of Education Meeting, a Rally, Lobby Night or a Budget Hearing with us. You will experience our purpose. We are so thrilled that all of our buildings now have Reps. NOW is the time to engage more members...YOU! Looking ahead...we are in the pre-planning stages to educate our members on Union practices and the contract. Be looking for "Know Your Contract 101" for the 2015-2016 school year. (Yes, close reading strategies will be implemented as well!)

I had the opportunity to attend the National Council of Urban Education Association (NCUEA) Convention in December, which was a wonderful and enlightening experience. Networking with other locals from across the nation was phenomenal! I attended several professional development sessions on organizing and finding leaders in your building and within your association. You are out there and I came back with lots of ideas to utilize your strengths to help lead our local charge! Of course the "Time to Learn, Time to Teach" message was loud and clear. Both our NEA leaders, President Lilly Eskelsen Garcia and Vice President Becky Pringle gave moving speeches on this nationwide campaign.

The Election Committee recently presented the Election Guidelines at January Rep Assembly. PLEASE exercise your voting right. More importantly, do your homework and research. Really get to know the candidate of your choice who will move your CCEA forward!

Work with me!
Your CCEA VP,
Teresa Basler McCulloh

**CCEA Elections will be held
March 19**

CCEA Elections

Offices are open for nominations for our local elections. The guidelines have been handed out and are available for review with your school rep or our website. If you are interested in becoming part of our leadership team, we encourage you to step up and make a difference!

OPEN OFFICES

PRESIDENT

TREASURER

MEMBER AT LARGE (4)

MSEA DELEGATE

NEA DELEGATE

MEET
YOUR
L
E
A
D
E
R
S
H
I
P



Heather McKenzie

**Cranberry Station Elem
5th Grade
Member since 2002
Executive Board At Large**

“You have brains in your head. You have feet in your shoes. You can steer yourself any direction you choose. You're on your own. And you know what you know. And YOU are the one who'll decide where to go...”
~Dr. Seuss



Josh Davidson

**North Carroll Middle
6th Grade
Member since 2003
Executive Board Treasurer**



Mary Butler

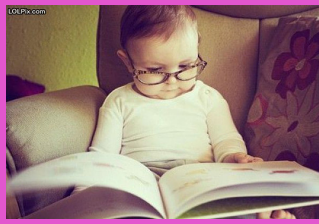
**Winters Mill
Special Education
Member since 1999
Executive Board Secretary**
As a Special Education Teacher, I believe every student can learn.....we just have to be patient enough.



Denise Applefeld-Hendin

I am a wife, mother, grandmother, teacher and union member. When I became a Carroll County teacher in 1990, there was no question of whether or not I would join CCEA. I was raised in a pro-union family. My dad was a plasterer and secretary of his local union for many years. I saw his dedication. I saw how hard he worked to improve conditions for his fellow union members. I learned the importance of unions and union membership from my dad. I am proud to be a CCEA member and a new member of the Executive Board.

Tutoring



Did you know that CCEA offers two useful, but very different tutoring opportunities?

CCEA Tutoring Program:

This is a list we maintain here at the CCEA office of teachers who are willing to offer their tutoring services outside of normal duties. If a student is in need of some extra help, they can contact the office and, based on their specific needs, be matched up with a tutor. We will give them the contact information for the educator. It is up to the individual tutor to set up the appointment and prices. CCEA does not get involved with any of the details beyond matching the student with the tutor. You must be a CCEA MEMBER to get on the tutor list AND you may NOT tutor the student on school property (in accordance with CCPS policy).

CCEA Tutoring Scholarship:

We are aware that some students who fall behind may not be able to afford a private tutor, so we offer a Tutoring Scholarship. We have a few select educators who are available to tutor the student free of charge to their family. The tutor will be paid directly by CCEA. There are very specific requirements that must be met in order to qualify to be either the tutor or the student.

If you are interested in becoming a tutor for either of these programs, or if you have any questions or concerns, contact the CCEA office for details.

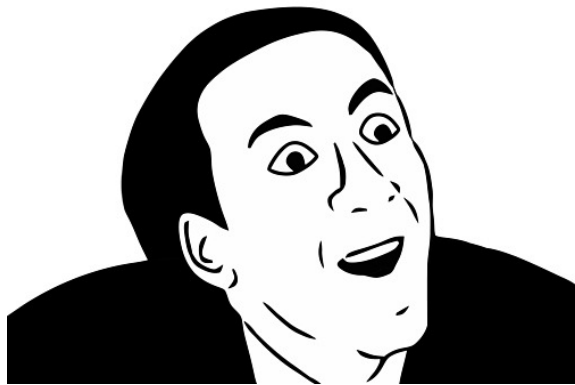
We've all had that one student who does none of the work all semester long and then is surprised by the results when report cards come out, right? You've given them ample opportunity to change the results over the last few weeks. You've even warned them that it wasn't looking good well in advance so that they could straighten it up in time. But, they chose to ignore all the chances and warnings and then they want to be mad at YOU when they don't like their final grade.

What else were you supposed to do for them? You WANT them to succeed, but you can't do the work for them! You just want to scream at them, "DO YOUR HOMEWORK!"

You don't like the way you are being treated as an educator in Carroll County. You feel like you are overworked and under paid and you are frustrated because it doesn't look like anything is going to change any time soon.

So, question for you: How many 10 Minute Meetings have you attended? Did you reply to the Negotiations Survey? Have you filled out the Member Involvement form? Did you attend the Legislative Breakfast? Or campaign/phone bank for the CCEA Recommended Candidates? Have you been to any of the Rep Assemblies or Open Membership Meetings? Have YOU done YOUR homework?

YOU DON'T SAY?



Have you ever noticed that the people who have the most to say about something are the people who are the least involved with that something?

Here are some facts.

No opinions involved.

Things we Enjoy Thanks to

Labor Unions

- 1 Weekends without work
- 2 All breaks at work, including your lunch breaks
- 3 Paid vacation
- 4 Family & Medical Leave Act (FMLA)
- 5 Sick leave
- 6 Social Security
- 7 Minimum wage
- 8 Civil Rights Act/Title VII - prohibits employer discrimination
- 9 8-hour work day
- 10 overtime pay
- 11 child labor laws
- 12 Occupational Safety & Health Act (OSHA)
- 13 40-hour work week
- 14 Workers' compensation (workers' comp)
- 15 Unemployment insurance
- 16 Pensions
- 17 Workplace safety standards and regulations
- 18 Employer health care insurance
- 19 Collective bargaining rights for employees
- 20 Wrongful termination laws
- 21 Age Discrimination in Employment Act of 1967 (ADEA)
- 22 Whistleblower protection laws
- 23 Employee Polygraph Protection Act (EPPA) - prohibits employers from using a lie detector test on an employee
- 24 Veteran's Employment and Training Services (VETS)
- 25 Compensation increases and evaluations (i.e. raises)
- 26 Sexual harassment laws
- 27 Americans With Disabilities Act (ADA)
- 28 Holiday pay
- 29 Employer dental, life, and vision insurance
- 30 Privacy rights
- 31 Pregnancy and parental leave
- 32 Military leave
- 33 The right to strike
- 34 Public education for children
- 35 Equal Pay Acts of 1963 & 2011 - requires employers pay men and women equally for the same amount of work
- 36. Laws ending sweatshops in the United States

CRAZY THINGS PEOPLE SAY TO TEACHERS

Teachers are just glorified babysitters.

OK, you can pay me what you pay your babysitter. At \$10/hr times 6 hours, that's \$60/day, times 5 days a week, that's \$300, times 36 weeks, that's \$10,800 per student. Then you multiply that times 30 students. That's \$324,000. There's a good start.

That IS strange! Let's figure out a way to get to the bottom of this. You're welcome to come observe my class any time you want. When can I drop by your house?

Johnny NEVER acts out at home. I wonder what you're doing wrong in the classroom?

It can't be that hard to control a bunch of kids. Just have clear expectations.

Classroom management is really an art, and it's not that simple. But if you have some special tricks, I'll bring 30 kids over to your living room tomorrow morning to watch you work your magic!

Teaching is a calling, not just a job. Compared to the challenges (and rewards) of the classroom, graduate school was a cakewalk.

You're way too educated to be teaching first graders. Don't you have an M.A.?

Hey, don't I actually pay your salary with my taxes?

Um...would you like your 13 cents back? We can just make a trade for your child's ability to read.



WWW.WEARETEACHERS.COM

Join us at the TownMall in Westminster on Sat, Feb 28 from 10am-2pm for our annual Read Across America Event!



Contact Heather McKenzie at HLMcKEN@CARROLLK12.ORG for further information or to volunteer

APRIL 1
HIPPODROME
\$88.45
SPACE IS LIMITED

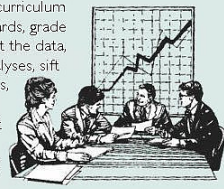
Contact the CCEA office for more info

WICKED
THE UNTOLD STORY OF THE WITCHES OF OZ



"The strength of the team is each member. The strength of each member is the team." -Phil Jackson

I don't know why teachers are complaining that we're not giving them enough time to align the curriculum to the new standards, grade assessments, input the data, generate item analyses, sift through the results, and differentiate instruction. What could they possibly be doing all day?



www.facebook.com/CantBoareATeacher

"Sure! I don't mind if you come to school with a fever and your throwing up everywhere." Said no teacher ever!



someecards user card

Teachers don't need to be involved in creating the new curricula to go with the new learning standards. I'm sure that the businessmen and publishing companies in charge are motivated only by the needs of the children.



www.facebook.com/CantBoareATeacher

Teacher Confession:

I love to color with the "good" markers...and I don't like to share them.



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Maryland State Education Association
National Education Association
2014-2015 ENROLLMENT FORM



NEA	\$	_____
MSEA	\$	_____
Local	\$	_____
Total	\$	_____

FREE! NEA Complimentary Life Insurance! Visit www.neamb.com/complimentary

SOCIAL SECURITY NO. (Last 4 digits are required) OR EMPLOYEE ID NUMBER

FIRST NAME M.I. LAST NAME

Mr. Mrs. Dr. Miss. Ms.

ADDRESS CITY STATE ZIP

HOME PHONE CELL PHONE HOME EMAIL WORK EMAIL

Members are automatically opted in to MSEA's members-only and other newsletters. You may opt out at any time by clicking the unsubscribe link found in every email. How would you like to receive your MSEA ActionLine magazine? Print Digital copy (email)

ETHNICITY (Optional) American Indian/Alaska Native Asian Black Caucasian (not Hispanic origin) Hispanic Native Hawaiian/Pacific Islander Multi-Ethnic Other Unknown

DATE OF BIRTH MONTH / DAY / YEAR HIRE DATE MONTH / DAY / YEAR

LOCAL ASSOCIATION _____

WORK LOCATION _____

POSITION _____

SUBJECT _____

Check your salary level for dues computation:
 Over \$41,549 \$20,775 - \$41,549 Below \$20,775

Check one:
 Full-time (more than .50)
 Part-time (.25-.50)
 Part-time (less than .25)

Method of payment:
 Payroll deduction (Sign and date below.) Cash / Check

Payroll Deduction Authorization

I authorize continuing payment or deduction of dues in the sum determined by my local affiliate, the Maryland State Education Association (MSEA), and the National Education Association (NEA), each year, unless I revoke this authorization in writing to my local affiliate by such time as is designated in my local affiliate's collective bargaining agreement or my local affiliate's policy. In case of my resignation or termination, the board of education shall deduct the balance of my yearly dues from my final paycheck. Dues payments are not deductible as charitable contributions for federal income tax purposes. Dues payments (or a portion) may be deductible as a miscellaneous itemized deduction.

SIGNATURE _____ DATE _____

Fund for Children and Public Education Contribution Voluntary Authorization

Yes! I want to see our elected officials stand up for public education and my students. I hereby authorize the following contribution to the Political Action Committee of NEA, MSEA, and my Local Association to build a strong voice for educators:

TOTAL PAYROLL DEDUCTION PER PAY PERIOD \$12.00 \$6.00 \$3.00 \$1.00 SIGNATURE _____

The NEA Fund for Children and Public Education (NEA Fund) collects voluntary contributions from Association members which are used for political purposes, including, but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for federal office. Only U.S. citizens or lawful permanent residents may contribute to the NEA Fund. Contributors to the NEA Fund are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. Contributions to the NEA Fund are not deductible as charitable contributions for federal income tax purposes. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.

I understand that I am making a joint contribution and that one-third of my contribution will go to the NEA Fund, one-third to the MSEA Fund and one-third to the local Fund. Federal law prohibits the NEA Fund from receiving donations from persons other than members of NEA and its affiliates, and their immediate families. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.

PLEASE RETURN WHITE, CANARY AND PINK COPIES TO YOUR LOCAL • RETAIN THE GOLD COPY FOR YOUR RECORDS