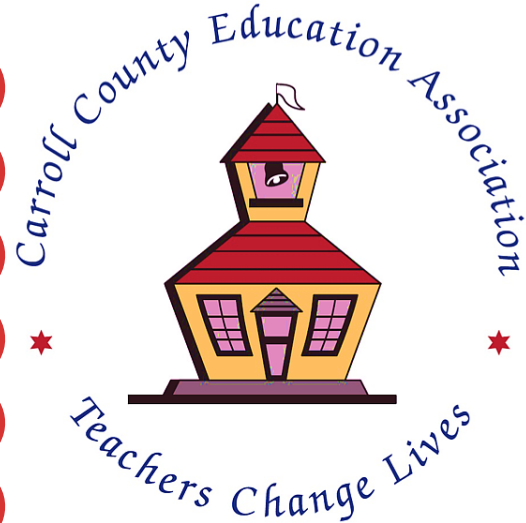


The
ADVOCATE

2015

ELECTION EDITION



YOU CAN EITHER
VOTE BY VOTING OR
VOTE BY NOT VOTING.
IF YOU DON'T VOTE,
SOMEONE ELSE'S
VOTE COUNTS MORE.
IT'S MATH.

VOTE AT
GENERAL
MBRSHP
MEETING

WHS

MARCH 19
5:00

PRESIDENT



**Teresa
McCulloh**

**Hampstead
Elementary**

The last seven months as your Vice President has been a great experience! I have taken the opportunity to attend numerous trainings and conferences as well as serve on numerous CCEA Committees. In addition to being on the Executive Board several years and taking an active role in the Association, I am "READY TO WORK FOR YOU AND WITH YOU" as the next CCEA President!

We are already seeing that working side by side with our then endorsed candidates and now newly elected officials is paying off. A public commitment to fund our COLA and 1% Bonus next year was made. I am proud to say I canvassed and worked the polls with them and phone banked for them as a part of the Campaign 14 Committee.

Membership is an area of focus for me! I created the incentives- "MIGHTY Lotto", "Rise and Shine", and the Membership Involvement Form. Writing a grant with three other members last spring to fund these incentives was another helpful learning situation!

As CCEA President, my Action Plan includes:

- 1) To increase membership by continuing incentives and implementing ideas obtained from trainings/conferences.
- 2) To engage members by surveying staff utilizing their strengths and searching for leaders. I know you are out there!
- 3) Upholding the contract making teaching conditions the best possible.
- 4) Being visible in schools. One of my personal concerns is leaving the classroom. However, I will keep in touch by visiting schools weekly.
- 5) I realize some of my responsibilities are outside of the county, however, I am committed to "taking care of business at home" a top priority!

I can only execute all of my plans and ideas when I get your vote!

"READY TO WORK FOR YOU AND WITH YOU!"

Vote for Teresa Basler McCulloh for CCEA President



**Robin
Szymanski**

**Manchester
Valley High**

Carroll County and CCPS have grown up. CCEA has grown up. No longer can we operate on friendship only and seal the deal with a handshake. We made great strides during the 2014 elections. MSEA and other locals are watching us. We have become a "big boy" in the world of collective bargaining units. We have grown in numbers and can no longer be ignored! Many people are responsible for this progress, but most of all YOU, the members, are responsible for the progress.

But, we are not done!

I believe it is when something is difficult to accomplish, that we learn the most!

Like you, I have been raising my voice. At the MSEA RA in October, I introduced a successful New Business Item in regards to Special Education Planning and Case Management. A task force based on the NBI has been named, and will begin work shortly. Recently, I testified in front of the House Ways and Means Committee in regards to H.B. 159, a Special Education workload bill, and gave an interview to an ABCNews2 reporter about "burden of proof". I have also begun shouting with MSEA and others about the travesty of testing that has been thrust upon us, and hope to be involved in ending the belief that testing should be used to evaluate teachers, will improve our schools, and better our students.

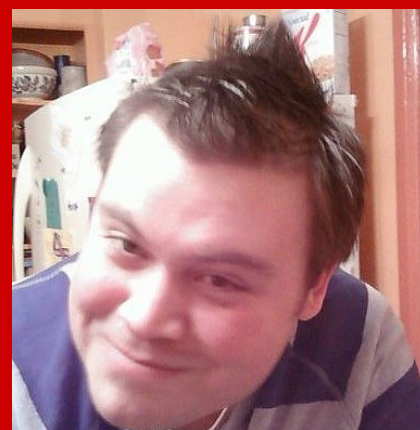
Respect for professional educators has eroded. Educators need to take back what we have lost through careful and strategic methods. We need to earn back the respect we once had. Educators need to be making educational decisions, not politicians!

I have the energy and passion to help CCEA move forward and grow the presence we now have. I have accepted the challenge and hope you will elect me as President of CCEA!

Greetings from your CCEA Treasurer! My name is Josh Davidson and I have been an active member of CCEA for 11.5 years! My active participation in our local association began at the beginning of my teaching career. That year I participated in a rally in Annapolis. The slogan "Tell Ehrlich, Tell Steele, These cuts won't heal!" rang out through the streets of Annapolis. The atmosphere at the event was intoxicating. From that moment, I knew that being an active participant in my association was a must. Soon after this action things began to improve. Only two years later I was thrust into a leadership role as my building's representative. Then, in 2007, I was given the opportunity to serve the association as a member of the executive board. I expanded my service to the association by pursuing the office of treasurer and was elected in 2009. I have been your treasurer since that time. I strive to make the budget accessible to every member. After presenting the budget one year, a fellow teacher exclaimed that this was the first year that she understood the budget. This teacher had been a member for quite some time. It has been my pleasure to serve as your treasurer. I am asking that you allow me to continue my work as your treasurer.

Thank you in advance for your vote!

Treasurer



Josh Davidson
North Carroll Middle

**Uncontested
Offices** ★



**Retired
Member**

.....
Yvonne Gambrill

MSEA Convention Delegate

Denise Applefeld-Hendin

Christy Baummer

Ruth Chamelin

Emily Cramer

Josh Davidson

Marsha Doolan-Unekis

Jason Fritch

Ashley Fritch

Yvonne Gambrill

Ryan Heilman

Demetria Hensley

Teresa McCulloh

Rachel McCusker

Kelley McDonough

Heather McKenzie

Mike Skopp

Robin Szymanski

Becky Waldeck

Executive Board

Pick THREE (3)



Emily Cramer
Taneytown
Elementary

My name is Emily Cramer and I am running for executive board member, MSEA delegate, and NEA delegate. I have been a member of the NEA for 15 years and have experience in all levels of advocacy at the local, state, and national. At the local level, I have served as vice president, membership chair, executive board member, building representative, a member of the special education concerns caucus, political action committee, National Board of Certified Teachers (NBCT) support provider, government relations committee, and school board elections campaign volunteer. As part of the Maryland delegation, I participated in many MSEA conventions as a delegate and as a Political Action Committee (PAC) Captain. Also, I completed the Leadership Advocacy Training 2.0 while always looking for new ways to learn about how to develop the organization into the next generation. This year I started serving on the MSEA Resolutions Committee and was appointed to the NEA Resolutions Committee as an alternate and the Maryland team for Mid-Atlantic Region Organizing Institute. Most recently, I was invited to join the Culture of Organizing workgroup. At the national level, I have attended numerous NEA Representative Assemblies. While there I have been a state contact to discuss specific voting items and on the PAC committee as well as participated in the NEA NBCT Caucus and the NEA Special Educators Caucus. Also, I have participated in the NEA-NOI Engagement Organizing Training and various NEA Mid-Atlantic Regional Conferences. You many ask why did I write all of this in my biography? Well, by reading you can conclude that since I advocate for special education on all levels of the union that yes, I am a special education teacher who is also Nationally Board Certified in Literacy. I believe by being involved on all levels I can make a difference!

When I first joined the union eleven years ago, I did not understand the purpose of it. The only reason I joined was to secure liability insurance. During that time, I would glance at the e-mails, complain about the contracts, and wonder why the leaders of the union were not doing more. This year things changed and I realized the error in my thinking. With some of the major issues that arose, particularly as regards the salary scale issue, I realized that the work of the union is not done by the leaders but rather by the members. For this reason, I became more involved in the union. My first step was to become building representative, where I encouraged teachers to become more involved in union issues. I then joined the negotiations committee and also worked on the core team that successfully negotiated a retirement incentive plan. Recently, I was appointed to the Executive Board and serve on the budget committee.

While this is a good start, there is still a lot more work to be done. Unfortunately, the error in my thinking about the purpose of the union is not an isolated one. Many teachers see the union only as a service organization focusing on what the leaders have done for them. They know far more about the trips to New York and the discounted BJ's membership than they do about the real issues facing us on a regular basis. If elected to return to the Executive Board, my goal will be to work with the union to change it from being a service organization to an activist organization. This will not be a comfortable change, as it will require some major restructuring but it is one that we have to tackle in order to evolve and mature.



Ryan Heilman
Manchester
Valley



Celeste Jordan
Winters Mill

My name is Celeste M. Jordan and I am running for the position of member at large for the CCEA Executive Board. I have been a member of CCEA since 1998 when I came to the county. I am the building representative for Winters Mill High School.

Experience: SS. Peter & Paul HS, 1995 to 1998. Liberty HS, 1998 to 2002. Winters Mill HS, 2002 to present.

Education: Salisbury State University (B.S., 1993), West Virginia University (M.S., 1995), McDaniel College (Admin Certification, 2011), and NBCT (7-12 Mathematics).

When at Liberty High School, I witnessed firsthand the power of teachers when they work towards a common goal. We need a stronger CCEA. We need our voice to be heard. I hope that I can help with that as a member of the Executive Board.

During the past six years, CCEA has advanced to a very high level of significance under the leadership of President Ted Payne. We are now an influential voice in Annapolis, with our CC Commission, and with our school board. We now hold a high degree of prominence. Ted had built many bridges and made many connections in his six year tenure as our president. It is important that our next elected leadership does not allow those bridges to crumble or those connections to break.

Of course, Ted could not have done this alone; he had people like me and many others as part of his team. We worked hard, at times very hard, but we also worked with diligence and mission. During the past few years, I have learned a considerable amount, but I also brought to the table a considerable amount of experience. I began as a TABCO building rep many years ago in the 1990s and since then attended numerous conferences and trainings, which included membership, mobilization, leadership, organization, SLO, and recently, Common Core. In addition to being a CCEA building rep, I have served for the past few years as your Government Relations Chair and a MSEA delegate, representing CCEA locally and at the state level.

Working with Ted has given me close insight into his responsibilities and high demand on his time, as well as the tenacity required to make changes necessary within our association and to affect changes outside of CCEA. As a member of the Executive Board, if elected, I shall use all the experience I have gained to assist the next President in not just maintaining the high level of status that Ted has worked so hard for us to achieve, but to also take CCEA to the next level.



Mike Skopp
Robert Moton



Robin Szymanski
Manchester Valley

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NEA Convention Delegate

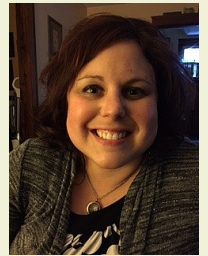
Pick five (5)
Top three (3) are funded



Josh Davidson
North Carroll
Middle

It's Josh Davidson again! I have served as a CCEA delegate to the NEA Convention from 2010 – 2014. During that time I have participated in NEA budget hearings and served on the NEA National Board Certified Teachers Caucus. I have participated in these activities as well as being your representative during the NEA Representative Assembly. I'm asking that you vote to send me to the 2015 NEA Convention so that I can continue working for you. Thank you!

I am running for NEA delegate. I have been a member of the NEA for 15 years and have experience in all levels of advocacy at the local, state, and national. At the national level, I have attended numerous NEA Representative Assemblies (NEA RA). This is the true democratic process at work where the members are the voice of the association. I am passionate about being active at this level and sharing ideas with other educators because you can learn from what is happening in other parts of the nation and help put that into perspective in your practice.



Emily Cramer
Taneytown
Elementary

Marsha Doolan-Unekis North Carroll Middle

13 yrs. teaching experience in
Social Studies. National Board
Certified & Administrative
Certified.

As a leader in CCEA, it is vital to attend the MSEA and NEA Conventions to stay current and follow business action at the state and national level. I also take the opportunity to network with other locals to obtain ideas to help move our Association forward! Please make this happen by voting Teresa Basler McCulloh for MSEA Delegate and NEA Delegate. Thank you so much!



Teresa McCulloh
Hampstead
Elementary

I am knowledgeable about the issues and mandates affecting educators today. I am extremely passionate about making sure our voices, and our experiences, with these issues are heard locally by our Board of Education and County Commissioners and at the state-level by our Legislators. The annual NEA and MSEA Rep Assemblies give us the opportunity to directly affect the policies and direction of NEA/MSEA. I am committed to MSEA's mission of pushing for school funding, fair evaluations, smaller class sizes, competitive salaries/ benefits, and better working conditions which would in turn improve student achievement, regardless of standardized testing. The numerous



**Kelley
McDonough**
Ebb Valley



Mike Skopp
Robert Moton

Each year, we have a dedicated group of teachers who represent CCEA as Maryland State Education Association delegates. I have been one of those teachers, and am looking forward to once again being your voice and representative at the state level as a 2015 MSEA delegate. I would like to do more. I would like to also represent you at the national level. I am asking for your support to be one of your representatives as a 2015 National Education Association delegate.



Robin Szymanski
Manchester
Valley

Last year I represented CCEA in Denver as a NEA Delegate and I'd like to do the same this year in Orlando. I have a great passion to improve working conditions and work load for all teachers. I presented a New Business Item at the MSEA Convention in Ocean City in October. I hope to be elected as a NEA Delegate so that I can develop and present a New Business Item related to work load at the NEA Convention in Orlando in July. Please vote for me, Robin Szymanski, to represent CCEA once again on a national level.