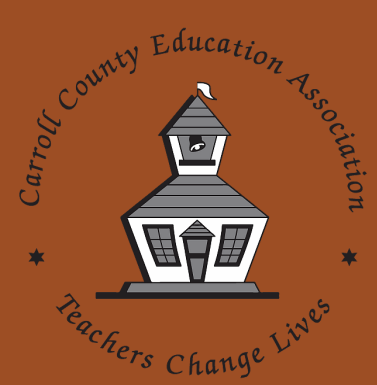


Advocate



Pg 1

Farewell President Payne

Pg 2

CCEA

Year in Review

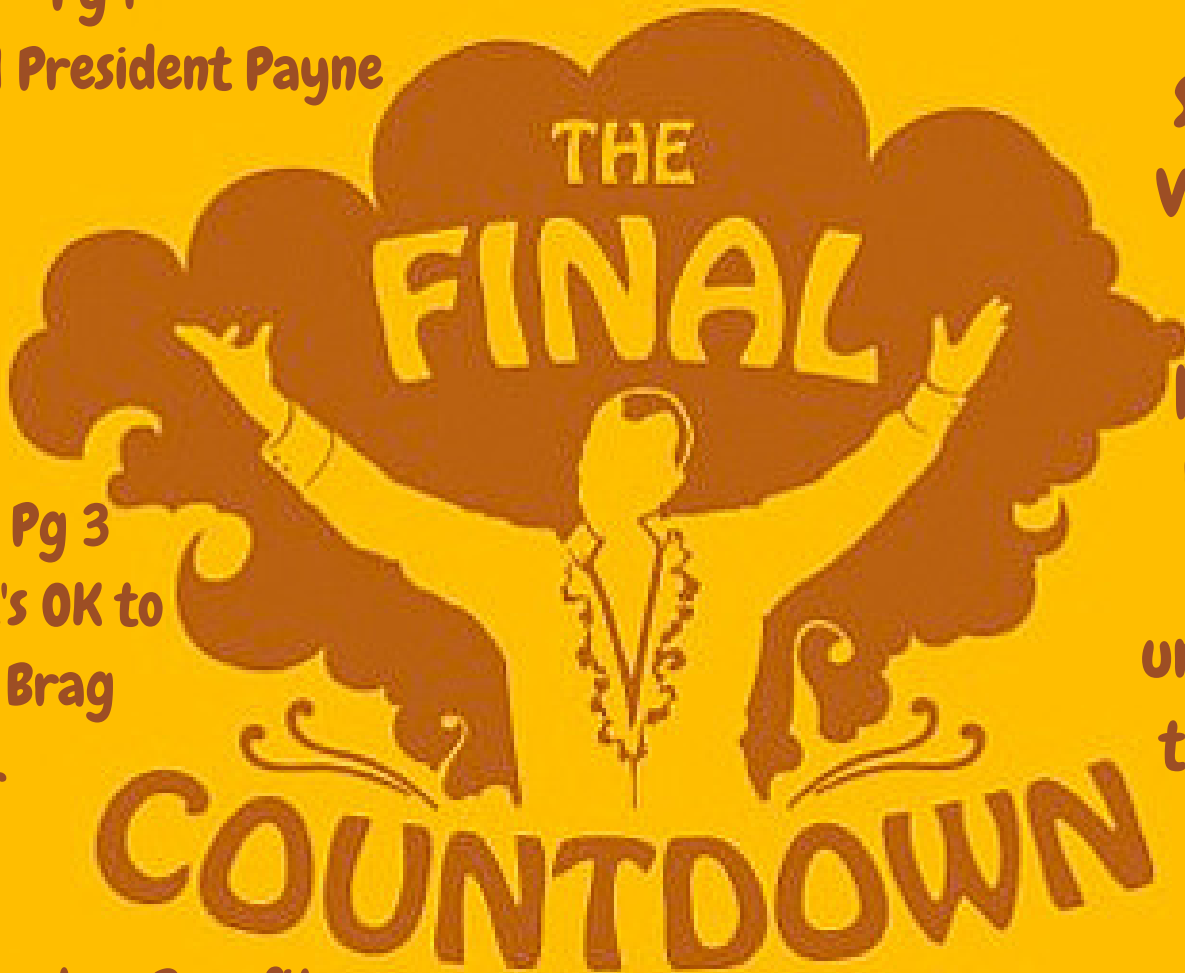
Pg 3

It's OK to

Pg 4 Brag

Member info

Pg 5 Member Benefits



Summer Vacation: When parents realize how underpaid teachers really are!

CONGRATULATIONS TO RACHEL MCCUSKER, MUSIC TEACHER AT PINEY RIDGE, CCEA member since 1994, and our newest OUTSTANDING TEACHER OF THE YEAR



"I am indebted to my father for living, but to my teacher for living well."
~Alexander the Great
(His teacher was Aristotle)

Farewell President Payne



*Ted ~
Thank you
for your
service over
the last 6
years. We
bid you
goodbye as
you start
down your
new path
and we
sincerely
hope that
your next
chapter is as
fulfilling as
this last one.
May you
harvest
100% of the
fruits of your
labor in all
that you do.*

As we come to the close of another school year and the end of my time as President of the Carroll County Education Association, I would like to take time and reflect on the challenges and accomplishments that we have seen in the past 6 years. When I came into office in the summer of 2009, we were starting to realize the affects of the worst recession since the 1930's. We also were realizing the enrollment at CCPS was going to continue to decline with no indication that enrollment would rise any time soon. We were also having to deal with major policy changes at all levels which would alter public education and the way that you would be teaching.

It was during this time that we were truly beginning to see public education under full attack by interest groups which had a different vision for education. These groups were looking for ways to undermine public education through policy changes, legislation, attacking education Associations and any other means to weaken your ability to do your job. They are still advocating for these destructive changes, including weakening Maryland's excellent Charter School Law, siphoning off money through either tax credits or vouchers, and continually blaming Education Associations for problems in public education while continually underfunding school systems. This is why elections matter.

In 2010, Carroll County went to a 5 District Commissioner from a 3 at-large Commissioner form of government. During this time, Carroll County elected 5 ultra-conservative Commissioners. Their main goal during this time was not to strengthen the Community institutions, but to find ways to enhance private business and their agenda. By taking this approach, they were adamant that tax cuts were the only way to attract business to the county. The commissioner's essentially cut property taxes in the county on the back of the hard working employees of the County and the school system, freezing salaries and not funding CCPS adequately. For 4 years, we continually had to fight not to lose more than what was already lost. In 2014, CCEA members worked tirelessly to elect pro-public education citizens to the County Commission and school board. With the help of a large part of our membership, we were successful and as of today, we are seeing positive changes occurring locally. For the first time in my Presidency, I did not have to fight for funding for our negotiated agreement. Next year, you will receive your 2.5% COLA and 1% bonus. However, the fight for funding is far from over. We must continue to advocate until school system receives the funding necessary to make sure that all of Carroll County's children receive the best education possible.

Outside of legislative advocacy, I worked with many members in developing the current evaluation model. The evaluation model had to be changed to become compliant with the changes in Maryland Law brought about by the Ed. Reform Act of 2010, which included a student performance component. I fought against using state testing as part of teacher evaluation. We succeeded in getting the use of testing halted for a few years, but again, we must continue to advocate for the best interests of the teachers in Carroll County.

A President of CCEA, I also spent many days working on making sure that you receive everything that you contractually earn. This has meant that at times, I was in disagreement with the school system and with the assistance of MSEA had to file grievances and appeals. We have been very successful in both grievances and appeals. We still have several outstanding appeals that will continue after I leave office but CCEA will continue to fight to make sure that you receive everything that you earn and deserve.

As I leave office, I must remind you that every decision that is made regarding public education is a political decision. CCEA is only as strong as the membership allows it to be. If you know teachers that are not part of the Association, talk to them and have them join us. We are stronger now than we were when I started, but we can become even stronger. Personally, I want to thank all the teachers who served as either officers or members of the Executive Board. I could not have done this job without you. I am also singling out my negotiations chair, Tony Roman, for all the work he has done for the Association as well as retired members Dave Anderson and Carroll Staggs for the mentorship. Their consul made me a better advocate for every member. Thank you for the past 6 years.

In solidarity,
Ted

Dear CCEA Member:

It's been a very busy year. The list below highlights some of the things your union has been doing for you. Whether it was CCEA's involvement with the fall elections or advocating for your rights, CCEA is hard at work for you. Being a member of a union is much more than just paying dues, but taking an active role in helping your union become stronger! I must express my heartfelt thanks to all the different CCEA members that have stepped forward in one capacity or another to help CCEA this year. Their desire to make CCEA a stronger local is evident by their commitment and willingness to help. Thank you to all the building reps for holding 10-minute meetings and sharing all pertinent information with the members. Thank you to all the CCEA officers and Executive board for all your hard work. I must also express my sincere appreciation and thanks to outgoing CCEA President Ted Payne. Ted has been a passionate advocate for you over these last 6 years. These have been difficult times for CCEA and Ted has worked very hard to protect your rights and advocate for you at the local and state level.

In Solidarity,
Glen

CCEA Year in Review

2014-2015

- 1) CCEA was successful in helping to elect pro public education candidates to CCPS Board of Education as well as Carroll County Commissioners.
 - a) CCEA led all locals in MSEA with the number of phone bank contacts (over 1,500)
 - b) Canvass contacts (over 800)
 - c) Polls (every polling station was manned)
 - d) 80% of our members voted!!!
- 2) CCEA had a successful PAC Blitz.
 - a) Over 250 new PAC Contributors
 - b) Over \$14,000 in new PAC money
 - c) Almost 25% of membership is now giving to PAC
- 3) CCEA was able to hold its total membership count for the 2014-2015 school year. First time this happened in several years.
- 4) CCEA was very active in the legislative process:
 - a) Over 25 CCEA member attended MSEA lobby night in Annapolis
 - b) Successful Legislative Breakfast was held
 - c) Interviewed candidates for BOE, County Commissioner & Delegates races
- 5) CCEA Executive Board members as well as building reps attended several CCEA and MSEA trainings.
- 6) A number of member benefits events such as shows and trips were provided to the members.
- 7) CCEA successfully advocated for several members through the grievance or appeals process.
- 8) CCEA Election was held and a new president was elected as well as new Executive Board members.
- 9) CCEA was able to secure several MSEA grants to help with the costs of several events held throughout the year; Rise & Shine, MIGHTY, Legislative Breakfast, Lobby Night, BYOD.
- 10) CCEA Bylaws were updated and work was begun on new CCEA Fiscal Policy.
- 11) Building reps continue to hold ten (10) minute meetings each month.
- 12) Scholarship Committee met and revised tutor and scholarship program.
- 13) CCEA Negotiations Team was formed and is comprised of 19 different members.
 - a) Team has met several times this year and will continue to meet throughout the summer.
 - b) Team began working on proposal.
 - c) Team also met with CCPS to negotiate a retirement/resignation Incentive Plan. 75 members took advantage of the Incentive Plan.
 - d) Incentive Plan will save over 50 jobs, preventing these members from being furloughed!
- 14) CCEA met with CCPS and was able to gain a waiver of 4 ½ days for staff last year.
- 15) This year CCEA has met with CCPS gain to gain another waiver of 3 days. BOE is anticipated to approve the waiver during their May meeting.

It's OK to BRAG



Bob Brown, retired social studies teacher, Southington High School, Southington, Conn., said, "Teachers don't brag enough. There are so many wonderful things our teachers are doing, and the public never hears about them. I want to publicize our success."

Folks, those successes start right here in Carroll County with our own Carroll County teachers, both active and retired! "CCEA PRIDE" (a term I coined) is everywhere! For instance, Carroll County had nearly 400 nominees for Outstanding Teacher. Eight of our teachers received Outstanding Teacher Awards. They include Christine Baummer, Roberta Gore, Rachel McCusker, Kenneth Mihalyov, Rachel Morgan, Jan Nies, Melanie Roelke, and Gayle Sands. Carroll County Teacher of the Year (and member of CCEA Executive Board) is Rachel McCusker. Our congratulations to all of these outstanding Carroll educators!

Why is it important to "brag a little" about what teachers do? Phyllicia Rashad, best known for her role as Clair Huxtable on the 'Cosby Show', summed it up: "There would be no doctors, there would be no lawyers, there would be no engineers, there would be no plumbers or electricians, there would be no politicians (without teachers). None of this would be possible without education and the hard work of educators."

Our teachers go way beyond the regular curriculum. They want the best for their students. They organize fund raisers for those in need. They operate food pantries after school hours. They help with restaurant fund raisers for school activities.

Carroll County teachers, in addition to being in the classroom fulltime, serve on CCEA Executive Board, CCEA Rep Assembly, and many other important but time-consuming committees. Our teachers lobby for our students, campaign for folks who support education. They plan annual 'Read Across America' events, tutor students, offer scholarships, make time for their families - all while being patient, motivating, and inspiring! How do they do it? Teachers make a difference!

I'm proud to have been a continuous voice in education in Carroll County since 1961. That's right - 54 years working with students and active and retired teachers. Proud to have our daughter, Laura Staggs McClelland, teach in Carroll County schools for 30 years (She's retiring this year). Yes, I'm proud to have so many of my former students choose teaching for their career. Do you know how rewarding it is to have your former students as colleagues? Kim Robeson, on our Negotiating team, and Teresa McCulloh, as our next CCEA President.

Thanks to everyone for your continued support. Ted Payne, Glen Galante, Miranda Sturdivant, Deb Prejean, and former UniServ Directors and CCEA Officers, including Cindy Cummings who came up with the idea of a retired member of Executive Board! Thanks for letting me write my own job description.

Leaving you with this quote from Maya Angelou - "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."

Carroll Staggs has faithfully served the students and educators of Carroll County for more than 50 years. Most recently he has been the voice and the tour guide of all things retirement. This is his last article submission to our Advocate as he has stepped aside to make room for our next Retired EB member, but we know we will still see him around! Carroll Staggs, you are a true champion and all who have passed through the halls of CCPS have been honored and blessed by your activism!



So, You Won the Election. Now What?.....

.....continues to spear my thoughts and focus. Allow me to thank those members who supported me from campaigning to the count of the last vote. In my final thoughts of the election, I will refer to the number warm up many of us use in our math lessons, "What is Number?" 237-the number of members voting (YIKES!) 17-the total percentage of membership voting (OUCH Again!) Yet, we continue to hear from SOME members in these trying budgetary times..."What is the union doing for me?" Step up, get involved and help move CCEA forward, please!!!

My initial question is answered. Membership and Communication will be a focus! Obviously, Negotiations are a priority MUST and a given!! I am excited to visit every CCPS building prior to the start of the school year and am looking forward to seeing our dedicated educators prepare for a fresh beginning!

One of the first items on the agenda is to visit our Why/Mission statement of this organization which will drive our needs. I ran on the slogan, "Ready to Work For You AND With You!" There's work to be done...TOGETHER!!

Have a much deserving, relaxing summer. ENJOY YOU and yours!!
Teresa Basler McCulloh

Where did I get the **RIGHT**?

How did I get that **BENEFIT**?

Teachers in Carroll County have many rights and benefits. Over the years, they have improved. How did that happen? Where are your protections? Take the quiz below and see what you know.

Place a 1, 2, or 3 next to your benefit if you think it came from:

1 - The BOE

2 - The CCEA Contract

3 - The Law

- Employer cannot use personal life issues against you
- Layoffs will be by seniority
- Just Cause protection during disciplinary action
- Limits on what can go in your file
- Binding arbitration when settling contract disputes
- Limits on the length of the work day
- Duty free lunch
- Teachers are not required to report to work on day when schools are closed
- Teachers report late when there is a delayed opening
- Individual planning time
- Protection against unsafe conditions
- No bullying behavior in the workplace or retaliatory action for being a union member
- Criticism of an employee will not occur in the presence of parents, students, or other employees
- Academic freedom
- Sick leave
- Leaves, including, Parental, Personal, Bereavement, and for a relative's illness
- An administrator must "confer" with a teacher who referred a student to the office prior to the student's return to class
- Extra pay for extra duty
- Health insurance - the majority paid for by the BOE
- Life Insurance in the amount of one and a half times a teacher's salary
- Reimbursement for college courses
- Sick Leave Bank

Answer: ALL #2 - From the CCEA Contract

Bonus Question:

Who is the EXCLUSIVE Negotiator of your contract?

Answer: CCEA!!!

SAY HELLO TO YOUR NEWLY ELECTED CCEA EXECUTIVE BOARD

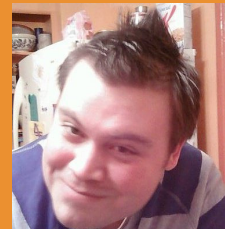
PRESIDENT

TERESA MCCULLOH



TREASURER

JOSH DAVIDSON



MEMBER AT LARGE

EMILY
CRAMER

RYAN
HEILMAN



ROBIN SZYMANSKI



RETIRED
MEMBER



YVONNE
GAMBRILL

Membership in the United Education Profession i.e., the Carroll County Education Association shall be continuous unless rescinded in a timely written notice by the member. This notice shall be sent certified mail to CCEA and be received between August 1 - August 31. In case of resignation within a school year, the balance of dues will be deducted from the final salary check.

Members electing to pay membership dues by payroll deduction shall have deductions continue from year to year for the dues set annually unless they rescind authorization in writing to CCEA by certified mail between August 1 - August 31. In case of resignation within a school year, the balance of dues will be deducted from the final salary check.

Members Only



Don't miss this year's last chance to sign up for your DISCOUNTED BJ's membership including an additional FREE card for your household.

For information, email dprejean@mseanea.org by May 30

Member Benefits

Some ways it pays to be a MEMBER



TICKETS ARE ON SALE FOR OUR ANNUAL CCEA DAY AT HERSHEY PARK ON SAT, AUG 2
 ADULT TICKET \$34
 JR/SR TICKET \$29
 FOR MORE INFORMATION, EMAIL

MSTURDIVANT@MSEANEA.ORG

Road Trip To Philadelphia

June 18
\$70/ea

Night at the Park

July 28
\$9/ea

Space is Limited. First come, first served
 For more info: msturdivant@mseanea.org

Spring Promotion

Join now and PAY NO DUES until next year. You will be eligible for most of the benefits of membership* including access to the many discounts available through CCEA, MSEA, and NEA as well as enrollment in our liability insurance program.

Spring promotion membership DOES NOT include access to our legal department. That benefit will begin with your first dues pay of SY15-16

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. Miss Dr.
 Mrs. 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 _____ / _____ / _____ HIRE DATE _____ / _____ / _____

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

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

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

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 PAC 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. Contributions 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.