



Diana Miller and Kim Reynolds of Chapel Hill ES have a breakfast "date" with County Executive Kevin Kamenetz. See pages 3 & 4 for more on the Legislative Breakfast.



# BULLETIN

January 2011

UNITY...NOW MORE

## President's Message: No discount coupon for quality education



Cheryl Bost  
TABCO President

Recently, it was announced that Maryland schools were, for the third year in a row, ranked number one nationally, according to *Education Week*. One would think that our elected officials, school system leaders, and the public at large would be so proud of the work done in our schools by the many teachers, administrators, support professionals, and the achievements of

the students, that they would sustain the education funding and teacher pensions to maintain that top national ranking. If it were that simple, I could end my article now and just say thank you and keep up the great work.

However, it doesn't appear to be that simple. Teacher pensions, school funding, and our profession as a whole are under attack. I guess we have become such a coupon society that folks think

they can go to schools.com and get a discount coupon for top quality education. You can't retain dedicated, highly educated educators on the cheap.

Thornton funding helped move Maryland schools to be more commensurate with other states and many of our schools are achieving at high rates including graduation rates, state and national awards, and more. The O'Malley administration made great investments in school construction to help with an ever-aging inventory of schools while trying to meet the needs of the 21<sup>st</sup> century for our students. In 2006, our elected officials made a commitment to enhance our pensions from the worst in the nation to slightly higher, with employees paying for at least 75% of cost of the enhancements. These investments in education turned into more than campaign promises, they became reality and added to our school system success and #1 ranking. Those commitments can't end now.



See "No discount coupon," page 2

## DREAM JOB, IF...

Angela Leitzer, Bulletin Editor

Last month's article elicited a lot of responses, and not just because we offered a small prize to the first five responders. These were heartfelt and thoughtful answers. Some teachers even said they didn't want the prize, but felt compelled to respond. We sent out Target gift cards to the first five, but all of the responses are both worthy (of much more!) and appreciated.

Predictably--knowing teachers--the majority of the items did not address personal gain or personal needs (not that there's anything wrong with those). Rather, they addressed the deeply felt misgivings that teachers have about the direction that education is being forced to go, which they perceive as detrimental to their students.

Here are some of the common threads that emerged, as answers to "Could teaching ever become a dream job?"

**IF--the curriculum wasn't centered around test scores:** "Teaching would be a dream job if we could ever get back to the philosophy I learned when I was in college...Never allow the test to be the driving force of your lessons. Teach the students, and then create the test or assessment. NEVER TEACH TO THE TEST! Wow, what a 180 degree turn we have made."

AND, "A job that does not come down to what students scored on MSA."

**IF--materials and resources were adequate to do the job effectively:** "Enough materials for every child I teach in every school where I teach. Who knew part of my job description would be courier of texts? ...Consumables that are actually consumable."

**IF--schedules and expectations provided time for meeting students' needs:** "My Dream Job is one where what a student is expected to achieve is in direct correlation to what is accepted within normal limits. So I am not pushing my Pre-K students to do more than a typical four-year-old is expected to do on norm referenced skills."

AND, "I would like to teach in a facility that gives enough time and personnel for true data collection and team teaching! Where teachers can pull small groups in a middle school environment based on data and re-teach or extend and the other teacher can continue on with the class."

There was agreement with the idea in the first article about outside forces

See "Dream Job...IF," page 2

## “No discount coupon” (from page 1)

Some of our elected leaders are publicly going after our pensions, education funding, and our evaluations. We will need everyone to become vocal and visible to help fend off attacks on public education and public educators. TABCO will join locals from across the state and MSEA on three top priorities.

**Pensions:** The issue with pensions is funding, as a result of the market crash and a structural funding problem. It is not a benefits problem and should not be solved on the backs of employees. Investment returns are increasing and elected officials should take time to look at the funding issues before a knee jerk reaction is chosen that negatively impacts employees.

**Education funding:** We must preserve our top schools and education funding is key to our success. Moving forward, both locally and statewide, educators must be at the table to identify possible spending reductions. Increasing class sizes is not a sound solution.

**Teacher evaluations:** The State Board of Education is still considering regulations that would include linking 50% of a teacher's evaluation to student performance. Clearly, the General Assembly didn't support this percentage and neither do educators. We must come to a place of agreement without making the evaluation a punitive tool.

### **Every voice is needed:**

We have designed a statewide “Keep the Promise” Campaign to mobilize our members to act on these top priorities. The General Assembly is in session for only 90 days, so every day, every email, every visit, counts.

Go to [www.marylandeducators.org/promise](http://www.marylandeducators.org/promise) to join our campaign on pensions, education funding, and teacher evaluations. Also, look for upcoming information about joining us in Annapolis on Monday nights to talk directly to our senators and delegates. Look for *Keep the Promise Apples* coming to your site; sign them and return them so we can take them to Annapolis. I need every voice to join me on these issues, which have great potential to negatively impact each of us—we must take a stand.

**NOTE: See [www.tabco.org](http://www.tabco.org) to view the full text of Cheryl's speech delivered at our recent Legislative Breakfast.**

## ASSOCIATION WEBSITES:

NEA [www.nea.org](http://www.nea.org)

MSEA [www.marylandeducators.org](http://www.marylandeducators.org)

TABCO [www.tabco.org](http://www.tabco.org)



## “Dream Job...IF” (from page 1)

having too much influence on how teachers do their jobs. Several people commented on the general attitude toward teachers.

**IF--teachers were treated as competent professionals:** *“I want a job where I am respected. I believe that true respect shown to teachers would result in more new teachers staying in the profession and enjoying it. True respect involves a lot of things...I know that right now I am not respected as a teacher. Teachers are looked down upon. Everyone else is the “expert” and we can simply read the script...”*

AND, *“A job that gives me the professional credibility to do what I know is best for my clients (students).”*

AND, *“Administrators who value the talents and skills that my colleagues and I bring with us every day.”*

AND, *“A job that is treated with respect by those outside of the school and not viewed as an easy job from 8 am-3 p.m. with summers off- it is anything but that. If my job was that easy, I'd proudly admit it.”*

Space does not permit the inclusion of every reply; but some of the other suggestions included basic needs such as heat and air conditioning that work, reasonable class sizes, and most especially, a reasonable workload. *“When will people stand up and say “I've had enough!” Whatever happened to workload relief? I have 4 preps per day and some have 5. I stay at school until 4 or 5 in the afternoon. I come back at least 9 nights during the year for music concerts, conferences, back to school night, etc., and don't get paid for my time. When will teachers come to realize that we are our own worst enemy?”*

One person commented that we are preaching to the choir writing about these issues in our Association newsletter. That is true to an extent; however, it is important to note that this publication is provided to members of the Board of Education, superintendent's staff members, and others outside our membership. Hopefully, it also helps to raise the consciousness of our members regarding the issues they need to discuss with elected officials and school system personnel.

Teaching can make us feel defeated, burned out, resentful and/or cynical at times. One reply reacted to my depiction of a difficult day in the previous article, saying, *“Sounds like you had a bad day in your opening paragraph. It happens to everyone.”* Too, too true...my point was to get us thinking about both the challenges, and the rewards of the job, as well as what needs fixing. Another reply contained this comment, *“Teaching is my dream job because it's a work of the heart. Every day it challenges me to give in ways that I never believed possible. On a daily basis it drains me, but fills me at the same time.”*

I believe that the truth about teaching lies somewhere between total frustration versus wearing the proverbial rose-colored glasses and seeing the work as its own reward. Most teachers have feelings that fit into both categories, sort of a “best of times, worst of times” viewpoint.

Some say that in the current national economic situation, the idea of a dream job should be abandoned along with the traditional American Dream itself. But we teachers will never stand for that, for we are the nurturers of dreams. The “dreams” expressed by those who responded to this question of making teaching a “dream job” may only be realized by resolving to continue working for positive change while voicing our needs and expectations to those who have the power to make it so.

Sincere thanks to all of those who took time from their exceedingly busy schedules to share their thoughts and voice their concerns. For me, reading their words was inspiring. Here's to gaining a sense of shared purpose and strength from these passionate observations from our teaching community.

# Collaboration is theme at annual Legislative Breakfast

“Success is never guaranteed, it’s earned. And in education as in football, it’s earned through teamwork and collaboration. It’s earned through making the tough decisions to ensure you retain the best employees, you have the best equipment and you communicate and collaborate to carry your game plan forward.” So said President Cheryl Bost to the gathering of members, elected officials and school system representatives. She used the football metaphor to illustrate the imperative of working together in difficult economic times.

County Council President John Olszewski, Sr. expressed his support, after making rounds to connect with many in the room. County Executive Kevin Kamenetz called teaching a “noble and important profession,” and expressed his intention to support educators, stating that he is “grateful for the support of this organization.”

Continuing the theme, State Senator Kathy Klausmeier called the entire Baltimore County delegation to the platform, saying, “This is our team in Annapolis and we will work very, very hard for you and do the best job we can.” She brought a note of humor to the proceedings, bringing Bost, a well-known Steelers fan, to the platform to receive a Ravens scarf. Klausmeier promised that the delegation will be “rocking and socking down to Annapolis.”

Delegate Eric Bromwell stepped to the microphone to pay homage to one of his elementary school teachers, Danitra Bundy, who was among the attendees, explaining the impact that she had on his life.

**See “Collaboration,” on page 4**



*Members and President Bost talk with Board of Education member Michael Bowler, formerly an education writer for The Baltimore Sun*



*Above: County delegation chaffs Bost about her football loyalties  
Right: Delegate Eric Bromwell with favorite teacher Danitra “Dee” Bundy*



*Above: County Executive Kevin Kamenetz addresses the Saturday morning crowd.*



*Left: Table décor of joined hands symbolizes theme.*

# “Collaboration” (from page 3)

President Best emphasized the deep concern of educators statewide as she spoke about the proposals to attack teacher pensions, saying, “We can’t address a major funding problem on the backs of those in the pension system...we need to fix the actual problem at the state level.” She concluded with remarks that brought the room to its feet in a standing ovation. “As we leave here today, make no mistake—the game of football is just that—a game. You haven’t been drafted into these positions of leadership, but instead you were elected or appointed because of the belief that you will do what is best, and support our county and state. The decisions you are about to make regarding the operating budget, our pensions and education funding impact real lives. It’s not a game, but individual employees and their families, individual students and our system of public education that are impacted by your decisions.”



Above: Delegate John Olszewski, Jr. and educator Julie Gaynor converse—this is why we are here!  
Below: Board of Education President Earnest Hines connects with educators over breakfast.



Above: TABCO VP Abby Beytin with Senator Edward Kasemeyer and Delegate Steven DeBoy  
Below: Joining members for a chat are Councilwoman Cathy Bevins and Assistant Superintendent Roger Plunkett



## TABCO

Opportunities to serve and to be more involved in Association decision-making are here: the TABCO election process has begun and election materials are available at the TABCO office. Open for election this year are the offices of President, Vice President, and Board of Directors (Districts I, II, and III). If you are interested in running for any of these leadership positions, you must pick up your election materials *in person* at the TABCO office. These materials must be completed and returned to the office by February 14, 2011.

The NEA Convention will be held in Chicago, July 1-6, 2011. If you are interested in running to serve as an NEA delegate, please email Teresa McDowell at [tmcdowell@mseanea.org](mailto:tmcdowell@mseanea.org) to get the required paperwork to place your name on the ballot.

## MSEA

The MSEA election ballots should be in your buildings. If you don't receive a ballot, ask your Association Rep for this important document. The TABCO Board of Directors unanimously recommended Cheryl Bost for reelection to the MSEA Board of Directors. In order to keep our representation on the state board, your vote is needed in this election. Also, we need you to help turn out the vote from **all** the members at your site.

The TABCO Board of Directors also recommended Bill Fisher for MSEA Treasurer and is supporting our TABCO folks running for NEA Delegate. Please help us get out the vote!

## Bost cited as "powerful" in city publication

Among those cited for their influence and power in the area of education in Baltimore Magazine's: *Power, Who Runs This Town?* January edition, was TABCO's president, Cheryl Bost. She, along with Nancy Grasmick, Andres Alonso, Ron Goldblatt, Marietta English, and Sonja Brookins Santelises, made the magazine's top six power educators in the state.

The article credits Bost with "putting county superintendent Joe Hairston on the hot seat" and stopping the implementation of the AIM evaluation tool.

In eight years as TABCO president, she has widened the sphere of influence of the organization as well, and her many television, radio, and print interviews have brought the voice of educators to the public.

## TAX TIME: TABCO DUES 2010

Salary greater than \$36,673—dues amount \$624.40

Salary \$18,336-\$36,673—dues amount \$511.20

Salary less than \$18,336—dues amount \$426.40

**Editor's Note:** Your comments and input are always helpful and appreciated. Please note that the editor's email address has changed to:  
[bookends68@verizon.net](mailto:bookends68@verizon.net)

## TABCO scholarships available to members' children

Once again, TABCO is making available four scholarships to children of members.

If you have been a TABCO member for three consecutive years prior to making application and you have a child entering college or already in college, he/she is eligible to apply for the four scholarships offered annually by TABCO.

Those scholarships include:

### Cooper Memorial Scholarship (\$500)

In memory of Clarence G. Cooper, Superintendent of Baltimore County Schools (1920 to 1946)

### Edward Guy Stapleton Scholarship (\$500)

In memory of the Superintendent of the Schools of Baltimore County (1949 to 1961)

### M. Ellen Logan Memorial Scholarship (\$500)

In memory of M. Ellen Logan, TABCO's first president, and in honor of former Baltimore County teachers, through the generosity and dedication of persons who actively work to further the education of youth.

### Alvan A. Testoni Memorial Scholarship (\$500)

In memory of Alvan A. Testoni, administrator in Baltimore County schools, to be awarded to an individual pursuing a career in elementary education.

Scholarship applications are available from the Association Representative in your building or by calling Jacque Gerhardt at TABCO (410-828-6403).

Questions may be directed to Stephanie Foy, Scholarship Chairperson, at [sfoy@bcps.org](mailto:sfoy@bcps.org)

**The deadline for application is April 1, 2011.**

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# Bulletin Board



## **Padonia Park Club: Summer Job Opportunities**

Target Sports/Archery/Air rifle Instructor  
Part time; Minimum of 21 years of age; Must be Range officer Certified or willing to get certified; Must be a qualified instructor of archery and/or air riflery; Experience required.

Challenge Course/Zip Line Instructor  
Part time; Minimum of 21 years of age; Must be willing to take safety & training course pre-season; Experience preferred (or related physical education exp.)

Bartenders  
Summer swim club cabana bar and catering services have seasonal part time bartender employment opportunities. Experience required.

Gate Attendant  
Responsible, honest and multi-tasker adult wanted for swim club gate attendant. Part time.  
Contact 410-252-2046 or [www.padoniaparkclub.com](http://www.padoniaparkclub.com)

**York Manor Swim Club:** Community pool searching for management staff for 2011 season. Current Pool Operators license and Lifeguard Certification required. Please mail your resume to: YMSC P.O. Box 252 Lutherville, MD 21094

**Tutors needed**~Subject area teachers needed to tutor secondary math, physics, chemistry, biology, SAT prep., English, reading, Spanish, French, Latin, Special Education, and elementary subjects. Please contact: professional tutoring

**DRD Pool Management, Inc.** is accepting resumes for summer job openings as swimming pool field supervisors and swimming pool managers (full or part time) No experience necessary. For more information, email David Watts at [dwatts@drdpools.com](mailto:dwatts@drdpools.com)

**Beth Tfiloh Camps** seeks head counselors and instructors of sports, camp craft, singing, nature, art, and swimming. The Owings Mills day camp runs Monday-Friday from 9 AM-4 PM for 8 weeks (June 20-August 12). Visit our website at [www.btccamps.org](http://www.btccamps.org) or phone 410-517-3451. YOUR CHILD ATTENDS FREE!

**A+ Quality Education, LLC** is currently recruiting for the following position(s):

Teacher/Tutor: Baltimore County Public Schools, Riverview Elementary, Halstead Academy, White Oak Elementary

*Seeking additional Teacher/Tutors for the following School Districts:*

*Baltimore City Schools, Prince George's County Public Schools and the District of Columbia Public and Charter Schools*

*Retired educators are encouraged to apply.*

*Hourly Rate: \$40.00 - \$50.00 per hour*

Qualified applicants must have one of the minimum qualifications: MD or other state professional teaching certificate for which a qualified examination was required, or one year teaching experience in Reading, English, Language Arts, Mathematics or related subject area.

Contact Josh Tingle for immediate consideration by calling 202-448-5072.

## ASSOCIATION EVENTS

See [www.tabco.org](http://www.tabco.org) for more calendar information

### February

- 7 Carpool Lobby Night in Annapolis
- 8 Board of Education mtg.
- 14 TABCO election petitions due
- 21 President's Day/schools closed
- 24 TABCO district meetings
- 28 Bus trip to Annapolis

### March

- 2 TABCO Board of Directors mtg.
- 8 Board of Education mtg.
- 16 TABCO Board of Directors mtg.
- 21-25 TABCO Election Week
- 22 Board of Education mtg.
- 24 TABCO Representative Assembly—Pine Grove MS

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