

JOB OPPORTUNITIES

◆**JCC of Baltimore:** Looking for a great summer job? J Camps are looking for energetic, dedicated staff members to bring love and laughter into our camps. Our programming focuses on aquatics, arts & culture, athletics, and sustainability with a foundation of Judaism. In addition, our training includes child development workshops, skill sharing, and certification in Basic Water Safety and CPR. We hire on a rolling basis and recommend you complete your application no later than May 1, 2016. Our summer season is June 13 (flexible) - August 12, 2016. We are currently hiring for the following positions: Teachers as Counselors, College Student Counselors, High School Student Counselors, Inclusion Counselors for campers with Special Needs, Specialists in a variety of fields, Supervisors for counselors and specialists.

To apply, please visit jcc.org/jobs.

◆**Padonia Park Club:** April through Labor Day (start date is negotiable and part time acceptable; weekend availability a must). Position: Club Office Assistant—Looking for a friendly customer service professional who is a great listener, possesses a problem-solving mind and proficient with computers and various software programs. Benefits include a great work environment and free club membership.

ALSO, now interviewing for both full and part-time positions: Lifeguards, Swim lesson instructors, Food service personnel. Complimentary swim club membership for employees.

Also seeking Counselors (age 16+) for LAKESIDE DAY CAMP.

Print & complete an application at:

www.padoniaparkclub.com/employment.htm

Email: jobs@padoniaparkclub.com. Questions?, call: 410-252-2046

◆**Spend Summer in the Sun: 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.

◆**Professional Tutoring Service:** Subject area teachers needed to tutor secondary math, chemistry, physics, biology, SAT prep., English, reading, Spanish, French and special education, and elementary subjects. Please contact professionaltutoringservice@comcast.net or 410-486-3464.

◆**TABCO Tutor Referrals:** If you are interested in tutoring, contact Stacie at sstrickland@mseane.org for more information about inclusion on the TABCO tutoring referral list.

Association Events

FEBRUARY

- 2 Let's Rap Workshop—Randallstown HS
- 2 Board of Education mtg
- 8 Lobby Night in Annapolis
- 10 TABCO Negotiations session
- 15 Presidents' Day—schools closed
- 16 Board of Education mtg
- 16 Minority Affairs Committee mtg
- 18-19 TABCO Representative Leadership Training
- 23 TABCO Negotiations session
- 25 TABCO Rep Assembly—Loch Raven HS

MARCH

- 1 Board of Education mtg
- 2 TABCO Board of Directors mtg
- 8 TABCO Negotiations session
- 10 Understanding Your Retirement Workshop—Integrated Financial Solutions—Loch Raven Academy
- 14-18 TABCO Election Week
- 15 Board of Education mtg
- 17 TABCO Rep Assembly—Loch Raven HS
- 22 TABCO Negotiations session
- 22 Election Committee mtg
- 22 Retirement & Recognition Committee mtg
- 25 & 28 Spring Break—schools/TABCO closed
- 29-31 Spring Break—schools closed/TABCO open 9:00 to 5:00

APRIL

- 1 Spring Break—schools closed/TABCO open 9:00 to 5:00
- 4 Schools re-open

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TABCO TELEPHONE & EMAIL DIRECTORY

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ELECTED LEADERSHIP

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Treasurer John R. Wilkins	ext. 223	jrwilkins@mseane.org

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TABCO Office Hours:

MONDAY—THURSDAY, 9:00 a.m. to 5:30 p.m.
FRIDAY—9:00 a.m. to 5:00 p.m.



Abby Beytin

PRESIDENT'S MESSAGE: *Fact vs. Fiction*

Many years ago, my niece, after watching a black and white movie, asked her father what life was like when the world was black and white. Today, our children will ask what the world was like before we had instant communication from just about anywhere in the world.

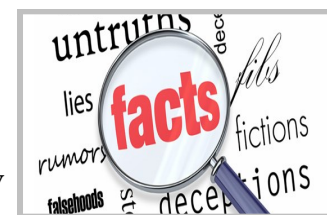
We can't even begin to know some of

tions they will ask.

No one could have predicted some of the ways in which our society would begin to change with the arrival of the internet. We now live in a world that has become a hot bed of information and opinions. Our youngest students don't know any other way of existence.

How do we sort out real truth from opinions when it seems people believe whatever they read and hear? How do we make sure the information we are sharing with others is really true, instead of rumors?

In a school system as large as Baltimore County,



We can't even the other ques-

these types of untruths take on a life of their own. For instance, earlier this year I had heard from some folks that Dr. Dance had directed all elementary

schools to hold a *Jump Rope for the Heart* event at their schools. When I investigated, it was found to be untrue, and to make sure the rumor didn't spread, a notice was sent to all elementary schools from Dr. Dance's office stating that while *Jump Rope for the Heart* is a worthwhile event, there is no expectation that any school participate in this event. It was totally left

See "Fact vs. Fiction," page 2

Still pulling that load...student poverty continues to impact teaching and learning

~Angela Leitzer, Editor

Last January, in this column, we addressed the growing influence of poverty on student achievement. We cannot say things have gotten better...in fact, the impact continues to grow. More students come to school hungry, and needy in a variety of ways.

Vicki Almond, Chairwoman of the Baltimore County Council, spoke directly to this reality at the recent Legislative Breakfast, saying, "One of the issues in our public schools that has grown over the years is student hunger. The stories that I've heard from teachers, principals, members of staff, cafeteria workers, have really touched my heart and have made me want to do something to alleviate that. Staff members are reaching into their own pockets to feed hungry kids, and that's heart-warming...but it isn't something you need to be doing. It's something we need to be taking care of. This issue exists in all our communities in Baltimore County, and quite frankly, I think we are better than that."

Acting upon these concerns with a variety of stakeholders community, including President Beytin, and introduced two resolutions (8-16 and 9-16) that comprise the "Baltimore County Food Access Package." The two parts of the package consist of the establishment of a task force to study food-related issues, to be followed by a "Community Eligibility Pilot Program for the 2016-2017 School Year."

In a press release provided by the chairwoman's staff, Almond says, "We know that hunger in our schools is a huge issue; we know that hungry students struggle to focus in class; we know that if students aren't focused, they don't receive a proper education; and we know that the education they receive serves as a foundation for their entire adult life."

See "Still pulling that load..." page 2



"Fact vs. Fiction" (from page 1)

up to the individual schools to hold the event or not.

These kinds of misinformation events point to the necessity of caution when repeating something you have heard without fact checking to make sure of its veracity. I have had to stop myself midstride at times to make sure what I was about to share with someone, or even in my emails to our members, was indeed true. Just because something is repeated over and over again, doesn't make it anymore true, if it was false to begin with.

Many of you may recall that in the fall of the last school year the rumor was that Dr. Dance was leaving the system to take a job with the Federal Department of Education in January. He made it abundantly clear at that time it was not the case, and as we all know

now, it was not true. A year later and he is still here.

I have seen items in blogs and other posts on line about things I supposedly said that were patently untrue, yet I know folks believe them. These blogs seem to have opened up the possibility for anyone to say anything and claim it as truth. The truth of it does not seem to matter.

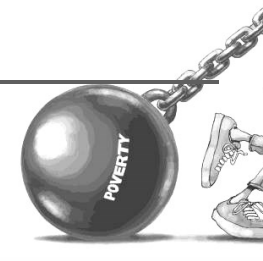
Even in this time of constant communication, the truth is still the truth. No matter how often a lie or a half-truth (leaving out pertinent information to make it seem something it is not) is told, it doesn't change the fact that it is incorrect.

My word of caution to you all—check and double check before you believe everything you hear and read. It will save you unnecessary arguments with others from unfair berating or worse.



County Council Chair Vicki Almond at the Legislative Breakfast

has become a dining room. more children attending public schools live in poverty." In many schools around the country, including our neighboring Anne Arundel County, schools are serving after-school meals and/or establishing food pantries for families.



As we have emphasized in the past, the social needs of our students are perhaps the most critical factor in student achievement, as well as being an increasing influence on safety and security in our schools. As a general principle, when basic human needs are not met, chaos ensues. Students who come from a place of hunger and poverty are pulling that burden with them when they come to school.

The efforts of county government toward finding solutions to alleviate those burdens are to be applauded, and in the meantime, teachers must continue to do battle with the realities of community and family needs, and the rumbling stomachs of kids. (Teachers who choose to stay in it for the long haul understand that this profession is both education *and* vocation.) We welcome the opportunity to work with Chairwoman Almond and the task force to help our students, and to assist in making the teaching and learning environment more successful for all.

19th annual Legislative Breakfast



Above—Senator Jim Brochin in conversation; right—stakeholders react to speakers' remarks; below—BCPS Board of Ed member Steve Verch makes the rounds



President Beytin's remarks, continued

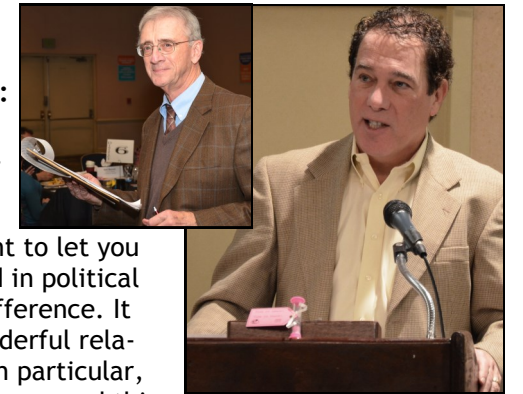
portant information. However, high stakes tests are not only a waste of student time, but are also a waste of precious resources that we need to provide the best for our students.

Those resources could be spent on staff that is so necessary to address issues that are prevalent today in our schools across this nation. Educators will tell you that the number one issue today in our schools is discipline. We don't know why our society has become so confrontational and at this point we don't care about the why. We care about solutions. We care about helping our students. We care about changing the culture and moving civility back into the forefront.

In order to achieve these changes we will have to have the human resources that are necessary in place. We need more counselors, more psychologists, more social workers, more behavior interventionists, more education sup-

County Executive Kevin Kamenetz:

"Twenty-two years ago, TABCO endorsed me for the County Council and assigned to me a TABCO member by the name of Ray Suarez to help out in the campaign. I just want to let you know that when you do get involved in political campaigns, it really does make a difference. It has allowed me to develop this wonderful relationship, not only with Ray Suarez in particular, but with TABCO, in understanding issues and this is a relationship that has continued for decades...a smart and prudent move on the part of your association."



port professionals and, of course, more teachers, so we can have smaller class sizes. These human resources cost money. The long term return on the investment in these supports far outweighs their actual cost. It is well worth the investment by state and local governments.

With more and more violent acts being aimed at our educators, we can't wait any longer to address the problems. We have educators across the country being targeted, threatened and bullied by students. These same bullies target, threaten and bully other students and anyone else who gets in their way. In Baltimore County, we have teachers who have been hit, punched, kicked and bitten by students. We even have pregnant teachers who have been threatened verbally by students with "having their stomachs cut with a knife." We have teachers who have been sent to the doctor, or even worse, to the hospital, because of out of control student behaviors.

How much longer are we going to ignore these issues? We need legislation to protect educators, and money to help us turn this culture of violence around. Our society depends on public education to make sure the next generation of society's leaders is ready to lead.

PLUGGED-IN association connections

TABCO Committee Spotlight: Retirement & Recognition

The purpose of the Retirement and Recognition Committee is to enhance morale by recognizing exceptional contributions made by educators and/or “friends of education” to the field of public education in Baltimore County. The committee is comprised of a chair or co-chairpersons and teachers from elementary, middle and high school. The committee meets four times a year to plan its annual dinner and program to honor retiring educators and those receiving awards, which is held the first week of May. On the evening of the dinner, committee members are assigned specific duties to ensure that the dinner runs smoothly. We are always looking for new members to join the committee.

We will have some vacancies for next year. Please contact co-chairpersons Roxann Russo, lrusso@bcps.org, or Michele Snell, msnell@bcps.org, if you would like to serve on this awesome committee.

SCHOLARSHIPS FOR MEMBERS' CHILDREN

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 three 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)

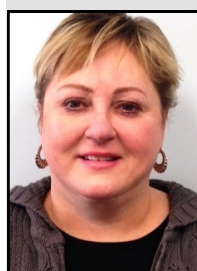
In memory of the Superintendent of the Schools of Baltimore County (1949 to 1961)

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. Scholarship applications are available from the Association Representative in your building, on TABCO's website www.tabco.org or by calling Jacque Gerhardt at TABCO (410-828-6403).

Questions may be directed to Caryl Connor, Chairperson, at cconnor@bcps.org.

The deadline for application is April 1, 2016.



We say farewell and best wishes to UniServ Director **Debbie Banaszkiwicz**, retiring in March. We asked for some parting words: I have worked for TABCO for 17 years, always in the Southeast Area. I've been in UniServ work for almost 30 years and was a teacher

before that in Corpus Christi, Texas. I also worked for AFT for a time in Texas, before coming to NEA.

My most memorable experience has been my work with both TABCO Sick Leave Bank and the Unified Sick Leave Bank. In my opinion, these two committees are the hardest working committees in the Association. I've enjoyed my time at TABCO and have met many people that I will keep in touch with once I leave.

Where are you going, you may ask? My husband and I fell in love with the area of Tulum, Mexico many years ago. It's about 77 miles south of Cancun. We found a wonderful retirement community called Tao and decided to buy a condo there, that has recently been completed. We will be leaving behind family and friends, but this very special place calls to us. We love the turquoise waters, the warm, inviting people and the slower pace of life. Of course, we'll be home for visits and important events in our family's and friend's lives. I wish everyone the best. Think of me during those blizzards that are yet to come.

We say hello and welcome to UniServ Director, **Ben Forstenzer**, filling the vacancy created by the retirement of Ray Suarez in October. Ben is a local guy, and tells us that he is:

“...a product of Winand Elementary, Old Court Middle and Randallstown High, as well as UMBC. I've spent the last fifteen years organizing and negotiating with unions and in the non-profit world. I'm excited to work with TABCO and ESPBC members to strengthen our Faculty Councils and take on some county-wide organizing projects.”

Executive Director Bob Anzels says of Ben, “He brings a strong background and wealth of experiences in organizing, negotiations, strategic planning, and overall advocacy.”

Ben will be working with the Northwest Area.

RETIRING THIS YEAR? Association events for you!



Understanding Your Retirement Workshop

Presented by Integrated Financial Solutions and the Member Benefits Committee
Thursday, March 10, 4:30 to 6:00 p.m.
Loch Raven Academy, 8101 LaSalle Rd, 21286
Contact person—Amy Herdegen, chairperson
aherdegen@bcps.org

Pathway to Retirement Information Fair & “Happy Hour” (non-alcohol)

Presented by the TABCO-Retired Committee
Thursday, April 13, 4:30 to 6:30 p.m.
Oak Crest Village Garden Room,
8820 Walther Blvd, 21234
Contact person—Angela Leitzer, chairperson
bookends68@comcast.net

Annual Retirement & Recognition Dinner

Presented by the Retirement & Recognition Committee
Thursday, May 5, 5:30 to 9:30 p.m.
Martin's East, 9000 Pulaski Hwy, 21220
Contact person—Stacie Strickland, TABCO staff
sstrickland@mseanea.org

Retirees—stay in the know

- After your retirement, stay connected to your association by joining **NEA-R/MSEA-R/TABCO-R** in one convenient, affiliated membership.
- Receive up to date information on your benefits, pension legislation, and education news.
- Have access to discounts, benefits, mailings and events tailored to retirees.
- Retired members may run to serve as delegates to the state and national conventions, as well.

—Applications online: www.marylandeducators.org/retirees
—Applications also available at the TABCO office.

Note: TABCO-R is the ONLY retiree group affiliated with TABCO. Memberships solicited by other groups are not associated with TABCO/MSEA/NEA/



In most cases, your TABCO dues are deductible on your federal tax return.

The dues information below is for full time employees. Should you need information for other than full time positions, contact Teresa McDowell at 410-828-6403.

Salary	\$41,482 and above—\$711.75
	\$20,741 - \$41,482—\$581.07
	\$20,741 and below—\$483.12



Fill a basket...help a kid



One of the most successful KidCare fundraisers is the Basket Raffle at the Annual Retirement & Recognition Dinner, to be held this year on May 5. Last year we raised \$3,000 for KidCare thanks to the faculties, other groups, and individuals who contributed baskets and other raffle items. *We are asking for your help again—to donate a themed basket or item for the “Dee Bundy” KidCare Raffle.*



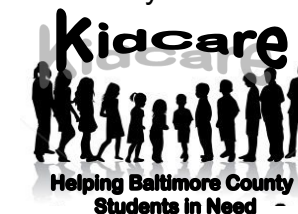
Jane Rice—excited about last year's basket raffle!

Here's how you can help:

1. Baskets may be assembled individually, as a group, as a family, or as a faculty. Ask your P.T.A. Contributors will be acknowledged in a special brochure provided to each person who attends the Recognition & Retirement Dinner on May 5.
2. Choose a theme, then collect items that relate. Themes can have almost any inspiration: gardening, grilling, spa, wine, sports, stationery, crafts, etc.
3. Arrange the items in a basket or other appropriate container. If you have a title, make a label and attach it—you can make it as fancy as you like—ribbons, cellophane, basket hay, etc. Attractive ones with great items generate the most raffle tickets.
4. Your school's association rep can bring the basket to the Rep Assembly on March 17 or April 28, or deliver it to TABCO by **Friday, April 29**. If you need help with your basket delivery you may contact Roxann Russo at lrusso@bcps.org.

Each work site/school is challenged to contribute at least one basket or raffle item—do it for the kids!

Teachers caring for our kids:
So far this year, the KidCare Fund has distributed \$12,560 to meet the needs of 314 Baltimore County Public School students.

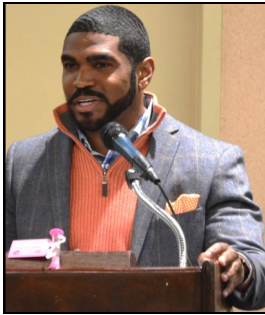


Huge turnout to advocate for “Time to Teach and Time to Learn” at



Senator Kathy Klausmeier: “The doors are open; please let us know what you’re thinking. Please let us know by email, by phone—and when you come down [to Annapolis] on a Monday night, that is of utmost importance...see what’s going on with any of the bills that are before the General Assembly and weigh in, and let us know what you think about them, because it’s up to each and every one of you to help keep education strong.”

Superintendent Dallas Dance: “You have a lot on your plates...we get it. ...We have an opportunity to create a Maryland accountability model that gets it right—that measures what matters.”



Educators share concerns with Delegate Chris West (left); Delegate Kathy Szeliga (above); Delegate Charles Sydnor III, (below, left) and County Councilwoman Cathy Bevins (below)



TABCO President Abby Beytin: The educators in this room and across this country are doing the most important work for our nation and the world. They are making sure we have doctors, scientists, artists, legislators and even presidents who are capable of critical thinking skills and the perseverance to achieve, create and continue to improve society. You, our legislators, understand this and we appreciate that you do.

However, the problem facing educators today lies at the feet of legislators. It may not be the legislators in this

room, but public education has become a political football, especially across the nation. The good news is that the laws have begun to change. Our educators finally feel someone is listening to their plight. Legislators finally understand that educators are upset because they feel they have not been able to do the best for their students because of testing, testing and more testing. Educators believe in tests. They believe in tests that inform instruction. They believe in tests that help students focus on im-

MSEA’s 2016 Legislative Priorities
(summary of information distributed at Legislative Breakfast)

- 1. FUNDING: Increase state and local investment in our schools, students, and educators:**
Asks the legislature to provide needed support by fully funding education programs and all education formulas, as well as funding required pension contributions and school construction needs. It also asks that the legislature review current funding formulas.
 - 2. TIME: We need less testing and more learning in our schools:**
Supports increased transparency in federal, state, and local testing and a 2% cap on the amount of instruction time used for mandated testing. MSEA supports banning the use of federal and state test scores as a direct measure in teacher and principal evaluations.
 - 3. OPPORTUNITY: To improve student achievement we must narrow opportunity gaps:**
Asks support for expanding the number of community schools that provide needed services to overcome the challenges of students in poverty, and the establishment of a state Opportunity Dashboard that will measure the inputs that are proven to make great schools (such as, class size, teacher experience, the student-to-counselor ratio, etc.)
- Other issues on MSEA’s agenda include:**
- Rejecting vouchers, tax credits, tax deductions, and other plans that send state dollars to private schools
 - Protecting local control in evaluations, curriculum, and school calendar
 - Supporting coalition efforts to provide earned sick and paid family leave
 - Opposing outsourcing of public education jobs and protecting collective bargaining.

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and the National Education Association

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The Bulletin is published bi-monthly during the school year. Your suggestions and letters to the editor are welcomed. Publication of submitted materials are subject to approval, editing, and/or space availability. Names will be withheld upon request.

FROM THE TRENCHES

From time to time, we receive commentary from members who are dealing with various concerns “in the trenches.”
(Names withheld by request)

! Discipline: “Although Dr. Dance has reminded principals that they have the authority to make discipline decisions, including suspension, there remains this notion that suspension is unacceptable or taboo. Many teachers experience outrageous student behavior, assault, and more, and feel the discipline does not match the consequence. There are rules written in COMAR requiring consultation prior to a student returning and the teacher’s right for immediate appeal to the assistant superintendent. If the county will not provide the additional staffing and services for these students (school counselors, social workers, behavior interventionists, certified staff for in-school suspension), we need to stick up for our own rights and the rights of the other students we educate.”

! Infrastructure : “I am personally tired of listening to the hoopla about air conditioning being spread by people who do not work in our schools every day. Reality check: We have OLD schools with failing infrastructure. My colleagues and I don’t give a hoot about spending millions of dollars to air condition our school when plumbing fails on a daily basis, or when heat is off in rooms for weeks, or when electrical breakers flip multiple times a day because there is too much load. These are the daily realities at my school and I know we are not alone. We have raw sewage spilling over into bathrooms, water and gases backing up into classroom sinks, bathrooms, and water fountains that are unusable on a daily basis, AND heat that works SOMETIMES and depending on the room you are in. Did you know that it is now common practice to remove broken motors from blowers in classrooms, take them back to the shop for repair, and bring them back when fixed? Wait ... did I mention the rooms are left without heat while the parts are being repaired? We had one classroom without heat for over two weeks and another for almost a full week. STOP acting like air conditioning fixes our problems. Our old buildings need more than a facelift. We deserve better, our community deserves better, and our students deserve better!”