

SEASONAL and/or PART-TIME JOBS FOR EDUCATORS

NEW ▶ Tri-state Fireworks summer employment: Over \$2,500 in 2 to 3 weeks! Excellent opportunity for school teachers and students! June 17th – July 7th
www.tristatefireworks.com

NEW ▶ Product Advocate looking for other professionals to partner with in my growing business. Build your business over the summer and it will continue to pay you residually after school is back in session. Contact me for a 30 minute overview to see if this is a good fit for you.

nkboecker@comcast.net; 410-252-1879;
www.makegreengogreen.com/nataliekbboecker

▶ Black Rocket: We think we're preparing kids for tomorrow. Kids just think it's cool! Are you passionate about Video Games, App Design, Digital Movies, Robotics, or STEAM? We are seeking enthusiastic, motivated and talented individuals to work as: Supervisors; Lead Instructors; Assistant Instructors. This is a flexible summer seasonal position from 4 to 8 weeks, depending on the position. We have multiple locations in MD & VA. This is a perfect job for teachers (any subject/grade), college students, or content experts (filmmakers, programmers, & gamers). No experience is required. Black Rocket will TRAIN you! Get paid to build your resume, earn PD hours and have a ton of fun. **For more information and to apply, go to: <https://www.smore.com/mfuwx>**

▶ Beth Tfiloh Camps seeks Head Counselors and Instructors of sports, camp craft, dance, singing, nature, art, and swimming. The Owings Mills day camp runs Monday-Friday from 9 AM-4 PM for 8 weeks (June 22-August 14). Visit our website at www.btcamps.org or phone 410-517-3451. Your child attends free!

▶ Padonia Park Club in Cockeysville is seeking the following: Specialty Camp Counselors for creative arts, athletics, archery and or zip line; Picnic and formal wait staff; Sous Chef; Office and Gate personnel; Lifeguards or Swim Instructors. Call 410-252-2046, or fax resume

to 410-561-1560, or visit www.padoniaparkclub.com/employment.htm

▶ Camp Milldale is looking for energetic, dedicated staff members to bring love and laughter into our camp. Our programming focus 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, 2015. Our summer season is June 11(flexible) – August 14, 2015. To apply, visit www.campmilldale.org/employment. 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 & specialists.

▶ 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 high school and middle school math, chemistry, physics, English, and SAT prep. (verbal and math). Flexible hours. Contact Professional Tutoring Service at professionaltutoringservice@comcast.net

▶ TABCO Tutoring Referrals: TABCO can connect you with parents who call seeking tutors for their children. Foreign language tutors and high school level tutors in all subjects are needed, but all teacher-members are invited to add their names to the list of referrals. Contact Stacie at sstrickland@mseanea.org.

DISCLAIMER:
 TABCO assumes no responsibility for representations made or services performed in advertisements published here.

**Goucher College
 Graduate Programs in Education Open House—June 9th**

Baltimore County Cohort Information Session
 Join us on June 9th at 6:00 p.m. for Goucher's Graduate Programs in Education Open House and Cohort Information session. Goucher offers a wide range of opportunities for professional growth through masters' degree programs and professional development certificates beyond the master's.
 Cohort programs offer reduced tuition to Baltimore

County teachers. We would love to meet you on June 9th to share details of our many exciting programs! Open House Details and Registration:
www.goucher.edu/gpe - You may also register by calling 410-337-6047 or emailing center@goucher.edu.
 Cohort Details: www.goucher.edu/graduate-programs/graduate-programs-in-education/cohorts



Abby Beytin

**President's Message:
 Time to Teach—
 Time to Learn**

There is a song written and performed by Jim Croce. It is called "Time in a Bottle." These words in particular stand out for me: "There never seems to be enough time to do the things you want to do."

For Jim Croce those words would really ring true since he died at age 30.

Hopefully, that sad fate will not befall any of us, but time is a commodity just like money. We do not have unlimited time just like we don't have unlimited money. There are all kinds of tasks that eat into our time. Sometimes they are imposed on us from one or more of the state, federal or local legislative initiatives; sometimes they are imposed on us from the school system; sometimes they are imposed on us from administration; but sometimes we impose those tasks on ourselves.

Obviously, we can deal with some of these tasks easier than others. It is in our power to look through those items we personally put on ourselves to complete and decide if they are all necessary for the best outcomes for us and for our students. Sometimes the hardest thing is to change the way we do things because we have always done them that way. There may be some time-saving measures we can use to accomplish the same tasks. Unfortunately, this is the smallest portion of the time conundrum.

When it comes to those tasks that come from others, it is a much more difficult process to help eliminate some of the time-consuming methods and items on that long teacher list of things to do. That said, it doesn't mean there aren't ways to help reduce the time overload there as well. For instance, if your school has a working faculty council, and all schools should, you can work with your administration to see what items are absolutely necessary and cull out those

See "Time to Teach—Time to Learn," page 2



**EDITORIAL
 Elephant
 in the
 room**

Angela Leitzer
 Bulletin Editor

It is a rare conversation with teachers that doesn't include the words "exhausted" or "overwhelmed." There are many causative factors cited, some of which have been the topics of articles in this publication in recent months, such as testing pressures and poorly designed curricula.

However, an often ignored factor that is the cause of tearing-out-my-hair, "I can't take another day of this" teacher frustration is the obstruction of instructional time by students with behaviors ranging from silly and distracting, to downright disrespectful and disruptive. Who among us does not have numerous "war stories" that we can relate? And why is it that it is nearly impossible to convince veteran teachers to transfer to schools with significant student discipline problems? Several years ago, a proposal to offer extra pay to entice experienced teachers to go to such schools failed miserably. Few teachers were willing to risk their mental well-being (and possibly their physical safety) for a pay raise. In fact, the term attached to the offered bonus was usually "combat pay."

Not long ago, I watched a fifth grade boy walking rapidly around and around a classroom (during instruction) jumping over the legs of his fellow students, ignoring the teacher as she followed the school-mandated steps of the discipline plan, refusing to respond to directives, and laughing at the fact that none of the adults could stop him because he had no fear of consequences. Meanwhile, the time ticked away...the other students missing instruction that could not take

See "Elephant in the room," page 9

"Time to Teach—Time to Learn" (from page 1)

that are in place because "We have always done it that way." You can also work to strategize time-saving methods to accomplish some of the tasks that still need to be completed. Other schools may have figured out a better way for some of the very same tasks you are grappling with and can give ideas to make it work for your school.

However, the vast majority of time usage comes from the state and federal government agencies who have placed so many mandates on public schools, yet those very mandates fail to take time constraints into consideration. So, even if the mandates are funded with money, and most are not, they are still unfunded mandates when it comes to time. People who are not closely aligned with the schoolhouse do not understand that a five or ten minute request for your time is one of probably fifty other requests that come in weekly. Those five minutes add up quickly to become an unsustainable amount of time usage. You do the math. Just five minutes per task, and we all know there are very few tasks that take only five minutes, add up to an additional four plus hours per week. There are not an additional five minutes in your weekly schedule—so where are the four plus hours going to come from for you to accomplish all you need to accomplish?

The public has to understand the incredible burden already on our shoulders. Teachers are the ones who can explain that to them, but it takes all of us to voice these concerns. It takes the village of educators to help change the dynamic that has undermined our "Time to Teach" and for our students, their "Time to Learn."

High stakes testing may be one of the biggest time gobbling tasks which we must deal with several times a year. Nobody is accounting for the time these tests take away from instruction. Nobody is accounting for

the tedium and frustration our students feel as they are forced to take one after another high stakes test.

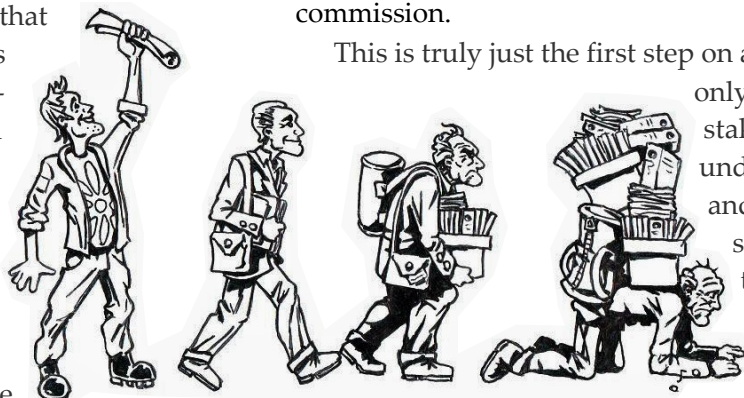
The public is beginning to understand it. Maryland legislators passed a bill that forms a *Commission to Review Maryland's Use of Assessments and Testing in Public Schools*. This legislation creates a 19-member commission, which includes educators as well as legislators, parents, and other stakeholders. The task of the commission is to make recommendations on: (1) how local school systems and the state can improve the process in which local, state, and federally mandated assessments are administered and used to inform instruction; (2) how to make sure the most efficient and effective methods are in place to ensure that adequate time is allotted to both administering assessments and instruction; and (3) any other relevant issue identified by the commission.

This is truly just the first step on a long road to not only focus on high stakes tests, but to understand the time and unintended consequences of these tests.

The Devolution of Teacher-kind

The work we have done to inform legislators and the public is finally beginning to have an impact at the legislative level. It is due to your willingness to let the public know about the very real concerns you have about these tests. We must continue to voice these concerns if we are to have the time to teach our students in the manner they deserve. Thank you for your willingness to speak up on their behalf.

~Abby Beytin, TABCO President



TABCO Bulletin Volume 38, Number 5, May/June 2015 Circulation 7,600
 The newsletter of the Teachers Association of Baltimore County, an affiliate of the Maryland State Education Association and the National Education Association
TABCO TOWERS 305 East Joppa Road Towson, Maryland 21286-3252 410-828-6403 fax 410-337-7081
 President: Abby Beytin
 Vice President: John Redmond-Palmer Treasurer: John R. Wilkins Secretary: Amanda Sosnin
 Board of Directors:
 District I ~ Nicole Caple, Amber Gaede, Seth I. Rich District II ~ Vernon Fains, Henry Herr, Kirstan Banfield
 District III ~ Lisa Norrington, Roxann Russo, Frank Soda
 Bulletin Editor: Angela T. Leitzer Contact at: bookends68@comcast.net

the Association Bulletin Board

Association Events

See www.tabco.org for more information

JUNE

- 9 Board of Education mtg.
- 10 NEA Delegate Caucus
- 10 TABCO Board of Directors mtg.
- 16 Last day of classes for pre-school and pre-K
- 17 Half-day classes for ES and MS students
- 18 Last day of classes for ES and MS/early dismissal for students
- 19 Last day of classes for HS/full day for students
- 22 **TABCO Office summer hours begin** (see directory below)
- 23 TABCO-RETIRED committee mtg.
- 26 or 29 Summer school teachers choose either duty day

JULY

- 1-6 NEA Convention in Orlando, FL
- 3 Independence Day observance—schools/TABCO closed
- 6 Summer school begins for students
- 14 Board of Education mtg.
- 28-29 Lottery for unplaced transfers

AUGUST

- 4 Board of Education mtg.
- 10 TABCO Board of Directors mtg.
- 11-12 New Teacher Orientation, Perry Hall HS
- 17 Teachers on duty
- 21 Association Representative Workshop/Representative Assembly, Sheraton Baltimore North
- 24 Opening day of classes for students

Editor's Notes

- ☞ The Bulletin is published bi-monthly during the school year. Member comments and suggestions are welcomed. Please let us know how we can better serve you.
- ☞ Advertisements are limited to our endorsed vendors and businesses offering job opportunities for our members.
- ☞ We reserve the right to edit materials provided to the Bulletin.
- ☞ Many thanks to those who help to get this publication put together and delivered to you—including the Association Representatives who stuff the mailboxes in a timely manner.
- ☞ The Bulletin would not be possible without the dedication of TABCO staff, especially Lisa Levee, a font of information! Many thanks to our printer, Ray Prematta, Stacie Strickland, and all of the support staff.
- ☞ Contact the Bulletin editor, Angela Leitzer, at bookends68@comcast.net

TABCO/ESPBC TELEPHONE & EMAIL DIRECTORY office: 410-828-6403 fax: 410-337-7081

ELECTED LEADERSHIP:

TABCO President Abby Beytin ext. 229 abeytin@mseanea.org
 Vice President John Redmond-Palmer ext. 224 jredmond@mseanea.org
 Treasurer John R. Wilkins ext. 223 jrwilkins@mseanea.org
 ESPBC President Joe Coughlin ext. 227 jcoughlin@mseanea.org

EXECUTIVE DIRECTOR: Bob Anzelc ext. 225 banzelc@mseanea.org

UNISERV DIRECTORS:

Southwest Area: Natasha Eckart-Baning ext. 235 neckart-baning@mseanea.org
 Northwest Area: Ray Suarez ext. 230 rsuarez@mseanea.org
 Central Area: Seleste Odewole ext. 233 soldewole@mseanea.org
 Northeast Area: Danielle Jones ext. 236 djones@mseanea.org
 Southeast Area: Debbie Banaszkiwicz ext. 234 dbanaszkiwicz@mseanea.org

MEMBER BENEFITS

AMC GOLD movie tickets are available for members at the TABCO office at the discounted price of \$8.00



Theme Park tickets
 ~ available for TABCO & ESPBC members at discounted prices at the TABCO office.
 ~ cash or check accepted (check preferred)

2015 PRICES	REGULAR PARK PRICE	TABCO/ESPBC PRICE
	ADULT \$61.95 (Ages 9- 54 years)	ADULT \$48.50
	CHILD \$38.95 (Ages 3-8 years)	CHILD \$36.50
	SENIOR \$38.95 (Age 55 – 69 years)	SENIOR \$36.50
	ADULT \$59.99 (Ages 2 and under are free; everyone else pays the same)	ADULT \$43.00
		ADULT \$39.99 (Ages 3 -59)

SAVE \$\$—Create your account for NEA member benefits at www.neamb.com/home.htm. Check for discounts on teacher materials and personal items, travel needs, etc., using **NEA Click and Save**—as a member, you are entitled to a wide range of discounts. across the country.

www.neamb.com

TURN THE PAGE FOR SUMMER JOB LISTINGS

TABCO Office Hours
 MONDAY—THURSDAY, 9:00 a.m. to 5:30 p.m.
 FRIDAY—9:00 a.m. to 5:00 p.m.
 NOTE: SUMMER HOURS: (beginning June 22)
 MONDAY—FRIDAY, 9:00 a.m. to 4:00 p.m.

Dee Bundy KidCare Raffle



Retirement and Recognition Dinner Committee Co-chairs Michele Snell and Roxann Russo would like to sincerely thank those individuals or groups who took the time to create baskets or contribute items for this year's Dee Bundy KidCare Raffle, which was held on May 7th at the Annual Retirement and Recognition Dinner.

Sixty-seven spectacular baskets or items were offered at the raffle, created by 21 individuals, 14 schools, and 7 other groups. We appreciate the donations of the following individuals, groups and faculties to the Dee Bundy KidCare Raffle:

Kay Antley, Kirstan Banfield, Abby Beytin, Cheryl Bost, Nicole Caple, Carol Dann, Althea Franklin, Stephanie Foy, Amber Gaede, Kaelyn (first grade student), Angela Leitzer, Lisa Norrington, John Redmond-Palmer, Jane Rice, Roxann Russo, Michele Snell, Frank Soda, Amanda Sosnin and sister, Marie Stacey, Stacie Strickland, Kathy Vananzo, and John Wilkins.

Arbutus ES, Bear Creek ES, Cedarmere ES, Crossroads Center, ESPBC Board of Directors, Harford Hills ES, Herndon ES, Jacksonville ES, Middleborough ES, Middleborough ES first grade, Middleborough ES PTA, Pine Grove MS, Riderwood ES, School Social Workers, Seneca ES, Southwest Infants and Toddlers, Summit Park ES, TABCO &

MSEA UniServ Directors, TABCO Secretaries, Villa Cresta ES and Woodholme ES.

NOTE: Many of these folks expended significant time and money to contribute multiple items for the raffle-as a result, many more BCPS students will be helped. THANKS TO ALL!

KIDCARE BY THE NUMBERS

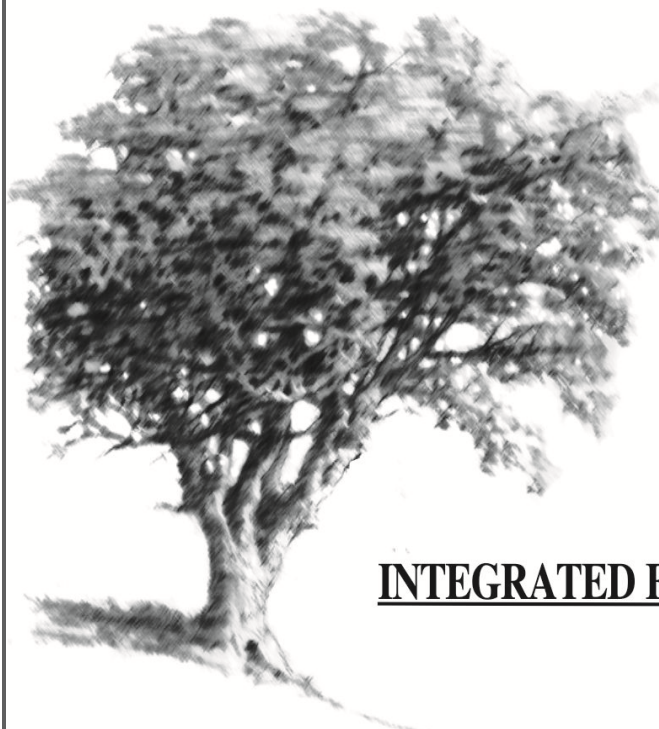
\$3000 Raised for KidCare by the 2015 basket raffle

Funds disbursed this year to assist needy BCPS students (nearly \$4000 more than last year) **\$17,560**

4 Number of students helped by
3 KidCare this year (nearly 100 more
9 than last year)

YOU CAN HELP THE KIDS, TOO:
Sign up for payroll deduction—as little as a few dollars per pay adds up to a lot of help for needy students. See the very simple sign-up form on the TABCO website under Member Benefits—KidCare. www.tabco.org

Whether you are a new teacher or plan on retiring soon we help you prepare for retirement today!



Contact us to discuss:

- Your pension and payout options in retirement
- Social Security retirement benefits
- Investment strategies in an uncertain economy
- Maximizing tax-deferred and tax-free accounts*
- What to look for when choosing a 403(b)
- Portfolio strategies during a recession

INTEGRATED FINANCIAL SOLUTIONS, INC.

SECURITIES OFFERED THROUGH LPL FINANCIAL MEMBER FINRA/SIPC

Call 410-480-0007 for an appointment!

*Contributions or distributions to/from these accounts may be taxable

LETTERS

to the Editor

WE ASKED—YOU ANSWERED

In our last edition, we addressed the quandary of achieving member participation—and asked you to respond to “How can we get you?” These two letters represent several others—not everyone wished to be published. Thanks for talking back!

Your piece this month about demoralization is SPOT ON! As this year has progressed, I have begun—for the first time since I began teaching in 1998—to consider other employment options. I left a research position to become an educator because I loved to share my professional skills with teenagers. I used to call teaching a passion and a “career;” today, it is just a “job” as I struggle to juggle 4 preps in 3 tested areas. On top of that, the new technology in the schools has added to my workload rather than alleviating any of it. Grades take longer to enter in Engrade than in Edline, attendance is more cumbersome with Scholarchip compared to STARS (which seems completely redundant now), and with our new (and fewer) machines, copying papers now takes twice as long as it used to. I have no time to lesson plan, so my effectiveness in front of my students has definitely taken a hit and I no longer have the energy or the interest to participate in any activity that relates to education. This includes professional development, surveys, polls, or even social activities with my coworkers. All of our faculty meetings discuss numbers and SLOs and data and testing. I have been beaten down with all of this to the point where I don't even participate as a parent at my daughters' schools—the schoolhouse is just not a happy place for me anymore. So, thank you for your editorial in the newsletter. As sad as the mes-

sage is, it is uplifting to know that I'm not alone in feeling this way. I come to work every day because my students need me—but I used to have more reasons than that!

~Name withheld as requested

Teachers are committed, prepared, and competent. I do not think teachers are apathetic towards the students. However, teachers are bitter, depressed, exhausted, and have feelings of isolation. All the conditions listed in the TABCO Bulletin apply to BCPS teachers—including scripted lessons, mandated curriculum, and out of control testing practices. Add class sizes that continue to grow, the elimination of such programs as ALS and the inability of schools to get substitutes for such positions as additional adult supports. New initiatives are put in place without sufficient piloting or research to ascertain their effectiveness.

TABCO members need training in understanding how to use Representative Assemblies to bring about action on topics of concern, as well as how to effectively run for leadership positions within the organization. If we are not satisfied with the outcomes we see, we must become more, not less, involved—but we need our leaders to help us make this a reality.

~Cindy Sexton, Villa Cresta ES

Calling all newly retired TABCO members



It is now possible to remain “informed, involved, connected and protected” by joining the retiree versions of NEA, MSEA and TABCO. TABCO's local group was formed this year and is working on providing retired teachers with opportunities to network and

interact with their retired colleagues in the association. The first step is to complete the membership application form, which is available on the MSEA website (www.marylandeducators.org/retirees), or by emailing Stacie Strickland (sstrickland@mseane.org) at the TABCO office. Annual membership dues are \$57 for NEA-R and MSEA-R, and \$10 for TABCO-R, for a total of \$67. Lifetime memberships are available, as well.

The committee is engaged in planning first-year activities and gathering contact information for TABCO retirees. If you are retiring (pass along the information to your previ-



TABCO-R Committee members Cindy North, Carol Dann, Angela Leitzer, Mary Ellen Vecchioni, Stephanie Foy

ously retired colleagues!), to ensure that you receive information on upcoming activities, send your email address to the committee chairperson, Angela Leitzer, at bookends68@comcast.net. P.S. Congratulations!

TABCO/YOUR ASSOCIATION

- furloughs/layoffs
- 3% lump sum bonus this year
- 5% COLA for all bargaining unit members next year
- salary steps funded for the past 20 years
- 46 successful grievances for members this year

What has TABCO done for me lately?

Standing strong while political, corporate and social forces exert their influence, your association has achieved advances in salaries and job security this year and over the past few decades. In Baltimore County, there have been no furloughs or layoffs—part of the negotiations package for the past seven years—despite massive layoffs in other locals around the country. In nearby Harford County, teachers have not received salary step increases in five of the past six years, while TABCO has negotiated salary steps for members for the past twenty years. Looking forward, a 5% COLA is on the books for the next school year. Meanwhile, behind the scenes, TABCO staff protects the contractual rights of teachers via the grievance process; as personnel matters, these must remain private, of course. We must not take for granted the rights that comprise the Master Agreement, protecting and delineating the rights of all members via the negotiation process—your association at work!

Treasurer reports sound usage of monies

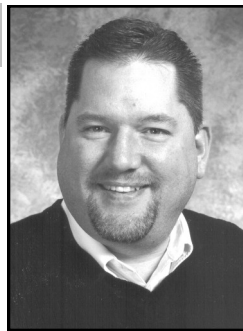
The TABCO Audit Report for fiscal year ending August 31, 2014 states that TABCO has met all the general accounting standards and principles. After making a few minor changes to our bookkeeping routine, the auditor stated she could make no recommendations to improve our current practices.

TABCO members faced a number of challenges during the 2014 fiscal year. Teachers were working to deal with a new curriculum which was rushed to meet requirements of the Common Core. The curriculum increased teacher stress and workload leading TABCO to file grievances on behalf of our members. The implementation of the new print management system in a number of schools, the new requirement of updating the online grade book, and new teacher evaluation system only served to compound teachers' concerns. Working with the school system, TABCO offered suggestions for slowing the implementation of these initiatives while giving assistance to improve the systems. TABCO members served on many committees with the goal of making things work without overworking the staff.

The Peer Assistance and Review program began working with first year teachers to provide assistance and support to help keep teachers in the classroom. This program is a joint venture with Baltimore County Public Schools. This first year was a time to build and refine the program which will be expanded in the future to work

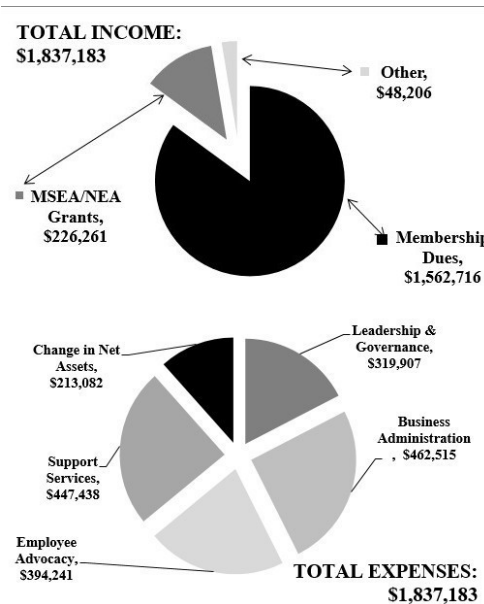
with teachers who are having difficulty after the first year.

Of course, TABCO also continued to support teachers in the schools through the help of our UniServ Directors and Faculty Councils. The SPARKS Training program reached out to another group of members with fewer than five years of experience to encourage them to take on new leadership roles within the Association. The Minority Affairs Committee experienced a revival and offered a number of workshops focusing on diversity and cultural awareness in the school. Government relations activities including the Annual Legislative Breakfast which served as an opportunity to help legislators and representatives at all levels become aware



John R. Wilkins

of the challenges facing school staffs. Your officers, Board of Directors, Association Representatives and staff provided input for the continued sound allocation of TABCO resources throughout the year. Questions and comments may be directed to me, or our Executive Director, Bob Anzelc. As always, a complete copy of the financial review is available for members to read at the TABCO office. Thank you for allowing me to serve you as the TABCO treasurer again this year.



“Elephant in the room” (from page 1)

place during this distraction. The teacher’s major frustration? This student was a “frequent flyer,” whose behavior regularly disrupted instruction in all of his classes—yet he was consistently returned from the behavior interventionist or the administration within a few minutes, with a time-out as the only penalty. There are scores of articles and behavior theorists that would blame the teacher, that take the position (this applies to *so many* attitudes of outsiders about education) that if she were a *good* teacher, this would not happen.

Who loses when student behavior disrupts the flow of classroom instruction? The answer is multi-layered, of course—the student himself, his classmates, the school (its all-important test scores), the system (its all-important statistics), and the beleaguered teacher, who blames herself even as she realizes that the modus operandi of the system is to ignore the problem.

A study conducted by non-profit, nonpartisan organization *Public Agenda for Common Good*, entitled *Teaching Interrupted*, prefaces its findings with this statement, “Teachers operate in a culture of challenge and second-guessing—one that has an impact on their ability to teach and maintain order...Nearly 8 in 10 teachers say that there are persistent trouble-makers in their school who should have been removed from regular classrooms.” The study goes on to detail the pervasiveness of discipline problems, the ways in which student misbehavior impacts instruction, and the influence it has on teachers’ decisions to quit the profession. One in three teachers surveyed said that they had seriously considered or know someone who has left due to frustration with discipline issues.

Why does this problem persist, mostly un-addressed (certainly not the focus of the education reformers)? In my experience, and that of many of my colleagues, parents may be uncooperative or incompetent regarding their children’s behavior issues. Administrators may have no more expertise in dealing with persistent student misbehavior than the classroom teacher, or they may be operating under a system that ties their hands with regard to consequences. Teachers may weary of completing excessive paperwork that does not lead to results, or may not trust that support will be forthcoming. Class size, social problems, etc., etc.

A persistent problem in many Baltimore County



schools is the failure of administrators to adhere to a procedure that is mandated by both the Master Agreement and Maryland state law. This is the requirement that a conference be held with the teacher before returning a student to class after a discipline referral.

Master Agreement, Article IX, 11.2 states, “Upon verbal notification to a school administrator or his/her designee, the teacher may exclude a pupil from his/her classroom when the grossness of the offense, the persistence of the misbehavior, or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. In such cases, the teacher will send the pupil to the office of the principal, or his/her designee, and explain the reason for the exclusion as promptly as possible. The affected pupil will be readmitted to the classroom of the teacher involved only upon authorization by the principal or his/her designee, who will make such determination **after conferring with the teacher and notification to the teacher of the action taken by the administrator prior to the student returning to the classroom.**” (*bolding added for emphasis*)

Failure to confer is widespread and frequent, according to UniServ Director Ray Suarez, who receives multiple calls from members about this problem. Teachers who experience this difficulty have “the right of immediate appeal,” says Suarez. Although the student must be accepted when returned, the teacher should follow up with a call to her/his TABCO UniServ Director. Faculty Councils should also be addressing these violations. In addition, teachers have the right to participate in developing the school’s discipline procedures (Master Agreement, IX, 11.1).

However, even if the law is properly observed, until the persistence of student behavior issues is acknowledged, effective protocols are established, and the provision of appropriate resources and personnel are prioritized and funded, the loss of quality instruction time due to misbehavior will continue to be the elephant in the room. With poverty, urbanization, and social and family dysfunction on the increase, this elephant will continue to occupy valuable classroom time, causing more teachers and students—and the learning environment—to suffer. (*See: www.publicagenda.org/files/teaching_interrupted to read the complete study cited above.*)

FAREWELL

AND THANKS FOR YOUR COMMITMENT!

Several of our most active members are leaving our ranks this year. We asked them to provide us with a little info about themselves and some parting words.



Pamela Aigner

"I have been a classroom teacher in Baltimore County for 31 years. Prior to that, I taught in Prince George's County for one year, in Nebraska for one year, and in South Dakota for eight years (40 years in all!) I have taught grades 1 through 8. In the past,

I served on Faculty Council and as a TABCO representative. I also served as a delegate numerous times to MSTA and NEA conventions. I worked with the Kid Care Committee and Homework Hotline. I have had many wonderful experiences working with parents, students, and other educators throughout my career. Every day I learn something new. I am proud of the doctors, nurses, teachers, engineers, musicians, actors, writers, and other professionals that I still call 'my kids.' "



Cathy Greenwood Cerveny

Cathy worked 19 years teaching in Wicomico and Harford Counties; 17 years with BCPS as a classroom teacher; BCPS mentor; and technology integration teacher. She served on the TABCO Board of Directors, as an Association Representative; committee member;

MSEA Leadership Committee; MSEA representative on Maryland's Professional Standards and Teacher Education Board (16 years); attended many MSEA conventions and NEA conventions; and was her school Faculty Council chair and member.

Cathy says, "TABCO, MSEA and NEA have played important roles in my teaching career. These organizations have provided countless professional development opportunities and have fought for, and protected, rights that I never had when I started teaching in 1971. I remember when I had to eat lunch with the students and was given a 15 minute break when they were at recess to take care of "personal needs." I appreciate the volunteers in these organizations who tirelessly work to ensure that educational workers are afforded the rights that have been bargained for each year. Thank you to the teachers who work so hard to inspire the youth, our future. I was honored to work with so many of you in my years with BCPS."

Henry Herr



Henry 's years of teaching Social Studies and Reading includes 31.5 in BCPS and 3 for the Archdiocese of Baltimore. A member of TABCO for his entire tenure in Baltimore County, he has served as Faculty Council Chair, TABCO AR Chair and a Board of Directors member representing District II, as well as serving as both MSEA and NEA delegate. He leaves this message, "I feel privileged to have been touched by the lives of so many professionals who care so much for children and each other. In times of great change, teachers are needed to guide and explain those changes to a new generation. I have been a proud TABCO member since day one and I look forward to a time when all in education are working toward a sensible solution to our common concerns for children."

Cindy North



Cindy, who served as a member of the TABCO Board of Directors for 15 years, says, "The responsibilities of teaching have changed tremendously in 40 years, evolving to encompass not only imparting information and methods to students, but also to being data collector, standardized test preparer, examiner, "in loco parentis," —the list goes on. The most successful teachers will continue to be those who are flexible, able to give help to, and seek it from, colleagues, and those who recognize that they may not be able to do it all, but they can do what's best for their students and for themselves."

Her teaching experiences include 40 total years, 31.4 of those within the BCPS system, as a Special Education self-contained and resource teacher. Association activities also include years as an Association Rep, Faculty Council Chair, and TABCO Liaison to BCPS Safe Schools Conference Committee and BCPS Handbook Committee.

Cindy continues her Association activity as she is now serving as a member of the committee that is organizing TABCO's first local retiree group affiliated with MSEA-R.

NEWS & NOTES

TO-DO LIST for REPS

OElections—Have you held your building elections for Faculty Council members for 2015-2016? In addition, elections for Association Representatives should be held. Contact your TABCO UniServ Director if you need assistance with elections procedures. *Please report your elections results to TABCO.* Forms were sent to current Association Representative Chairpersons.

OAssociation Representative Training—Put **August 21** on your calendar and inform your administrator (**begins Friday morning** of the first week on duty for teachers). Informational sessions will bring you up to date and help you organize your year as an Association Representative. This will be held at the Sheraton Baltimore North (in Towson, across from the mall).

ORemind members about the open enrollment period for the Sick Leave Bank—

Eligibility: employees must be in at least the second year of employment.

Enrollment period: July 1 to September 30, each year.

Contribution: Employees contribute a portion of their sick leave to the bank in order to be a member. Those with 0-120 days of accumulated sick leave contribute 1.5 days; 121-180 days of accumulated sick leave= 1 day contribution; 181 or more days of accumulated sick leave=.5 (half) day contribution. Applications and further information are available on the TABCO website.

OSet up a distribution list of TABCO members to facilitate forwarding emailed information.

TABCO SCHOLARSHIPS AWARDED:

Chairperson Caryl Connor and the Scholarship Committee are pleased to announce the following students as TABCO Scholarship Recipients this year:

Tiffany Jackson of Loch Raven High School: Cooper Memorial Scholarship, \$500.00

Hannah Llorin of Catonsville High School: Edward Guy Stapleton Memorial Scholarship \$500.00

Nicholas Stokes of Kenwood High School: M. Ellen Logan Memorial Scholarship \$500.00

"Teachers are expected to achieve unattainable goals with inadequate tools. The miracle is that at times they accomplish this impossible task."

~teacher, writer, child psychologist & psychotherapist Haim Ginott



TABCO thanks these dedicated reps and schools with 100% Representative Assembly attendance for

100%
COMMITMENT*

2014-2015:

Arbutus ES, Sharon Shumway
Catonsville HS, Angenie Goode
Cedarmere ES, Mary Frantz
Chapel Hill ES, Hope Blackwell
Cromwell Valley ES, Anne Groth
Crossroads Center, Marcie Cooke
Elmwood ES, Janice Delaney
Essex ES, Crystal Collins

General John Stricker MS, Sarah Mertens
Hereford HS, Charles Fluharty,
Schimica Gaudin

Jacksonville ES, Julie Brethauer
Mars Estates ES, Kim Solomon
Perry Hall MS, Tammy Mills
Pine Grove MS, Jim Hammill
Pot Spring ES, Justine Fritz
Rosedale Center, Leslie Whiten
Sandalwood ES, Lancy Cash
Villa Cresta ES, Cindy Sexton
Westowne ES, Kathleen Mannion
Woodholme ES, Jane Rice

Schools with 100%

(combined coverage by several reps)

Bear Creek ES
Chase ES
Middleborough ES
Padonia MS
Parkville MS
Patapsco HS
Riderwood ES
Timber Grove ES
Wellwood ES

INSURANCE BENEFIT—Is pregnancy in your future?

Check out AFLAC, a TABCO member benefit—Aflac is for maternity, family illness or accidents, your illness or accident, and includes summer time. It's different from health insurance; it's insurance for daily living. It's an extra measure of financial protection. It pays you cash benefits to use as you see fit. Aflac benefits help with unexpected expenses and belongs to you, not your company. Email: Suzanne Herrmann at Suzanne_Herrmann@us.aflac.com for more information or to sign up. Go to www.aflac.com/tabco for more information.

“There is no point to count the years. They are not important. Important



Retirement Dinner “Class of 2015” Attendees—with their years of service: 46~Pamela Posner, 40~Karen Schaffer, 40~Cynthia North, 40~Deborah Glinowiecki, 39~Denise Ann Zangara, 39~Greta L. Gay, 36~Peggy Tarburton, 35.5~Susan Stufft, 35.5~Joyce Baron, 34~Debra Holub, 32.5~Constance Rose White Maddox, 31~Cheryl Boston, 31~Pamela Aigner, 30.5~Henry Herr, 30~Charlotte M. Soracoe, 30~Sara A. McNulty, 30~Melanie Kordish, 30~Judy Kingsmore, 30~Anne Spigelmire Groth, 30~Maryteresa V. Bressler, 30~Brenda Hope Blackwell, 28~Gwendolyn Pelsis, 28~Michele A. Hassani, 28~Mary Bell-Koch, 27~Patricia A. MacNabb, 25~Barbara Cavellius, 25~Joanne Capizzi, 25~Rosemary Callahan, 25~Mary E. Baker, 24~Janet (Sue) Sullivan, 23~Edwina Day McKenzie, 23~Jeanne McDuffie, 23~Dorothy Dustmann, 23~Elizabeth Ann Coughlin, 22~Kathleen M. Massimini, 22~Barbara Albright, 20.3~Susan Alexander, 20~Vicki Topolnicki, 20~Leonard N. Leffner, 19~Betty Cruse, 18~Carol F. Brooks, 17~John Westermeyer, 17~Felicia D. Johnson, 17~Deanna Bowker, 15~Kathleen O'Brien, 11~Jannie Williams, 9~Darlene Zandarski, 8~Charmaine Hamlin



Retiree Jeanne McDuffie at the KidCare Raffle



Norwood ES staff turned out in force

Among the most pleasant and important of TABCO committee activities is the planning and production of the annual dinner and program honoring our retirees and presenting awards to outstanding educators and friends of education. R & R Committee Co-chairs Roxann Russo and Michele Snell and the committee work on this with TABCO staffers Stacie Strickland and Lisa Levee throughout the year. We were pleased to have NEA Secretary-Treasurer Princess Moss serve as the keynote speaker and award announcer this year. Among her remarks, Ms. Moss reminded retirees that they “can still make a difference in children’s lives” and said that the retiree faction is the fastest growing membership group in the National Education Association. Bringing greetings from the County Executive was Orrester Shaw; others who spoke briefly included MSEA Vice President Cheryl Bost, Board of Education Vice President Charles McDaniels, Jr., Superintendent Dallas Dance, and of course, our own ESPBC President Joe Coughlin and TABCO President Abby Beytin. “You are the glue that holds the fabric of our society together,” said President Beytin. Several others referred to recent events in Baltimore City and commented on the role of education in society as a whole.



Princess Moss and Abby Beytin

are the things you did, things we shall never forget.”



Left: ESPBC President Joe Coughlin, Superintendent Dallas Dance, Retiree Pamela Posner, Princess Moss, President Beytin

Top right: Recognition Award winner Leslie Vananzo

Below, right: Rookie Award winner Bethany Ford



Among the highlights of the dinner were both touching and funny moments. When retiring veteran of 46 years Pamela Posner stepped onto the platform, she received an enthusiastic standing ovation from the hundreds in the ballroom.

Award winner Kimberly Porter accepted, saying she was both humbled and “blown away” by the recognition. Brian Barker, Physics teacher at Loch Raven HS (see photo to the right), mentioned not only the support of his wife, saying “Happy wife, happy life,” but elicited a big laugh with his comment that he didn’t want to leave out Char-



lotte Danielson. Erica Blouin thanked her husband for understanding that “teaching doesn’t stop when you walk out the door.”

Marty Getz, who accepted a friend of education award on behalf of Raymond Geddes & Company, was the last of the award winners to be called forward—commenting on the many educators that preceded him, he said, “we are definitely in the presence of greatness.”



Honored with TABCO Recognition, Rookie or ESPBC awards were—back row, left to right: Julie Reed, Debra Holub, Sheena Hershey, Erica Blouin, Brian Barker, Yvonne Tuitt, Amanda Bonaccorsi. Front row, left to right: Amanda Gruetzner, Deborah Powell, Norma Jean Brown, Kimberly Porter, Sarah Smith, Leslie Vananzo, Joan McKinley. Not pictured: Mary Brady, Bethany Ford, Cheryl Vourvoulas, Melissa Whitty, Raymond Geddes & Company