

PRESIDENT'S MESSAGE by Abby Beytin

#RedforEd

#RedforEd is the universally accepted hashtag adopted by educators and now the nation as the symbol for public education advocacy. It has put a name to the frustrations of educators across this nation. This frustration has been born of too few resources, with an abundance of disrespect and a marginalization of our profession. We have finally realized no one is going to advocate for our students if we don't stand up and do it ourselves. In so doing, others have joined with us and the movement continues to grow and become more and more powerful.

I have long advocated for us to take back our profession. We the teachers know what our students need to succeed. We know what is appropriate and we know our kids. We know when we must guide, nudge, cajole, and especially listen to our students. No one can form the bond we do with the children. They rely and trust us even if they argue and fight with us over trivialities. That is the power of our connection to our students. We expect the best of them, and they most often rise to our challenge.

However, any movement can stall if it isn't nurtured and have a light shone on the issues. We must now move our advocacy to a higher level. We can't just walk away from the fight for our schools, but realize

See "President" page 2

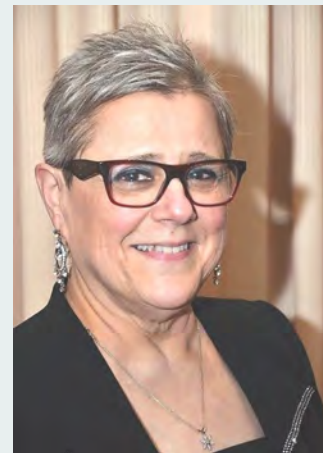
LETTER FROM THE EDITOR

by Billie H. Muñoz

Union is a Beautiful Word

Union is an important, powerful and beautiful word. "We are stronger together" is a refrain that we hear over and over. Let's examine it for a moment. Our fifty states form a "Union." Each year, in January, the President makes the *State of the Union* Address. Lincoln addressed the Union troops in Gettysburg in a speech that most of us can recite, at least in part, over a hundred years later. And, finally, there is TABCO, MSEA and NEA our beloved Teachers' Unions. The word brings images of working together, letting go of petty differences, everyone working towards a goal for the common good. In Spanish, the word for "union" is "sindicato." Unfortunately, not everyone sees us in this light. We recoiled when a certain then political candidate called us "Union Thugs." Do you remember? We are not "thugs", we are brothers and sisters. Nowhere was this "unity" more in evidence than on March 11 – the day when some 8,500 of us and our supporters gathered and marched from the Navy Stadium down Rowe Boulevard in Annapolis.

See "Editor" page 2



IN THIS ISSUE:

- ◆ Message from President Beytin
- ◆ Letter from Editor
- ◆ March on Annapolis
- ◆ Red for Ed at Board of Ed
- ◆ Heroes in Our Midst
- ◆ Student Representative to the Board of Education
- ◆ Emily the Organizer and much more



Ships at a distance have every (students') wish on board.—

Zora Neal Hurston

“President,” from Front Page

the time we have committed is just the beginning. Every email, postcard, phone call, text, in face meeting and rally is important. The message must be one of persistence, resilience and doggedness.

The public has come to the realization that public schools are the underpinning of our society. They understand that if for no other reason than economically it is in their best interest to have great public schools.

We can’t do it alone. If we are to make real changes and move public education funding forward, others must help us. We need our friends, families, neighbors to come out and support public education.

Our #RedforEd movement has already begun with our rally at the School Board, a thousand emails and many phone calls to Board of Education Members, our Rally for Funding in Annapolis, post cards to the County Executive, and now our upcoming, “No Fooling,” April 1st Rally at the Old Courthouse in Towson. These actions cement our voices in the minds of our legislators, officials and the public. Don’t miss out on the movement. Let’s keep moving forward for our kids!

“Editor” from Front Page

We came from many counties in our state, forming a sea of red that was as loud as it was well-behaved. Even when teachers are angry, it seems, we are polite. Perhaps that is because our idea of “unity” also extends to police officers and anyone



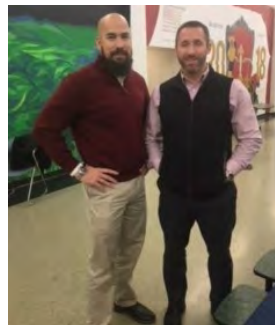
Cartoon by Luis Muñoz



INTEGRATED FINANCIAL SOLUTIONS, INC.

8850 Columbia 100 Parkway
Suite 400 | Columbia, MD 21045

Securities offered through LPL Financial
Member FINRA/SIPC



Bill Bush and Damion Dangler, the same “Finance Guys” who do TABCO retirement seminars

else who works for the public good. “Thank you for keeping us safe,” we proclaimed as we passed uniformed officers trying to keep us on the sidewalk. My bus passed a hat around to tip the driver because she was a **part of the event, too.** I’m sure others did the same. Stronger together, indeed.



The littlest organizer



Officer Bugarin and his mini-me

HEROES IN OUR MIDST - RESOURCE OFFICERS IN BCPS SCHOOLS



Officer Brad Tippin and friends

Look around a BCPS school- elementary, middle or high school, and you will see a fully armed and uniformed SRO or School Resource Officer. While this person may look like a regular police officer, some critical differences exist. There is currently a total of 83 SRO's in Baltimore County Public Schools. To be clear, the SRO's do not work for the school system. Their primary reason for being in the schools is safety. Officers Bryan Bugarin of Arbutus and Riverview Elementary Schools and Officer Brad Tippin of Lansdowne High School were kind enough to make themselves available for this article to highlight some of their accomplishments and dispel some misconceptions. Officer Bugarin has 11 schools that he visits. This is a typical load at the elementary level. He says that the hardest part of his job is trying to get to know all these students. Kudos to him for trying! A quick bit of math reveals that he is talking about more than 3,000 students! All students know his name, however. Many call him "Officer Bryan." He stays visible in the hallways and is present at all lunch shifts. He has an open-door policy and says that, several

times a day, a kid will ask his or her teacher for a pass to Officer Bugarin's office. The students will sometimes just say hello, but, but other times ask to come in and talk about personal issues. He goes into classrooms to teach, advise and mentor. Even teachers stop by about personal issues and search for legal advice. Officer Tippin agrees that many solid relationships are formed. He says, "I speak with kids one on one. They get to see past the badge and realize that I am more than a "police officer". He has enjoyed mentoring groups of students who feel, rightly or wrongly, that there is no one at home who really cares. Patrol Officers, on the other hand, rarely get to know the people they are hired to protect and serve.

The path from a patrol police officer to SRO stems from basically just wanting to be a part of a specialized unit that deals with juveniles and the BCPS system. The positions don't open-up very often, but when they do there are always several

See SRO's page 5

T A B C O B u l l e t i n C i r c u l a t i o n 8,260 V o l u m e 44

March 2019

The newsletter of the Teachers Association of Baltimore County, an affiliate of the Maryland State Education Association and the National Education Association

Teachers Association of Baltimore County 1220 C.E. Joppa Road Suite 154 Towson, MD 21286

President: Abby Beytin

Vice President: Marcie Cooke Treasurer: John R. Wilkins Secretary: vacant

Board of Directors:

District I - Nicole Caple, Beverly Folkoff, Seth I. Rich

District II - Vernon Fains, Charles Fluharty, Cindy Sexton

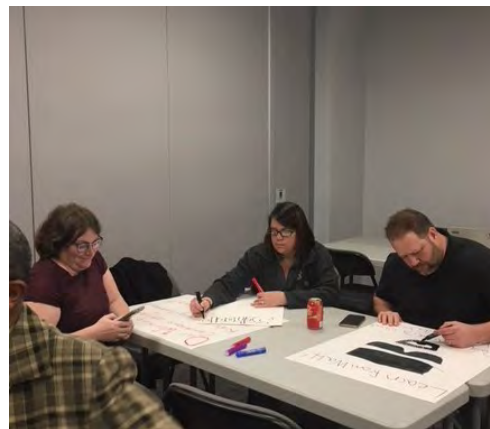
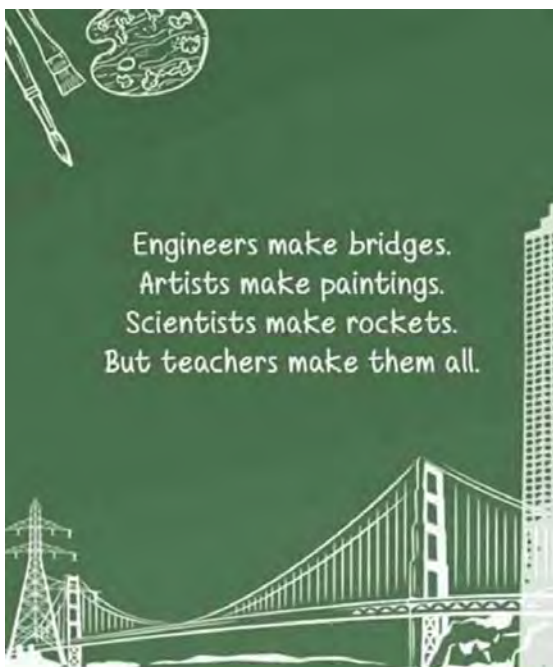
District III - Lisa Norrington, Toni Parry, Frank Soda

Bulletin Editor: Billie H. Muñoz, profe0903@yahoo.com (Please put **TABCO Bulletin** in subject)

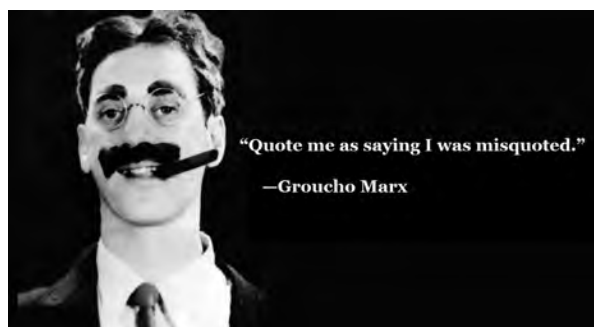
The Bulletin is now published four times a year. Ideas and articles welcomed but subject to editing. Names withheld upon request.



TABCO Office Hours are
Monday –Thursday 9:00-
5:30 and Friday 9:00-5:00



Making signs at TABCO HQ before the rally



Quotes Heard Around Recently...

We keep rising to the challenges, but there is a human limit! -**Cindy Sexton**, Board of Directors, District II

We are 8,000 members strong and we make an impact! - **Marcie Cooke**, TABCO Vice President

If we are not visible advocates for our students, who will be? - **Frank Soda**, Board of Directors, District III

We must fund our schools. We must fund education...We are not asking for anything that does not belong to us. - **Mayor Catherine Pugh**, Baltimore City (speaking in rally in Annapolis)

I'm a teacher. I might not be in the classroom anymore but I am always a teacher...We are at a crossroads and we have to decide that our future is worth investing in... We (the County Executives from Maryland) stand with you. **Johnny Olszewski** –Baltimore County Executive

It's not fair that you get different educations in different parts of the state, depending on what county you live in...it is time for the state...to enlarge the pie. This shouldn't be about cutting the pie into different sizes... it should be about making the pie bigger. -**Marc Elrich**, Montgomery County Executive

You are elected now. You need to hear our voices. - **Ed Veit**, Former TABCO President (89-93) (speaking at rally outside the Board of Education meeting)

This is what taking back our profession looks like...you rock! **Abby Beytin**, TABCO President talking the day after the March on Annapolis

When people make an impact in your life, you cannot forget about them. What she taught me, I still use today. (speaking on why he still visits his 107 year old 3rd grade teacher –Mrs. Cutts) -**Bradley Patterson** Chief for Dougharty County Public Schools, Georgia



KidCare Basket Request

We need your help. We are asking for donations of baskets for the KidCare raffle. The money made from the basket raffle goes directly to KidCare. You can make a difference for the neediest of our students by helping out with this request.

The KidCare Raffle is one of the most successful fundraisers of the year and is held at the Annual Retirement and Recognition Dinner. This year the dinner will be held on **Friday, May 10th at Martin's East**. Last year's raffle raised \$2,857 for KidCare. We need you to step up and bring your creativity and energy to the effort. Please consider donating a themed basket for the raffle. A decorated box makes a nice substitute for a basket.

If you are willing to make and donate a basket, contact one of the Co-chairs, Jillian Lewis-Darden (jlewisdarden@bcps.org), Jeff Starr (jstarr@bcps.org) or Lisa Levee (llevee@mseane.org) at the TABCO office. Baskets are due to the TABCO office by May 3rd. If you need special arrangements for delivery please email one of the co-chairs listed above.

Theme Ideas: Tea Lover, Proud to be Irish, Movie Lovers, Summer Fun, Ravens Magic, Lots of Pasta, Chocolate Lovers, Snack Attack, For Wine Lovers Only, Gardener's Delight, to name just a few.

The Retirement & Recognition Committee thanks you!



sample themed basket– Spa Day

SRO's from page 3

applicants. In the case of Officer Bugarin, he felt lucky to have a former Lieutenant allow him to take all the prerequisite courses to be an SRO while he was still on patrol. He asked the SRO Lieutenant if he could fill in at schools when another SRO was absent. This was "so I could get my feet wet and get used to the specific duties of an SRO." These experiences made him an attractive candidate when a job eventually did become available.

If interacting with the students is the best part of the job, what is the most difficult? According to Officer Tippin it is that he has "no real authority in certain situations." He cannot force a student to take a seat, do schoolwork or even to keep the noise down in the hall. Teachers often do not understand this. "They reach out a lot thinking that I can help because I am a police officer," laments Officer Tippin. But, through patient mentoring, many students who are having a tough time in school can be reached. "Once you show them that you care, it changes their outlook on police. I seek them out during the day to show them that I care. I do not sugar coat things when I talk with the kids. They can tell when you are talking real and when you are just leading them on. I have had many kids tell me thank you for that, and that I am part of the reason they were successful in their later (school) years after doing poorly earlier on." Officer Bugarin tells an anecdote to help clarify his role. "Students find it fun and interesting that I used to play professional soccer. I've participated with soccer demonstrations for some schools and just played soccer with students while they were in gym class. I believe they think that police officers only know police work and are very excited when they find out differently." He may be a symbol of authority to some, a bit of a super hero to others but he still is a human being who is passionate about a sport just like an ordinary person. Finally, SRO's are recruiters. They recruit by example, by being role models over a long period of time. Baltimore County today has at least two young police officers who would not be there if it were not for Officer Tippin. Several others are in the application process. Kudos to these two unsung heroes and the other 81 SRO's in our midst at school.

Top Ten Reasons to come to Retirement Gala

10. It's Abby's Swan Song.
9. There will be DANCING.
8. It's a Friday night-you can sleep in the next day.
7. Support KidCare by bidding on baskets.
6. Eat amazing food.
5. Show love, not jealousy, to your friends who are retiring.
4. Hear great inspiring speeches from awardees being honored.
3. See how nicely your colleagues clean up.
2. Adult beverages enjoyed responsibly.
1. Did we mention that Abby is retiring?

Emily the Organizer

If the strength of a union is in its members, a strong participation of long-time members and a healthy addition of new members must be key. But, what happens if potential members are only weighing the cost and not the benefits of belonging? Enter *Emily the Organizer*. Real name Emily Sugrue, this energetic young woman comes from a dyed-in-the-wool union family. Her mom is a school social worker in a suburb of Chicago and her grandfather was involved in organizing teachers in Connecticut back in the 1960's.

Additionally, her stepfather was a steward for the United Steel Workers and the International Brotherhood of Electrical Workers early in his career. He eventually went back to school and became the EEO officer for Metra (the commuter rail line in Chicago). There were strong women, too. Emily's grandmother was an Occupational Therapist for the VA who participated in an organizing drive with SEIU in the 1970's.

BERMAN | SOBIN | GROSS FELDMAN & DARBY LLP

EMPOWERING EDUCATORS

Proudly representing Maryland Teachers and
Support Employees for over 24 years!



Types of Cases:

- Workers' Compensation
- Personal Injury
- Will & Estates

Baltimore Office:

1301 York Rd., #600
Lutherville, MD 21093
(410) 769-400

www.bermandarby.com

Emily majored in Labor History at Hampshire College in Amherst, Massachusetts. As a student, she became involved in something called the *Anti-Sweatshop Movement*. Ben Forester, UniServ Director, worked with Emily previously at the State Employees' Union. He had this to say about Emily, "I've had the good fortune of working with Emily these last two years. She is dogged and curious, passionate and thorough. We were extra lucky to have gotten her here with us two years in a row." Originally, our Executive Director, Glen Galante, got a grant from the MSEA to hire someone who could be an advocate for our union. He says that Emily is a very hard worker and calls her "passionate about the union."

So, how does an organizer organize? It begins by determining which schools have not had a strong union presence in the past for whatever reason. Usually the Association Representative is key to signing up new members but perhaps certain schools do not have an active Rep or the Rep could be more effective at inspiring non-members. It does take a certain personality; tenacious without being nagging, serious yet funny, a person who knows all the statistics and can make the case for why a deduction from a paycheck every two weeks is actually cost effective. Emily starts with the individual. What does this teacher or staff member care about? What makes this person's blood boil? Then, she carefully links the issue back to union membership.

See "Organizer" page 12



Emily at the March 11 event in Annapolis she helped organize

A Win-Win for **TABCO** and for BCPS Students

On Tuesday February 19, 2019 the Board of Directors of **TABCO** gathered at Building E of Greenwood to witness the fruits of our efforts to pass the Budget for the next School Year. It was really the culmination of three meetings. The first was begun on the steps of the building on February 6 when over 300 educators gathered in full blown Red for Ed gear to show their support. Here is what you need to know at a glance...

- ◆ 2012 Gambling made legal in Maryland
- ◆ 2016 Kirwan Commission established
- ◆ 2017 Kirwan Commission asked for more time
- ◆ 2018 money put in Lockbox for Education and Fix the Fund began
- ◆ 2019 \$90 million shortfall announced

See "Win-Win" page 14



Abby Beytin rallies the troops on February 6



Turning the tables on WBAL Education Reporter Tim Tooten before BOE meeting



Gathering for BOE rally



Save the Date!

**TABCO School Fundraising
Rally Towson—April 1
(no fooling!)**

Rally to Support the BCPS Budget in Front of
the Old Courthouse in Towson April 1st From
5:30pm-7:00pm



TABCO Vice-President Marcie Cooke

The TABCO-Martin Luther King By Billie H. Muñoz and Tracey White

Dr. Martin Luther King Jr. spoke of “The Beloved Community.” Let’s imagine that community as TABCO (or any union for that matter) and see if it checks most of the boxes. We, not unlike Dr. King in Washington, marched on Annapolis to achieve a result that would be of benefit for all. This includes those who cannot speak for themselves due to a variety of reasons. Practicing non-violence was a philosophy that Dr. King got in turn from Indian leader Mahatma Gandhi. Of course, there were no armed police assaulting us with firehoses in Annapolis. We, like his close associate Bayard Rustin, are diverse in gender, color, spiritual and sexual orientation. Rustin worked closely with the

AFL-CIO and wanted to integrate unions that had previously been all-white. Dr. King was a pastor for the Southern Baptist church, and it has been said many times that teaching is sacred work. The Civil Rights Movement was born in turbulent times and we are living in the era of “fake news and alternative facts.” Congressman John Lewis of Georgia, a companion of King on the Selma march, speaks of “getting into good trouble.” TABCO has also gotten into trouble with some governmental leaders in recent times. Yes, there are a lot of checked boxes.

More pictures from the rally in Annapolis



Superintendent Verletta White and
Chief Operations Chief Kevin D.
Smith



Veronica Henderson, (right)
ESPBC Member and MSEA
Board of Directors



The road less traveled

Opportunity—Learn and Earn while Developing Lesson Plans!

BCPS and TABCO are sponsoring a collaborative lesson planning development opportunity for teachers. Participants will be paid a stipend of \$44.52 per hour for a three-hour workshop. Workshops will be hosted at TABCO, 1220 C East Joppa Road, Suite 514, Towson, MD 21286, on 6 Saturdays beginning on April 6 and ending on May 18. Workshops are offered in grade level groups and content level groups. Two workshops are offered each day from 9:00 a.m. to 12:00 p.m. and 1:00 p.m. to 4:00 p.m. Participants may register for one session. Participating Teachers will be asked to submit the lessons they develop for possible inclusion in a BCPS and TABCO lesson plan bank.

Interested teachers should register for these workshops by logging into BCPS One<<http://bcpsone.bcps.org/>> on the BCPS Web site, selecting the Professional Learning tile, and then selecting the Registration System tile. The offering is titled *Lesson Plan Development Opportunity* and can be found in the Workshops-Registration catalog.



Student Representative to the Board of Education - Haleemat Adekoya

As teachers, we believe all students are special. Each one has gifts that make them unique. But, sometimes, a student comes along so extraordinary; who has a blend of personality, intelligence and *je ne sais quoi* making many take notice. Such must have been the case with Haleemat Adekoya, the Student Representative to the BCPS Board of Education. That would explain why both her guidance counselor, Bridgette Lewis, and principal at Milford Mill Academy, Kyria Joseph, tried to persuade Haleemat to apply for the position of Student Rep at the end of last year. "When something happens more than once," explains this high school senior, referring to these two individual incidents, "You have to pay attention!"

Born in Lagos, Nigeria to a mother who wanted to become a Registered Nurse and a businessman father, Haleemat came to the United States at just one year of age. Although now a practicing Christian, Haleemat is a Muslim name believed to be that of the mother of the Prophet. The name presaged her role as the oldest child in the family. It is traditional in many cultures for the eldest to take on an almost parental role. Then, Haleemat's parents won the citizenship lottery. This program, which has since been discontinued, allowed some foreign nationals to come legally to this country. It was both a lottery in terms of it being a one-in-a-million chance and in the comparative economic freedom and opportunity that winning represents. The growing family landed in The Bronx, New York and eventually grew to include three sisters and a brother. Haleemat would have plenty of chances to hone those parenting skills and learn responsibility! She went back to Nigeria for four years where she lived with her grandmother and went to local schools. Haleemat spoke Yoruba at home, one of about three hundred languages there. But the British-run school taught her in English. This would also be a formative experience. Back in the United States by age six, Haleemat took ESOL along with her regular classes. She passed the WIDA exam which exited her from the program in 2nd grade. This was due to her command of our language, but she never lost her love for

her heritage. This poised young lady affirms, "The part of Nigerian culture that makes me most proud is that we will show our best side. We have confidence." Haleemat often wears a headress as a nod to Nigerian roots and loves their traditional dances. The American side of her prefers *Hip Hop*. When asked what the best part of life is here, Haleemat does not hesitate. "Freedom to express yourself. I do not feel judgement here." Today, Haleemat's mother is an RN at Sinai Hospital and her father uses his degree from the John Jay School of Criminal Justice to work with people who have physical disabilities.

Haleemat is looking forward to graduation in May. She dreams of attending either the University of Maryland or the University of North Carolina at Chapel Hill. She would major in Political Science and Business. There may even be a run to be a Member of Congress in the future! In addition to her work with the Board where she has voting privileges, Haleemat co-founded an activities organization called *Dare2Bee* for mentoring young women. She states, "I have always been into advocacy. During my work with the Milford Mill Student Government I learned to love being a leader and creating an atmosphere where everyone can share different points of view."

See "Student" page 12



Haleemat shares her Nigerian heritage with her friends



Haleemat and Ms. Verletta White



NEA/TABCO/ESPBC presents:
Friday Night Film Festival



TABCO and ESPBC
are hosting a STARZ documentary series called:
America to me

**A look inside one of Chicago's most progressive
public schools, located in suburban Oak Park.**

All events are 5:30pm-7:30pm
TABCO/ESPBC (new office)
1220 East Joppa Road
Building C, Suite 514
Towson, MD 21286

Next episode is April 5 Episode 5

Light refreshments will be served.

You must be a current member of TABCO or ESPBC to attend.

Seating is limited and Registration is required to attend this event.

Register with Stacie Strickland at 410-828-6403 sstrickland@mseane.org

online at <https://nea-tabco-espbc-filmfriday-episode1.eventbrite.com>

or online at <https://nea-tabco-espbc-filmfriday-episode1.eventbrite.com>



► **Professional Tutoring Service:** Subject area teachers needed to tutor secondary math, chemistry, physics, and biology; SAT Prep.; English, French, and Spanish; reading, elementary subjects and special education. Please contact professionaltutoringservice@comcast.net.

► **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.

► **Beth Tfiloh Camps** seeks head counselors and instructors of sports, camp craft, dance, singing, nature, art and swimming. The Reisterstown day camp runs Monday through Friday from 9 AM-4 PM for 8 weeks (June 24-August 16). Visit our website at btcamps.org or phone 410-517-3451. **YOUR CHILD ATTENDS FREE!**

► **Looking for a great summer job?** J Camps, located at the JCC of Greater Baltimore, is looking for energetic, dedicated staff members who are interested in working in a fun, creative camp environment this summer. Our programming has a variety of focuses including aquatics, arts & culture, athletics, sustainability, STEM and more 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 April 1, 2018. Our summer season is June 17 (flexible) – August 16, 2019, and we offer excellent camper discounts for summer staff. While most of our positions are full-time, we do have a few that run for only select weeks. We are currently hiring for the following positions:

- Teachers as Counselors
- Supervisors for counselors and specialists
- Lead Specialists in a variety of fields, including Athletics, Arts & Crafts, Science, Nature, Music, Ropes Course, and Archery
- Inclusion Counselors for campers with Special Needs
- College Student Counselors
- High School Student Counselors



For more information, please visit https://gbjccamps.campintouch.com/ui/forms/application/_staff/App or contact our J Camps Office at jcamps@jcc.org or 410.559.2390

► **Tristate Fireworks is looking for Baltimore County teachers**

Over \$2,500 in 2 to 3 weeks! Excellent opportunity for Baltimore County school teachers. June 17^h-July www.tristatefireworks.com



Disclaimer—TABCO assumes no responsibility for representations made or services performed in advertisements published in the bulletin.

Student from page 9

That is exactly what Haleemat Adekoya does for the BCPS Board of Education. She advocates for her peers and shares a student point of view about issues like the importance of the Passport Program or the benefit of having a Math Resource Teacher in each school. She lives and breathes experiences that her fellow Board Members have to retrieve through years of buried memories. Her typically bubbly reflection on this experience is to tell us, "I love team BCPS, I love the students. This is the most exciting year of my life so far. I am grateful and can't wait to see who the next Student Representative will be."



Board of Education meeting

Organizer from page 6

If the answer is pay (the most common complaint) Emily might say, for example; "Members of the union are already working on this issue. Have you heard about the Kirwan Commission. This is the time. We are going back into negotiations for better contracts in the fall. There are people who want to give you a raise, but this will not happen without legislative teeth." Next, without using pressure, slowly, patiently, she waits for the individual to come to his or her own conclusion. She has a union membership sign-up form ready and waiting. Key to all of this is the one-on-one conversation between Emily and the potential member. She muses, "One of my favorite things about unions like TABCO/ESPBC is that there are opportunities for involvement at every level-faculty councils at school, the state and county. I have seen meaningful, thoughtful work happening most nights of the week at your union hall! ESPBC members are attending union-sponsored professional development and building member involvement to win the best contract yet. It is possible that the rewards of her labor will be reaped for many years to come as new members celebrate their decision to join us and tell friends and colleagues what they have done!"



A Big Thank You!

This homage is dedicated to Dan Chambers of MSEA, Ben Forstenzer, Stacie Strickland, and Emily Sugrue of TABCO

Organizing and mobilizing 8,500 teachers and staff for the rally for public school funding in Annapolis is an extraordinary feat! Here are some of the steps it took to make this happen seamlessly.

- ◆ Secure motor coaches, lots of motor coaches
- ◆ Make posters to carry
- ◆ Decide on departure points convenient to all
- ◆ Assign the role of bus captain and assistant
- ◆ Order delicious boxed dinners including one kind for vegetarians, get water and snacks
- ◆ Rally the troops and have them sign up
- ◆ Remind troops frequently and keep them motivated to follow through
- ◆ Make sure there are port-o-potties
- ◆ Order t-shirts and hats to commemorate event
- ◆ Get cow bells so troops make a lot of noise
- ◆ Make sure everybody is safely on the bus to go home



Some of the 21 TABCO ESPBC busses



Teachers Association of Baltimore County



Welcomes to our Member Benefits Program

Member Only Benefits Include:

- \$0 in Bank fees, \$0 Appraisal fees
\$0 Application Fees
This is a savings of \$1,495.00
- Home Buying Preparation and Education
- Advice and information on Credit Scores
- Down Payment and Closing cost Assistance Programs
- Access to Multiple Loan Options
- One on One Assistance
- Access to State Grant Funds for Home Purchases
- Refinance and Home Renovation Loans
- Understand what loan options are best for you

Capital Bank's commitment to TABCO members is quality, value, and trust!
We know buying a home or refinancing is one of the biggest and most meaningful decisions you will make. That is why we will be there every step of the way!

TABCO members can take advantage of a wide range of home-buying and refinancing options.

Designed exclusively for TABCO members and their immediate families.

Capital Bank makes Home Buying and Refinancing easier and more affordable.

For more information contact:

Jeff Weber NMLS # 455910
410.302.2240

Jake Orazi NMLS # 455194
410.491.7228

“Win-Win” from page 7

- ◆ 2019, 2/12—School district passed the budget restoring money.
- ◆ 2019, 3/11—We rallied in Annapolis. Now we wait to see what the state will do and for the final results of the Kirwan Commission.
- ◆ 2019, 4/1 - Next, rally at the Old Baltimore County Courthouse to let the County Executive know what needs to be included in the school district budget.



Tammy Staniewski, ESPBC



Frank Soda and Cindy Sexton
TABCO Board of Directors

March for Our Schools in Annapolis



TABCO is in the house



Show of force



Creative signage

Speaking in Solidarity

a list of speakers from the March 11 Event in Annapolis

- ◆ MSEA President our own Cheryl Bost
- ◆ U.S. Senator Chris Van Hollen
- ◆ House of Delegates Appropriations Chairwoman Maggie Macintosh
- ◆ Anne Arundel County Executive Steuart Pittman
- ◆ Baltimore City Mayor Catherine Pugh
- ◆ Baltimore County Executive Johnny Olszewski
- ◆ Montgomery County Executive Marc Elrich
- ◆ Baltimore City Schools CEO Dr. Sonja Santelises



Red all around



On the bus



Senator Van Hollen with President Abby Beytin

TABCO Staff List

TABCO Executive Director: Glen Galante ggalante@mseanea.org

UniServ Staff: Ben Forstenzer bforstenzer@mseanea.org

Sheila Harte-Dmitriev sharte-dmitriev@mseanea.org

Danielle Jones djones@mseanea.org

Amy Maloney amaloney@mseanea.org

Seleste Odewole sodewole@mseanea.org

Secretarial/Printing Staff:

Jacque Gerhardt jgerhardt@mseanea.org

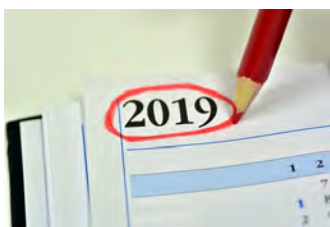
Lisa Levee [llvee@mseanea.org](mailto:llevee@mseanea.org)

Terresa McDowell tmcdowell@mseanea.org

Kim Melfa kmelfa@msnea.org

Ray Prematta rpematta@mseanea.org

Stacie Strickland sstrickland@msnea.org



association BULLETIN board



Obituaries

It is with regret that we inform our readers of the passing of old friends and colleagues...

Word has reached us of the passing of our oldest former member, Mrs. Iona C. Dorn, recently featured in the TABCO 100th anniversary commemorative publication. Iona was a 1st and 2nd grade teacher at Carroll Manor Elementary School for more than 30 years. She is predeceased by her husband of 38 years and survived by a son and a daughter, seven grandchildren and eight great-grandchildren.

We have also learned of the recent death of a former TABCO President. Carroll Lee Miles of Parkville was 84 years old when he died on February 22. He is survived by his widow, the former Patricia Dorsey, two children and two grandchildren. He served as President of our union from 1971-72.

MARCH

27 – TABCO BOD Mtg

29 – 30 – SPARKS Training – Annapolis

APRIL

8 – Sine Die (last day of MD Legislature)

9 – BOE Mtg

10-12 – TABCO BOD Retreat

19 & 22 – Spring Break – Schools/TABCO Closed

24 – TABCO Recognition Com Mtg

25 – TABCO RA @TABCO Office

MAY

1 – TABCO BOD Mtg

7 – National Teacher Day

7 – BOE Mtg

10 – Retirement & Recognition Dinner – **Martin's East**

16 – TABCO Annual General Mtg & RA – TABCO Office

21 – BOE Mtg

22 – TABCO Night at Camden Yards – **O's vs NYY**

23 – TABCO BOD Mtg

27 – Memorial Day –
Schools/TABCO Closed

29 – TABCO Recognition
Com Mtg

JUNE

5 – NEA Delegate Caucus –
TABCO Meeting Room

5 – TABCO BOD Mtg

11 – BOE Mtg

Aflac
Summer Coverage

GET PAID MORE!

Aflac pays during the summer for:
**Pregnancy
Accident
Illness**

*We can meet you in your home or at a coffee shop
- whichever you are most comfortable with!*

*See brochure for limitations, exclusions, and more policy information

tabc
Teachers Association of Baltimore County

ESPBC