

PRESIDENT'S MESSAGE by Abby Beytin

Parting Remarks from the General Member Meeting

I made a profound decision in 1972 when I was a first-year teacher in Anne Arundel County. I decided I was not going to allow myself to be run over by those in power especially when it came to my students. I talked up when necessary and even had to file a grievance my second year of teaching. We didn't have UniServ Directors to help with grievances at the school level, so I went in for a grievance conference with the principal and with another teacher who decided to tag along with me, and we won. At that moment, I realized, if I did my job well, and spoke truth to power, I could make a difference.

Fast forward to 1990, after staying home for several years to raise my children, I reentered public school as a teacher in Baltimore County. When I was moved to Timber Grove Elementary School, I became the TABCO Representative for the school. I was quickly thrust into the role of school leader, Faculty Council Chair, Chair of the School Improvement Team etc. We filed and won a schoolwide grievance to eradicate mold in our building. I also participated on the TABCO Government Relations Committee and twenty-two years ago, when I became the Government Relations Chair, my committee formulated and initiated the very successful TABCO Legislative Breakfast that continues to this day.

See "President" page 2



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- ♦ Retirement & Recognition Dinner and much more...

LETTER FROM THE EDITOR

by Billie H. Muñoz



Summer Brain Drain

It seems like many states are experimenting with extending the learning year. After all, we have become a technology-based economy, but we act as if we were still down on the farm. How many students do you know that need to stay home in July and August to help bring in the crops? Yet we continue summer vacation because it is our tradition. Many Southern states, such as Texas and Florida, go back to school in the beginning of August. Maryland recently won the right for individual school districts to decide for themselves. New York doesn't end the school year until the very last days of June. Some schools have gotten creative with an on/off approach. Charlotte, Virginia has rolled out a version of the so-called *Balanced Calendar* that features five weeks on followed by two weeks off. There are even schools, such as those in Bayard, New Mexico, experimenting with a four-day school week and a shortened summer vacation. Everyone seems to agree that the summer vacation as we know it leads to brain drain.

See "Editor" page 2



Learning is not attained by chance, it must be sought for with ardor and diligence. -Abigail Adams

“President,” from Front Page

As I moved through my career, I made difficult choices. I was still there with my family, but sometimes it was with them in tow to various events. Sometimes, it was juggling which parent was going to attend which son’s ball game. We have three sons, so juggling was what we did.

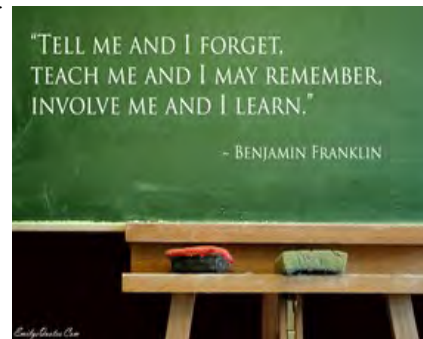
I tell you these stories because we all make difficult choices in our lives, but I chose to make a difference in the profession I loved because it made a difference for my students and for public education. I am just one of many who put themselves out to make a difference - who put themselves out for the greater good.

Our nation has forgotten that. We have forgotten that to have a great school system, or a great nation, we must make some sacrifices for the whole.

I am nothing special, it takes planning and forethought to work through advocacy struggles, but it is up to us to make sure it happens. This is our profession. The politicians, “educrats,” and privateers have tried to wrest control of our

teaching is not a measure of tests or data collection points. It is an art that builds citizens who love learning and are anxious and able to reach for the stars.

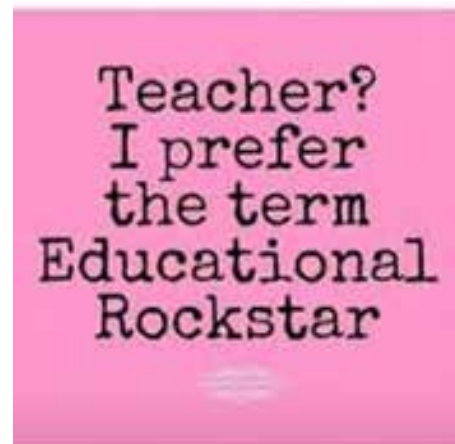
All the officers and Board of Director members including those we have just installed have stepped up. All of you as representatives have stepped up. We need all our members to do this work together so we can take back public education for our kids and for our future. It’s up to us to help motivate them.



“Editor” from Front Page

Teachers have to spend the first few weeks of school in the fall reviewing what they had taught in the spring. Our European and Asian counterparts do not follow our model of ten weeks of vacation and studies show they are turning out (dare I say it) a superior product. Of course, another approach to the problem is for parents to ensure that summer is filled with books, educational excursions to museums and historical sites along with the typical swimming and other sports. But, relying on

families leads to a “have and have nots” system in which the next generation pays the price of past injustices. Perhaps if we go slowly, end the year a bit later, start a bit later we will eventually meet in the middle? Recently, a new school calendar was imposed on all the counties of Maryland. Now, it has been rescinded. As I write these words, the Board of Education is in the process of deciding between an earlier opening and a longer Spring Break. Isn’t it clear that there is no “one size fits all” solution? It’s time to come up with a plan to beat summer brain drain that we can live with in Baltimore County!



Cartoon by Luis Muñoz

Pathway to Retirement Fair

The Annual Pathway to Retirement Information Fair, a service to our active colleagues planned and carried out by the members of the TABCO-Retired Steering Committee, saw our highest attendance this year. We bring members together with representatives of the Office of Benefits & Retirement, the Maryland State Retirement & Pension System and many other organizations to answer questions and bring information to those considering retirement. This is a “one stop shop” for gathering vital information. Anyone who is thinking about retiring within the next couple of years should be on the lookout for our event next spring. This is the easiest way to reach all those who can help you plan—and there are always some great giveaways as well.

Held right at the new TABCO Headquarters on Joppa Road for the first time, the annual *Retired, Not Expired* Retirement Fair was well-attended, informative and enjoyable. About 200 potential retirees and their significant others had a chance to learn from the experts.

*It's easy to smile
as you head to
retirement!*



Our very own former Bulletin editor and now chair of TABCO-RETIRED, Angela Leitzer, oversees all.



Stephanie Foy and Ed Kitlowski literally hold us up in retirement



Planning for the future

T A B C O B u l l e t i n Circulation 8,260 Volume 45

May– June 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 514 Towson, MD 21286

410-828-6403

President: Abby Beytin

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

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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.

Summer Hours!



TABCO Summer Office Hours
Monday – Friday 9:00—4:00
starting June 18

Super Reps—Super Schools

These committed work sites and Association Representatives achieved 100% attendance at 2018-19 Representative Assemblies.

Many thanks to: Sharon Shumway, Arbutus ES, Patrice Anderson Harris, Arbutus MS, Amanda Schmidt, Bedford ES, Sonja Floyd, Carney ES, Angeline Goode, Catonsville HS, Eric Strumsky, Cedarmere ES, Joe Evans, Chesapeake ES, Tara Wilkinson, Colgate ES, Kathy Bullock, Dundalk MS, Crystal Collins, Essex HS, Cynthia Shelton, Franklin HS, Sarah Mertens, Franklin HS, Jennifer Weaver, Jefferson Bldg, Kelly Olds, Lansdowne HS, Christine Solomon, Middlesex ES, Michael Slaughter, New Town ES, Allison Robinson, Perry Hall HS, Tammy Mills, Perry Hall MS, Catherine Speer, Pikesville MS, Ariel Levy, Pleasant Plains ES, Justine Fritz, Pot Springs ES, Hazel Randall, Powhatan ES, Laurie Taylor, Reisterstown ES, Lancy Cash, Sandalwood ES, Janice Cermatori, Scotts Branch ES, Lisa McHugh, Seven Oaks ES, Caryl Connor, Timonium ES, Debbie Jones, Villa Cresta ES, and Elisa Weisel, Woodbridge ES. The following schools also had 100% attendance:

Crossroads Center, Loch Raven HS, Middleborough ES, Randallstown HS, and Wellwood International ES. Many thanks to the reps at those schools for ensuring attendance at our Rep Assemblies.



Super Rep Cynthia Shelton of Franklin HS



Quotes Heard Around Recently...

Teachers are burning out left and right, and these are highly qualified teachers. **Jillian Pospisil**, Special Education Teacher at Hawthorne Elementary

I will be posting pictures of this event on Facebook because I am Millennial Adjacent. **Rowena Shurn** of MSEA, speaking at Social Justice Saturday

We should never stop fighting for our educators, because they never stop fighting for us.— **Jennifer Fridman**, a senior at Franklin High School (speaking at Towson rally)

Education is quickly becoming the pre-eminent civil rights issue of our time. **Johnny Olszewski, Jr.** —Baltimore County Executive

My first-grade teacher attended my law school graduation...Most of us would say there was a teacher who convinced us...that we were special.—**Senator Kamala Harris of California**

Our staff is the most valuable resource in the school system. - **Nick Argyros** President of OPE

This particular meeting means even more to me this year than in the past! **Abby Beytin**, President of TABCO at the annual Pathway to Retirement Fair

We need to keep pace with inflation. Everything else is a backwards step. -**Michael Fahey**, President of AFSCME

There is no doubt that the key to your students' academic success is YOU! - **Cheryl Bost**, President of MSEA

The 58th Annual Retirement & Recognition Dinner

Teachers, instructional assistants, politicians, TABCO Board members, family and friends gathered at Martin's East for this traditional event on May 10, 2019. New this year was the scheduling of the event on a Friday evening and dancing after the awards ceremony. The evening began with attendees oohing and ahing over the spectacular array of *KidCare* baskets, prepared by those who wished to help raise money for this worthy cause. Johnny Olszewski, Jr., County Executive, proclaimed the day *Teacher Day* as a culmination of *Teacher Appreciation Week*. TABCO Vice President Marcie Cooke delivered the Invocation. There were greetings from Abby Beytin, Superintendent Verletta White, Board of Ed Chair, Kathleen Causey, and ESPBC President Jeannette Young.

MSEA President Cheryl Bost brought greetings from MSEA and delivered the Keynote speech about all the changes in educational terminology and methodology that was at once poignant and hysterically funny. Next, it was time for the honors to begin with the roll call of retirees and recognition of the "rookie" teachers with less than five years for their above and beyond efforts. More experienced teachers nominated by their peers followed. Some had prepared remarks, but others were completely surprised by the recognition. If you were not there, you missed an amazing event and one worth a place on your calendar for next year.

More pics on pages 12 and 13



Former TABCO President Mark Beytin with current President Abby Beytin



Board of Education Chair Kathleen Causey



ESPBC President Jeannette Young

Bookpaste in the Blood—Cindy Sexton, Next TABCO President

This is a story of three generations of librarians with our TABCO President-Elect poised precisely in the middle. Meet Cindy Sexton, a librarian for 18 years at Villa Cresta Elementary. To really get a feel for what motivates her, you have to go on a journey back to when she was in second grade. That distant year, 1972, her beloved teacher, Mrs. Johnson, became pregnant. According to the standards and mores of the time, as soon as the teacher “showed” she had to step away from the classroom. Cindy recalls clearly her sense that this was not right. Fast forward a few years and Cindy graduated from Seton High School, an all-girls Catholic school in Baltimore City. Towson State University followed. She stayed home and raised her three children for a while. Then some life changes made her realize it was time to get a full-time job outside the home. She got hired as a Library Media Specialist. Then, Cindy took advantage of a cohort program that BCPS was offering in Instructional Technology. A few years before, Cindy’s mother had been attacked by a student and had to take disability from her own career as a BCPS librarian. This was another indication to the young future librarian that things in the schools were not right and would affect her decisions for years to come. These days, Cindy Sexton is the proud mother of three children; her oldest has her Master’s Degree in Library Science, her son graduated with a double major in Music and Psychology and her youngest graduated from Towson University with a Bachelor’s in English (just like Cindy!) and is currently a Library Circulation Assistant at Baltimore County Public Library. Perhaps that is why she believes strongly that the first rule of leadership is to train your replacement!

Cindy joined TABCO right from the get-go but did nothing more than pay her dues. Eventually the fifth-grade teacher across the hall from the library, Mrs. Foy, recognized something in the young teacher.

She convinced Cindy to become an Association Rep for Villa Cresta, join the Faculty Council and attend both the MSEA and NEA Representative Assemblies. Cindy was hooked! But it wasn’t until a few years ago that she became “passionate” about teachers’ rights. She remembers a “life changing moment” while attending the MSEA Summer Leadership Conference. There, in a class conducted by our very own Glen Galante (today Executive Director of TABCO), Cindy received “singularly the best training of her life.” She learned that real leaders take stock of where they are and think seriously about their goals for the future.

“We are stronger together” is a mantra that Cindy lives and breathes. She sees TABCO as being in a strong position right now. More and more people are getting involved and, as a result, the County is taking TABCO more seriously than ever before. Cindy’s objective is to work with members to lead our organization through the challenges that face us, advocating for our rights and what is needed to make our schools better.

From binding books to binding people together, watch as Cindy Sexton leads us into the next chapter!



President-Elect Cindy Sexton begins the next chapter, center photo with art teacher and TABCO BOD Member Vernon Fains, and a campaign poster from her election



The late Dee Bundy worked on the KidCare Basket Raffle for many years.

We held our annual *Dee Bundy Kidcare Raffle* on May 10th at the 58th Annual Retirement & Recognition Dinner, raising an astonishing \$2,808. Our sincere thanks to everyone who contributed to a basket. Many thanks also to those who bid. Congratulations to the winners.

In addition, once again the School Social Workers held their own KidCare Raffle raising a whopping \$1027 for KidCare which is almost \$400 more than last year. Way to go!



New Leader at the Helm of BCPS



Photo courtesy of WBAL

Incoming BCPS Superintendent Dr. Darryl L. Williams

As we went to press it was announced unexpectedly that a new Superintendent had been selected. There will be more information in subsequent Bulletins.

After a nationwide search, it was announced that Dr. Darryl L. Williams has been selected for the top job in BCPS. He will begin his role as Superintendent on July 1. A Maryland man, Dr. Williams is currently an Area Supervisor of K-12 for a large portion of the Montgomery County School System. He received his Bachelor's Degree in Math from Hampton University and a Masters of Educational Administration at the University of Maryland, College Park. In addition to his current position, Dr. Williams has also been a Community Superintendent for MCPS and the principal at Montgomery Blair High School. Montgomery Blair has a reputation as one of the best schools in the country. Perhaps most interestingly, he began his teaching career where he was once a student, at a school in Washington DC.



T shirt spotted at MSEA's Social Justice Saturday

Social Justice Saturday

MSEA's annual event, *Social Justice Saturday*, was held on March 30, 2019 at the Maritime Conference Center near the airport. The 200 plus attendees agreed that it was a well-coordinated effort in a lovely setting with a more-than-generous amount of food and refreshments. Greetings were offered by MSEA President Cheryl Bost who said; "We've never seen so many families engaged in a movement (referring to Red for Ed)! Across our state we are standing up and speaking out for children and March 11 was only the beginning." Rowena Shurn, and NEA Teaching Fellow and Prince George's County science teacher, Joshua Davidson co-chaired the professional development committee. The theme was the relationship between teachers and their ESPs, a part of "Better Together." There were concurrent sessions on topics such as *DACA* (Deferred Action for Childhood Arrival) and the role of teachers as allies, The Haitian Revolution (about seeing a people through the lens of what they have been through historically), Sandford Harmony (a charity that gives away materials on teaching about healthy relationships) and many others. It was a day well-spent in a beautiful environment that seemed to be saying "We cherish the caregivers so that they in turn can cherish those who need the most care."



The fastest way to take notes these days

A scene repeated often on Social Justice Saturday hosted by MSEA

What is Schoology?

If you are not a teacher or have retired and not been in the schools for a while, you may be wondering about the buzz word “Schoology.” Simply put, Schoology is a Learning Management System... that allows users to create, manage, and share content and resources.” BCPS uses Schoology to share curriculum and resources with teachers; to allow students to interact with assignments, resources, and peers; and to allow for communication between teachers, students, parents, and offices.



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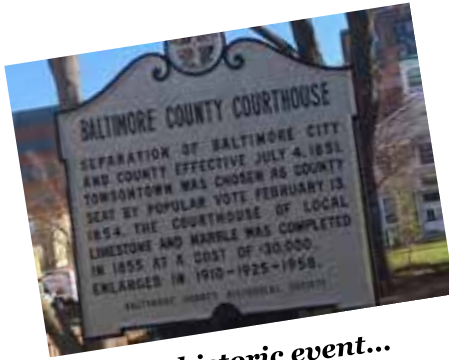
Number of School Shootings

Amidst all the positive news we have shared in this Bulletin, we should not forget the sad toll taken by violence in our school houses that continues in our nation.

All told, since 2013, TIME Magazine counted 6 adults and 35 children killed in school shootings, as well as 12 adults and 92 children injured. Crisis training and brain storming solutions continue as society searches for answers...



March on April 1st



An historic event...



...in an historic town

At 6:00 pm April 1, legislators joined TABCO members, ESPBC members and other BCPS unions along with supporters as they came together once more to “get their red on” in anticipation of the Baltimore County Government’s work and eventual vote on the county budget. Among the dignitaries present were MSEA President Cheryl Bost, Baltimore County Councilmen Julian E. Jones, Jr. and Izzy Patoka along with several students. While the supporters stood carrying placards, speakers addressed them passionately

on the subject of student needs, educator dedication and heart-warming memories of teachers that made a difference. As this Bulletin goes to publication, our hard work has paid off. The County Council has passed the BCPS budget without any further cuts. Our legislators stepped up in a bi-partisan manner.

When we stand strong together, we can move mountains. EMPOWER-ADVOCATE-LEAD!!!



How fitting that a statue of a librarian reading to a child graces the courthouse



Franklin High student Jennifer Fridman reads passionately about the influence her teachers made on her life



President-Elect Cindy Sexton gives her first TV interview while Veronica Henderson looks on



Johnny O' and Cheryl B

Meet Our Leaders– Marcie Cooke and Frank Soda

Now that TABCO elections are over, it's time to meet some of our leadership team. This is the story of two outstanding educators, inspired by their own teachers who grew quickly into union leadership. Marcie Cooke, our Vice-President, grew up in Baltimore County. Marcie went to Reisterstown Elementary School, Franklin Middle and High Schools. At Towson State University, she earned a BS in Mathematics with a Secondary Education track and then got a Masters in Curriculum and Instruction at Loyola University. Frank Soda, our Secretary, is from just a little further away. Growing up in Easton, Pennsylvania, Frank got his BA from Bloomsburg University in Elementary Education and a master's from UMBC in Instructional Leadership and STEM.

Both Frank and Marcie credit their teachers for the inspiration they gave. Frank remembers two particular teachers; Mrs. Gerbino from third grade who "was nurturing while holding high expectations." His eighth-grade teacher, Mrs. Stoudt, "was one of the first teachers to really push me to be a better student and never accepted less than what I was capable of producing." Frank actually grew up to become a third-grade teacher, at least originally. He remembers, "My class had all of the academic IEPs and the other two teachers were departmentalized. I kept my students all day. I had a co-teacher part of the day, which got me through the year for sure. Math was my least favorite time of day. It was the afternoon and my co-teacher and I did everything but stand on our heads to engage students... There weren't many days that math took less than 90-100 minutes. I sat scoring math assessments after school one day and was feeling quite depressed about the results when I came to "D's" assessment. "D" was a student who was diagnosed with ADHD and learning disabilities. She rarely attended to instruction for more than a few minutes at a time. As I moved from page to page of her assessment I became more and more excited. Something seemed to have magically clicked. No green marks (I never used a red pen). She had a perfect score. I sat in disbelief and then quickly rummaged through the pile of assessments to check those of the students she sat near. There had to be another explanation. Nope! I shared the news with "D". She was excited and her classmates celebrated with her too. It was a moment of community that helped keep us all going that year...small wins!

Marcie credits her 10th grade geometry teacher, Mrs. Henshaw, and her senior year calculus teacher, Mr. Sanner, with planting the seeds that would grow into her future career. She decided to become a math teacher while at Towson, although she considered a career as an art teacher for a while. Marcie started her career in a Baltimore City middle school. While there, she learned how important it was to work as a team and experienced



her first taste of culture shock. She was learning to deal with "situations", such as having an 8th grade student murdered and parents of her students not much older than she. Marcie was a member of the Baltimore City Teacher's Union and enjoyed the comradery of gatherings with her colleagues. While teaching at Kenwood High School, Marcie had amazing mentors including her principal, assistant principal, department chair and colleagues. One of the key sayings that she learned during this time was that students "don't care what you know, they just want to know that you care."

It takes a village to raise a great teacher and a bigger village to ascend to union leadership. Strong union ties from the beginning are something else that Marcie and Frank have in common. Marcie joined BTU while working for BCPSS and TABCO after transferring to BCPS for her own protection against false accusations that a student or parent might possibly make against her. Frank waited until his first or second day as a BCPS employee to join! From there, Marcie was invited by her Association Representative from the Crossroads Center at year 12 in BCPS to go to the NEA Representative Assembly, held in Atlanta that year. She "found her niche" when she became a PAC team captain. Frank headed for the Instruction and Professional Development Committee. He is proud of his work in the areas of classroom management and advocacy. Together, we are stronger with Frank and Marcie at the helm.

As far as plans for the future are concerned, Marcie just wants to be the best Vice President she can be and strives to increase member engagement. She practices yoga to keep herself balanced. Frank wants to continue supporting new teachers with the goal of increasing teacher effectiveness, retention of good teachers and boosting student achievement.

Farewell, Abby Beytin—It's Been Good to Know You!

Abby Beytin started her teaching career in Anne Arundel County in 1972, took time off to raise her children, and started teaching in Baltimore County in the fall of 1990.

Always committed to her children and to public schools, she was an extremely active PTSA member, serving as president at two schools, and as chair of the Northwest Advisory Council for BCPS.

While teaching pre-k, then kindergarten, at Timber Grove Elementary, she became involved in Association work with an emphasis on pushing for improvements in early childhood education. She sat on the MSDE Early Childhood Committee pushing an agenda for all-day kindergarten and extension of pre-k participation. Abby participated on a general assembly taskforce to study the impact of large class sizes; the recommendations still sit on a shelf.

Abby was a driving member on many NEA committees including Read Across America, ESEA Reauthorization, and both the Early Childhood and most recently Community Schools taskforces. These committees drafted both of those policies which are currently in effect at NEA.

Involved in union activities nationally, statewide, and locally, Abby served as NEA Director from Maryland, on the MSEA and TABCO Boards of Directors, as TABCO Vice President, and now President.

Under then President Ray Suarez, Abby chaired the TABCO Strategic Review Committee which helped drive TABCO's way forward.

As TABCO Government Relations Chair she launched the highly successful Legislative Breakfasts in 1998. Those breakfasts continue to host hundreds of members each January providing opportunity for important discussions with the county executive, county council, legislators, and school board members.

Under her tenure as TABCO President members have enjoyed major salary increases and TABCO membership has grown substantially.

They say that "as one chapter ends another begins," but it doesn't usually happen this fast (Abby and grandchildren hit the dance floor)!

Abby worked with BCPS to bring the Peer Assistance and Review program (PAR) to the system, a nationally recognized program designed to improve teacher quality and increase teacher retention in a collaboration between teachers and administrators. The PAR program has assisted countless new teachers become successful career educators.

A huge proponent of Community Schools, Abby has worked with NEA to promote the Community School movement nationwide. In Baltimore County she has overseen the implementation of the first BCPS public Community Schools at Lansdowne High School and Baltimore Highlands Elementary School. These schools work with community partners to provide all students with top quality academics, enrichment, and health and social services in a neighborhood atmosphere designed to provide opportunities for success in school and life.

Abby fights with unbridled passion to increase the effectiveness of our schools and better the lives of her members. She works with the establishment, political, and constituent groups, forging relationships for a common goal. She possesses the unusual talent of being able to unite opponents to benefit our schools and our educators.

Abby has three sons, two daughters-in-law, and two grandchildren whom she spoils uncontrollably. Abby lives in Reisterstown with her husband Mark. They will be celebrating their 50th wedding anniversary at the end of August.

Abby doesn't sleep.





TABCO 2019 Annual Retirement and Recognition Gala

Honor Roll of Retirees Celebrating Years of Service in BCPS

Marylou Casey (46) Abby Beytin (29)
Nancy Suder (41) Yi Long (26)
Sharon Dorsey (38.2) Tanya Woodard (26)
Michele Downing (37) Jacqueline Davis (25)
Guy Pritzker (36) Lennoyne Smith (24)
Pamela Henry (34) Susan Duvall (23)
Edward Brehon (33) Vivian Brown (18.8)
Mary Frantz (33) Barbara Martin (17)
Karen Cheseck (31) Judith Celmer (16)
Norma Ridgely (30.9)
Yvette Butler (30)



ESPBC Recognition Awardees

Paraeducator of the Year

Deborah Powell, Parkville HS

Office Professional of the Year

Crystal Swanson, Jefferson Building



Award winners Lauren Hughes, Alexandra Lugenbeel, Cheryl Bost, Deborah Powell, Crystal Swanson and Jaime Drury

Educators Recognized for Exceptional Performance

Scott Audlin Principal, Timber Grove ES
Lauren Hughes English Dept Chair, Parkville HS
Jaime Drury Science teacher, Crossroads Center
Erika Krausz 3rd Grade teacher, Summit Park ES
Cheryl Bost MSEA President
Alexandra Lugenbeel 3rd Grade teacher, Bear Creek ES
William Burke Chief of Organizational Effectiveness

Rookie Teacher Recognition Awardees

Katelyn Bashline Special Education Teacher, Relay ES
Corrie Hawkins 4th Grade teacher, Arbutus ES
Lauren Duckett 3rd Grade teacher, Bear Creek ES
Briana Johnson, English teacher, Milford Mill Academy
Abigail Karey Special Education teacher, Maiden Choice
Brittany Kolb Special Education teacher, Ridge Ruxton
Su Jin Yun Kindergarten teacher, Woodholme ES
Marissa Katz Special Education teacher, White Oak



Cheryl Bost, Jeannette Young, Abby Beytin, Billy Burke and Verletta White

More Photos from the Retirement and Recognition Gala



Abby Beytin, Jane Sacks, Julia Hinton Van Hook, Angie Leitzer and Cindy Sexton



We hit the dance floor!



Seth Rich and Marcie Cooke teach us Kahoot



President-Elect Cindy Sexton



Legislators attend with Superintendent White, MSEA President Cheryl Bost and TABCO President Abby Beytin

Budget Information and Auditor's Report

by Treasurer John R. Wilkins

We are pleased to share that the auditors' report for the fiscal year ending August 31, 2018 states that TABCO has met all the general accounting standards and principles. The auditors could make no recommendations for any changes to improve our current practices. This year's report is a qualified report since we did not have an actuarial report for our postretirement benefits. This report is produced every other year.

In addition to the regular items reported on in the past, such as the NEA Representative Assembly and Annual Meeting, the MSEA annual convention, Sparks, Faculty Councils and funding the actions of committees working to advocate for TABCO members, the TABCO action teams were created and have been working on issues that affect our members across the county. These teams have focused on discipline, special education, curriculum and instruction and related speech services to name a few. Any member or group facing issues is welcome to approach TABCO to form additional action teams to address your concerns. These teams are for TABCO members and run by TABCO members with support from the Uni-Serv staff.

TABCO has restructured the negotiations process by creating a workgroup of members who want their voices heard during the negotiation process. This group has been meeting to discuss what items should be addressed in the Master Agreement. All members are encouraged to participate in any or all these workgroups.



You are TABCO and you need to make sure your voice is always heard but especially when we negotiate the full contract in 2019-2020.

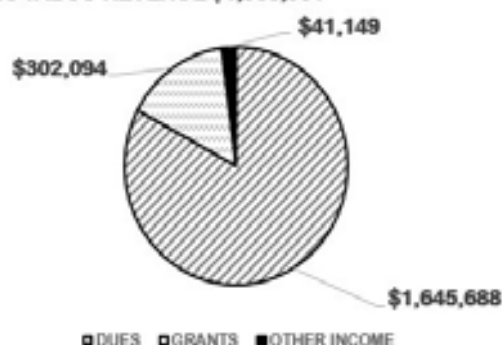
TABCO has funds available to members who would like to attend a conference and bring information back to share with our members through workshops or other presentations. If you wish to attend a workshop that supports the TABCO mission statement and goals, submit a request including your ideas for how you will share this information with members. Past requests include the N.A.M.E conference, the ISTE conference, Time to Thrive Conference, the NCUEA annual meeting and the NEA Leadership Conference.

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

FY 2018 TABCO EXPENSES \$1,988,931



FY 2018 TABCO REVENUE \$1,988,931





- ▶ **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 17th-July www.tristatefireworks.com



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

MEMBER BENEFIT ~ discounted tickets for movies and theme parks

Enjoy your summer more with these values!

Hershey Park		Dutch Wonderland	
Regular Price	TABCO/ESPBC		
Adults (9-54)		Adults \$44.99	\$36.50
\$68.95	\$53.50		
Kids (3-8)			
\$45.95	\$40.50		
Seniors (55-69)			
\$45.95	\$40.50		
Cinemark			
tickets \$8.00			



TABCO & TABCO-R members are entitled to purchase discounted theme park and movie tickets at the TABCO office. Payment by (local or in-state bank) check or cash. Checks preferred.

Volunteering is a Virtue

Where would we be without our selfless volunteers? They free up teachers so that they can spend more time on teaching. They form caring relationships with students because so often they come from the very community from which they serve. They are role-models for the kind of adults we want our students to grow up to be. And, in some cases, they speak the language of the parents whose children they serve. Recently, two volunteers from Riverview Elementary in the Lansdowne area won the award of BCPS Volunteers for 2019. They were feted at a ceremony led by Superintendent Verletta White. Volunteers extraordinaire Claudia Maleria and Lilian Pasqual opened their homes, created web sites, telephone trees, and many more resources for families that helped establish a wonderful intentionally inviting resource for the Spanish-speaking population. The idea for this honor came from Bonnie Block and Mary Patterson, two amazing, long time School-to-Community Coordinators at Riverview.



Claudia receives award from Superintendent Verletta White as Bonnie watches with pride



Lilian shows off her award as Verletta and BOE Chair Kathleen Causey congratulate her



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
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Swearing-in Ceremony at the TABCO General Membership Meeting

A special ceremony was conducted on Thursday May 16, 2019 at the (still) new TABCO HQ. Under the watchful eye of the outgoing President, Abby Beytin, Cindy Sexton was sworn in as the President-Elect, Marcie Cooke took an oath affirming her commitment as Vice-President, and Frank Soda took an oath as Secretary-Elect. A full house was present for the traditional swearing in ceremony.

Special mention was made of Association Reps who were retiring this year and TABCO President Abby Beytin.



Passing the baton...



Do you, Marcie Cooke...?



Frank says, "Yes."



Association Reps hard at work



Newly Sworn in Board Members

Katherine Mullen

Cleo Bellamy

Charlie Fluharty

The New TABCO Office

In the beginning of this school year 2018-19 TABCO took the bold leap and moved our office about one mile down Joppa Road to our new location at 1220 C East Joppa Road Suite 514. It has served us well. We now have meeting spaces for most of our activities and even host BCPS events at our new home. Just about every Monday through Thursday we host a packed house. We even have some events on Friday evening and Saturday during the day. Enjoy the pictures from our move.



Boxes are stacked and ready to move to our new office



The reception area in our new office during construction..



Glen Galante shows off the new Boardroom



One of our first meetings using our new meeting space

TABCO Staff List

TABCO Executive Director: Glen Galante ggalante@mseanea.org

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association BULLETIN board



JUNE

5 – NEA Delegate Caucus –
TABCO Meeting Room

5 – TABCO BOD Mtg

11 – BOE Mtg

17 - Last day of school

July

3-8 NEA Representative Assembly in Houston

9 - Summer School begins

4- TABCO offices closed

9 - BOE Mtg

August

2 - Summer School ends

TBD New Teacher Orientation

TBD Association Rep Training

TBD Teachers and staff report back for duty

September

2- Labor Day Schools and Offices closed



Hear Ye, Hear Ye !

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

Douglas Johnston: Cooper Memorial Scholarship -- \$500

Olivia Trey: Edward Guy Stapleton memorial Scholarship -- \$500

Anderson Gray: M. Ellen Logan Memorial Scholarship -- \$500

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

tabco
ESPBC

Find out how you and your family can be covered! Contact us:
Suzanne Herrmann | (Cell) 703-795-0406 | (Office) 301-985-2020 | suzanne_herrmann@us.aflac.com