

From the Desk of the Executive Director

By Glen Galante

Up, Down, In, Out

The time between March 13 and now has been quite the wild ride. First, schools closed and everyone thought it was going to be for only two weeks. Then, educators and staff were told they would be returning to school on March 30th. TABCO was extremely concerned and recommended patience. Then, there was the question of a new MOU to cover working conditions during this crisis. Since the beginning of the crisis, TABCO felt it was extremely important to meet with BCPS and create a MOU to protect employee working conditions and safety. The initial MOU lasted until the end of the 19-20 school year. Over the summer TABCO worked with BCPS to create a new version for the start of the 20-21 school year. With the Covid crisis entering its 6th month and with no immediate return expected, TABCO felt that it was important to create one that would again address all the issues mentioned. Even though the MOU clearly stated schools would remain closed until January 29, 2021, the Superintendent announced suddenly all staff would be returning to work on October 19, 2020. TABCO immediately sent a letter Dr. Williams notifying him that this was a breach of the MOU. Dr. Williams then rescinded his order for all staff to return to work, but indicated staff at the four-county day schools would return to work on November 2. The result was pure chaos. Many educators across the county including the staff at the four day schools are in an age bracket considered most at risk. Others care for elderly relatives or have co-morbidities such as diabetes and high blood pressure. The staff at the four day schools were most concerned about their students' safety as these children are most vulnerable. TABCO again notified Dr. Williams this was a breach of the MOU. Members at the four day schools along with TABCO organized a car caravan to make their feelings heard. During this entire period, TABCO was negotiating a new MOU with BCPS that would dictate when and how schools would open based on CDC guidelines. Then, because of the rising number of cases in the county, BCPS decided to postpone the reopening of the four-county day schools. Prior to the new announcement to keep schools closed, the district was also looking to reopen other schools for English Language Learners, Special Education students and the very early grades K-2. In the midst of all of this, Covid numbers began to rise again at alarming rates and TABCO was screaming

to keep schools closed because of the metric as listed in the CDC Guidelines! The BCPS Board of Education held a special meeting where it was decided to stick to the original plan of regrouping after the first semester and checking the health data. That brings us to our present moment. At this time, all worksites in the districts remain closed except for essential personnel or staff that need to use their worksite for internet access.

As I write these words, TABCO continues to meet with BCPS to extend the date of the MOU slated to expire on January 29 until the end of the 20-21 school year. In addition, TABCO is also negotiating a supplement to the current MOU that will further address and future reopening of any worksite to protect your working conditions as well as your health and safety.

Educate at 8:00 - The Cheryl & Adam Show



ESP of Year Randy (top right) and TOY Wyatt (bottom right) chat with Cheryl and Adam

If it's 8:00 and it's Wednesday night, it's time to pull a chair up to the computer and enjoy a catch-up on all things union and education with the President of the MSEA, Cheryl Bost and Assistant Executive Director Adam Mendelson live on the MSEA Facebook page. The week of November 16th was extra special because it was in celebration of American Education Week. The show included a visit with Howard County's ESP Randy Patterson and Baltimore City's Teacher of the Year, Wyatt Oroke. Both spoke of their passion for teaching. These uplifting episodes are archived on Facebook so it's never too late to enjoy them.

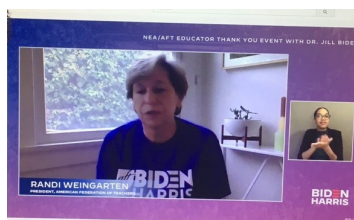
Attention Would-Be Activists! - Select the action team you would like to be a part of and email the contact person. Be part of an amazing team of professionals and touch the future!

Committee/Action Team	Chair	Contact
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Teacher to Teachers

Dr. Jill Biden, wife of President-Elect, recently met with both the NEA and AFT to thank educators personally for all their support during the election. Both Becky Pringle, NEA’s recently elected President and Randi Weingarten of the AFT were on camera during the broadcast over YouTube. Both Randi and Becky expressed their joy at having a pro-public education person in the White House at last. Jill Biden taught high school reading for 13 years and continues to this day teaching at the college level. She has no plans to hang up her chalk.



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Action Teams

Member Driven, Issue Based

Curriculum, Instruction and Climate (CIC)

This Action Team will address issues that affect educators in their day to day work setting: grading and reporting, curriculum, student handbook/discipline, school safety, Special Education, ESSA, etc.

Subgroups: Early Childhood, Special Areas, World Languages, Secondary Science, Your Issue Here!

Contact: Sheila Harte-Dmitriev
sharte-dmitriev@mseaneaa.org
Vanessa Bliss
vbliss@mseaneaa.org



PD, Teacher Evaluation, Teacher Retention

This Action Team will address issues that impact all educators and the profession of teaching: professional development, teacher evaluations, new teacher issues, etc.

Contact: Amy Maloney
amaloney@mseaneaa.org

Action Teams

Member Driven, Issue Based

Equity and Community Outreach

This Action Team will focus on social justice issues that impact education, as well as building relationships within the community: *KidCare*, *women's concerns*, *minority affairs*, *Student NEA*, etc.

Subgroups: Minority Affairs, Children's Rights, Public Relations

Contact: Danielle Jones
djones@mseaneaa.org



GR and Strategic Planning

This Action Team will focus on government relations, as well as supporting the action teams' strategic initiatives: legislative issues, elections, Special Education initiatives, discipline initiatives, member rights etc.

Subgroups: Special Education (SWAG), Discipline (DAWG)

Contact: Ben Forstenzer
bforstenzer@mseaneaa.org



Standing Committees

- ◊ Bylaws*
- ◊ Elections (Board Elected)*
- ◊ Review Board (Appointed)*
- ◊ Member Benefits
- ◊ Membership
- ◊ Negotiations (Appointed)*
- ◊ Recognition & Retirement
- ◊ Scholarship
- ◊ TABCO Budget*
- ◊ TABCO Sick Leave Bank
- ◊ TABCO-R

* If you are interested in this committee please contact the TABCO president.

You always said you wanted to get more involved. This is the perfect time!

Sad News



Word has reached us that several MSEA brothers and sisters have died due to COVID 19. Please hold them in the light and let us know of anyone else who needs acknowledging. We thank them for their service.

Bernard Ayres of Somerset County Terrance Burke, Annis Creese, and Carol Coates of Prince George's County

Bernard Ayers worked for 17 years as a custodian at a middle school in Berlin, Md. He made sure the outside of the building was spotless. Mr. Ayers was also a ESP Building Representative.

Terrance Burke was a school counselor who was also heat coach for his school's basketball team.

Annis Creese was a 72 year-old Spanish teacher. A proud grandmother, she was due to retire at the end of this year.

Carol Coates appeared in an article in the Washington Post because she died from Corona Virus at the same time President Trump was at Walter Reed. She was only 46 and an "amazing friend." A fifth grade teacher, she had "lots of tricks" for engaging students.

"Fair" from page 4

a.k.a "Indemnity" plan, even though there may be strong implications for staying in it, depending upon a person's medical situation.

Attendance at the virtual meeting was strong, with at least 88 retirees registering and attending. Executive Director Glen Galante and TABCO-R Chair Angie Leitzer co-hosted, with representatives from Labor First presenting/promoting the Advantage plan. Attendees were able to ask questions after the presentation, resulting in the meeting running over by 30 minutes. Questions that were not answered can be addressed directly by contacting *Labor First* or by emailing Glen.

Why are these facts relevant to those who are currently working for BCPS? Well, your day will come. This is not the last battle to be won over retiree healthcare benefits. It is imperative that these benefits be protected for the future of all active members, who will someday retire. What is lost for current retired members will be lost for future retirees.

TABCO-Retired and TABCO must continue to work together for these benefits. We have been fortunate to have President Cindy Sexton and Glen Galante as strong advocates and supporters in this situation, which has resulted in a reprieve for retired members, especially during this national health crisis.



COVID-19 Relief in our County

By Janice Zimmerman, Employee Assistance Program

Most of us know by now some of the symptoms of COVID-19. We also know the three W's:

Wash Your Hands, **Wear** a Mask, **Watch** your physical space (at least 6 feet, please).

The pandemic continues and the numbers grow higher. We all have to keep our spirits up. Sometimes that is hard. Having our own personal First Aid kit, aimed at our mental and social-emotional well-being is so important. If you are a parent or caregiver, you have to help your loved ones develop theirs. But you need to develop your own at the same time. What should be in it? *Small items that you can call on a moment's notice.* Examples: a five minute breathing exercise; a small bite of a comfort food; a person you can call on a moment's notice; a 24 hour support lines. Other suggestions: a favorite song; a coloring book; a book of simple jokes or puns; a favorite upbeat movie. The list could go on and on. Need some ideas on filling up your personal First Aid Kit? Here are some resources:

[BCPS Virtual Calming Room](#)

See "Covid" page 14



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. Virtual tutoring available this year.

Contact professionaltutoringservice@comcast.net.



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For more information contact:

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association BULLETIN board



December

- 12/1 PreK Conferences, schools open
- 12/2 Elementary Schools closed for conferences
- 12/8 Understanding Your Retirement Workshop
- 12/17 Representative Assembly
- 12/23 Winter Break begins at end of school day

January

- 1/5 Schools re-open from Winter Break
- 1/18 Martin Luther King Day, schools closed
- 1/27 Schools close 3 hours early
- 1/28 Representative Assembly
- 1/29 Second Marking Period ends

Save The Date! The new [calendar for the 2021-2022 school year](#) was adopted by the Board of Education in mid-November, with a student start date of Monday, August 30, 2021.

February

- 2/11 Report Cards
- 2/15 Presidents' Day schools and offices closed
- 2/25 Representative Assembly

Covid from page 12

[Feel-good Movies to Watch During Quarantine](#) (PC Magazine)
[Parent University](#)

[Employee Assistance Program \(EAP\)](#) 410 887-5414 or Cigna EAP (24/7) 888-431-4334

[Maryland 211](#) 211

[National Suicide Prevention Lifeline](#) 1-800-273-8255

Did You Know...

Aflac could cover an illness, accident, surgery, pregnancy, or even COVID-19

EXAMPLES OF HOW AFLAC COULD PAY YOU AND YOUR FAMILY*

Short Term Disability | Members only (no spouse/family coverage)

- ▶ Benefit of \$3000 a month or \$100 a day tax-free (example based on \$60K)
- ▶ Pays after 1 week (elimination period) Pays Day One for an Accident!
- ▶ Illness/Surgery for 4 weeks we would pay for 3 weeks — \$2100 paid to the policyholder

Hospital Indemnity | Option to cover spouse/family

- ▶ Pays for overnight in the hospital (\$500–\$2000)
- ▶ Could also pay for ER visits, doctor visits, & diagnostic tests (\$25–\$150 per person, per issue)
- ▶ Receive \$100 a day for hospital visit or continued hospital stay
- ▶ There is also the option for ICU Benefits of \$500 per day up to 30 days

Critical Illness Plan: Level 2 | Option to cover spouse/family

- ▶ ICU pays you \$1000/day for first 7 days, \$1300/day for next 7 days, \$500 next 14 days
- ▶ Pays up to \$23K if someone was in ICU for a month

*Actual payout is based on your policy, exclusions, and limitations

All Programs Pay Cash Directly to You on Top of Any Existing Benefits
Benefits such as PTO, Health Insurance, Sick Leave Bank, FMLA, etc

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