

## ***Black Lives Matter at School***

BLM also went virtual this year. The now-annual event, hosted by former Teacher of the Year Brendan Penn and UniServ Director Danielle Jones, was held on Saturday January 30 - on the cusp of Black History Month. More than 90 educators and politicians attended. The morning started “absolutely beautifully,” according to BOE member and former BCPS teacher Cheryl Pasteur, with a rendition of *Life Every Voice* the de facto Black National Anthem by the Stanford Talisman Virtual Choir.



by Voice and Sing - Stanford Talisman Alumni Virtual Choir

### ***Stanford's Angelic Voices—all photos by the editor***

The purpose of the gathering, put together by the Minority Affairs Committee, was to move attendees to an “Action Space.” After a one minute silent remembrance of victims of racial violence, a brief history of the day was explained.



Some of the attendees had been implementing BLM curriculum for several years. Teacher Katherine Mullen of Dundalk HS, looked back on all the loss of this year and shared that she feels “a weariness that is hard to articulate but...encouraged by our scholars.” Special Educator Inez Franklin agreed, stating that “many of our students are ready to have courageous conversations” adding “we have to give them the tools.” One such student, BOE Member Joshua Muhumuza worried about students who are marginalized because of their skin color. “I was one of those kids put in that box.” Art Teacher Vernon Fains of Pine Grove MS

said that teachers are “uniquely qualified to make changes to our history.”

Of course, to BLM means that ALL lives matter. The first week of February has lessons to include other historically marginalized peoples. These include women, transgender, queer, brown and others who must have a seat at the table of knowledge and respect. As former Teacher of the Year Kristen Nielsen acknowledged, “We are not just one thing.”



The work would be easier, says TABCO VP Marcie Cooke, “If more students could see themselves in their teachers.” Dedicating 2021 as a “Year of Purpose” could go a long way towards achieving that goal. As Joshua articulated, “I hope that we can view Black and Brown students from low-income backgrounds through a different lens and not see them as unsuccessful. The students themselves are telling us what to do if only we listen.” Are you listening?



***Joshua M,  
Student on  
the BCPS  
BOE***

**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!

**Some More Community Resources**



Standing Committee	Chair	BOD Liaison	Staff Liaison
Membership	Marcie Cooke	Bev Folkoff	Amy Maloney Vanessa Bliss Teresa McDowell
Budget	John Wilkins	Cindy Sexton	Glen Galante Ana Negrete-Garcia
Nomination, Elections & Credentials			Glen Galante Teresa McDowell
Negotiations	Kelly Olds	Cindy Sexton	Glen Galante Ben Forstnzer Jacque Gerhardt
Bylaws	Frank Soda	Seth Rich	Amy Maloney Teresa McDowell
Recognition & Retirement (R&R)	Jillian Lewis-Daren Jeff Starr	Katherine Mullen	Glen Galante Stacie Strickland
Scholarship	Caryl Connor	Katherine Mullen	Selestie Harris Jacque Gerhardt
Review Board	TBD	Cindy Sexton	Glen Galante Jacque Gerhardt
Member Benefits	Lisa Norrington	John Wilkins	Glen Galante Stacie Strickland
Sick Leave Bank (TSLB and USLB)	Mary Burton Claire Greenhouse Kathie Walasik	Cindy Sexton	Danielle Jones Jacque Gerhardt
TABCO-Retired	Angie Litzter	Cindy Sexton	Vanessa Bliss Stacie Strickland
Government Relations (GR)		Charlie Fluharty	Ben Forstnzer
Special Education (SWAG)	Christina Lanham	Bev Folkoff	Vanessa Bliss
Discipline (DAWG)	Tammy Millis Sonja Floyd	Seth Rich	Vanessa Bliss
Early Childhood	Deb Jones	Crystal Collins	Sheila Harte-Dmitriev
Curriculum, Instruction & Climate (CIC)	Jean Owens	Crystal Collins	Sheila Harte-Dmitriev
Minority Affairs (MAC)	Capathia Campbell Angenine Goode Kelli Hickey	Vernon Fains	Danielle Jones Stacie Strickland
Racial Justice	Katherine Mullen		
Early Career Educators (ECE)	Taylor Boren Jean Owens	Crystal Collins	Amy Maloney Vanessa Bliss

United Way: 211  
 Crisis text line: Text the word "HOME" to 741741 for free 24 hour support  
 Maryland Suicide and Crisis Hotline: 1.800.422.0009  
 Baltimore County DSS: 410.887.TIME  
 Baltimore County Crisis Response: 410.931.2214  
 The Trevor Project: 1.866.488.7386 or text START to 678678  
 Maryland Food Bank: 410.737.8282



**Job Opportunities!**

Professional Tutoring Service seeks virtual and in-person tutors, all subjects and grade levels. Contact Suzanne Schwartz M. Ed. 410-486-3464 or professional\_tutoring\_service@comcast.net

**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 includes aquatics, arts & culture, athletics, sustainability, STEM and more with a foundation of Judaism. Our training includes child development workshops, skill sharing, and certification in Water Safety training and CPR. We hire on a rolling basis and recommend you complete your application no later than April 15, 2020. Our summer season is June 22 (flexible) – August 14, 2020, and we offer **excellent camper discounts for summer staff**. While most positions are full-time, we do have a few that run for select weeks.



**Counselors for the Following Areas:** Teachers for Pre-school and Kindergarten Bunks, Inclusion Counselors (works 1-on-1 with campers), Sports Camp, Arts Camp (Performing and Visual Arts), Tennis Camp, Senior Counselors (college aged and up), Junior Counselors (high school aged)

**Associate Director of J Day Camp, Sports Camp Director**

**Leads and Specialists for the Following Areas:** Athletics, Arts & Crafts, Science, Nature, Music (Song leader), High Ropes Course

**Unit Heads (Oversees a group of counselors)** To apply, please visit: <https://gbjcccampscampintouch.com/ui/forms/application/staff/App> OR <https://jcc.org/camps-summer-staff>.



Beth Tfiloh Camps seeks Head Counselors and Instructors of sports, campcraft, dance, singing, nature, art and swimming. The Reisterstown day Camp runs Monday through Friday from 9 AM- 4 PM for 8 weeks (June 22-August 14). Visit our website at [btcamps.org](http://btcamps.org) or phone [410.517.3451](tel:410.517.3451). **YOUR CHILD ATTENDS FREE!**

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**TABCO Staff List**

**Executive Director:**

Glen Galante [ggalante@mseanea.org](mailto:ggalante@mseanea.org)

**UniServ Directors:**

Ben Forstenzer [bforstenzer@mseanea.org](mailto:bforstenzer@mseanea.org)

Sheila Harte-Dmitriev

[sharte-dmitriev@mseanea.org](mailto:sharte-dmitriev@mseanea.org)

Danielle Jones [djones@mseanea.org](mailto:djones@mseanea.org)

Amy Maloney [amaloney@mseanea.org](mailto:amaloney@mseanea.org)

Seleste Harris [sharris@mseanea.org](mailto:sharris@mseanea.org)

Vanessa Bliss [vbliss@mseanea.org](mailto:vbliss@mseanea.org)

**Administrative Staff:**

Jacque Gerhardt [jgerhardt@mseanea.org](mailto:jgerhardt@mseanea.org)

Ana Negrete Garcia

[anegrete-garcia@mseanea.org](mailto:anegrete-garcia@mseanea.org)

Teresa McDowell

[tmcdowell@mseanea.org](mailto:tmcdowell@mseanea.org)

Stacie Strickland [sstrickland@mseanea.org](mailto:sstrickland@mseanea.org)



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Damion N. Dengler, CFP®, CPA  
CERTIFIED FINANCIAL PLANNER™  
damion.dengler@lpl.com

Bill Bush, CFP®, CPA  
CERTIFIED FINANCIAL PLANNER™  
william.bush@lpl.com

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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



Sad news seems even sadder these days. Gloria Cooper-Blue of Windsor Mill Middle School wrote to tell us about one such loss. *Rosemarie Lehner was a Specialist in the Office of Special Education and recently lost her battle with breast cancer due to complications with coronavirus. She looked forward to retiring with her husband and son in Florida. She was so sweet to work with that we called her "Rosebud" as a nickname. Her calm demeanor and ease of conversation made her a great supervisor. She was compassionate, a great listener, and fair when making decisions. She's smelling the roses in heaven now.* Lauren Kuta, Science teacher, wrote that *Overlea High School lost our long-time front office secretary in May, Mrs Karen Springston. She was an amazing woman, much loved by students and staff alike. Had two young grandkids that really miss her. I am fairly new to the building and am still devastated by her loss- people who have been there many years were inconsolable.*

Please continue to share these stories of your beloved colleagues. A one-line obituary is not enough! Send to [profe0903@yahoo.com](mailto:profe0903@yahoo.com) with the heading Sad News. It will be included in the next Bulletin.

## Keeping Tabs on Your Psychological Temperature

By Janice Zimmerman, Employee Assistance Program

*Editor's Note: Ms Zimmerman asked if her contribution to the last Bulletin could become a regular feature. Uh-YES! Here is the first installment.*

One of the symptoms of COVID-19 is a fever of 100.4° or higher. That is only about two degrees above normal.

How do you keep tabs on your psychological temperature? In these times, there is much to be discouraged, worried, scared and depressed about. Yet, we press on! I think that most, if not all, of us are suffering from what Michelle Obama described as 'low-grade' depression. I call it depression with a little 'd.' You feel sad or blue, *some* days, but not all days. You have low energy *some* days, but not all days. You are able to function, *most* days.

How will you tell when your psychological temperature has reached worrisome levels? When you are depressed *most days*, having trouble attending to your work and family, *most days*, when you have increased your use of alcohol or start abusing/using non-prescribed or illegal substances and/or when you have thoughts of suicide. That is the time to definitely seek professional help. Call your physician, tell your family or a close friend, and call the EAP or Maryland 211 or the Suicide Prevention Lifeline. Don't suffer in silence!

Keeping tabs on our psychological temperature requires us to stay focused on our overall health: psychological, physical, social, cognitive and spiritual parts of health. We used to talk about work/life balance—but the pandemic has upended that notion. A better mindset is



how we can be harmonious when our work/life is way out of balance.

Focus on the basics of good health:

1. Eat as healthy as you can, get adequate sleep, get some fresh air, each and every day
2. Walk, do yoga, virtual exercise classes, etc. at least one day per week—3 days would be better
3. Connect socially: family, friends, online chats or with the person standing in line next to you at the grocery store. You can also call the EAP just if you want a little chat—some social connectedness with a human being
4. Seek a spiritual boost weekly: read a quote, access your religious community or sacred texts, mediate, etc.
5. Laugh: with people, watch a funny movie, read jokes or puns

May we all do our best to stay safe, well and sane!

Janice Zimmerman

BCPS EAP Counselor



Teachers Association of Baltimore County



# Welcomes to our Member Benefits Program

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## For more information contact:

Jeff Weber NMLS # 455910  
410.302.2240

Jake Orazi NMLS # 455194  
410.491.7228





# association BULLETIN board



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, 20

## February- Black History Month

2/11 Report Cards

2/15 Presidents' Day schools and offices closed

2/16 Self-Care Through the Arts Workshop 5:00 pm

Early Career Educators Squad

RSVPs allowed through February 15

<https://tabcoselfcarefebruary2021.eventbrite.com>

2/23 Educators Unite! Car Caravan 4:30 pm

RSVPs allowed through February 22

Location to be determined

[https://](https://educatorsunitecarcaravanfebruary2021.eventbrite.com)

[educatorsunitecarcaravanfebruary2021.eventbrite.com](https://educatorsunitecarcaravanfebruary2021.eventbrite.com)

2/25 Representative Assembly

## March

3/2 ECE Meeting

3/ 4 Minority Affairs (MAC)

3/6-3/8 TABCO Elections

3/16 ECE

3/25 Representative Assembly (RA)

3/29 - April 5 Spring Break schools and offices closed

## 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

#### Contact Us!

Mobile: 703-795-4906  
Office: 301-985-2020  
Email: [suzanne\\_herrmann@us.aflac.com](mailto:suzanne_herrmann@us.aflac.com)



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