

PRESIDENT'S MESSAGE by Cindy L. Sexton



You Make Me Proud!

The end of the longest school year is in sight! Educators, you are amazing! Through everything that the 20-21 school year threw your way, you stood up, showed up, persevered, and taught our students. You are overworked, underpaid, and sometimes you feel unappreciated. Our students appreciate you and I appreciate you.

I don't want to use this space to recap everything we have been through this school year because you already know. It was such an extraordinary year. And you are extraordinary educators. You rose to every occasion this school year sent your way!

We continue to grow our strength as a union. The more we stand up together, and show up for actions, the more we win. While fighting for equity for our students, we also stood up for ourselves, our profession, and our TIME – something educators never have enough of. During our Work to Rule Action, you stopped giving away your precious time and did something for you. Please remember that and take that time for yourself next school year too. We don't know what next school year will bring. We hope the pandemic is gone, or greatly reduced. We hope our students come back to our classrooms. We know we can address the academic needs of our students and we will address their social, emotional, and mental health needs too... just as we always have done and always will do. *See "President" page 2*

LETTER FROM THE EDITOR

by Billie H. Muñoz

Educators Learn Lessons



COVID 19 has been, if nothing else, a great educator. Teachers and other educators have learned many things over the past fourteen or so months.

1. We are important. If we ever doubted this fact, look at the impact the pandemic has had on the American family. Students who were (and some that still are) unable to attend in-person learning have suffered academic setbacks and psychological trauma.
2. Teaching is only one of our jobs. We hold communities together as a source of information for the technologically illiterate, the non-English speakers, the homeless, the food insecure and the economically challenged. We fill food boxes, deliver them to those without transportation, gather learning materials from paper and pencils to computers and hotspots. We are who they turn to, who they trust.
3. We are flexible. We can learn a whole new way of teaching *while* we are teaching. We network and teach each other.
4. We are organized. We can hold Zoom meetings with government officials, picket, make phone chains, show up at BOE meetings, write letters and uphold the law while protesting what is unfair.

See "Editor" page 2

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Cornel West

-activist, author, professor, public figure, speaker

"Love undergirds justice."

(Thanks to Martha Kent Jacobs of Franklin High School for this portrait of the Keynote Speaker at the MSEA Social Racial Justice Summit.)

“President,” (from Front Page)

To all decision makers, budget time is upon us. Both BCPS and Baltimore County must put the needs of our students at the forefront. These include fully staffed schools, with the necessary support and resources to be able to teach our students as effectively as possible. Let the budgets focus on our students and the classroom whatever shape it takes. Our educators deserve to be compensated for what they do every day, but especially this year, when they have been that one constant. They have pivoted with new technologies, created lessons from a blank computer, and more, and no matter what - have been there for our students. We simply cannot afford to lose our great educators.

“Editor,” (from Front Page)

- 5. We are democratic. You might not like our decisions (heck sometimes I don't like our decisions) but they were made by majority rule. We are grassroots, not top-down.
- 6. We endure. We were there when schools closed down, when they went virtual, when they went hybrid and we will be there in August of 2021 no matter what shape or form schools take at that time.

Go WEST All Educators!

Have you ever heard someone speak whose every word could be embroidered on a sampler and hung somewhere to give you inspiration every day? That was the experience that over 200 educators from every county in Maryland had at the *MSEA Racial Justice Summit* on February 19, 2021. Dr. Cornel West is his name and bringing “brothers and sisters” together is his game. This was on the Friday before the return to the school buildings when educators’ souls could use a little uplifting.

Calling teaching a “sacred profession,” Dr. West, a Harvard and Princeton educated philosopher, activist, author and intellectual, took those attending to church using aphorisms he surely learned at the congregation of his Baptist minister father.

MSEA president Cheryl Bost had told the crowd, in her glowing introduction, that they were “in for a treat.” Lest you think that this was a strictly BLM keynote, know that Dr. West took great pains to link ALL people. He made specific references to LGBT, female and global warriors for justice. Calling for solidarity between all peoples, Dr. West said that this is “not the same as unanimity.” He continued, “We have a cause, not a brand.”

Dr West linked the cause of social justice to James Baldwin on

And Now a Word From Our MSEA President



Cheryl wants everyone to know how proud she is of Maryland’s educators and their response to each other during the COVID crisis.

“No one could do more than you have for students in the most trying of times. And even when you have unmanageable workloads of your own you find ways to help each other, whether it’s supporting each other on social media or sharing technology tips, working to arrange classrooms for hybrid learning, or helping colleagues who lost their materials in the ransomware attack.”



the one side and to Audry Lord on the other. Comparing this universality to the music of jazz, West said that “nobody’s voice is suppressed” but rather “makes a beautiful cacophony.” The BLM Movement has evolved since the days of Dr. Martin Luther King and our own beloved John Lewis. “It has pushed back patriarchy,” he declared. Neither did he shy away from mentioning the division that exists within BLM. The death of George Floyd shone a light on white supremacy but there are some within the movement who judge themselves based on darker and lighter hues of skin color. “You begin with a critical examination of who you are,” he advised.

Dr. West had much to say about the youth of today. “Let the phones be smart,” he intoned. “We are going to be wise.” He cautioned against negativity in a world of COVID and death by police. “We will not allow despair and catastrophe to have the last word! The young people “may give up on themselves, but we do not give up on them.” He may not have called for an amen, but there were many in the chat as educators heard their very thoughts echoed in the stirring voice of the man who CNN and C-SPAN call upon when they need commentary on these issues.

MSEA's Embracing Humanity in Education Conference

On Saturday March 13, framed between back-to-school, the Ides of March and just a month away from tax-day, teachers from all over the state gathered virtually yet again. Giving up a precious Saturday for the good of their students, teachers took part in an IPD. An IPD (Instruction and Professional Development) is an event centered around the idea of growth and of choice. There were three workshop times, each with a choice of between two and three selections. The first session included *Innocence Stolen: Protecting Our Children, My ACEs + Their ACEs = Our ACEs* and *Protecting Our Immigrant Students and Families: Legal and Cultural Competency Strategies from the Field*. The second session offerings were *Digital Engagement* and *Not Just Gov Class: Why All Teachers Should Embrace Civics Education* and the last session included *Being Smart on Your Smart Devices, Supporting Academic, Social, and Emotional Needs of Multilingual Students through the Lens of Antiracism* and *Just Schools*. It is evident that all sessions were chosen to be timely given the global pandemic and the BLM Movement. In other words, it was all "stuff you can use on Monday morning!" The whole day was free for MSEA members and certificates of participation were given to those educators who stayed for the whole time and handed in an evaluation.



The mini seminar on immigrant families was conducted by Maritza Solano of the organization known as CASA. Many teachers had heard this excellent speaker before, but her words bore repeating. Of note was her insight born of her own Mexican heritage. People do not up and leave comfortable warm climates and loving families to set off for poultry farms where it can snow from November through March. They must be running from something; poverty, civil war, disease – a laundry list of societal ills. Cynthia Poper of Harford County hosted *Innocence Stolen*. It was taught by Vincent DeVivo from the US Attorney's Office. It was a cautionary tale of how students can be victimized by using all the social media apps they dearly love. Josh Davidson, a National Board Certified teacher from Carroll County led the session on digital engagement.

See "Humanity" Page 8

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

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The Bulletin is now published four times a year. **Ideas and articles welcomed** but subject to editing. Names withheld upon request. (Please put **TABCO Bulletin** in subject in an email to the editor)

Maternity Coverage



Existing customer with questions?
Suzanne Herrmann (Benefit Advisor)

CASH TO YOU!

Pays your salary for five to seven weeks, and covers you and your child in hospital or ICU

In addition to Sick-Leave and Sick-Bank and during the summer (Average: \$4,000-\$8,000)

Five to seven weeks of pay for the birth of the baby or any other complications in pregnancy

Also pays when out of work for sickness or off-the-job accident

SHORT-TERM DISABILITY

Pays averaging **\$30 to \$120** a day, **TAX FREE**,
7 days a week!

1. Pays in addition to all other benefits

Sick Leave, Sick Bank, FMLA, Holiday, and Summer

2. Protects for a short time -- 3-6 months+

After an Accident, Illness, Pregnancy, or Surgery

3. Flexible benefits!

Based on your needs and salary. You can also take the program with you when you leave or resign

4. Starts after a short wait -- 1-8 days+

No wait for Accident; even for Weekends & Summer! 7+ Day wait for Illness, Pregnancy, and Surgery



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*See brochure for exact payouts, limitations, exclusions, and policy descriptions.



tabco Seen Through the Lens of Television News

You couldn't turn on the television this year without seeing Cindy Sexton, a Board Member or a news anchor patiently explaining our Union's position and concerns. Of course, some were just educators "caravaning around!" Here are just a few...



Cindy explains our concerns vis-à-vis returning to in-classroom instruction



Cindy explains the effects of the ransomware attack on our W2's



Cindy talks about all the Internet problems we have been having



Cindy shares members' point of view about returning to the classroom and following the science



Cindy expresses her hopes for the legislative session



TABCO R member Stephanie Foy strikes a superhero pose at the Caravan

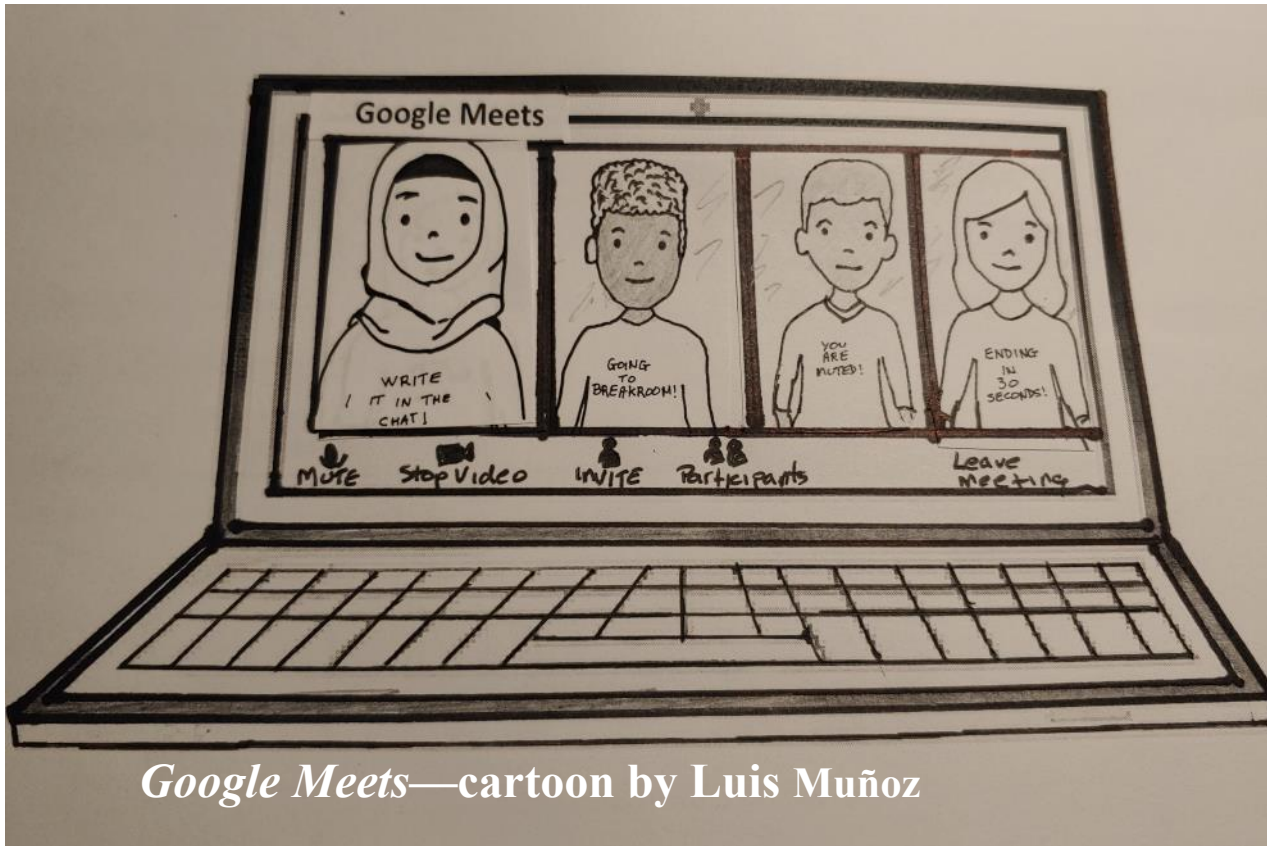


Board Member Kelly Garrison explains TABCO's concerns prior to The Return

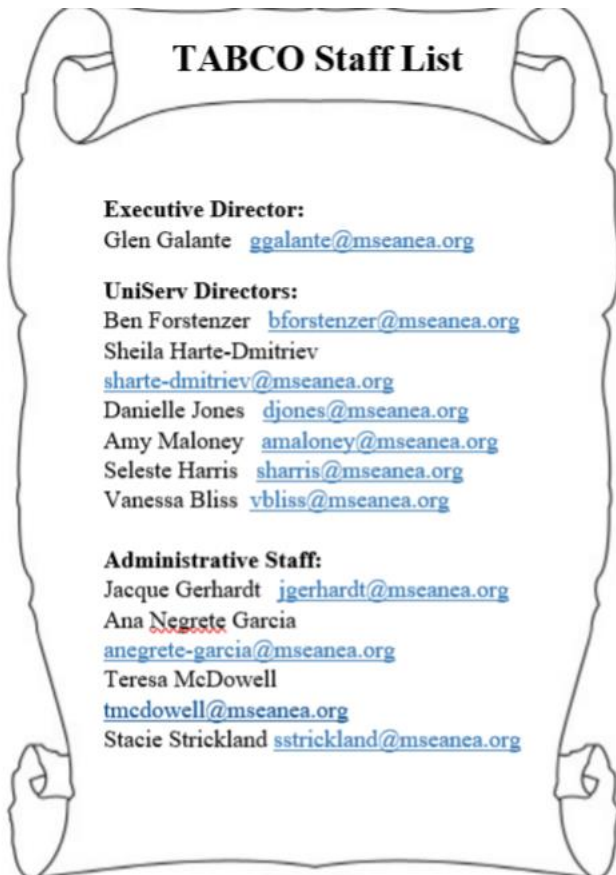


February 23-TABCO Members and friends stage a Car Caravan to express their needs and anxieties





Google Meets—cartoon by Luis Muñoz



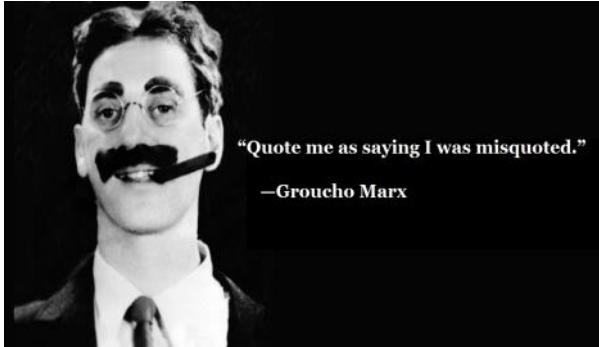
Committee Updates by Taylor Boren

The **CIC** continues to meet monthly with members and with BCPS. We have been asking questions and making recommendations about curriculum and instruction for the Fall of 2021. We are also working with members and BCPS to address the issue of educator morale and retention. New members are always welcome! Contact Jean Owens (jowens2@bcps.org) to join or find out more. Our next member meeting is on May 26th at 4:15.

The **ECE Squad** continues to meet and host monthly workshops. We are wrapping up the year with a workshop in collaboration with GRAS on May 20th. We will hold a final meeting in June to discuss issues that impact early career educators and begin plans for growing our committee next year. New members are always welcome! Contact Taylor Boren (tboren@bcps.org) to join or find out more.

DAWG had a productive year. We created a narrated Google slide presentation for new teachers entering the building for the first time in February, met with Dr. Zarchin and Dr. Nieves to discuss three unresolved concerns, saw the completion of the new positive behavior planning guide and met with Tom DeHart regarding mutual concerns. We will meet with Dr. Zarchin again in June to follow up on the items discussed at our last meeting. If you have discipline concerns at your school that need to be addressed, reach out to Sonja Floyd (sfloyd2@bcps.org) or Tammy Mills (tmills@bcps.org).

Quotes Heard About Town Recently



This history (of voting in the US) is history that everyone should know.

Ursula Wolfe-Rocca, Zinn Education Project

I am a believer in the power of the plethora of human stories. **Geraldine Duval, MSEA**

Who have you judged before you've even had a conversation with them? **Cydney Brown, Youth Poet Laureate**

No one is illegal. Some folks are undocumented. **Maritza Solano of CASA**

You don't realize what you've got til it's gone. **Paul Guerin channeling Joni Mitchell**

I have my Roberts Rules of Order right here. **President Cheryl Bost MSEA (brandishing a copy)**

We need to see ourselves in the long trajectory of history. **Penny Grover, early women's rights activist**

We have ducked and weaved through every blow. **Eugene Johnson, teacher Randallstown HS**

This is not the year to underfund education. **President Cindy Sexton**

Equity starts with a deep understanding of history. **Dr. Lawrence Brown speaker and author**

I will always take the lens of a BCPS teacher in whatever I do. **Johnny Olszewski, County Executive**

Presenting your authentic self is important in terms of respecting students' identities. **Doug Prouty, MSEA Vice-President**



Den Star



TABCO's own Kelli Hickey has recently joined the ranks of DEN STAR Educators. This group, sponsored by Discovery Education is for teachers who are knowledgeable about the effective use of Discovery Education's digital services who support and actively share this knowledge with their peers. They receive exclusive resources, learning opportunities, and experiences. Their activity is recognized and celebrated during events, across social media, and within Discovery Education. For more information, contact Kelli directly khickey@bcps.org or go to <https://www.discoveryeducation.com/community/den-star/>.

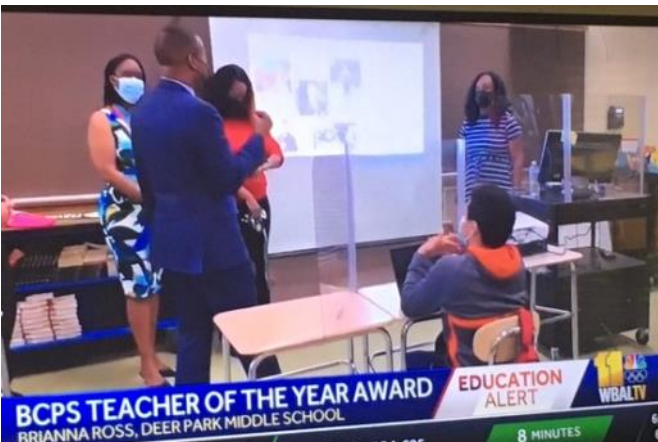
Ms. Hickey, soon to be Dr. Hickey, was always a star around TABCO Headquarters. A classroom teacher at Stoneleigh Elementary, she is also an AR (Association Representative) and Co-Chairperson of the Minority Affairs Committee.

Meet BCPS Teacher of the Year!



On April 27, 2021 some parents from Pennsylvania surprised their daughter in Baltimore County with a visit. The reason? The sixth year history teacher from Deer Park Magnet Middle School had just garnered the prestigious BCPS Teacher of the Year award. She is now eligible to vie for Maryland TOY and received many prizes and rewards including a \$1,000 check from NTA Life. There were three other finalists among the more than 150 participants. They were Stephanie Lawrence of Milford Mill Academy, Sheri Metzbowler of Carroll Manor ES and Kristine Saja of Sparrows Point HS. In awarding Brianna the honor, Superintendent Darryl Williams proclaimed, "Great teachers...are among the most powerful forces anywhere and at anytime!"

Ms. Ross will continue teaching, working on a doctorate from Morgan State University, and focusing on equity in education.



Brianna Gets the News as Seen on TV

Humanity from page 3

He recommended that teachers greet every student as they come into the virtual classroom. He demonstrated the use of Pear Deck (Nearpod for those counties who do not allow it). From their website comes the following description. It is an interactive presentation tool used to actively engage students in individual and social learning. Teachers create presentations using their Google Drive account. This tool allows students who have missed a session to learn the material or go over difficult material a second time. He also had the group read an article in Edutopia on Five Strategies (<https://www.edutopia.org/article/5-strategies-deepen-student-collaboration-mary-burns>). Josh was a big fan of keeping up the fun factor by gamifying lessons using sites like Quizizz and Flipgrid. *Just Schools* was the session that really strove to evoke emotional responses. Teachers saw how class and color privilege invades every aspect of our lives, from where we live and the kind of schools we attend to whether we can shop without a security guard following us around. The *Smart Device* session was taught by Damon Felton, an attorney with the MSEA. He stressed the distinction between school and personal devices with examples of rules from various counties around the state. In one horrific example, a teacher working on an IEP on her personal computer for convenience emailed it to herself to continue working at school and got caught up in a legal battle that led to her having to turn over her computer to the school system. In conclusion, a lot of teachers from all over Maryland went to school the next Monday sadder but wiser, energized and exhausted, virtual tool kits bursting with new things to try.



Maritza Solano of CASA

A Note from TABCO Treasurer John Wilkins for Fiscal Year 2020

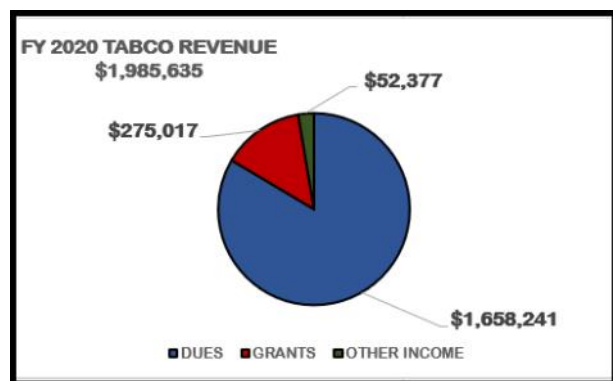
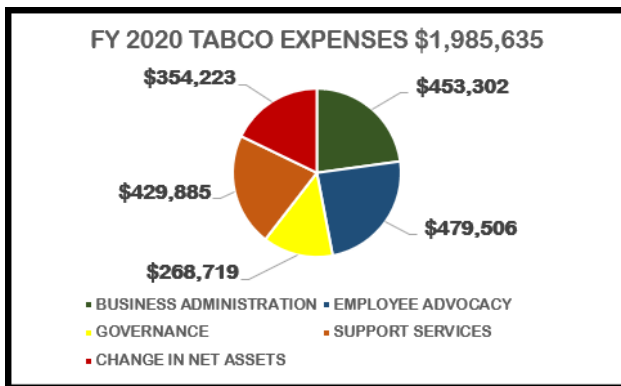


We are pleased to share that the financial review report for the fiscal year ending August 31, 2020 states that TABCO has met all the general accounting standards and principles. The auditors could make no recommendations for any changes to improve our current practices. The findings state that TABCO is in an excellent financial position which would allow TABCO to continue to serve its members if there we an unexpected loss of income.

A major focus on the 2020 fiscal year was dealing with the impact of the COVID-19 Pandemic which caused a major shift in the way TABCO and other institutions do business. Business as usual stopped virtually over night and Zoom replaced face to face TABCO Board of Directors Meetings, Representative Assemblies, and a variety of committee meetings. The business of the association continued with TABCO staff working remotely while communicating with members via email, telephone, and on Zoom calls. The grievance process increased to meet the rising needs of our members related to interactions with Baltimore County Public Schools that violated many different articles of our TABCO – BCPS Master Agreement. These actions have continued into the current fiscal year as a move from virtual instruction to in-person instruction began. Countless numbers of meetings between the TABCO president, board members, staff and committees were held to create and approve memos of understanding during the changing landscape of COVID-19 and as plans

TABCO members remained active on the local, state, and national levels. Members attended a virtual MSEA Convention and virtual NEA Annual Meeting Representative Assembly. Committee size grew in numbers as the virtual meetings allowed members to participate without needing to battle traffic to attend meetings. This was particularly true for the Government Relations Committee. This committee has grown and extended it's focus beyond GR to include member advocacy and building solidarity (GRAS) in efforts to move the association forward.

The three original Action Team continued with a strong focus on special education, school climate and discipline, and curriculum and instruction. The short-term teams of nurses, school counselors and school psychologists met their stated goals and disbanded. If you are a member of a group or team with an issue you feel needs to be addressed on the association level, please reach out to Cindy Sexton, TABCO president or one of our UniServ directors for help organizing around and resolving your area of concern.



We Cannot cure the world of sorrows, but we can choose to live in joy. Mythologist and Teacher Joseph Campbell (1904-1987)



Board Never Bored-Meet the student representative to the BOE!

Joshua Muhumuza, the Dundalk High School senior who is the student on the BOE sat down recently for a chance to get to know him better before he takes off for Yale in the fall. His short hair and serious demeanor gave immediate indications of his involvement in the Naval Reserve Officer Corp (NROC). Born in Uganda, Joshua came here at age 7. He has two older siblings, both young women. One is in nursing, having followed his health care worker single mother into a profession involving caring for others. The other is in hotel management. Joshua dreams of a career in homeland security. This was a high school completer program for him at Dundalk, but he has always dreamed on a global scale.

Joshua is passionate about travel and has seen his fair share of this country and the world for someone so young. He has been up and down the East Coast. He has been as far away as the Netherlands and Turkey. He has even been back to Uganda (twice). A trip like that, he says, “Makes you appreciate the smallest things like the food and being

The volunteer experiences of Joshua have been so numerous and varied that he had to single out a couple. He was quick to select *Soccer Without Borders* and a program through his church called the *Immigration Outreach Service Center*. The first was “a great program since many of these kids didn’t have the opportunity (to play soccer) even in their home country.” Both programs had him interfacing with recent arrivals to the US. Many were refugees with most from low-income families. The programs were part mentorship, part recreational. Talking with Joshua, one gets the impression that these were very lucky kids to have such a positive role model. What has been the most memorable experience during his tenure on the Board of Education? Joshua did not hesitate in describing two motions that he had a hand in passing. One was a motion to ban hate speech and symbols from school property and the other was to adjust the language in the BCPS student handbook to be more “equitable and inclusive.” He also supported the CEP program for free and reduced meals to parents without them having to

*Joshua,
Bound for
Yale this
fall*



complete lengthy and intrusive paperwork.

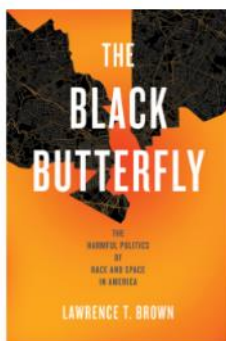
With an impressive course load, attendance at BOE meetings, practices for the NROC, volunteering and church – what does Joshua Muhumuza do to relax and have fun? “I love to learn! I like to watch movies about history such as *Invictus* and *The Pianist* and read non-fiction books. My go-to is *Night* by Elie Wiesel. I also like to exercise.” His favorite historical figure is Nelson Mandela. South Africa is on his travel list for the future. “I admire Mandela because of what he endured. He did not keep hatred but went a different route.” This ties in with Joshua’s philosophy of optimism, even in the middle of a pandemic and a Black Lives Matter moment in history; “Optimism is what keeps the machine going. Without optimism there would be no moving forward.”

When asked if he had any advice for the next student to fill his roll at Greenwood, Joshua said; “Know why you applied, why you were elected and focus on your agenda. Work with board members to find common ground. It’s always good to see things through another’s perspective.”

Recommended Summer Reading

And you may ask yourself, how did I get here...David Byrne (Lansdowne HS '71)

This book answers that question.



Dr. Lawrence Brown , a former Morgan State University professor, gave a history lesson on real estate in Baltimore and institutional racism during a PD in May



Zooming into Retirement!

The annual TABCO-Retired event was held (surprise!) virtually on March 24th in about 140 living rooms and kitchens across Baltimore County and beyond. The theme of “Zooming into Retirement” referred not only to the platform of the meeting, but also to how quickly retirement is upon us. TABCO-Retired is the ONLY group affiliated with TABCO itself. There are a couple of other “retiree” groups, but they are not affiliated with TABCO, MSEA or NEA. For this reason, educators can join the affiliated group right from the TABCO website under About Us, TABCO-Retired. A membership application can be accessed there. One does not need to live in Baltimore County to be a retired member.

It’s hard work to retire! Hopefully, the financial planning started many years before the actual last year of work. Now that the date is drawing nearer, the focus shifts to paperwork. How does one activate Social Security and/or Medicare? What are the options at the Maryland State Retirement & Pension System (SRPS)? What are the tax implications for retirees? Fortunately, TABCO-R had experts from the SRPS and BCPS Office of Leaves to present overview information, as well as Christine Beard, a TABCO-R member who presented “One Retiree’s Insights on Things to Know.”

Had this been held in person as in years past, there would have been food, a chance to talk one-on-one and giveaways. Now, there was the chat box. Members’ questions in the chat revealed that no two people are in the exact same retirement scenario and need answers that are not always “in the literature.” Among the topics raised in the chat were many related to the problems created by the ransomware attack on the school system, which resulted in the lack of accurate information and

and access to records that are vital to those planning to retire, such as accrued sick leave. Among the points covered by current retired members to those planning to retire this year were:

- One must retire by July 1 to be eligible for the pension COLA in the coming year.
- Federal and State income tax is not automatically taken from Social Security benefits—to avoid having tax owed, you must contact the SS system and request that tax be withheld.
- Benefits related to Association membership, such as various insurances, credit cards, free and reduced legal benefits, etc., may not be retained without joining TABCO-Retired.
- While you are contributing to the pension system during your employment, federal taxes are not withheld but MD state taxes are (commonly known as the state pickup). When you retire, in order to avoid paying Maryland taxes again, you must pay attention to Box 19 on your 1099-R form and MD 1099-R form. Instructions on addressing this can be found in the January issues of the Retiree News that you will receive from the pension system.

Several sources were provided to getting further retirement questions answered. See below:

For BCPS information about retirement:

- Go to retirement@bcps.org or call 443-809-8949.

- To view the Retiree Benefits Booklet: <https://hr.bcps.org/common/pages/DisplayFile.aspx?itemId=66833602>

For Maryland State pension & retirement information:

Go to **YouTube** and search Maryland State Retirement & Pension System—many presentations are available; for example, there is a PowerPoint addressing the topic of creditable unused sick leave.

For access to the PowerPoint presentation from TABCO-Retired member Christine Beard:

- Send an email request to cablibrarian@yahoo.com

To ALL Retiring TABCO/ESPBC members



Building Our Power One Action at a Time by Christine Phillips

Over the course of *Work to Rule* and *Truthout Tuesdays*, I have been proud to witness educator power move BCPS toward what students and educators need. When mismanagement of the internet infrastructure prevented us from reaching our students, TABCO leadership and then members of the TABCO Representative Assembly moved swiftly to initiate a Work to Rule and picket action by majority rule. Then, our collective participation forced BCPS to communicate more quickly than they have this entire school year. Our Memorandum of Understanding (MOU) was presented to BCPS in October and they did not begin communicating about it until January. In contrast, at the second Truth out Tuesday on April 27, only 5 days after Work to Rule began, Dr. Williams called TABCO President Cindy Sexton while we were livestreaming on Facebook to start the conversation about meeting our demands. Your choice to enter your building together and leave your building together helped build a collective action so powerful that BCPS had to listen.

I was personally moved by the educators who shared their stories. I live a pretty insular teacher life and can forget how vastly different the needs of educators who don't teach world languages are. On April 20, Kelly Garrison spoke about her experience with first graders during the internet outages. She went five days without seeing her online learners whereas I only went a day without seeing mine. At the third Truthout Tuesday, Helene Groves and Christina Lanahan shared the challenges special educators faced when the internet was unstable and state deadlines for paperwork remained unchanged. That same day, Carolyn Stine, a Speech Language Pathologist, spoke about having to recreate three months worth of billing data for the state of Maryland after the ransomware attack. During the final one, Taylor Boren shared that as an elementary school art teacher, she is the teacher of record for 499 students. Hearing those educators' individual stories was powerful because those five speakers represent hundreds of TABCO members whose perspective I was missing. Not only was a message sent to BCPS, but also enabled us to build community and solidarity across the county and made TABCO stronger.

Of Activists and Politicians



On April 8, an emotionally charged rally of TABCO and ESPBC activists with Baltimore County Council members and County Executive Johnny O took place over Zoom. This rally happened to occur on the afternoon of one of those days when the Internet was down county-wide. Frustration was one of the emotions, particularly because this was also the first day back from Spring Break for Cohort B. The reason for the rally was to urge the County Council to approve the new budget. Just that – approve, not change. What some folks are unaware of is that the Council can take away but cannot legally add, not one dime, to the Budget once it is presented. Present from the members of the Council were Chairperson Julian Jones, David Marks and Izzy Patoka. Turns out, we “had them at hello”. Julian Jones is the son of a 36-year Baltimore City teacher. He said, “I saw my mother buying food, clothes, pencils (for her students). I know what it is to improvise and each and every one of you (BCPS teachers) is a hero. And I trust YOU!” David Marks, the only teacher on the Council, is expecting to be certified soon and return to the classroom as one of us. Izzy Patoka, well known for showing up for all TABCO events such as the Legislative Breakfast and Social/Racial Justice PD made the most impassioned plea of the afternoon. “We’ve worked on the cheap,” he declared, “and it is unacceptable.” Describing our asks (2% COLA, 15 minutes of paid extension to the school day, an increase in school personnel particularly psychologists, social workers and school counselors and 75 minutes of planning time) he intoned “This is not a mission to Mars!” The meeting was briefly interrupted by the arrival of County Executive Johnny O. He joined by telephone as it also happened to be Orioles Opening Day and he had taken his family to the ballpark. Johnny exclaimed, “We have heard you! I think you will be very excited when you see the historic budget coming out.” He would not give specifics but promised the over two hundred educators present that he “will always take the lens of a BCPS teacher in whatever I do. For the few people reading this who were unaware of Johnny’s background, he started his professional career as a history teacher. Since this rally, all Internet and hybrid learning issues were resolved. In addition, all staff will be reimbursed 100 minutes of lost planning time that occurred on 4/8/21 and 4/9/21. It is safe to say that this event had a powerful and widely-felt impact.

Job Opportunities!

Community Resources Corner

SUMMER
EMPLOYMENT

Over \$2,500 in 2 to 3 weeks!!!

Excellent opportunity for
Baltimore County teachers!

June 18th – July 7th

www.tristatefireworks.com



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

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 1, 2021. Our summer season is June 28 (flexible) – August 13, 2021, 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 Preschool 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)

Leads and Specialists for the Following Areas: Athletics, Nature, Music (Song leader), High Ropes Course

Director – Teen Leadership Camps

Unit Heads (Oversees a group of counselors)

To apply, please visit: <https://gbjcccamp.campintouch.com/ui/forms/application/staff/App> OR <https://www.jcc.org/j-camps-summer-staff-0>.



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



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 btccamps.org or phone [410.517.3451](tel:410.517.3451). **YOUR CHILD ATTENDS FREE!**



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Our School System By the Numbers by Kelly

Garrison

Kelly is a first grade teacher at Villa Cresta ES and serves on the TABCO BOD for District II

86,000 the number over the minimum legally required amount that our school board voted forward to our county executive

144,000,000 the shortfall we would have after the proposed budget was passed

230,000,000 the amount of underfunding every year

86 how many cents we actually have for every dollar we need



ISMs and SIONs with thanks to Vernon Fains

Vernon is an art teacher at Pine Grove MS and also serves on the TABCO BOD for District II

The *ISMs*. Racism. Sexism. Even Ageism and Anti-Semitism. Do you have any of these? Start by educating yourself about what is privilege. Watch a three minute *Buzzfeed* video easily found on *YouTube* called simply *What is Privilege?* Continue by looking up something published in 1989 (Can you spell AHEAD OF ITS TIME?) called *White Privilege: Unpacking the Invisible Knapsack* by Peggy McIntosh. Born in 1934, Ms. McIntosh is an American feminist, anti-racism activist, scholar, speaker, and research scientist. For bonus points, invite your friends over for a rousing game of Privilege Twenty Questions. You can find a template for this activity in many places online. Moving on to the *SIONs*, go back to *YouTube* and watch a video called *Understanding your Microaggressions*. These are small insults or invalidations like the iconic "Great pitch—for a girl!" but can be much more subtle. Now you have a head start on the next MSEA IPD Weekend!

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41-10970-15 2019/03/27 [Veritas Number]



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



We are sad to learn of the death of Kelly M. Napier, a Special Educator at Winfield ES. Kelly crammed a lot of living into 34 short years including a masters degree, marriage, and the loss of a son at 17 weeks. Her colleague, Maureen (Shuli) Levin, remembers her fondly. “It’s hard not to cry and yet also smile when thinking about Kelly. She was everything you could ask for in a fellow team member/leader. Kelly expressed genuine interest in staff, students, and families alike. She made attending team meetings something to look forward to.”

Robert L. Cottle, in addition to being a teacher at Woodlawn HS, was a veteran of the Air Force and the father of two. His family set up a scholarship fund in his honor for current and future graduates of WHS.

Word has reached us on the passing of World Languages Coordinator, Kim Shinozaki. According to Director of WL, Jennifer Hernandez, Kim will be remembered as an accomplished linguist with a love for her family, rescue dogs, and world cultures. She was a passionate advocate for early language learning and teaching World Languages with a focus on proficiency. Many throughout Maryland remember Kim for her long association with the MFLA (Maryland Foreign Language Association).

Take Away the Stigma—Get Help When You Need it

By Janice Zimmerman, Employee Assistance Program

Editor’s Note: Here is the second installment in Ms. Zimmerman’s feature column on mental health.

Our BCPS EAP logo says, “Help when you need it.” Many people (employees and their household members) do seek help. But others worry about *confidentiality* or cost. Some are just hesitant to seek the help that they need. The return of students and staff to our schools and worksites has added joy but sometimes more stress and worry.

The COVID-19 pandemic, the movements for racial justice, the upheavals in our Capitol and the violence on our streets has impacted most of us, from a little to a lot. Whether you are having a tough day or a tough life, both deserve attention and services.

The good news? *Mental health and substance abuse conditions are treatable!* There is help, but sometimes it is not always easy to find or easy to access. We try to help you or your loved ones, or your colleagues find **confidential** help. Go to our [BCPS EAP](#) website for resources or call Janice at 410 887-5414 (year-round) or Cigna EAP 1-888-431-4334 (24/7/365). You can also call Maryland 211, the SAMHSA Treatment Referral and Information Service Locator, 1-800-662-4357 or the National Suicide Prevention Lifeline, 1-800-273-8255. Also check out the [BCPS Mind Over Matters](#) campaign for mental health activities and resources and the [BCPS Employee Wellness](#) Program.



May is Mental Health Awareness Month

My dream? One day there will be as many urgent care centers for broken spirits or broken hearts or broken relationships as there are for broken bones.

Thank you for all that you are doing to teach our children. Please take care of yourselves.

Janice Zimmerman
BCPS EAP Counselor





Teachers Association of Baltimore County



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For more information contact:

Jeff Weber NMLS # 455910
410.302.2240

Jake Orazi NMLS # 455194
410.491.7228

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association BULLETIN board

June

6/1-4 Commencement Exercises

6/2 NEA Caucus 4:00-5:00

6/22 Last duty day for school staff

6/29 NEA RA (virtual) begins

July

7/3 NEA RA ends

7/5 Independence Day observed

7/9 Summer School personnel on duty

7/12 Summer School begins

August

8/6 Summer School ends

8/18-19 New Teacher Orientation

8/23 Teachers and staff on duty

8/25-26 classroom preparation (8/25 is also Association Rep training and TABCO RA

8/30 Opening Day!

September

9/6 Labor Day schools/offices closed

9/7 Professional Development (Rosh Hashanah)

9/16 Professional Development (Yom Kippur)

9/23 RA Meeting

October

15-16 MSEA RA



**Who
Is In
Charge
Here?**

| 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-García |
| Nomination, Elections & Credentials | | | Glen Galante Teresa McDowell |
| Negotiations | Kelly Olds | Cindy Sexton | Glen Galante Ben Forstenzer 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 | Seleste 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 Litzer | Cindy Sexton | Vanessa Bliss Stacie Strickland |
| Government Relations (GR) | | Charlie Fuharty | Ben Forstenzer |
| Special Education (SWAG) | Christina Lanham | Bev Folkoff | Vanessa Bliss |
| Discipline (DAWG) | Tammy Mills 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 |

*That would be
Superteacher!*

