

Association Events

JUNE

- 2 TABCO goes to the ballgame!
Orioles vs. Red Sox
- 8 NEA Delegate Caucus
- 8 TABCO Board of Directors mtg
- 11 MSEA Teacher Appreciation Day events in Annapolis, 11:00-4:00
- 14 Board of Education mtg
- 15 TABCO-Retired Committee mtg
- 17 Last day of school
- 20 TABCO summer hours begin: 9:00-4:00
- 24 Summer school teachers on duty

JULY

- 1 Sick Leave Bank enrollment begins
- 2-7 NEA Convention in Washington, D.C.
- 4 Independence Day-TABCO office closed
- 14 Board of Education mtg

AUGUST

- 9 Board of Education mtg
- 9-10 New Teacher Orientation-Perry Hall HS
- 17 Teachers on duty
- 17 TABCO normal office hours begin
- 19 TABCO Association Representative Training & Representative Assembly-breakfast begins at 7:45 a.m. at the Sheraton in Towson
- 23 Board of Education mtg
- 24 Opening day for students

In memory of...

- ☞ *Maureen Dever*
Latin Teacher,
Eastern Technical HS
- ☞ *Christina Dushell*
English Teacher, Perry Hall HS
- ☞ *James Farley*
Elementary Classroom Teacher,
Chadwick ES
- ☞ *Louise Picard*
Elementary Classroom Teacher,
Middleborough ES, retired



We honor their service to education and offer condolences to family, colleagues and friends.
"What a teacher writes on the blackboard of life can never be erased."

SUMMER/PART-TIME JOBS

◆ **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 20-August 12). Visit our website at btccamps.org or phone 410.517.3451. **YOUR CHILD ATTENDS FREE!**

◆ **Tristate Fireworks:** summer employment--*Over \$2,500 in 2 to 3 weeks!* Excellent opportunity for school teachers and students! June 17–July 7. www.tristatefireworks.com

◆ **JCC of Baltimore:** Looking for a great summer job? J Camps are looking for energetic, dedicated staff members to bring love and laughter into our camps. Our programming focuses on aquatics, arts & culture, athletics, and sustainability 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 May 1, 2016. Our summer season is June 13 (flexible) - August 12, 2016. We are currently hiring for the following positions: Teachers as Counselors, College Student Counselors, High School Student Counselors, Inclusion Counselors for campers with Special Needs, Specialists in a variety of fields, Supervisors for counselors and specialists. To apply, please visit jcc.org/jobs.

◆ **Padonia Park Club:** April through Labor Day (start date is negotiable and part time acceptable; weekend availability a must). Position: Club Office Assistant—Looking for a friendly customer service professional who is a great listener, possesses a problem-solving mind and proficient with computers and various software programs. Benefits include a great work environment and free club membership. ALSO, now interviewing for both full and part-time positions: Lifeguards, Swim lesson instructors, Food service personnel. Complimentary swim club membership for employees.

Also seeking Counselors (age 16+) for LAKESIDE DAY CAMP. Print & complete an application at: www.padoniaparkclub.com/employment.htm
Email: jobs@padoniaparkclub.com.
Questions? call: 410-252-2046

◆ **DRD Pool Management, Inc.** Spend Summer in the Sun! 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 dwwatts@drdpools.com.

◆ **Professional Tutoring Service:** Subject area teachers needed to tutor secondary math, chemistry, physics, biology, SAT prep., English, reading, Spanish, French and special education, and elementary subjects. Please contact professionaltutoringservice@comcast.net or 410-486-3464.

◆ **TABCO Tutor Referrals:** If you are interested in tutoring, contact Stacie at sstrickland@mseanea.org for more information about inclusion on the TABCO tutoring referral list.

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news & views

May/June 2016



Abby Beytin

PRESIDENT'S MESSAGE *Progress Report*

As I look back over this year and the past several years, I find much for TABCO to celebrate. I also find that there is so much more to do. The biggest frustration for us is the time it is taking to effect necessary changes to address the issues that continue to plague public education.

It is very important to look at those successes and to decide next steps to continue to move forward. First and foremost, are the changes that were made to the infamous No Child Left Behind Act (NCLB—the real name—Elementary and Secondary Education Act or ESEA). The newest reauthorization of the ESEA is ESSA, or the Every Student Succeeds Act. This has brought about changes that will help improve many of the issues, but it is just the first step. This was accomplished by NEA, MSEA and TABCO jointly. It

was your letters and phone calls, along with other organizations who partnered with us, that made headway in the struggle to stop the hurtful practices in that law.

With great efforts from MSEA and TABCO members, changes are already in place surrounding testing. The Maryland Legislature passed a bill last year to authorize a testing commission to study and report about the ramifications of testing. Their report is due this December and should help reduce the over-testing we are still experiencing. Within one year of the Kindergarten Readiness Assessment arriving in our classrooms, legislation was enacted during this year's general assembly session to scale back the assessment. For those of us who regularly work with the legislature, we know it often takes three years to

See "Progress Report," page 2

Getting real about our choices

~Angela Leitzer, Editor

"The world is a dangerous place to live; not because of the people who are evil, but because of the people who don't do anything about it." (Albert Einstein)

I grew up in a blue collar neighborhood and my dad was a union officer when I was in school. My maternal grandfather was essentially thrown out of town for trying to organize a union when he worked at a cotton mill in the 1920s. I knew about unions. Yet, it took three years of working for BCPS before I joined my association. I was busy figuring out my place in the world of teaching and I wasn't "into" politics. I am eternally grateful for the two TABCO reps who came to my classroom door in that third year and said, "Is there a reason why you haven't joined TABCO?" The truth was, as I told them, no one had asked before. I could write an entire article about how important it is for reps to approach and invite their colleagues to join them, but for now my point is about the reality that from then on, I became more informed and more

aware of the forces that influenced the remainder of my teaching career--and more committed to the concept that my participation in supporting candidates who shared my commitment to both public education and union membership was essential.

The recent death of a Supreme Court judge helped us, and all education associations across the country, escape an almost certain fatal blow to the ability to protect educators from forces that have endless amounts of money to bend public education decisions toward their political agendas. This was only a temporary respite from such attacks; there are other cases waiting in the wings to challenge union rights. What becomes of these cases will almost certainly be determined by the results of the November 2016 election.

Showing up to vote is crucial. It is astonishing to look at the statistics on voting and realize that a huge number of people affect elections by making *no choice at all*. In a recent commencement speech,

See "Getting real," page 3

"Progress Report" (from page 1)

get a bill passed. You made the difference and we accomplished that feat in one year's time because of your voices and continual action.



On the local level, we continue year after year to negotiate agreements which include no-layoffs, no-furloughs, and all steps funded. This is in spite of the fact that most of the counties around us did not fund steps, and some did lay-off folks, as well as invoke furlough days. TABCO folks were able to receive a 5% COLA this school year and will receive a 2% COLA for each of the next three years.

We were also able to negotiate a multi-year health-care agreement while others around us were not so lucky. We have been successful negotiating our retiree benefits as well.

We have also negotiated language to require that any new curriculum or technology must be piloted before being fully implemented. We have even seen some piloted programs or initiatives discontinued because of the information received from pilots.

Our UniServ Directors have been working with several schools to help the staff take control of the discipline issues. Through our faculty council structure, in more and more schools, staffs are working together with their administrations to address discipline issues, as well as other ideas and concerns. Kudos go to our many active faculty councils who are making improvements by taking on these topics. This work is written into our contract and provides the framework for these conversations and initiatives to continue. This is how we will effect these important changes at the school level.

Our voices remain strong in the public education arena. Just think how much further we could climb, if everyone took action. These are just a few highlights. There are many more initiatives being addressed. We must continue to build on these successes and move forward to make sure we stand up for public education and our schools.

YOUR ASSOCIATION AT WORK NEW MASTER AGREEMENT RATIFIED

TABCO members voted overwhelmingly to ratify the new negotiated contract, which had been recommended to the membership by both the TABCO Board of Directors and the Representative Assembly. As detailed in President Beytin's message, highlights include funding of salary steps and two percent (2%) cost of living increases for the next three years, which also applies to summer school, evening and Saturday school pay, responsibility factor pay, extra duty compensation (EDA) pay, and workshop pay.

The Negotiations Team worked many long hours to achieve improvements in wording and compensation and to hold the line on benefits for all members. Team members include: Mary Frantz (spokesperson), Cedar-mere ES; Pat Holt, Dulaney HS; Eileen Edwards, Dogwood ES; and Leo Weems, Hernwood ES; and consultants President Abby Beytin and Executive Director Bob Anzelc.

Editor's Notes: As we close the Bulletin work out for another school year, a few comments: We endeavor to provide a publication that is both informative and reflective of issues of concern to our members. Thank you to all those of you who have taken the time to share your thoughts with us about the realities of working in BCPS. You keep us honest! Please keep those comments coming. Thanks must be expressed to all of the TABCO support staff members who keep me informed and do the proofing, printing, collating, stuffing and mailing to get the Bulletin out—especially Lisa Levee, Stacie Strickland, and Ray Prematta. The support and help of President Beytin, Executive Director Bob Anzelc and other TABCO leadership are invaluable. *Wishing all of you time to do whatever is important to you this summer!* ~ATL

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an affiliate of the Maryland State Education Association
and the National Education Association

**TABCO TOWERS 305 East Joppa Road
Towson, Maryland 21286-3252
410-828-6403 fax 410-337-7081**

**President: Abby Beytin
Vice President: John Redmond-Palmer
Treasurer: John R. Wilkins Secretary: Lora Zerlaut
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District II ~ Amber Gaede, Vernon Fains, Cindy Sexton
District III ~ Lisa Norrington, Roxann Russo, Frank Soda**

Bulletin Editor: Angela Leitzer bookends68@comcast.net
The Bulletin is published bi-monthly during the school year. Your suggestions and letters to the editor are welcomed. Publication of submitted materials are subject to approval, editing, and/or space availability. Names will be withheld upon request.

Membership Benefits

TABCO MEMBERS are entitled to a free first half hour consultation on a variety of legal matters, including wills, advanced directives and powers of attorney from our endorsed law firm Berman, Sobin, Gross, Feldman & Darby LLP. Summer is a great time to deal with these important items. See the information below.

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MOVIE TICKETS \$8.00

nea Member Benefits for members only

10 Everyday Discounts You're Missing Out On:

- | | |
|---------------------------|---------------------|
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| 9. Event tickets | 10. Plane tickets |

All of these and more are available to NEA/MSEA/TABCO members. Check out special offers on the website and save.

www.neamb.com

TABCO TELEPHONE & EMAIL DIRECTORY office: 410-828-6403 fax: 410-337-7081

ELECTED LEADERSHIP

| | | |
|------------------------------------|----------|-----------------------|
| TABCO President Abby Beytin | ext. 229 | abeytin@mseanea.org |
| Vice President John Redmond-Palmer | ext. 224 | jredmond@mseanea.org |
| Treasurer John R. Wilkins | ext. 223 | jrwilkins@mseanea.org |

EXECUTIVE DIRECTOR

Bob Anzelc ext. 225 banzelc@mseanea.org

UNISERV DIRECTORS

| | | |
|---------------------------------------|----------|-----------------------------|
| Southwest Area: Natasha Eckart-Baning | ext. 235 | neckart-baning@mseanea.org |
| Northwest Area: Ben Forstenzer | ext. 230 | bforstenzer@mseanea.org |
| Central Area: Seleste Odewole | ext. 233 | sodewole@mseanea.org |
| Northeast Area: Danielle Jones | ext. 236 | djones@mseanea.org |
| Southeast Area: Sheila Harte-Dmitriev | ext. 234 | sharte-dmitriev@mseanea.org |

SUPPORT STAFF

| | | |
|-------------------|----------|-------------------------|
| Jacque Gerhardt | ext. 237 | jgerhardt@mseanea.org |
| Lisa Levee | ext. 222 | llevee@mseanea.org |
| Teresa McDowell | ext. 226 | tmcdowell@mseanea.org |
| Kim Melfa | ext. 232 | kmelfa@mseanea.org |
| Ray Prematta | ext. 238 | rpremata@mseanea.org |
| Stacie Strickland | ext. 240 | sstrickland@mseanea.org |

TABCO Office Hours:

**MONDAY—THURSDAY, 9:00 a.m. to 5:30 p.m.
FRIDAY—9:00 a.m. to 5:00 p.m.**

**SUMMER HOURS BEGIN JUNE 20:
9:00 a.m. to 4:00 p.m.**

Raffle, Riderwood ES, Social Workers raise funds for needy BCPS students



Retirement and Recognition Committee Co-chairs Michele Snell and Roxann Russo would like to sincerely thank those individuals or groups who took the time to create baskets or contribute items for this year's Dee Bundy KidCare Raffle, which was held on May 5th at the Annual Retirement and Recognition Dinner.



Former TABCO Presidents Ray Suarez & Mark Beytin are joined by dinner attendees in admiring basket raffle items

Sixty-seven baskets or items were offered at the raffle, created by 22 individuals, 15 schools, and 8 other groups, resulting in raising \$3363 for KidCare. Many thanks to:

Abby Beytin, Cheryl Bost, Nicole Caple, Marcie Cooke, Carol Dann, Natasha Eckart-Baning, Stephanie

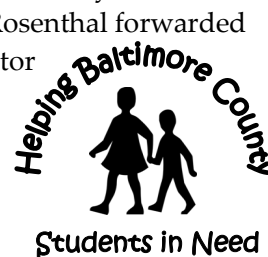
Riderwood ES turns out for KidCare

Under the direction of Principal Kathy DeHart and Faculty Advisors Lynn Bollinger, Grace Martin, Marie McDonnell, and Laura Wingate, the students and staff of Riderwood ES raised an impressive \$1000 donation for KidCare. Using Guarding the Gold and Boxtops 4 Education projects, these fine educators modeled caring for others through this effort to assist less fortunate BCPS students. They plan to continue these projects in the coming year, so even more students will be helped to be ready for school through their efforts! Many thanks!

BCPS Social Workers caring for kids

The social workers of Baltimore County Public Schools held a fundraiser in order to contribute a donation of \$250 to the worthy cause of helping needy students in our system come to school ready to learn.

Representing the group, Jill Rosenthal forwarded the funds to KidCare administrator Lisa Levee at the TABCO office. We thank this caring group for showing their support in a practical way!



& Kevin Foy, Angela Leitzer, Lisa Norrington, John Redmond-Palmer, Melinda Rich, Seth Rich, Roxann Russo, Jane Sacks, Michele Snell, Frank Soda, Stacie Strickland, Kathy Vananzo, Chrissy Watts, John R. Wilkins, Lora Zerlaut.

Arbutus ES, Battle Monument, Bear Creek ES, Cedar mere ES, CASE, ESPBC Board of Directors, Girl Scout Troop 1402, Harford Hills ES, Hebbville ES, Jacksonville ES, Loch Raven HS, Middleborough ES, Middleborough ES PTA, Old Court MS, Pine Grove MS SADD Club, Powhatan ES, Seneca ES, Southwest Infants and Toddlers, Summit Park ES, TABCO/MSEA UniServ Directors, TABCO-Retired Committee, TABCO Secretaries, Villa Cresta ES.

NOTE: Many of these folks expended significant time and money to contribute multiple items for the raffle; as a result, many BCPS students will be helped!

RATE REDUCTION

for MSEA Members

California Casualty now offers

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You are eligible to take advantage of the unprecedented, members-only savings... even if you've quoted with us before.

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"Getting real" (from page 1)

President Obama said, "And people wonder, how come Obama has not got this or that done? In 2014, only two out of five Americans turned out [to vote]. You do not think that made the difference in terms of the congress I have got to deal with? You do not think that made a difference? What would have happened if you turned out at 50%, 60%, 70% all across this country? People try to make this political thing really complicated. Oh, what kind of reforms do we need and how do we have to do that? You know what? Just vote. It is math. If you had more votes than the other guy, you get to do what you want. It is not that complicated."

Undeniable, though I don't think that doing one's civic duty (yes, there is still such a thing as civic duty) by voting is enough by itself. If the craziness around us is to be prevented from deteriorating into dystopia, it requires each of us to take a hard look at our own values and the ways in which our actions support these, and then to make strategic choices from now on to bring about the reality in which we want our students and our own kids to live.

As he addressed the outgoing college graduates, Obama said, "You have to go through life with more than just passion for change. You need a strategy. I will repeat that. You have to have a strategy. Not just awareness but action. Not just hash tags, but votes. You see, change requires more than talking, it requires a program and organizing." Also known as putting your money where your mouth is. The importance of this concept is something that I learned when I became involved with TABCO so many years ago--and what motivates me to keep working for the association as a retiree.

There is a lot of scary talk going on during this election cycle, so much so that a common conversation among many people is about what country they will flee to after the election. These are joking comments...mostly, but there is some real fear underlying the jokes.

A few years ago, a well-known "personality" made a cynical observation about the themes of hope and change that were hallmarks of the Obama campaign, saying, "How's that hopey, changey stuff working out for ya?" It was greeted with glee by those who were instrumental in blocking both hope and change. My own delayed response to the question is: I am still full of hope for change. I hope that elected leaders stop talking *about* each other and start talking *to* each other, to bring about change in the tenor of the national conversation. I hope that the atmosphere of anger and separation is replaced by cooperation, and that the dysfunction of the past few



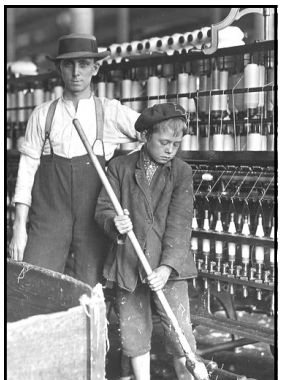
years doesn't drive us into such discouragement that we allow ourselves to lose hope.

I could not have been a teacher without a belief in hope and change; without the hope that every student could succeed and that education could bring positive changes in their lives.

I continue to have hope that the generation succeeding mine will change the world for the better—a hope that is sustained by people like Sean McComb, one of Patapsco High School's finest, who became National Teacher of the Year, and then came back to continue working with BCPS students; people like my daughter, a sixth-year music teacher who is passionate about both teaching her content area and leading her Faculty Council, and who said about teaching in difficult circumstances, "I am doing what I am supposed to be doing." The young teachers who received "Rookie Recognition" awards at the recent retirement & recognition dinner personified hope, as they said things like, "This is my dream job," and talked about their enthusiasm for teaching and their respect for their colleagues.

"Union" is both a thing you belong to and a concept to live by—a concept of hope that by joining together we can organize a pathway to a better future. My grandfather, whose circumstances forced him to start working in a cotton mill at the age of ten, but whose situation did not deter his hope for changing working conditions for himself and others, would be astonished to learn how many of us willingly give up the opportunity to influence the outcomes that affect our lives.

We have the responsibility to get real about the choices and our part in making the right ones. Now more than ever, nothing good can come of sitting on the sidelines, watching to see how things turn out.



PLUGGED-IN association connections

TABCO Committee Spotlight: Sick Leave Bank

One of TABCO's most committed groups, the members of the Sick Leave Bank (SLB) meet twice a month to consider requests for use of the bank days by those who have serious medical circumstances extending beyond their personal accumulated sick leave. Current members of the SLB committee include retirees Mary Connors and Claire Greenhouse, as well as Kathie Walasik, who bring their expertise to the job of evaluating the requests. TABCO staff members Kim Melfa and Danielle Jones also work with the SLB.

The committee reminds us that the enrollment period runs from **July 1st to September 30th** each year. Employees must be in at least their second year of employment to be eligible to join the SLB. Once enrolled, membership continues from year to year. Those who are unsure whether or not they are enrolled should contact Kim Melfa, kmelfa@mseanea.org, to inquire. This is an important benefit in the event of catastrophic illness or pregnancy.

Employees contribute a portion of their sick leave to the bank in order to be a member. Those with *0-120 days of accumulated sick leave contribute 1.5 days; 121-180 days of accumulated sick leave = 1-day contribution; 181 or more days of accumulated sick leave = .5 (half) day contribution.* Applications and further information are available on the TABCO website.

AFLAC insurance can provide another layer of protection and help pay for medical expenses, including maternity benefits. For information and to apply, www.aflac.com/tabco



TABCO SCHOLARSHIPS AWARDED

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

- Kayla Wittman of Patapsco High School: Cooper Memorial Scholarship, \$500.00
- Kerry Nobles of Churchville Christian: Edward Guy Stapleton Memorial Scholarship, \$500.00
- Olivia Ebey of North Harford High School: M. Ellen Logan Memorial Scholarship, \$500.00



100%

NOTHING is more important to the strength of the association than a dedicated building leader—Association Representatives are our Superheroes!

We thank and honor these

reps and/or combination of reps whose attendance at this year's Representative Assemblies equaled 100%: Arbutus ES—Sharon Shumway; Carney ES—Sonja Floyd; Cedarmere ES—Mary Frantz; Chase ES—Shauna Kieff; Chesapeake Terrace ES—Donna Simmons; Dundalk MS—Kathy Bullock; Essex ES—Crystal Collins; General Stricker MS—Christina Watts; Hebbville ES—Capathia Campbell; Hereford HS—Charles Fluharty; Kenwood HS—Chris Gauthier; Lansdowne ES—Ann Triola-Smolinski; Mars Estates ES—Kim Soloman; Old Court MS—Winston Gray; Padonia ES—Kim Mari; Perry Hall MS—Tammy Mills; Pikesville HS—Joe Schmitz; Pot Spring ES—Justine Fritz; Reisterstown ES—Laurie Taylor; Ridgely MS—Christine Beard; Sandalwood ES—Lancy Cash; Sparrows Point MS—Toni Parry; Summit Park ES—Mary Herring; SW Infants & Toddlers—Susan Cohen; Villa Cresta ES—Corela Tamagnini; Wellwood ES—Brian Cooper!

Sites with 100% via more than one rep: Bear Creek ES; Chesapeake HS; Elmwood ES; Franklin ES; Jacksonville ES; Loch Raven HS; Middleborough ES; Pleasant Plains ES!

Association Rep Checklist

- Hold elections for 2016-2017 Faculty Council and Association Reps
- Send your election results to TABCO
- Remind members about the open enrollment period for the Sick Leave Bank
- Set up a distribution list of members in your building to facilitate forwarding emailed information
- Mark your calendar for the **Association Rep Training & Representative Assembly: Friday, August 19**
Sheraton Baltimore North (Towson)
Registration/breakfast—7:30 to 8:45
Training & Rep Assembly—8:45 to 1:00
Lunch—1:00 to 2:00

Meet TABCO's new UniServ Director

My name is Sheila Harte-Dmitriev and I am the newest UniServ Director at TABCO. I'm originally from southwestern New York (Lakewood) where I grew up with a dad who was the president of the Jamestown Teachers Association, an organizer and one of the founding fathers of NEA/NY. Consequently, I had a life-long exposure to the teacher union world.



After receiving my BA in International Affairs/Russian from the University of Colorado, I ended up living and working for three years in the former Soviet Union where I met and married my husband, Vladimir (Vlad).

Upon settling back into life in the U.S., I completed my MA in Secondary Russian education and began my teaching career shortly after. I taught 7-12 Social Studies and Russian in a rural, K-12 district in my home county called Clymer Central. Throughout my 16 plus years at Clymer, I remained active at the local, state and national association levels, having served as local president and on the board of directors for NEA/NY.

Although I still enjoyed teaching I decided I wanted to advocate for my colleagues on a full time basis and to that end I went to work for NYSUT as an organizer where I organized three new locals and assisted in many other organizing projects. After two years with NYSUT, I decided I wanted to get back to NEA and so for the past 4.5 years I have worked as a UniServ Director for Kansas NEA. A desire to be closer to my family and back to a stronger union culture helped bring me to TABCO.

I have two sons—Aidan will be a senior at the University of Kansas where he is majoring in Microbiology and Declan will be a high school freshman this fall. I enjoy traveling, exercising and watching sports, particularly hockey (Declan will be playing travel hockey for the Baltimore Stars this upcoming season). I look forward to working with you!



Sheila joins the TABCO UniServ team: Seleste Odewole, Natasha Eckart-Baning, Danielle Jones and Ben Forstenzer



Finding a "Pathway to Retirement" (and beyond) with TABCO-Retired (TABCO-R)

Hundreds of BCPS employees are retiring this year—and some of them were helped along the path to a more informed and satisfying life after retirement at the TABCO-Retired "Pathway to Retirement" Information Fair. Dozens of potential and current retirees met at the Garden Room at Oak Crest Village for a light meal after school and the opportunity to interact with representatives from the BCPS Office of Benefits & Retirement, as well as a variety of financial and legal experts, lifelong learning programs, and senior services available through Baltimore County agencies. Quite a few attendees went home with door prizes donated by committee members, First Financial Federal Credit Union, Integrated Financial Solutions, and Berman, Sobin, Gross, Feldman & Darby LLP.

If you are retiring this year, an important first step in maintaining a connection and staying informed is joining TABCO-R. This year's retirees will receive a mailing from TABCO-R in June, with a membership application, but can join without delay by going to the MSEA website at this web address:

<http://www.marylandeducators.org/retirees>

Note: You may also receive a mailing from a group called Maryland Retired School Personnel Association (MSRPA)—this group is NOT affiliated with TABCO, MSEA or NEA. It is an affiliate of AARP. While you may choose to join it, please know that it will not provide a connection to the Association.

TABCO-Retired members receive newsletter mailings, invitations to members-only events, informative email communications and the regular publications sent out by MSEA and NEA to retired members.

Members are also eligible to run for election as MSEA & NEA convention delegates; get liability insurance for up to 30 days of substituting, and have access to NEA member benefits programs.

THANKS! TABCO ACTIVISTS RETIRE

Each year, we ask retiring members who have been particularly active in the association to share some personal notes with us, as we honor their service and say farewell to these folks who made a difference.



Christine Beard

I have been a library media specialist for my entire career. I am a proud product of BCPS, Milford Mill, class of '67. I taught at Stemmers Run, Deep Creek, Woodlawn MS, and finally Ridgely MS. I also taught in Cecil County for seven years for a grand total of 45 years. My first faculty, like many others,

selected their building rep from volunteers. As an active volunteer in high school and college, it seemed natural to serve as a building rep. In those first seven years, I worked on our first political action campaign, served on various committees, and the Board of Directors.

Joining BCPS, I switched my membership to TABCO and have served as a building rep in all of my schools. I chaired Teachers' Rights and worked on many different committees. I can't count how many rallies there have been over the years. I served on the Board of Directors and then three terms as TABCO Vice-President. I have served as a delegate to the annual MSEA and NEA conventions for many years. I am already a lifetime member of NEA-Retired/MSEA-R/TABCO-R.

A great-aunt of mine used to say to her children, "If you don't, who will?" I guess I felt that I could offer something to my profession and my colleagues through association work. Yes, there have been many meetings. But, information learned has been shared to the benefit of many colleagues: a teacher who was able to buy back time and retire instead of resigning, thus keeping health benefits; a teacher with more than seven years of service who took a one-year leave of absence instead of resigning to move out of state, thus was able to return to BCPS when things didn't work out; teachers who have joined the TABCO Sick Leave Bank, never thinking they'd have to use it; teachers who didn't know about Flexible Spending Accounts for Health and Child Care; and hundreds of other questions I have answered.

I believe in public education with all of my heart, but it's being ripped apart as I hear from young teachers who say they cannot continue in this wonderful profession, to which I have dedicated my life. The pendulum is moving too far to one end: more work is added to our plates, nothing gets removed, we are being held accountable for things we have no control over, testing disrupts instruction, and teaching just isn't fun anymore.

Get involved in TABCO. Keep an eye out for me on Election Days, I'll be there passing out the Apple Ballot. With your help, we can make the pendulum swing back in the other direction.



Edward Kitlowski

I taught in three schools, Sparrows Point Middle, Loch Raven High School and Kenwood High School. At each school, I was a TABCO representative and on the Faculty Council. I have felt strongly that teacher advocacy starts at the school level. I encouraged teachers to participate in rallies, board meetings and work to rule periods.



In 1992, there was a rally in Towson in which I played my bagpipes and had co-workers carry signs. It made the front page of the Sunpapers. I have played the pipes at many other events. At the time of No Child Left Behind, I initiated a national letter writing campaign to Mr. Bush. From this, I received a written response from both the Secretary of Education and President Bush. The initiative received coverage in the Sun. I met with Rep. Gilchrist who led congressional pressure to alter the law. I later served as Co-Chair of the MSTA Committee on NCLB on which Abby Beytin also served.

When Dr. Berger was superintendent, I was on the committee that planned for the inclusion model of teaching. When congress was preparing to reauthorize IDEA, I participated in the information gathering sessions in Washington.

I was Chairman of TABCO's Special Ed. Committee and was part of the team which led to the independent evaluation of BCPS' Special Education service delivery. Last year, I was part of a team that created a report for NEA on accountability in education.

Editor's Note: We are indebted to Ed for a two-part essay that he researched on student behavior, "I Serve my Country; I Teach Public School," which was published in two parts in our first two Bulletin editions this year. Also, see below for information that Ed forwarded to us about an opportunity for political action this summer.

SAVE OUR SCHOOLS MARCH WASHINGTON D.C. ~ JULY 8

"The rally will be on the steps of the Lincoln Memorial on Friday, July 8. This is the day after the National Education Association Rep Assembly ends, so several thousand teachers will be in town. We will hear from Diane Ravitch and Jonathan Kozol again, but there will be new voices as well. New York principal Jamaal Bowman, professor Denisha Jones, Ruth Rodriguez, Bishop John Selders, the Youth Dreamers, Jesse Hagopian, Gus Morales, Brett Bigham, United Opt Out, Julian Vasquez Heilig, and Yohuru Williams will all be there." Those interested in more information can find it at: <http://www.livingindialogue.com/save-schools-time-march-summer/>



John R. Wilkins
Treasurer

Sound fiscal practice supports programs

The TABCO Audit Report for fiscal year ending August 31, 2015 states that TABCO has met all the general accounting standards and principles. Once again, the audit report contains no recommendations or suggested changes to our current practices.

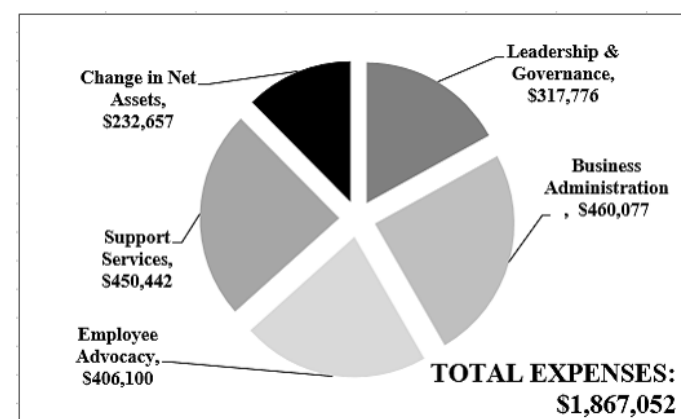
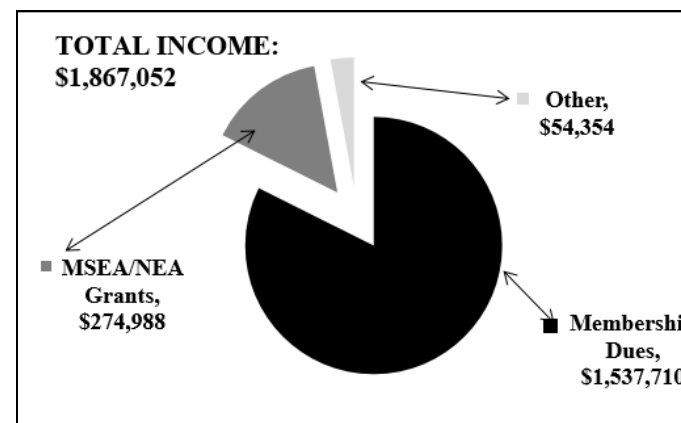
Workload, testing and teacher evaluations continued to be the focus of the association as more was asked of teachers during the school day and beyond. TABCO held focus group meetings with segments of the membership. These included meetings with the speech/language pathologists and school nurses. While some improvements in the curriculum have been noticed, there is still a significant amount of work to be done in that area.

The Peer Assistance and Review program grew during this year, adding teachers beyond their first year who would benefit from extra assistance to build stronger "teacher skills" and be able to remain in the profession.

TABCO continues to support all members by pro-

viding a number of workshops. The Instruction and Professional Development Committee held workshops on classroom management using the "Yes, I Can" model developed by the NEA, and on parent conferences. Minority Affairs has been offering workshops on helping teachers build stronger relationships with students with the goal of increasing student achievement and developing community classrooms where everyone feels supported and respected. Our SPARKS program for new teachers held two sessions this year. A similar workshop, called Re-ignite, is being planned in the future for teachers who are beyond the five year time frame. Watch for more information if you are interested in this idea.

Your officers, board of directors, association representatives and staff provided input for the continued sound allocation of TABCO resources throughout the year. Questions and comments may be directed to me, or our Executive Director, Bob Anzelc. As always, a complete copy of the financial review and audit is available for members to read at the TABCO office. Thank you for allowing me to serve you as the TABCO treasurer again this year.



The 2016 New Teacher Orientation (NTO) will be held at Perry Hall High School, beginning on August 9th. TABCO needs the help of our members to welcome our new teachers, engage with them about the importance of membership, and to also build relationships with our new colleagues.

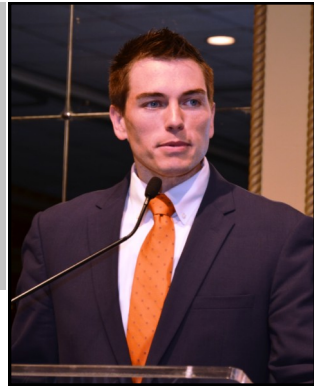
We are asking members to volunteer for a shift from 6:45-10:00 (a.m.) or from 10:00-2:15, on both August 9th and 10th. Please email Vice President John Redmond at jredmond@mseane.org, or call the office at 410-828-6403 and leave a message for John. We look forward to seeing you as we welcome our new colleagues!

"Volunteers do not necessarily have the time; they just have the heart."

-Elizabeth Andrew

55th Annual Retirement & Recognition Dinner

Keynote speaker Sean McComb emphasizes theme of teacher appreciation



Clockwise from top:

Keynote Speaker Sean McComb; Sean, Abby Beytin & Superintendent Dance share a humorous moment onstage; Rookie award winner Stephen Durst shows the "long and short" of a photo op; Retiree Elva Venzke tops the list with 46 years of service to BCPS; TABCO-R Committee member Cindy North welcomes retiring Christine Beard to the "club;" TABCO Board members Lora Zerlaut and Jane Sacks toast the occasion.



The annual "graduation" ceremony for retiring educators and presenting of awards to those nominated by their peers for special recognition was, as always, a festive and happy event. Betty Weller and Cheryl Bost of MSEA, County Executive Assistant Orrester Shaw, and BCPS Board of Education Chair Charles McDaniels Jr. joined President Abby Beytin, Superintendent Dallas Dance, and ESPBC President Lila Merenbloom in bringing greetings.

Committee Co-chairs Roxann Russo and Michele Snell, their committee members, TABCO Secretary Stacie Strickland, Executive Director Bob Anzelc and TABCO UniServ Directors worked to keep things running smoothly, while dinner attendees showed great interest in vying for bountiful baskets with raffle tickets that benefited KidCare. For the second year, members of the new retiree organization, TABCO-R, were on hand to welcome colleagues to their ranks.

Among the highlights of the event:

- 2014 National Teacher of the Year Sean McComb gave a relatable, touching and funny keynote speech about the ways that he appreciates the work of education;
- Recently retired UniServ Director Ray Suarez was surprised with the TABCO Leadership Service Award—only the second recipient of this prestigious award (Cheryl Bost received it in 2011).
- Rookie Recognition Award and TABCO Recognition Award winners expressed inspiring comments about their commitment to education.

Recognition Committee Co-chairs Roxann Russo & Michele Snell presented the TABCO Leadership Service Award to Ray Suarez in honor of his many years of dedicated service to the association.

ESOL teacher Janet Chao, on being asked how many languages she knows, "Simply, I know the language of love."



Visual Arts Coordinator Linda Popp's retirement plan: "Stay fit, make art, travel the world, eat good food & drink good wine!"



"In honor of your service" ~2016 BCPS retirees celebrate



Those who chose to take advantage of the invitation to celebrate their retirement at the annual dinner, with their years of service: 46-Elva Venzke, 45-Christine Beard, 41-Margery Bowers, 41-Linda Popp, 39-Nancy Helen Gerace, 38-Sandra Shenk, 37.4-Cheryl Burkett-Berryman, 37-Angela Tanner, 35.4-E. Farrell Maddox, 35-Evelene Yingling, 34.8-Karen Shannon, 33-Lois Dukes, 32-Joanne Perlin, 31-Deborah A. Paris, 30.6-James Kuhlman, 30.5-Rhonda Sonneborn, 30-Fran Gustin, 30-Linda R. Henderson, 30-Duane A. Johnson, 30- Edward Kitlowski, 30-Gloria LaShier, 30-Rebecca McClure, 30-Betty A. Pettiford, 30-Odessa Scott, 29.5-Virginia Peck, 25-Lois M. Brooks, 24-Laverne Elliott, 24-Patricia Ryan, 23-Dorothy Bonnet, 23-Nancy Fishel, 23-Johanna Smith, 21.5-Sammie Clark, 21.4-Gwendolyn Hicks, 21-Sharlene Frazier, 21-Susan Stagge, 20.3-Mary Ann Glass, 18-Janice M. Washington, 17-Susan Zerofsky, 16-Anne Phillips, 14-Susan Miller, 13-Linda Haller, 13-Denise Mason, 13-Dr. Isetta G. Melton, 11-Betsy W. Hertzog, 10-John R. Dukes Sr., 10-Daniel Tepper,

Best of the best! ~ Rookie Recognition Awards, TABCO Recognition Awards, TABCO Leadership Service Award, ESPBC Paraeducator of the Year



AWARD WINNERS—Back row, left to right: Kathleen McKinney, Diane Acosta, Stephen Durst, Mary Ann Nietubicz, Ray Suarez, Galen Cunningham, Michelle Tyrell, Brandi Whitecotton, Megan Thomas, Linda Popp
Front row, Left to right: Phoebe Slocum, Rebecca Schiavone, Kirby O'Neill, Lydia Neher, Janet Chao, Cecilia Hedding, Katrina Kirton-Sherrod, Bea Tener Hogan. (Retiree Janice Washington at the end of the row)
Award winner not pictured: E. Farrell Maddox