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A PUBLICATION OF THE MARYLAND STATE TEACHERS ASSOCIATION • AN NEA AFFILIATE



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Celebrate

BLACK HISTORY MONTH



MSTA Elections Special Section
Meet Your Candidates:
MSTA Board, NEA Board,
Delegates to NEA Convention

Legislator Interview
Delegate Anne Healey
Prince George's County

Black History Month
Getting ready for the
Brown v. Board 50th Anniversary



Pat Foerster, President

In accepting the NEA Foundation for the Improvement of Education Award for Outstanding Service to Public Education, Dr. Mary Hatwood Futrell, former NEA president and current dean of the George Washington University Graduate School of Education and Human Development, said that a quality education begins with a qualified teacher in each classroom. We agree. Every child needs and has the

right to expect the system to provide them with a certified, competent, and caring educator every year.

Parents and the public regard credibility and integrity as two essential characteristics for leaders and educators. We are expected to carry on with mandates requiring a breadth of skills few professions broach yet are under constant threat of inadequate funding and salaries. Our students are expected to rise to new heights without the support of clearly identified and secure resources to meet them.

Considering the high expectations we have for every child and the needs of so many of them, this is not the time to suggest lowering the standards for teacher certification in this country. It seems unproductive to suggest that the group deemed among the *most trustworthy* by the public in poll after poll, year after year, *lower* the standards by which they become professionals.

No one has more eloquently railed against the insulting gimmick of programs like "Passport to Teaching Cer-

tification" than our NEA president, Reg Weaver. Weaver said that it makes absolutely no sense to raise standards for student achievement while considering lowering the standards for teachers entering the profession. Asking new or ill-prepared teachers with no pedagogic training to do what we know is difficult at best and impossible at worst is an insult to them and to us.

Anyone who has seen the rigors of the National Board Certification program knows that only the very best teachers can attain this recognition.* To consider substituting a less rigorous program like the one the American Board for Certification of Teacher Excellence (ABCTE) is proposing is an affront to every teacher who has, or aspires to, National Board Certification. Reg Weaver calls the ABCTE proposal a sham and I wholeheartedly agree. As for Maryland's National Board Certified Teachers—all 334—we are very proud of you!

Whether we are talking about the *Bridge to Excellence* or *No Child Left Be-*

hind, it is a mockery to think anything will happen by lowering certification standards or not funding what has been deemed essential by elected officials. The leaders handing down these mandates are failing to provide a reliable source of revenue to reach them. Our great frustration continues.

Many thanks to everyone who supported full funding of public education at the January 26 Rally to Support Public Schools. Please continue where the rally left off: Send letters, emails and make phone calls to your legislators. Make your message clear: Students count on us! ❖

*See pages 12-13 for more on National Board Certification.

WHAT DO YOU THINK?

Write Pat: MSTa, 140 Main Street
Annapolis, MD 21401
Email pfoerster@mstanea.org

ACCESS

When you need help or have a suggestion, contact your Association Rep at school or:

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ActionLine is published for Shelby Clendaniel and 60,000 other members of MSTa. Shelby teaches general music and band at Sandy Hill Elementary School in Dorchester County.



LEGISLATOR INTERVIEW

Anne Healey, Prince George's County

Delegate Anne Healey's former career as a journalist reveals itself whenever the ill-prepared sit down in front of the House Ways and Means Committee. If witnesses approach the committee with a proposal more efficiently dealt with outside the busy hearing rooms of the Maryland House of Delegates, Delegate Healey is sure to let them know.

As vice-chair of the powerful Ways and Means Committee, Healey's probing, don't-stop-until-you-get-the-answer questioning style has sent many witnesses back to their offices trying to figure out what happened to their dream legislation.

Healey came to the House after serving as a member of the Hyattsville City Council. A career journalist before running for delegate in 1990, Healey was a reporter and later editor for two Prince George's County newspapers. Since 1997, Healey has been vice-chair of the House Ways and Means Committee. She also serves on the Rules and Executive Nominations and Spending Affordability committees.

What caused you to seek election to the Maryland General Assembly?

A couple of things came together for me. Anne MacKinnon had been the delegate from our district and she resigned to take an appointment on the county council. I had thought about running for office for a long time, but I was very happy with the incumbent. It wasn't until there was a vacancy that

I really started to consider office and step up.

Basically, I view my job as community service. I was on the city council in Hyattsville and I saw the opportunity as a delegate to serve a larger community. I really like getting to know my constituents—I like talking to people, I like campaigning, and I like knocking on doors.

Some people don't like to knock on doors, but I do. In a year like 1994, when I had a tough race, I would get discouraged. I would go out and knock on doors for a few hours and I always ended up feeling better because I got such positive feedback. Because I really love my community, I enjoy my work.

Did your background help you become more connected with the issues and the people in your community?

Yes. I was editor of *The Prince George's Post* and *the Prince George's Post Sentinel*. I became much more interested and involved in local issues in Prince George's County and the Hyattsville area. That definitely gave me a lot of insight. I got to meet and got to know a lot of the people who

were leaders in the community. Even more so, I think my career as a journalist taught me how to ask probing questions and to keep asking the questions until I got an answer.

That's kind of my role on the committee. When we have witnesses come up, I try to be sure I don't let them get off the hook.

What issues drove you early in your career as delegate?

In terms of issues, my main areas of interest were education, economic development, and senior citizens. These are meat and potatoes issues that affect people in their daily lives, plus the opportunity to do constituent work. I really like helping people.

Do you feel like the House Ways and Means Committee that you serve on is a good fit for you?

Absolutely! I've been on this committee since I got here. When I got here in 1991, I had to look around here to see what options there were. At that time, I considered Environmental Matters because in 1990 the hot issues of the time had to do with the environment. But Paul Pinsky was already there.

I looked at what was available and I wanted to do what was best for my district. I thought that meant we should spread our three delegates among three different committees. I chose Ways and Means, then Economic Matters because we didn't have anyone on either one of those.

I got my first choice, which was Ways and Means. It's been a great fit. It's also been a very steep learning curve. I got here in the middle of an economic crisis. I got here in 1991-92 and we are kind of seeing it all over again now.

The learning curve was *really* steep, which I enjoy. I like learning new things and doing something important. I became an expert on tax policy. I didn't start out like that, I started as an English major.

This is the best education you can get—working as a legislator in Annapolis. You learn so much so fast because it comes from all different sources. You talk to a lot of people and you get a lot of information to absorb. Being able to digest a large amount of material very quickly and come out with what's really important and working on deadlines is exciting. It's what I enjoyed



about working on a daily newspaper. It's really been great.

We didn't have education policy in Ways and Means when I first got here—it was in another committee, which no longer exists. They reshuffled subject matter several times and we finally got education policy, which I understand our committee had some time ago. It's fascinating to be involved in education policy because of its high importance and it gives us as a committee an opportunity to get into a policy area that isn't just dollars and cents.

Now we can look at more than just a fiscal picture; we can have a real impact on critically important policy. We had all kinds of really fascinating bill hearings on education policy, like whether or not we're going to have phonics or the Irish potato famine mandated in the curriculum.

The decision is essentially to let professionals deal with those kinds of issues unless it rises to a level where there's a problem. If there's a problem, then it's our obligation to step in.

We don't like to do that; we like people to settle their own disputes.

What are your plans for this session?

I might go back to some of the issues I've worked on in the past, but I really want to be free to work on what I consider to be the most important issue: full funding for the *Bridge to Excellence in Public Schools Act*.

I've committed myself at home and everywhere I go to tell people that I'm willing to do whatever it takes to make that happen and to work with anyone who will work with me. I want to keep

MSTA's postcard campaign nets more than 17,000 mailed messages to lawmakers supporting full Thornton funding!



Postcard campaign takes off in Western Maryland! Members in Allegany County mailed more than 1200 postcards to their legislators and Governor Ehrlich supporting funding for Maryland's public schools. Pictured left to right: Bev Mohler, president, Allegany County Educational Services Council; Art Isom, 2nd vice president, Allegany County Teachers Association (ACTA); Lou Petronella, MSTA; Valeria Arch, ACTA president; Deborah Pappas, 1st vice president, ACTA; Steve Benson, MSTA; John Riley, ACTA.

Legislator
continued on page 15

Check these Dates

Note: Items in italics reflect important dates in the General Assembly Session and progress of funding for the Bridge to Excellence in Public Schools Act.

February 2004

- Black History Month
- Chinese New Year
- 2 *20th day of General Assembly*
Final date for Governor to introduce the budget bill
Monday night legislative briefing at MSTA headquarters
Call 800/448-MSTA for more information
- 7 MSTA Organizing for Great Public Schools Program
- 9 Monday night legislative briefing at MSTA headquarters
Call 800/448-MSTA for more information
- 10 MSTA East
- 11 National Board Certified Teachers, Reception
- 12 Urban Bargaining
Abraham Lincoln's birthday
- 13-14 NEA Board of Directors
- 14 Valentine's Day
- 15 President's Day
- 16 Monday night legislative briefing at MSTA headquarters
Call 800/448-MSTA for more information
- 20-21 MSTA Board of Directors
- 23 Monday night legislative briefing at MSTA headquarters
Call 800/448-MSTA for more information
- 25 MSTA Joint Governance & Staff Meeting
Local President's Advisory

National Middle Level Education Month
Youth Art Month

- 1 Monday night legislative briefing at MSTA headquarters
Call 800/448-MSTA for more information
- 1-5 National Schools Breakfast Week
- 2 Primary election day
- 3 *50th day of General Assembly*
The Joint resolution for full funding of the Bridge to Excellence in Public Schools Act must be approved.
- 6 Membership Organizing Workshop
- 8 Monday night legislative briefing at MSTA headquarters
Call 800/448-MSTA for more information
- 9 MSTA East
- 10-14 NEA ESP National Conference
- 11 Urban Bargaining
- 15 Monday night legislative briefing at MSTA headquarters
Call 800/448-MSTA for more information
- 17 St. Patrick's Day
- 19 MSTA Board of Directors
- 20 MSTA General Council
First day of spring
- 21-27 National Poison Prevention Week
- 22 Monday night legislative briefing at MSTA headquarters
Call 800/448-MSTA for more information
- 26-27 Leadership in a Changed Environment Workshop
- 29 Monday night legislative briefing at MSTA headquarters
Call 800/448-MSTA for more information

March 2004

- MSTA Focus on the Fund for Children and Public Education
- National Women's History Month
- Music in Our Schools Month

General Assembly 2004

Carrying the message

Whether you're talking about the dire need for full funding of the Bridge to Excellence for Public Schools Act, your pension, or your workload, there are effective ways to carry your message to your legislators. Here are some tips from MSTA's lobbying staff.

Personalize the issue

We bring more force to the arguments we make when they are grounded in the real experiences of teachers, students, and schools.

Connect with what matters to people

Think about who your "audience" is and emphasize the points and examples that will move *them* as opposed to emphasizing and giving examples of what you are most interested in.

Think small

People understand school issues in small parts that are related to them, not in global, or even statewide, terms.

Speak in threes

Effective speakers use the "rule of three" when giving examples because less than three seems insufficient to illustrate, and more than three examples is confusing.

Draw oppositions

Clearly define our position both in terms of what we're for and what the alternatives are. By drawing stark contrasts, our message will be more effective.

Use rhetorical questions

Do you really believe that teachers stopped teaching values? Why would we want anything less than a certified teacher for every child? Why isn't accountability a good thing for everyone? Don't we all want top quality public schools?

Children, quality, and the future

Everything we do and care about can be expressed in those terms. Try to associate those topics with specific issues that are a matter of public debate. What would the impact of any proposal be on children, quality, and the future?

The FUND

MSTA Fund for Children and Public Education

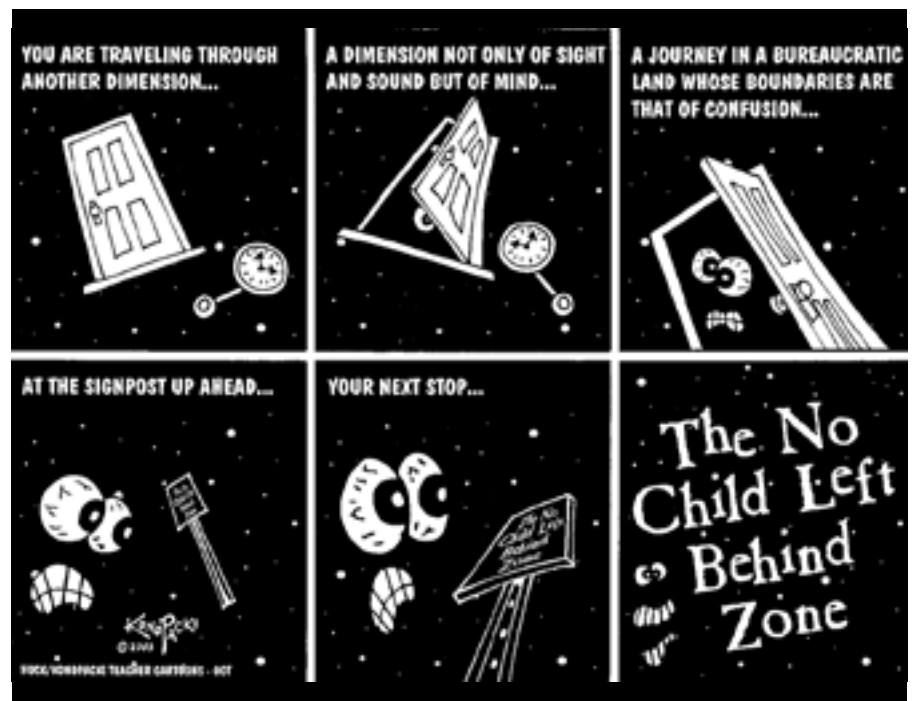


I give to the MSTA's Fund for Children and Public Education because ...

... "I think it's important to put our money where our mouths are. If you want action, you've got to be a player. By contributing to the Fund, you become a player."

Member: Teresa Dudley
Rogers Heights Elementary School, Prince George's County, 4th grade teacher
Member since: 1999, her first year of teaching

Teresa is a member of the MSTA Task Force on Pension Enhancements.



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MSTA ONLINE WWW.MSTANEA.ORG

VOTE! **Be a Player! Vote!** **MSTA Election 2004!**

The influence of 60,000 members can change things!

MSTA Election 2004 Vote for your leaders!

NEA Director ■ Board of Directors
Delegates to the NEA
Representative Assembly

Your 2004 MSTA/NEA election ballot will be delivered to your school MSTA representative. Be sure to review this special MSTA Election 2004 supplement carefully and use it as a guide to electing the representatives of your choice.

*Complete your ballot and return it to your Association representative or mail to:
MSTA Elections
PMB #181
3 Church Circle
Annapolis, MD 21401-9793*

*The deadline for receipt of your completed ballot at Intelliscan, Inc. is **Friday, March 5, 5 p.m.** Postmarked dates do not apply—**ballots must be received at the above address by the March 5 deadline.** Do not send ballots to MSTA headquarters or any field office.*

For additional ballots

Association representatives should contact the MSTA Center for Business, Policy and Operations, 800/448-MSTA, or FAX a request to 410/263-3605.

A note for retired members

Candidates running for NEA Delegate/Retired will receive a special ballot devoted to the MSTA Board of Directors and NEA State Retired Delegates election in the mail.

Fairness counts

No member or candidate may ask any staff person of MSTA, including associate staff, building supervisors, professional staff, UniServ staff, or managers to assist with a campaign or campaign materials in matters relating to an MSTA internal election.

Questions?

Contact Trish Bendler or Tyrone Holmes, co-chairs, MSTA Nominations and Credentials Committee, 800/448-MSTA, or Susan Russell, MSTA Chief Counsel/staff liaison, Nominations and Credentials Committee, 800/448-MSTA; FAX 410/263-5730.

Candidates for MSTA Board of Directors

Vote for up to four



Terry Borneman
School Westminster East Middle
Position Teacher
Local Carroll County Education Association. MSTA member 32 years. NEA member 32 years.

Association positions: **LOCAL** Vice-President, Government Relations Committee Chair, Executive Board. **MSTA** Board of Directors, Convention Arrangements Committee, Budget Committee. **NEA** Convention Delegate, **NEA** Mid-Atlantic Fund for Children and Public Education Co-Chair, New Business Committee.

Look at what is happening to our profession. The overwhelming workload, the bottom of the barrel pension system, the possible inadequate funding for the Thornton Commission and the burdens of the federal ESEA "No Child Left Behind Act." We, as teachers and ESP, need to fight to reduce the excessive paperwork, raise our pension, get full Thornton Funding and amend the federal act. We need to take a stand and get back to the majority of our time being spent helping develop our future—the children we teach. Vote Terry Borneman to be your voice on MSTA Board of Directors.



Charles Burt
School Northwestern High
Position Teacher
Local Prince George's County Education Association. MSTA member 6 years. NEA member 15 years.

Association position: **LOCAL** Board member, Government Relations Committee, Liaison **MSTA** Fund for Children and Public Education Coordinator. **MSTA** General Council, Legislative Committee, MSDE High School Assessment Standards Setting Tech Member. **NEA** Bullying & Sexual Harassment Prevention/Intervention Training Cadre

As a member of NEA's bullying prevention cadre, CHARLES BURT is an advocate for some of our most at-risk students. As PGCEA's coordinator of our Fund for Children and Public Education, BURT has raised more than \$100,000 to elect Friends of Education. And, as chair of PGCEA's Government Relations Committee and member of MSTA's Legislation Committee, BURT has played major roles in securing improved working conditions for all of Maryland's education professionals. Whether serving on MSTA's

Special Committee on Substitute Issues or as a delegate to the Democratic National Convention, CHARLES BURT has been a tireless advocate for public educators.



Ann Ellis
School Northern Garrett High
Position Paraprofessional
Local Garrett County Education Association. MSTA member 19 years.

NEA member 19 years.

Association positions: **LOCAL** Secretary, Vice-President. **MSTA** Board of Directors.

As a current member of the MSTA Board of Directors, I have diligently worked to address members issues like: increasing the membership of the association, lobbying for the Thornton Commission, collective bargaining, and pension reform. This year is a critical year for funding of Thornton and pension increases and I would like the opportunity to continue working toward our goals for the children in Maryland. Therefore, I am asking for your support to re-elect me to serve you on the MSTA Board of Directors. Thank you in advance for your continued support.



Arthur E. Isom
School West Side Elementary
Position Teacher
Local Allegany County Teachers Association. MSTA member 30+ years. NEA member 30+ years.

Association positions: **LOCAL** Secretary, Treasurer, Vice-President. **MSTA** Leadership Committee, Convention Arrangements Committee. **NEA** RA Delegate.

As a teacher, I've worked for teachers in leadership roles all my career. Let me continue to work for you on the MSTA Board. Thank you.



Susie Jablinske
School Central Elementary
Position Teacher
Local Teachers Association of Anne Arundel County. MSTA member 36 years. NEA member 36 years.

Association positions: **LOCAL** President (4 terms), Board of Directors, Various Committees. **MSTA** Board of Directors, **NEA** Director, Legislative Committee. **NEA** Executive Commit-

tee, Board of Directors, Legislative Committee.

Each year of the 21st century has brought us greater and greater challenges that impede our abilities to provide high quality teaching and learning environments that give students better opportunities to succeed in a tough and demanding world. Whether it be vastly increased workloads, unreasonable demands of the ESEA Legislation, or inadequate compensation, MSTA must take the lead in overcoming these issues that are threatening to overwhelm us. I want to focus my energy and skills as a MSTA Board member to help overcome these challenges and to create a world that values and supports us and our students.



Phyllis A. Parks
Robinson
School Flower Hill Elementary
Position Teacher
Local Montgomery County Education Association. MSTA member 31 years.

NEA member 37 years.

Association positions: **LOCAL** Board of Directors, Past President. **MSTA** Leadership Committee, **MSTA** Fund for Children and Public Education Committee.

As your NEA Director for the last six years, I had many opportunities to represent you on issues that are key to our profession, such as quality, learning and teaching and membership growth.

With budget constraints in place, it is important to make sure that education does not bear the brunt of fiscal cutbacks. I believe my experience while president of a large local, in fiscally hard times, can be of benefit in curbing such decisions.

I am seeking your vote to bring my experiences to bear on our challenges and concerns facing us at the state level.

Wanda Ruffo Twigg
School EASMC Office
Position Teacher
Local Education Association of St. Mary's County. MSTA member 13 years. NEA member 13 years.

Association positions: **LOCAL** President, Association Representative, Negotiations Team. **MSTA** Task Force on Pension, RA Delegate, Legislative Committee. **NEA** RA Delegate.

Having lived in 3 regions of Maryland, I will bring a broad perspective to the MSTA Board of Directors. I began my career in Allegany County, then taught in Baltimore County. I now live in St. Mary's County. My "union" or Association experiences range from attending meetings with AFSCME in Cumberland, to the 1992 "The Cuts Won't Heal;"

rally in Annapolis with TABCO to being a full time release local president in St. Mary's County. I feel confident that my life and Association experiences have well prepared me to represent the perspectives and interests of MSTA members.

NEA DIRECTOR

Unopposed*

Anna-Maria Halstead
School Carroll County Board of Education
Position Recruitment Coordinator
Local Carroll County Education Association. MSTA member 5 years. NEA member 5 years.

Association positions: **LOCAL** Building Representative, Executive Board, Delegate. **MSTA** Delegate, Board of Directors (Member-at-Large)

Commitment to excellence in public education and dedication to duty describes Anna-Maria Halstead. She has been an educator and active member of the teachers' association for 10 years. Her belief in educational justice drives her to be actively involved at all levels. Highly qualified educators and paraprofessionals working hand in hand are helping her take the message across the nation; that no child will be left behind. This will be assured by her work with the Great Public Schools initiative. Let's put action to words for our children and the professionals who work for them.

*Pursuant to MSTA Election Guidelines, in an election for NEA Director, if there is only one candidate for the position, such candidate shall be considered to be elected, without the necessity of an election for such office.

2004 MSTA Election Schedule

- March 5, 2004, 5 p.m.**
Deadline for receipt of all election ballots at PMB #181, Annapolis, MD.
- March 12, 2004, 5:30 p.m.**
 Committee meeting to validate election results at MSTA's Annapolis office.
- March 22, 2004**
 If necessary, ActionLine containing information regarding run-off candidates is mailed.
- April 29, 2004, 5 p.m.**
Deadline for receipt of all run-off ballots.
- April 30, 2004, 5:30 p.m.**
 Committee meeting to validate run-off elections.

NEA DELEGATE



Yvonne N. Baich
School Kingsford Elementary
Position Teacher
Local Prince George's County Educators' Association. MSTA member 15 years. NEA member 15 years.

Association positions: **LOCAL** Representative Board of Directors, Committees. **MSTA** Convention Delegate, MSPAP Task Force. **NEA** Convention Delegate, Comprehensive Curriculum Task Force.

I am fully dedicated to the MSTA and its defense of public education.



Barbara Bailey
School Cambridge-South Dorchester High
Position Teacher
Local Dorchester Educators. MSTA member for 32 years. NEA member for 32 years.

Association positions: **LOCAL** School Social Liaison (4 years); Building Representative (6 years). **MSTA** Convention Delegate (6 years). **NEA** Convention Delegate (4 years).

I will represent Maryland to the best of my ability when discussing, deliberating and voting on issues and policies to make our profession better.



Charles Barkley
School Substitute
Position Teacher
Local Montgomery County Education Association. MSTA member 32 years. NEA member 32 years.

Association positions: **LOCAL** Vice President, Treasurer, PAC Chair. **MSTA** Board of Directors, Legislative Committee, RA Delegate. **NEA** Convention Delegate, Budget Subcommittee.

I have faithfully represented MSTA at many NEA conventions. With your support, I will continue to be an outspoken advocate for all education employees.



Terry Borneman
School Westminster East Middle
Position Teacher
Local Carroll County Education Association. MSTA member 32 years. NEA member 32 years.

Association position: **LOCAL** Vice President, Government Relations, GRC Chair, Building Representative. **MSTA** Board of Directors, Sergeant-at-arms for Spring Convention, Leadership Training Retreat Committee. **NEA** Convention Delegate, New Business Committee, Budget Committee

We as Educators need to collaborate to eliminate unnecessary tasks, increase our pension system and amend "No Child Left Behind"! Vote Terry Borneman!



Charles Burt
School Northwestern High
Position Teacher
Local Prince George's County Education Association. MSTA member 6 years. NEA member 15 years.

Association position: **LOCAL** Board member. **MSTA** General Council. **NEA** Bullying & Sexual Harassment Prevention/Intervention Training Cadre

Charles Burt is national coordinator for NEA's Democratic Caucus, our state contact for NEA's Caucus Educators of Exceptional Children and a generous Fund contributor.



Cathy G. Cerveny
School Prettyboy Elementary
Position Teacher
Local Teachers Association of Baltimore County. MSTA member 25 years. NEA member 25 years.

Association positions: **LOCAL** PSTEB Representative Member, Assessment Task Force. **MSTA** Representative. **NEA** Representative, NCATE Observer.

Cathy Cerveny, National Board Certified, has taught in Wicomico, Harford and Baltimore counties. A dedicated educator/leader, she believes in great public schools for all.



Bernice Chorba
School Pershing Hill Elementary
Position Principal's secretary
Local Secretaries and Assistants Association of Anne Arundel County. MSTA member 9 years. NEA member 15 years.

Association positions: **LOCAL** President, Negotiating Team, Secretary. **MSTA** Legislative Committee, Delegate, Membership Committee. **NEA** Delegate.

I am committed to represent ESP in all areas. I will work to support critical issues, protect our rights and gain/retain respect for all ESP.



Laura F. Copeland
School Aberdeen Middle
Position Teacher
Local Harford County Education Association. MSTA member 35 years.

Association positions: **LOCAL** Past President, Negotiation Bargaining Team, Chair Minority Affairs Committee. **MSTA** Delegate, Member of Minority Affairs Committee. **NEA** Delegate -Black Caucus.



Barry Cross
School Allegany High
Position Special education teacher
Local Allegany County Teachers Association. MSTA member 25 years.

Association positions: **LOCAL** Secretary, Executive Board, School Representative (20+ years). **MSTA** State Contact Committee Chair, LTR Committee, Delegate (10 years). **NEA** State Contact Co-Chair, State Delegate (8 years).

Whether you know me from Washington County or Allegany, I'm the same MSTA devoted delegate that promises to serve in your best interest!



Rita Cross
School Washington Middle
Position Reading teacher
Local Allegany County Teachers Association. MSTA member 23 years. NEA member 26 years.

Association positions: **LOCAL** Vice-President, Executive Board, School Representative (20+ years). **MSTA** State Contact Committee Chair, LTR Committee, Delegate (15 years). **NEA** State Contact Co-Chair, State Delegate (7 years).

As always, I am honored to represent your best interest as an educator at the NEA Convention. Know that you can depend on me!



Ann DeLacy
School Mt. Hebron High
Position Teacher
Local Howard County Education Association. MSTA member 31 years. NEA member 31 years.

Association positions: **LOCAL** Vice-President, Legislative Committee Chair, Instructional and Professional Development Chair. **MSTA** Delegate, Instructional and Professional Development Committee, Facilitator for Excellence in Improving Maryland Schools. **NEA** Delegate, New Business Committee, Gore Delegate.

Person, professional and association experiences provide me with the skills necessary to guide our NEA's direction in today's adversarial public education environment.



Tanyann DeShields
School Lock Raven Academy
Position Education support professional
Local Baltimore County Assistants and Clerical Employees, Teachers Association of Baltimore County. MSTA member 1 year. NEA member 1 year.

Association positions: **LOCAL** MAC Member. **MSTA** Active Member. **NEA** Active Member.

Talk is cheap! An organization needs active, committed members to remain strong. I, Tanyann DeShields, pledge to be an active Association advocate with your vote!



Jerome Edwards
School South Hagerstown High
Position Special education teacher
Local Washington County Teachers Association

All children must be given a first class public education, which requires appropriate funding.



Lynn B. Egan
School Deep Run Elementary
Position Instructional assistant
Local Howard County Education Association

Working with and for children is my main purpose for being in education. Giving them all they need to succeed for the future.



Ann Ellis
School Northern Garrett High
Position Paraprofessional
Local Garrett County Education Association. **MSTA**

member 19 years. **NEA** member 19 years.

Association positions: **LOCAL** Secretary, Vice-President. **MSTA** Board of Directors.

I am asking for your support to elect me, Ann Ellis, as an NEA State Delegate. Thank you for your support.



Rita Fletcher
School James M. Bennett High
Position Teacher
Local Wicomico County Education Association. **MSTA**

member 29 years. **NEA** member 29 years.

Association positions: **LOCAL**

President, Vice-President, Treasurer. **MSTA** Delegate, IPD Committee, Task Group for School Improvement. **NEA** Delegate, Regional Cadre for Quality Schools.

I'm proud to be an advocate for great public schools for every child. Improved working conditions for educators result in improved conditions for students.



Ruth Frazier
School Hickory Elementary
Position Paraprofessional – Special education
Local Harford County Educational

Services Council. **MSTA** member 2 years. **NEA** member 7 years.

Association positions: **LOCAL** Membership Chair. **MSTA** Emerging leader graduate. **NEA** WEA – Representative Delegate.

Having been involved in leadership roles of paraprofessional growth and ESP emerging leadership classes supporting Public Education for all students to learn can be successful.



Yvonne D. Gambrill
School Carrolltowne Elementary
Position Teacher
Local Carroll County Education Association. **MSTA**

member 29 years. **NEA** member 29 years.

Association positions: **LOCAL** Executive Board, Minority Affairs Committee. **MSTA** Human and Civil Rights Committee. **NEA** Delegate (4 years).

I will use my experience and knowledge to represent all educators. Kids and their parents really do count on us to make a difference.



Fran J. Green
School Suitland High
Position Teacher
Local Prince George's County Educators' Association. **MSTA**

member 27 years. **NEA** member 27 years.

Association positions: **LOCAL** Building Representative (25 years), Board of Directors, Committee Co-Chair. **MSTA** RA Delegate (20 years). **NEA** Delegate (20 years)

As a loyal classroom teacher, I will continue to vote to protect teachers' rights in the classroom and work to gain respect for our profession.



John Haddad
Position Substitute teacher
Local Montgomery County Education Association. **MSTA**

29 years. **NEA** 29 years.
Association positions: **LOCAL** Building Representative (28 years), Elections

and Credentials Committee (17 years), Bargaining Support Network. **MSTA** RA Delegate (19 years). **NEA** RA Delegate (19 years)

Teachers have many crucial issues such as discipline, class size and funding. Having served members for 29 years, I am qualified to address these problems.



Sarah Halberstadt
School Grantsville Elementary
Position Teacher
Local Garrett County Education Association. **MSTA**

member 29 years. **NEA** member 29 years.

Association positions: **LOCAL** Building Representative, Member-at-Large, Secretary. **MSTA** RA Delegate, General Council, Leadership Training Committee.

I would be honored to represent Maryland educators at the NEA convention. Thank you for your vote.



Carole P. Harmon
School Mt. Airy Elementary
Position Paraprofessional
Local Carroll Association of School Employees. **MSTA**

member 21 years. **NEA** member 21 years.

Association positions: **LOCAL** Board of Directors, Treasurer, Membership Committee, GRC Committee. **MSTA** Past member of Membership Organizing Committee.

I have been and will continue to actively work to get fair regulations for all assistants to become "highly qualified" to meet the NCLB requirement.



Veronica Henderson
School Office of Guidance & Counseling – Baltimore County Public Schools
Position Education

support professional

Local Baltimore County Assistants and Clerical Employees/Teachers Association of Baltimore County. **MSTA** member 20+ years. **NEA** member 20+ years.

Association positions: **LOCAL** Past Vice-President, Past Ex-Officio Board Member, Minority Affairs Committee. **MSTA** Board Member, Cadre Trainer for Improving Maryland Schools, Women's Concerns Committee, Minority Affairs Committee, Resolutions Committee. **NEA** RA Delegate, National Trainer (WLTP & MAC), Resolutions Committee.

24-7! With Veronica Henderson your vote always counts because she tenaciously advocates for students, educators and the profession and staunchly fights for equity.



Art Isom
School West Side Elementary
Position Teacher
Local Allegany County Teachers Association. **MSTA**

member 30+ years. **NEA** member 30+ years.

Association positions: **LOCAL** Secretary, Treasurer, Vice-President. **MSTA** Leadership Committee, Convention Arrangements Committee. **NEA** RA Delegate.

As a teacher, I've worked for teachers in leadership roles all my career. Let me continue to work for you at the NEA. Thank you.



Susie Jablinske
School Central Elementary
Position Teacher
Local Teachers Association of Anne Arundel County. **MSTA**

member 36 years. **NEA** member 36 years.

Association positions: **LOCAL** President (4 terms), Board of Directors, Various Committees. **MSTA** Board of Directors, **NEA** Director, Legislative Committee. **NEA** Executive Committee, Board of Directors, Legislative Committee.

The 2004 NEA RA will again focus on teaching and learning issues for children and public education. I want to represent MSTAs in those deliberations.



Grace M. James
School Sunderland Elementary
Position Paraprofessional
Local Calvert County Association of Educational

Support Staff. **MSTA** member 20 years. **NEA** member 25 years.

Association positions: **LOCAL** President, Vice-President. **MSTA** Budget Committee, Membership Committee.

I promise to do my very best to Represent and vote for the interests of all E.S.P.'s, as well as all other Education employees.



Gary Kaetzel
School New Market Middle
Position Teacher
Local Frederick County Teachers Association.
 MSTA member 27 years. NEA member 27 years.

Association positions: LOCAL School Representative. MSTA Convention Delegate. NEA Convention Delegate.

I believe that the focus of the NEA Convention needs to be on education issues and not divisive, non-educational issues presented by special interest groups.



Carol Kilby
School On leave
Position Teacher
Local Prince George's County Educators' Association. MSTA member 30 years.

NEA member 30 years.

Association positions: LOCAL President, Vice-President, Board of Directors. MSTA Delegate, Women's Caucus Chair.

Vote for me. Get your staff and friends to vote for me. I listen to concerns and speak up to correct them.



Stan Metta
School Thomas Edison High
Position Teacher
Local Montgomery County Education Association. MSTA member

20 years. NEA member 20 years

Association positions: LOCAL Alternate Building Representative (11 years), Bargaining Support Network. MSTA RA Delegate (12 years).

As an experienced delegate and committed activist, I understand the challenges facing educators. I can and will represent your interests before the NEA representative assembly.



Brandy Reazer
School McKenney Hills Center
Position Teacher
Local Montgomery County Education Association. MSTA member 6

years. NEA member 6 years.

Association position: LOCAL Councils on Teaching and Learning. MSTA Minority Affairs, General Council.

As a high school teacher with Montgomery County Public Schools, I am committed to maintaining the integrity of education for teachers and ESPs.



Phyllis A. Parks Robinson
School Flower Hill Elementary
Position Teacher
Local Montgomery County Education Association.

MSTA member 31 years. NEA member 37 years.

Association positions: LOCAL Board of Directors, Past President. MSTA Leadership Committee, MSTA Fund for Children and Public Education Committee.

Please vote for me to represent you as delegate to the NEA Convention. As a former NEA Director, I bring considerable experience to the position.



Peter H. Singleton
School Hurlock Elementary
Position Music specialist
Local Dorchester

Educators. MSTA member 32 years. NEA member 32 years.

Association positions: LOCAL President, Past Secretary, Past Building Representative. MSTA Delegate (25 years), MSTA Fund for Children and Public Education Committee, Bylaw and Rules Committee. NEA Convention Delegate (15 years).



Kathleen Smart
School Oklahoma Road Middle
Position Teacher
Local Carroll County Education Association. MSTA member 3

years. NEA member 3 years.

Association positions: LOCAL Building Representative, Delegate to State Convention.

I am a fourth year math teacher in Carroll County. I have been an active member in my local association for the past three years.



Dorina "Dee" Strickland
School Aberdeen Middle
Position Counselor
Local Harford County Education

Association. MSTA member 27 years. NEA member 27 years.

Association positions: LOCAL Treasurer, General Council/Executive Board, Human and Civil Rights Chair. MSTA Delegate, Special Activities, Minority Affairs.



Steve A. Yeash
School Center for Career and Technical Education
Position Teacher
Local Allegany Teachers Association.

MSTA member 26 years. NEA member 26 years.

Association positions: LOCAL Building Representative, Treasurer, Executive Board. MSTA Rules and Bylaws committee. LTR Committee. NEA Delegate.

No child left behind? Or, no public school employee left standing! I look forward to representing MSTA members at the 2004 NEA delegate assembly.



Barbara Yost
School Prospect Mill Elementary
Position Education support professional
Local Howard County Educational Services Council. MSTA member 7 years. NEA member 7 years.

NEA member 7 years.

Association positions: LOCAL President, Clerical Representative, Chief Negotiator. MSTA Legislative Committee, Workload Task Force.

This is an opportunity to represent ESP at a national level; to voice our state's concerns involving children and ESP; and return with valuable information.

Judith Grevious Cephas
School Patuxent Valley Middle
Position Teacher
Local Howard County Education Association. MSTA member 27 years. NEA member 27 years.

Association positions: LOCAL School Representative, Board of Directors, Government Relations Chair. MSTA Legislative Committee Member, Pension Task Force Committee, Elections Chair at the 2003 NEA Convention.

As a state delegate to the NEA Convention, I will represent the ideals and interests of all Maryland educators.

Juanita Davis
School John Carroll Elementary
Position Guidance counselor
Local Prince George's County Educators' Association

Linda Elwood
School Perryville Elementary
Position Teacher
Local Cecil County Classroom Teachers Association

Angela Thomas
Position School bus driver
Local Association of Classified Employees.

ADMINISTRATOR

Vote for one



Roger Copeland, Jr.
School Monocacy Middle
Position Administrator
Local Frederick County Teachers Association

As an NEA State Delegate focus will be on issues that warrant change. Leadership is a process.

Joshua Fradel
School Board of Education
Position Administrator
Local Worcester County Teachers Association. MSTA member 13 years. NEA member 13 years.

Association positions: LOCAL Treasurer, Membership Chair. MSTA Delegate (11 years), Resolutions. NEA Delegate (4 years)

RETIRED



Betty Makell Coleman
Position Retired teacher
Local Teachers Association of Anne Arundel County. MSTA

member 41 years. NEA member 38 years.

Association positions: **LOCAL** Vice-President, Secretary-Treasurer. **MSTA** RA Delegate, Resolutions Chair, Elections Chair. **NEA** RA Delegate, Human and Civil Rights Committee, Women and Minorities Conference.

As a retired member, I have conscientiously and consistently worked to develop and promote the MSTA R Program.



Yolanda Fernandez
Position Retired teacher
Local Montgomery County Education Association. MSTA member 30

years. NEA member 30 years.

Association positions: **LOCAL** RA Delegate. **MSTA** RA Delegate. **NEA** RA Delegate.

I would like to continue to advocate for issues that affect educational employees – active and retired. My experience will benefit ALL members.



Ann E. Ridgeway
Position Substitute teacher
Local Howard County Education Association. MSTA member 34 years. NEA

member 34 years.

Association positions: **LOCAL** Board of Directors, Association Representative, ESP Negotiations Team – Teacher Liaison. **MSTA** State Delegate to NEA Convention, General Council, Convention Arrangements Committee. **NEA** Elections Committee (15 years).

Ann has been an active member of her professional association all of her teaching career. She is an advocate of educator's rights. Vote Anne Ridgeway!



Chuck Ridgeway
Position Substitute teacher
Local Howard County Education Association. MSTA 35 years. NEA 35 years.

Association positions: **LOCAL** Vice-President, Board of Directors, Association Representative. **MSTA** Retired Council, General Council, Nominations and Credentials Committee. **NEA** Elections Committee (19 years), State Contacts Program Chair, Elections Committee Vice-Chair.

Chuck's worked hard for many years to serve you at all Association levels. He continues to work for you even though retired.



Barbara Steiner
Position Retired teacher
Local Dorchester Educators. MSTA member 33 years. NEA member 33 years.

Association positions: **LOCAL** Secretary, Membership Chair. **MSTA** Resolutions Committee, Convention Delegate. **NEA** Convention Delegate.

Karen Kuker-Kihl

Position Retired special education teacher

Local Prince George's County Educators' Association (retired). MSTA member 33 years. NEA member 33 years.

Association positions: **LOCAL** Board of Directors (9 years), Legislative Committee (18 years), General Council (23 years). **MSTA** Treasurer (3 years), Board of Directors (17 years), Legislative Committee/Congressional Contact Team (19 years). **NEA** Board of Directors (6 years), Political Action Committee (4 years), RA Delegate (28 years).

As your Association leader, I've advocated for retirement and health benefits and protections. With your vote, I'll voice retired members' needs at the NEA RA.

Election Notice Retired Delegate to MSTA Convention 2004

The 1999 MSTA Representative Assembly approved a bylaw amendment which allows retired members of MSTA who are not eligible to serve as delegates to the MSTA Representative Assembly under local affiliate standards to be clustered and allocated delegate credentials on the basis of one (1) for each one hundred (100) members or major fraction thereof.

Accordingly, a separate election is being held to determine those delegates. Only persons within that group may be nominated and elected as delegates in this separate election, to be held after the regular MSTA elections currently in progress.

Printed below is a nominating form, which must be filed by March 1, 2004, 5 p.m., for this special election.

If nominees wish to submit a brief personal statement (no more than 25 words) such statements will be mailed to voters along with the ballot.

Please note: Statements exceeding the word limit will be cut off at the end of the last complete sentence that is at or under the limit. For the purposes of this rule, any phrase ending with a period will be viewed as a complete sentence. If the first sentence exceeds the word limit, no personal statement will be published.

See below for the Retired Delegate to MSTA Convention 2004 nominating form.

Nominating Form: Retired Delegate to the 2004 MSTA Representative Assembly

For retired MSTA members ineligible to serve as delegates under local affiliate standards.

Deadline for receipt: March 1, 2004, 5 p.m.

Name _____

Address _____

City _____

Zip _____

Home Phone _____

Work Phone _____

Email _____

Local Association affiliation at time of retirement: _____

Letter of Intent

I hereby state my willingness to run as a candidate for Retired Delegate to the 2004 MSTA Representative Assembly. I agree to abide by the MSTA/NEA policies and bylaws and to adhere to the Code of Ethics, as adopted by the Association.

Date _____

Signature of Nominee _____

Mail or deliver to: MSTA Nominations and Credentials Committee, c/o Trish Bendler/Susan W. Russell, 140 Main Street, Annapolis, MD 21401. All forms must be received at the above address by 5 p.m., March 1, 2004. For retired MSTA members ineligible to serve as delegates under local affiliate standards.

Celebrate BLACK HISTORY MONTH



Vice-principal Rachel Brown, a MSTA member, visits the 6th grade classroom of Adams Park School in Annapolis in 1959, seven years before the integration of Anne Arundel County Schools. Allegany, Baltimore, and Carroll counties were the first to desegregate public schools in Maryland in 1955; Prince George's County was the last in 1973.

Educator Phillip L. Brown chronicled the course of "separate but equal" education policy in Anne Arundel County, the county where he was born, raised and spent his entire working life as a teacher and administrator.

In his book *A Century of "Separate But Equal" Education in Anne Arundel County* (1988, Gateway Press, Inc.), Brown documents not only the events as they occurred in Anne Arundel County, but as they paralleled the experience of many communities in Maryland and around the United States.

In this excerpt from his book, Brown describes the first few days of desegregation in Anne Arundel County in 1966:

The fears that the board of education had expressed earlier of "the tremendous effect on children and people of both races if they had been suddenly thrown together

on a large scale," were needless and unwarranted.

There was very little difference between the opening day 1966 and the days that followed and those of previous years. There were the usual discipline problems, but no incidents that could be labeled racial in nature. During the early days of the year, there was little mixing of the two groups. The colored children, for the most part, associated with other colored children, many of whom they already knew. The white children did likewise.

As the days passed and the students, through their association in the classes, began to know each other better, some of them began to sit together during lunch in the cafeteria and pass to and from classes together and in other ways began to appear to think of themselves as students rather than white students and colored students. ❖

Reprinted with permission of Phillip L. Brown

Brown v. Board of Education, Topeka, Kansas

Resources: The landmark lawsuit in the timeline of African American history that brought segregation in public schools to an end

Use these Internet resources to explore how courageous Americans finally integrated public schools.

Horizons of Opportunities: Celebrating 50 Years of Brown v. Board of Education May 17, 1954-2004 Visit NEA's site devoted to the historic Supreme Court decision. <http://www.nea.org/brownvboard/index.html>

Brown v. Board of Education, Topeka, Kansas offers information, a syllabus, and opinion from the original court case. <http://www.nps.gov/brvb/home.htm>

United States 50th Anniversary of Brown v. Board of Education, Topeka, Kansas Presidential Commission was established to encourage and provide for the commemoration of the 50th anniversary of the Supreme Court decision. <http://www.ed.gov/about/bdscomm/list/brownvboard50th/index.html>

The Brown Foundation is a resource for information and source material about Brown v. Board of Education and related topics. <http://brownvboard.org/>

Ruby Bridges Hall Foundation offers to help teachers identify resources that take a look at racism through the eyes of students. <http://rubybridges.org/home.htm>

Brown v. Board of Education National Historic Site, Topeka, Kansas is a two-acre site that consists of the Monroe Elementary School, one of the four segregated elementary schools for black children in Topeka and the adjacent grounds. <http://www.nps.gov/brvb/>

Brown Matters offers resources including a chronology about the case. <http://www.brownmatters.org/>

Where were you in 1954?

Do you have memories or recollections of the Brown v Board of Education decision? We want to hear how this historic decision affected MSTA members as educators and students.

Send your memories. Share your photos. Describe the first days of desegregation at your school. MSTA Public Affairs will feature your submissions in a special exhibit in May, in *Action-Line*, or on *MSTA OnLine*.

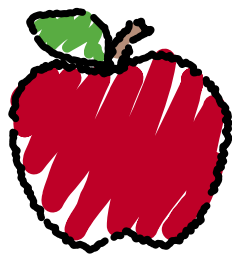
For more information, contact Casey Newton, cnewton@mstanea.org or Debra Williams-Garner, dwwgarner@mstanea.org. 800/448-MSTA; 410/263-6600.

Send to: MSTA
Brown v Board Commemoration
140 Main St.
Annapolis, MD 21401

Desegregation in Maryland When did your county reach complete desegregation?

Allegany	1955	Caroline	1965	Montgomery	1961
Anne Arundel	1966	Carroll	1955	Prince George's	1973
Baltimore	1955	Cecil	1965	Queen Anne's	1965
Calvert	1969	Charles	1966	St. Mary's	1966
		Dorchester	1963	Somerset	1969
		Frederick	1959	Talbot	1967
		Garrett	1965	Washington	1964
		Harford	1963	Wicomico	1974
		Howard	1963	Worcester	1970
		Kent	1967		

MD Classrooms Gain 116 National Board Certified Teachers® in 2003



National board certified teachers to be honored at Feb.11 reception

One hundred-sixteen teachers in Maryland earned the profession's top honor in 2003 by achieving National Board Certification® (NBC). With the new certificates, Maryland now has 334 National Board Certified Teachers (NBCTs).

The new 116 teachers mark the highest number of NBCTs per year so far in Maryland. The National Board for Professional Teaching Standards (NBPTS) program, which certified the first teachers in 1994, has been steadily growing in recognition and participation. Maryland's first teachers were certified in 1998 and since then the number working toward certification has increased every year.

Nationwide, 8,200 teachers from all 50 states and the District of Columbia earned National Board Certification this year. This achievement brings the total number of NBCTs to 32,131. The goal of the NBPTS is to have 100,000 Board Certified Teachers by 2006.

Visit *MSTA OnLine*, www.mstane.org, for photos of *MSTA's February 11 reception for National Board Certified teachers at MSTANet*, www.mstane.org and for more information about NBPTS certification, a list of Maryland National Board Certified Teachers, and incentives available through your county and the state. The NBPTS website is: www.nbpts.org.

Early Childhood/Generalist

Lisa Adkins* Montgomery
Muriel Alexander* Montgomery
Angela Fentress* Allegany
Ruth Lea Gibson Morris* Saint Mary's
Kelly Griffith* Calvert
Elana Rae Heinonen Baltimore City
Gloria Jean Hurwitz* Montgomery
Themis Johnson* Montgomery
Darlene Nobles Wicomico
Karen Palmer Washington
Daphne Snyder Allegany
Molly Stewart* Allegany
Ife Tayo Thomas* Montgomery
Julie Tomko* Calvert
Laura Weeks* Calvert

Early and Middle Childhood/Music

Linda Diane Barnhart Washington

Early and Middle Childhood Art

Susan Newman* Montgomery

Early and Middle Childhood/Physical Education

Cynthia Ann Lins* Montgomery
Roxanne Lohmeyer Howard
Charles John McNevech 3rd Saint Mary's
Anna Spring Howard

Early Childhood through Young Adulthood/Exceptional Needs Specialist

Edward Crowley* Prince George's
Dana Dreher* Montgomery
Dawn Michelle Fersch* Montgomery
Lisa Grant* Montgomery
Judy Marie Harris Davis* Wicomico
Dana Hetzler* Wicomico
Gretchen Kuhn* Montgomery
Rebecca Lawrence* Frederick
Jeffrey Lawrence* Frederick
Lore Neubeiser* Montgomery
Debra Ann Riley Wicomico
Karen Ann Scarborough* Montgomery
Diana Sisilli* Baltimore County
Kimberly Smith* Dorchester

Early Childhood through Young Adulthood/Library Media

Diane Mentzer* Washington
Judy Pearson* Montgomery

Middle Childhood/Generalist

Tara Barnes Baltimore City
Pamela Karen Benya* Howard
Deborah Dawson* Montgomery
Constance Lee DeGeorge* Cecil
Jon David Harper Talbot
Pamela Heimann* Prince George's
Kelly Karwacki* Baltimore County
Stephanie Kramerv Montgomery
Susan Madden Anne Arundel
Melissa Malesh* Cecil

Early Adolescence/Generalist

Julie Steimel* Prince George's
Victoria Scott McConnell* Caroline

Early Adolescence/English Language Arts

Carol Collins Everett* Prince George's
Christina Marie Turner* Baltimore County
Maria Garlitz Carroll

Early Adolescence through Young Adulthood/World Languages Other than English

Mary Delrisco Cardoza* Montgomery
Daniel Desmond* Howard
Paul Newhouse* Prince George's
Monica Pacheco* Montgomery

Early Adolescence through Young Adulthood/English as a New Language

William Bolin* Montgomery

Early Adolescence through Young Adulthood/Art

Patricia Hernick Bock Prince George's
James Kuhlman* Baltimore County
Jacqueline Morgan* Baltimore County
Edith Smith* Harford

Early Adolescence through Young Adulthood/Physical Education

Linda Hallman-Darr Prince George's
Bradley Scott Kressman* Baltimore County
Richard Moen* Baltimore County
Karen Zappone* Montgomery

Early Adolescence/Mathematics

Kerrie Olenick* Montgomery
Myrna Dyson* Worcester
Cynthia Evarts* Howard
Kathleen Robens* Montgomery
Felicity Ross Baltimore City

Early Adolescence/Social Studies-History

Jermaine Ellerbe* Baltimore County
Nancy Sesler Unger* Montgomery
Mary Sturm* Montgomery
Elaine Tubb* Charles
Mary Wagner* Montgomery

Early Adolescence/Science

Elmira Gattis* Wicomico
Courtney Hebert* Montgomery
Jennifer Knotts* Allegany
Rebecca McGaffin* Montgomery
Lisa Porter* Baltimore City
Georgia Woerner Baltimore City

Early Adolescence through Young Adulthood/Career and Technical Education

Beverly Card Prince George's

Adolescence and Young Adulthood/English Language Arts

Karen Bryant* Montgomery
Claire L. H. Dickey* Montgomery
Thomas McHugh* Carroll
Melinda Sauter* Baltimore County
Debra Stahl* Queen Anne's
Davina Thrower Smith* Montgomery
Jo-Ellen Truelove O'Dell* Montgomery
Jason White* Baltimore City
Allison Wilder* Montgomery

Adolescence and Young Adulthood/Science

Martha Alexander* Prince George's
William Arthur Dunkerton* Baltimore County
Edwin Dunn* Allegany
Vadella Ellis* Montgomery
Barbara Lowry Shoemaker* Montgomery
Robert J. Martin* Prince George's
Lori Martioski* Montgomery
Shelley J. Smith* Frederick
Traci Townsend Montgomery
Marcella Upshur Baltimore City
Jacqueline Urband* Montgomery
Kevin Wallace* Allegany

Adolescence and Young Adulthood/Social Studies-History

Loren Baron* Montgomery
Stephen Cain* Montgomery
Jennifer Jean Dickens Nezzio* Baltimore County
Brian Donlon* Montgomery
Lisa Engstrom* Anne Arundel
Nicole Little-Cook* Montgomery
Joseph Stanik* Baltimore City

Adolescence and Young Adulthood/Mathematics

James Bucy* Allegany

Adolescence and Young Adulthood/Mathematics

Glenn Michael Hyman* Baltimore County
Alexander Jaffurs* Calvert

Early Adolescence through Young Adulthood/Career and Technical Education

Christopher Lloyd* Montgomery
Patricia Lynn* Prince George's
Kristine Mansky* Montgomery

*MSTA and local association member.

Is National Board Certification for You?

Support from the state and your county can help ...

National Board Certified teachers in your county are happy to talk about their experience. Look for someone you know in the list on page 12 or visit *MSTA OnLine*, www.mstanea.org, to see a complete list of Board Certified teachers in Maryland.

Learn more ...

- The Maryland State Department of Education administers the Candidate Subsidy Program, a federal program from the U.S. Department of Education that provides funding to assist in paying the assessment fee.
- Public School candidates endorsed by their local school systems are eligible to have a portion of the assessment fee paid by the state.
- To learn more about State Farm's Partners in a Learning Community program, visit <http://www.statefarm.com/partners/plc.htm>.
- To learn more about state assistance, federal candidate subsidy funds, the Washington Mutual Scholarship, including information about how to receive an application for assessment fee support, contact Dr. Joann Erickson.
- Salary bonuses and stipends are available from local school districts.
- Each National Board Certified Teacher who receives a local salary bonus is also eligible to receive a salary bonus match (up to \$2,000) from the state.
- For more information about an NEA Member Benefits loan for National Board Certification, call 800/603-3953. See box on this page.

For more information ...

Visit the National Board for Professional Teaching Standards from *MSTA OnLine*, www.mstanea.org, for a list of county support for NBPTS certification or log on to www.nbpts.org.

At MSDE ...

Joann H. Ericson Chief, Certification
 Maryland State Dept. of Education
 200 W. Baltimore Street
 Baltimore, MD 21201
 Phone: 410-767-0406
 Fax: 410-333-8963
 EMail: jericson@msde.md.us

The following counties offer a salary bonus for National Board Certification*:

Allegany	Howard
Baltimore City	Kent
Baltimore County	Montgomery
Calvert	Prince George's
Carroll	Queen Anne's
Cecil	St. Mary's
Charles	Somerset
Dorchester	Washington
Frederick	Wicomico
Harford	Worcester

* For specific information about county incentives for national Board Certification, visit *MSTA OnLine*, www.mstanea.org. Look for the National Board Certification link.



Sharing the teaching experience

Bill Fisher, Education Association of Charles County (EACC) president, and Barb Kennedy, EACC vice-president, toured the U.S. Capitol with ten visiting teachers from South Africa. The teachers lived in Charles County for two months, shadowing 10 EACC high school math teachers. At the end of their stay, the visiting teachers taught classes themselves. Among highlights of the visit were a visit to Congressman Steny Hoyer's Washington, D.C. office. The South Africans attended the EACC representative assembly and shared with new colleagues the structure of teacher unions in South Africa.

Need Money for National Board Certification?



Apply now for an NEA National Board Certification

Loan,[®] and you'll be on your way to getting one of the most sought after credentials in the education profession: National Board Certification from the National Board for Professional Teaching Standards. Our low-cost loan, offered by NEA Member Benefits through MBNA America Bank, N.A., is a special revolving line of credit designed to help cover the \$2,300 assessment fee. The loan features a low APR of 7.90% and a repayment term of up to 36 months. And better yet, there are no application fees, no collateral required, and no prepayment penalty. For more information, call **1-800-603-3953**. Applications are accepted right over the telephone.

nea Member Benefits
www.neamb.com



BCMK0203

NEWS & notes

In time for Valentines Day ...

DailyApples.com, the website devoted to inspiring and motivating education professionals, is the brainchild of MSTA and Carroll County Education Association member Chuck Rabinowitz. Featured in the *ActionLine* of April, 2002, the site features daily quotes, and links like "Emergency Destressors" and "Morale QuickCheck." The aim, Rabinowitz said, "is to benefit the student by lifting educator morale."

Now add the "Nostalgic Candy Survival Kits" to the DailyApples.com menu of appreciation gifts for your colleagues.

Each survival kit includes an assortment of 10 different nostalgic candies with a card explaining the special connection to education. Check out the candy lipstick, which guides your daily dialogue of encouragement every student needs, or the Bit-O-Honey that symbolizes the sweetness you bring into the lives of those with whom you work. The candy necklace represents the circle of learning (teacher, student, school, community) of which every educator is a vital part.

Visit *DailyApples.com* (www.dailyapples.com) for more information.



Empower yourself!

View brief video clips of members from around the country talking about the pitfalls of the *The No Child Left Behind* law. Learn from your colleagues the most effective ways to expose how the law punishes, rather than helps, students, teachers, and schools. Check it out at www.nea.org/video/members-speak.html.

Relief for out-of-pocket expenses

The Teacher Tax Relief Act, H.R.785/S.695, would make the out-of-pocket classroom expense deduction per-

manent, increase the current \$250 maximum to \$400 or \$500 in the House and Senate, respectively, and include professional development for this tax year. Tell Congress at www.nea.org/members to increase the deduction and make it permanent.

Protect your Social Security benefits

More members of Congress are supporting bills to repeal unfair offsets that take away public employees' social security benefits. But leaders have taken no action to pass this important legislation. See if your member of Congress is a co-sponsor of H.R.594/S.349, and, if not, urge immediate action to protect retirement benefits at www.nea.org/lac/socsec.

Congress looks at Higher Ed Act of 1965

Amendments to the 1965 Higher Education Act are up for reauthorization. The House passed two bills on teacher education, recruitment, retention, and loan forgiveness. The House is considering two more bills on graduate fellowships and international studies. For more details, go to www.nea.org/be/leg-news/hea.html.

Notes from NEA ...

NEA and universal pre-k and kindergarten

The members have spoken. At the 2003 NEA Annual Meeting nearly 10,000 delegates voted for a new Association policy that calls on states to provide free, mandatory, full-day kindergarten and the creation of publicly funded, universal preschool programs for all three- and four-year olds. The pre-school programs would be optional for interested families.

The new early childhood policy calls for federal funding of pre-kindergarten for children from disadvantaged families and for state and local governments to fund all three- and four-year old children. In addition to calling for dedicated funding for early childhood education, members affirmed that public schools should be the primary provider of pre-kindergarten programs.

New IDEA/ESEA manual

NEA and the National Association of State Directors of Special Education developed a new manual, *IDEA and ESEA: Intersection of Access and*

Outcomes, to clarify which ESEA provisions impact IDEA and special education students and IDEA reauthorization. The manual is available online at www.nea.org/specialed/ideaesea-intersection.html.

Florida: Teacher's retirement supporting Edison Schools?

NEA recently warned the Florida Retirement System and Governor Jeb Bush in a letter not to gamble with \$182 million of teachers' retirement money. The retirement system is poised to buy out Edison Schools, a for-profit school management company, which is \$73 million in debt. NEA adds that public employees' assets should be invested for the sole and exclusive benefit of the participants and beneficiaries of those systems.

Public funds supporting teaching certification of parent-teachers

Education Minnesota, the NEA affiliate in Minnesota, sued the state of Minnesota recently to rescind certification of Minnesota Virtual Academy (MVA), an online learning program provided by William Bennett's for-profit K-12 Virtual Academy. The publicly funded program has parents, rather than licensed educators, directly instructing students.

OWL.org has new look

If you haven't looked at NEA's OWL.org website lately, then it's time to check it out again. The site has a new look with more stories, features, and

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"Yes!"

Solidarity makes a statement as PGCEA and AFSCME Local 2250 members rallied to urge the county's school board to take corrective action on paycheck snafus, endless contract negotiations, and an earnings cap on the Prince George's 48, the retired/rehired teachers. Foreground: Association representatives Pat Clover and Audrey Robinson and an AFSCME member.

500 Prince George's members rally for fix to paycheck fiasco and settle contract

Five hundred Prince George's County Educators Association (PGCEA) and AFSCME Local 2250 members rallied late this fall for a resolution to an ongoing paycheck debacle, which shortchanged employee paychecks for months. Inquiring employee phone calls habitually left unanswered or unreturned only fueled the frustrations of school employees.

Also addressed at the rally was the stalled state of contract negotiations. Teachers in the county have worked without an agreement since school started in August of last year with negotiations still ongoing at press time. In addition, members of the Prince George's 48, the group of retired/rehired teachers removed from the bargaining last summer unit, were present protesting the the earnings cap which was made a condition of their re-employment.



News & Notes
continued from page 14

education resources than ever before, such as lesson plans and curriculum materials. Your online registration offers discounts and discussion forums on topical issues and classroom advice.

Class size study confirms what we already know ...

A new study by Arizona State University concludes that Wisconsin's class size reduction program increases student achievement. A comparison of students in smaller classes participating in the Student Achievement Guar-

antee in Education (SAGE) program to students in non-SAGE schools reveals that student achievement held steady through third grade and compensated for poor classroom attendance. Smaller classes also prove most beneficial to African-American students and narrow the gap between African-American and white students. *Learn more about the findings at www.nea.org/class-size/sagestudy03.html.*

Is your ESP local cyber-challenged?

If so, apply for an ESP Technology Grant. The grants are awarded in amounts from \$500 to \$3,500 to help

ESP locals use the ESP Information System and other online resources to promote confidence in public education. Apply by April 15, 2004. *Download an application at www.nea.org/esphome/members/techgrnt.html.*

NEA, Colorado EA score big voucher victory

NEA and the Colorado Education Association (CEA) scored a major victory this week when the Denver District Court struck down the Colorado voucher law enacted last April as unconstitutional. The court agreed with the Association that the voucher

scheme illegally stripped local school boards of their control over education.

"This decision is a victory for the children of Colorado, the state of Colorado, and all of public education," said Reg Weaver, NEA president.

State budget officials estimated the voucher plan would take \$190 million out of the participating districts over the next four years. The loss of that money and the departure of so many students would undermine the public schools.

Legislator
continued from page 3

as open a mind as I can and I want to be engaged in the issue.

I was on the conference committee for the budget reconciliation this year and I expect to have input into what kind of package we put together.

I've been here through thick and thin, I know what we can do. When Jim Rosapepe was here, we ran models of various ways to raise revenues. When we were talking about cutting the income tax, we looked at ways to backfill it so that it wouldn't be regressive.

I haven't decided on what I want to do with my own personal bills yet because I really want to concentrate on

this other kind of work which is not the "How many bills did you pass?" game. It's really trying to get something substantial done.

In terms of the kinds of packages you're considering for raising revenues, is there anything new we haven't yet heard about?

There isn't anything new because it's all been vetted many times before. Look what we did in 1992. We created a package and a lot of those were temporary fixes that were later repealed. I think we'll look at them again.

What were those temporary fixes?

There was a temporary raise on the high-end income tax, there was the snack tax—a whole range of things and some were repealed in the good times. People were doing very well in the '90s

and there have been a lot of tax breaks in the last eight or 10 years.

We want to look at them closely to see if they worked. Did they increase jobs? Bring in more employers? We'll be looking at a lot of things. It isn't so much what ideas come out of this; it's what idea can get us enough traction to get us to the magic number.

We also need to decide whether the governor is going to work with us or not. That's the tough question. If the governor is going to hold hands with us we can go forward and do the right thing for everybody.

We only need a majority in each house. If the governor doesn't want to work with us, then it's going to be very, very difficult because there isn't one revenue source that is big enough to do

it. I'm hopeful that the governor, who ran saying he was in favor of full funding for Thornton, will return to that.

Do you see any outstanding policy issues related to education coming through your committee this session?

The governor finally got a charter school bill. I don't know what the next step is along those lines, whether he'll come back for more or not. It is to his credit that he got a bill out of both houses and out of conference committee, which has not happened before. It may not be the perfect bill in his eyes, but this is not a process where we create perfection. ❖

NEA-Retired Spring Regionals

**See Your Association in Action! Meet Other Retired Members!
Attend Workshops! Open to all NEA-Retired!**

If you're an MSTA/NEA-Retired member and want to stay focused on NEA/MSTA progress on education and retirement issues, consider attending the NEA-Retired East Regional Conference April 23-25 in Baltimore.

The conference is one of two annual regional conferences especially for retired members. You'll be joined by other retired members from states throughout the Mid-Atlantic region and beyond for two days of networking, training sessions, and workshops. You'll learn how retired members from other states are staying in touch with the profession and addressing issues of pensions and health care.

The details

NEA Retired East Regional
April 23-25
Wyndham Baltimore Inner Harbor,
Baltimore 800/996-3426 or 410/752-1100

NEA hotel rate: \$120/single or double;
\$149/triple; \$169/quadruple plus tax
Deadline for hotel reservations: March 22
1st night's deposit required

Note: Attendees must make their own travel and hotel arrangements. For the hotel conference rate, identify yourself as a member of NEA-Retired.

For more information, contact Theresa Turner, MSTA, 800/448-MSTA or 410/263-6600; email: ttturner@mstaneea.org

Registration Form

NEA-Retired Spring Regionals

April 23-24 Baltimore MD
Enclose fee: \$30 Payable to NEA-Retired
Registration deadline: March 5



Name _____
Address _____
City, State, Zip _____
Phone _____
Email _____

Preferred first name for badge _____
Any special medical or dietary needs? Please note: _____

Submit \$30 fee and this form to:
Andrew G. Robinson, NEA-Retired
Membership and Organizing
Room 410
1201 16th St NW
Washington, DC 20036

Plan a birthday bash for Dr. Seuss! Celebrate 100 years of outlandish imagination

Celebrate the 100th birthday of America's beloved Dr. Seuss for the Read Across America Celebration, February 27-28!

Share your party plans online!

How do you plan to celebrate the big event with your students? Send us details of your classroom or school plans and we'll share them with your colleagues on MSTA's website.

Don't miss the hats this year!

They're back by popular demand! MSTA's *Cat in the Hat* poster hats are available beginning February 1. Pick up a stack of poster hats at your nearest Saturn dealer.

Limit per member: 30.

Sneak preview of MSTA's RAA events

Reading marathons throughout the state

Longtime RAA sponsor Westfield Shoppingtown hosts events at mall locations in Annapolis, Montgomery, and Wheaton, 1-3 p.m., Saturday, February 28.

Urge your students to apply for a Youth Leaders for Literacy Grant. The \$500 grants are available to students of all ages who conduct community literacy service projects from March 2, NEA's Read Across America Day, until April 16-18, National Youth Service Day(s). Learn more at www.nea.org/readacross/volunteer/youthleaders.html.

Just like the Cat, the striped paper hats are back! Last year one happy reader displayed the hat she created from MSTA's giveaway in front of the Saturn/UAW Read Across America car filled with books. Saturn/UAW is an annual sponsor of MSTA's read Across America events. See [this page](#) to find out where you can get a supply of paper Cat hats!



Workin' like a ... well, CAT! NEA/MSTA-Retired member Ros Yee spent her last Read Across America at the Westfield Shoppingtown, Annapolis. Retired MSTA member volunteers from all over the state help promote literacy every year at the annual Read Across America event.

Seussentennial

Read Across America for the older student

Focus on the neighborhood library is one way to celebrate literacy

Libraries are public, non-profit organizations that depend on the support of individuals, corporations, and foundations to help ensure that libraries remain free to the millions of people who visit in person or via the web each year. There are many opportunities to contribute to the life of your school or local public library and many can be applied to service learning requirements for your students!

*Have your class join or create the Friends of the Library, a support group of volunteers who provide fundraising and other assistance to school and community libraries. It's a great way for schools to connect with the community.**

Ask parents to donate their used books for the Friends book sale.

Give the gift of membership to a friend or relative.

Use classroom skills to help with programs and fundraising events.

Find new resources for the Friends to use.

Develop and publish a Friends "Wish List" for potential donors and distribute in schools.

Ask students to volunteer to work at Friends fundraisers.

* Visit www.folusa.org and link to Fact Sheet #1 for information on how to create a Friends of the Library group for your school or community library.

Create a service learning opportunity for students by creating volunteer opportunities like delivering reading materials to shut-ins,

reading to patients in nursing homes, or helping younger kids with homework after school. Other ways students and families can volunteer include:

- Offer a committed helping hand to your library's staff
- Become a literacy tutor
- Shelve books or nurture plants
- Clean up after emergencies
- Present an adult program
- Read stories to children or help with class visits
- Mend materials or maintain local information or history file

Research has shown that everyone loves libraries, but no one thinks about them very much. That's where you and your students can help:

Attend local government meetings to urge city and county legislators to invest in libraries as a vital community resource, one that will save substantial tax dollars in helping people of all ages to be more literate and productive

Support library referenda in elections

Write to your state and federal legislators and demand that library service be viewed (and funded) as a necessary public service

Write a letter to the editor of your newspaper or call in to a radio talk show to express concerns about the state of your public library

Participate in Library Legislative Day Activities

