

JANUARY/FEBRUARY 2011

ActionLine

MARYLAND STATE EDUCATION ASSOCIATION • NEA

WHAT'S GOING ON WITH MY PENSION?

YOUR PENSION IS AT RISK

The General Assembly is considering deep cuts to your benefits.



KEEP *the*
PROMISE

MARYLAND STATE EDUCATION ASSOCIATION

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MSEA to legislators: Keep your promise of
a secure retirement for educators!

President's Message

Clara Floyd, President

We've kept our promises. Let's urge legislators to keep theirs.



Legislators must keep the promise to maintain a sustainable pension system that allows Maryland to attract and retain the best teachers and honors their lifelong commitment to public service with a secure retirement.

As educators, there are promises that we make to ourselves and our students. We promise to inspire our students to great achievements and successes. We promise to open minds and open doors. We promise to go the extra mile, give the extra encouragement, and spend the extra time. We promise to seek the joy in teaching—and learning—everyday.

Our elected officials have made education-related promises of their own. They've passed and fully funded Thornton, resulting in historic education funding with the goal of raising student achievement and the quality of our public schools. In 2006, legislators voted—unanimously—to pass a long-overdue enhancement of our pensions, which were then the worst in the nation. And in 2010, they made mentoring and the local development of evaluation systems crucial parts of the Education Reform Act.

This year, we all must keep our promises. I know that we will continue to honor the promises that we've kept over the years. We'll keep the promises that we've made to our students. We'll keep the promise to effectively use the resources available to us to keep Maryland's schools #1. We'll keep the promise that we made in 2006 to more than double our pension contribution to strengthen the retirement system and fund our enhancement. And we'll keep the promise to support high standards, best practices, and strong, transparent evaluation systems.

However, we need legislators to keep their promises as well. They must keep the promise to provide our children and schools with the resources they need to thrive and remain #1. They must keep the promise to maintain a sustainable pension system that allows Maryland to attract and retain the best teachers and honors their lifelong commitment to public service with a secure retirement. And they must keep the promise to ensure that local communities and educators can determine the best way to support and achieve high standards in their schools and for their students.

We must all get involved in this effort to keep the promise. I'm thrilled that a record number of members chose to get involved this year by running for an association position. You'll find many other ways that you can get involved in our Keep the Promise campaign in this issue's lead article.

If we all keep our promises, we can honor the most important promise of all—the promise to our children of a great public school, a world of opportunity, and a boundless future.

WHAT DO YOU THINK? Write Clara: MSEA, 140 Main St, Annapolis, MD 21401 • cfloyd@mseanea.org

msea calendar

JANUARY

- 26 Retired Advisory Council
Legislative Action Day
- 28-29 Personal & Professional
Decision-Making (PPDMS)
Harbourtowne, St. Michaels
- 31 West Coordinated Bargaining
Council (CBC) Meeting

FEBRUARY

- 4-5 MSEA Board of Directors Meeting
- 7 MSEA Retired Advisory Council
- 8 East CBC Meeting
- 10 Urban CBC Meeting
- 11-12 NEA Board of Directors
- 21 Presidents Day
- 24 Southern CBC Meeting
- 25 MSEA Election: Deadline for
receipt of ballots
- 26 ESP Professional Development
Day *Doubletree Hotel, Annapolis*

MARCH

- 10 Urban CBC Meeting
- 11-12 NEA Education Support Profes-
sionals Conference *Washington, D.C.*
- 11-12 Group Processing Skills (GPS)
Homewood Suites, Hagerstown
- 18-19 MSEA Board of Directors Meeting

APRIL

- 2 MSEA Membership
Organizing Workshop
Doubletree Hotel, Annapolis
- 4 MSEA Retired Advisory Council

We ask members around the state questions about education issues and share them with you!



Parents can't afford extra activities



We've seen a difference in the available funding for field trips and for children to experience different activities that relate to our curriculum. Parents really don't have enough money to pay for the field trips. I know our PTA has reached out to local representatives hoping they could come and meet our

school community to see firsthand how we are coping, but that hasn't happened.

STACEY WATTERS Pre-k teacher, Winfield ES, Member for 17 years, Baltimore County



Disparity widening

I have students whose parents don't have jobs. We have students who are homeless. I have students who've told me that they can't afford to buy a folder or a notebook. I feel that the disparity among Maryland students is huge and the recession has only exacerbated it. I'm very, very concerned, especially

since all of our students are held to the same standards and high school assessment tests.

MARY LOU COFFIN English teacher, Wicomico HS, Member for 28 years, Wicomico County



Worried students

In my former school, I was very aware of the impact of the recession. More students would come to school without supplies. More parents were taking on second jobs. Kids would come to school worried—they'd hear about the economy and would

worry about how secure their parents' jobs were. I noticed fewer parents involved in fundraisers and fewer businesses taking part in reward-based programs that benefit students.

AARON MILLER Teacher, Newmark ES, Member for 7 years, Frederick County

Fewer teachers, fewer programs



We've had major problems as a system, as far as budget constraints and cutbacks. We've lost teachers and teachers have been moved around. Programs that we've relied upon have been cut. I hope our elected officials will use a common sense approach to deal with funding sources because, at least in the

past 20 years, it's an issue that has never been properly dealt with.

WILLIAM SULLIVAN Science teacher, Oklahoma Road MS, Member for 8 years, Carroll County

Special education budgets cut



I've noticed that many of my colleagues in special education, who are dealing with the budget cuts made to the extra pay they received for extra workload issues involving paperwork and collaborative planning, are becoming very frustrated. More students are being

placed in special education and that requires more work, but the money isn't there to pay for it.

ROBIN MCNAIR History teacher, Dr. Henry A. Wise HS, Member for 16 years, Prince George's County



New online! Watch videos of member interviews at marylandeducators.org/membervoices.

YOUR PENSION IS AT RISK

MSEA to legislators: Keep your promise of a secure retirement for educators!

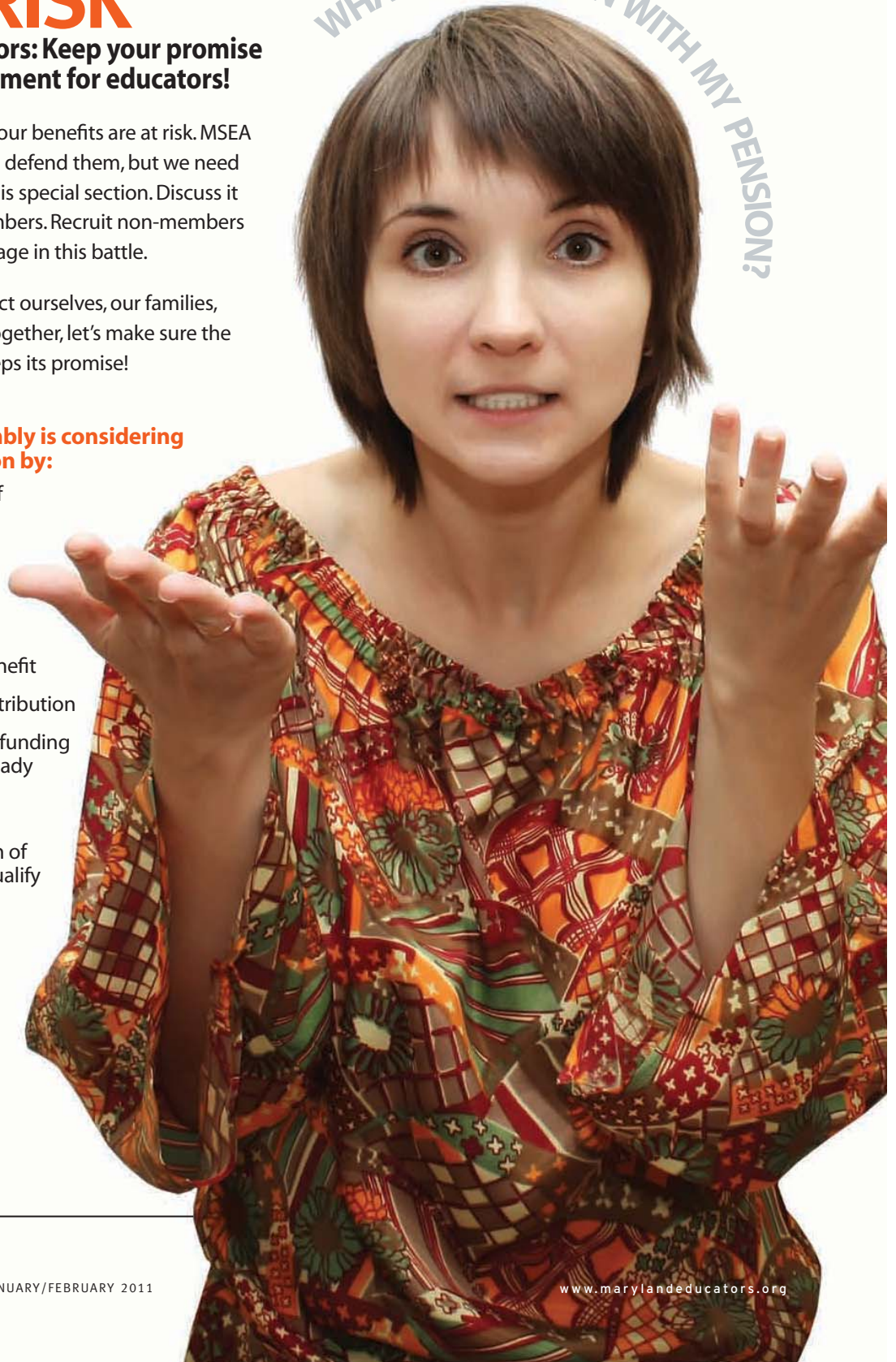
Let's be clear: Your benefits are at risk. MSEA is leading the effort to defend them, but we need you to join us. Read this special section. Discuss it with other MSEA members. Recruit non-members to join MSEA and engage in this battle.

Join the fight to protect ourselves, our families, and our profession. Together, let's make sure the General Assembly keeps its promise!

The General Assembly is considering cuts to your pension by:

- Eliminating a cost of living adjustment
- Increasing the number of years you have to work before retirement
- Decreasing your benefit
- Increasing your contribution
- Shifting the cost of funding your pension to already cash-strapped local school boards
- Doubling the length of service it takes to qualify for any benefit from 5 to 10 years

WHAT'S GOING ON WITH MY PENSION?



It's the hottest issue in Annapolis this year. It's also expected to be the most contentious one. Thanks to the national recession, declining state revenues, and poor long-term planning, legislators are now considering deep cuts to your pension benefits.

Over the past three months, the Public Employees' and Retirees' Benefit Sustainability Commission has considered reducing benefits, increasing employee contributions, and even tossing out the current system and moving to a riskier 401(k)-style or cash balance plan.

The Commission, named by Governor Martin O'Malley, Senate President Mike Miller, and Speaker of the House Michael Busch at the end of the last General Assembly session, excluded both active employees and their union representatives. The Commission, which began studying employee benefits and related costs in October, voted on its recommendations after only six half-day meetings. This rush to judgment concerned MSEA Executive Director David Helfman, who called the process "shoddy and offensive."

One commissioner, State Treasurer Nancy Kopp, shared Helfman's concern. She noted that commissioners lacked information about the impact proposed benefit changes might have on individual employees or on the ability of Maryland and its school systems to continue to attract and retain a highly qualified workforce, a concern for Bill Brown, MSEA member and Maryland State Retirement and Pension System trustee. "The Commission was charged not only with sustaining a viable retirement system for employees," said Brown, "but with addressing the serious recruitment and retention issues public education faces. I have attended all of the Commission's meetings and at no time has there been a substantive proposal that is anything other than a negative for our members and future educators."

Treasurer Kopp's criticism also focused on the proposal of a cash balance plan (see page 8), which would leave a predominantly female state and school workforce with no benefit once they had been retired for about 12 years.

While acknowledging the need to improve the funded status of the state's pension system, Kopp urged the Commission to slow down. She refused to vote on a number of proposed changes, telling fellow commissioners, observers, and gathered media that there was insufficient information on the impact of the proposals. Nonetheless, other commissioners voted to move benefit-cutting and cost-shifting recommendations to the General Assembly for consideration.

How did we get to this point?

Your pension is funded by three sources: your own contribution (a percent of your pay); the return on investments (managed by the Maryland State Retirement and Pension System ("System") and its professional investment managers); and the state's contribution (recommended by System actuaries but determined annually by the General Assembly).

Maryland school and state employees are contributing more than ever to the pension fund. Educators stuck to their promise of 2006 and more than doubled their contributions to strengthen the fund. Over the past decade, employees have had \$3 billion withheld from their paychecks to fund their retirement benefits.

"If some of the proposals being considered are passed by the General Assembly, many of our members will be at or just above the poverty level in their retirement."

—Bill Brown, MSEA member and Maryland State Retirement and Pension System trustee

THE STATE: IF WE BREAK OUR PROMISE WE'LL...

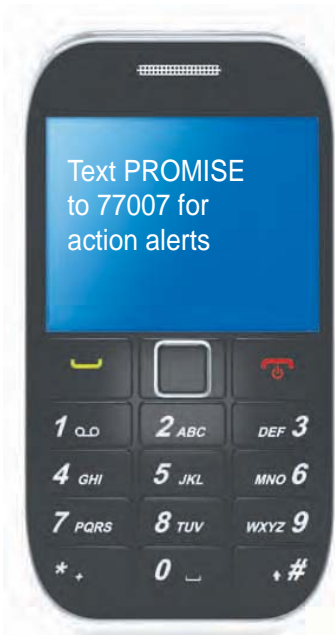
...shift some of the burden to educators. The result?

- Double the vesting period—the amount of service required to qualify for a pension benefit—from 5 years to 10 years.
- Eliminate traditional 30-year retirement and replace with the "Rule of 92" which requires that years of service plus age equal 92.
- Require current members to pay more for inferior benefits, selecting from options that result in decreases in their initial pension benefit, their cost of living adjustment, or both.
- Eliminate cost of living adjustments when investment returns are below average.

...and more of it to schools and school children:

- Local school boards begin picking up the state's pension costs but counties are not required to provide the additional funds to cover the new costs.
- School boards have limited options, resulting in elimination of programs and extracurricular activities.
- Education Support Professional and Teaching positions are eliminated.
- Class sizes are increased as local boards reduce positions.
- Local school construction budgets are cut, increasing building and renovations backlogs.
- Transportation routes are consolidated, resulting in longer commutes for children.





Join MSEA's Promise Campaign! You'll get timely updates and information about MSEA's pension campaign, educator evaluations, and school funding.

1. Sign up for MSEA's Action Alerts. Text the word PROMISE to 77007 and you'll find out when to take action and how.

2. Sign up for FrontLine, MSEA's weekly newsletter, for the latest General Assembly news. www.marylandeducators.org/frontline.

3. Be a 5-Minute Activist! Contact your state legislators and Governor O'Malley at www.marylandeducators.org/promise.

4. Visit www.marylandeducators.org/promise to download, print, and sign a Keep the Promise

Apple. What promises have you kept? What promises do you want legislators to keep? Give it to your building rep or mail it to MSEA—we'll deliver it to your representatives in Annapolis!

5. Donate to MSEA's Fund for Children and Public Education and help remind legislators to Keep the Promise to students, educators, schools, and communities. Contribute \$3 to the MSEA Fund at www.marylandeducators.org/donate.

PROTECT YOUR PENSION What you should do now

In a growing economy, these liabilities and investment losses are relatively easy to cover. But Maryland lawmakers are facing a structural deficit of at least \$1.2 billion, the anticipated loss of federal stimulus funding, and a slowly recovering economy. Legislators are desperate to find a way to address the long-term needs of the state.

Commission recommendations: Slash benefits to below 2005 levels. Those benefits, which were worst-in-the-nation, are too good for our state and school employees.

The Commission has laid out four basic plans. "As a fiduciary of the trust fund," said Theresa Lochte, MSEA member and Pension System trustee, "I'm concerned about the impact of these plans on the health and welfare of our members and the pension system. Members must be aware of how these recommendations will affect their retirement, and then act when MSEA sounds the alarm."

Here's a brief explanation of how the four options will affect education employees:

Stable Benefit Those who want to keep the current 1.8 percent multiplier and 3 percent cap on retiree COLAs will pay an additional 3 percent, for a total of 8 percent of pay. Only available to current employees.

How it works for you: This is equivalent to a 3 percent pay cut. Think of it as being furloughed for a week and a half annually for the rest of your career.

Stable Contribution Those who want to keep their current 5 percent contribution rate will see their multiplier drop to 1.6 percent for all service after June 30, 2010 (yes, these cuts are retroactive!) and their cap on retiree COLAs cut in half, to 1.5 percent. Available to all employees.

How it works for you: This is a cut in your initial retirement benefits of more than 11 percent and with a reduction in the COLA cap compounding the loss.

Basic Savings Those who want to reduce their contribution rate to 3 percent of pay will have their multiplier drop to 1.4 percent of pay for all service after June 30, 2010 and their retiree COLA totally eliminated. Available to all employees.

How it works for you: You'll be paying more for a lower benefit than you had before the 2006 Push for Pension improvements. At the time, you paid 2 percent of pay for a 1.4 percent multiplier and a 3 percent COLA.

Cash Balance Plan Members contribute 5 percent of pay and the state contributes 10 percent of pay into an individual account, similar to a 401(k), and accounts will be credited with 5 percent annual interest. At retirement you have an option of cashing out your benefit or rolling it over into an IRA. There is no guaranteed income for your lifetime. Available to all employees.

The rate of growth of the state contributions has not kept pace with employees. In 2000, the state contributed \$3.73 for every \$1 contributed by employees. By 2009, the state's contribution was only \$2.09 for every \$1 contributed by employees.

At the beginning of the past decade (2000), our benefits were fully funded; investments fully covered the benefits active employees and current retirees had earned. By the end of the decade, there was only \$2 in the System for every \$3 in earned benefits.

What caused this shortfall? There were two major factors: the corridor funding method and the 2008-09 market crash.

The corridor funding method was created by the General Assembly in 2002. The method allowed the state to contribute less to the System than its actuaries recommended, thereby creating an unfunded liability and increasing future costs. The effect of this underfunding soon began to balloon out of control.

The recession added to the funding woes. The terrible 2008-09 investment market decimated the fund, as it did to so many others. Total assets dropped by \$6.5 billion, or about 20 percent.



How it works for you: You can retire, roll your money into an IRA, and begin drawing a benefit equal to half your salary. Assuming you do well investing the money on your own, your money will last for about 12 years. Then you're on your own, with no benefit left.

Adding insult to injury, the Commission also voted for several more drastic changes

The vesting period would increase from five to ten years. This means in order to lock in an entitlement to a retirement benefit, you must work at least ten years.

The retirement age also would increase. Instead of the current policy of 30 years or age 62, there would now be a "Rule of 92". Rule of 92 means your age and service must equal 92. A teacher, support professional, or state employee beginning work at 22 would need to work until 57. At that point they would have 35 years of service. Effectively, the normal retirement requirement increases by five years for a typical career employee.

Good-bye retirement cost of living protection

In addition to requiring active members to work more years before qualifying for normal retirement, the commission voted to eliminate cost of living adjustments (COLAs) for retirees. In the future, they would resemble profit-sharing adjustments. They would only be paid if the System earns more than its 7.75 percent investment return goal (staff anticipates that half the time it does; half the time it doesn't) and it would be subject to inflation and remain capped at either 3.0 or 1.5 percent (depending on the plan option selected). This erosion of the COLA applies to members who would be paying more under the Stable Benefit or Stable Contribution options.

WHAT EXACTLY IS YOUR PENSION PLAN?

Retirement benefits for you and/or your survivor

- A basic monthly retirement allowance based on your age, service, and salary upon retirement
- Options for continuing the allowance to your survivor
- Annual cost of living adjustments

Coverage while you are still working

- Survivor protection if you die before retirement
- Disability coverage in the event that you are unable to continue working due to a disabling injury or illness

Calculate your pension under the current plan

- Visit www.sra.state.md.us/Participants/Members/Resources/Estimators/



Visit www.marylandeducators.org/promise to learn more about MSEA's Keep the Promise campaign and how you can help MSEA protect your pension.

A Pension Glossary

Actuaries Actuaries provide expert assessments of financial security systems, with a focus on their complexity, their mathematics, and their mechanisms.

Benefit Formula A formula for computing the amount of pension benefit payable under a retirement plan, usually based upon salary, length of service, and age.

COLA The cost of living adjustment that helps maintain original purchasing power of the benefit. Members of the Pension System are eligible for up to a 3 percent compounded COLA each year.

Corridor Funding Method Funding method passed by the General Assembly when the system was fully funded that allowed it to contribute less annually than the actuaries recommended. The shortfall increased the state's unfunded liabilities and, therefore, its future costs.

Final Average Salary/Compensation The average rate of salary for a specific period of time generally preceding retirement. In Maryland it equals the three highest consecutive years of salary.

Multiplier The number representing a percentage of final average salary used in computing the benefit formula that, along with final average salary and years of service, determine pension benefit.

Start shifting costs from the state to the local level

Finally, the Commission recommended shifting teacher retirement costs to the local school boards. Phased in over at least three years, the locals would end up bearing an average of 50 percent of the total costs of pensions and social security. The Commission failed to consider how school boards would cover these costs. The counties have limited ability and no obligation to raise taxes to cover these new costs. You can expect this shift to force school boards to reduce staff, increase class sizes, and limit other resources for students and schools.

MSEA: Let's slow this train down!

A promise of a secure retirement for educators is critical to attracting and retaining a highly qualified workforce for our schools. Four years ago, we agreed to increase the amount we contribute in exchange for modest improvements in our benefit levels. Now the state is considering breaking its promise and requiring us to pay even more for an inferior benefit.

"The future security of our members is at stake. Not only will they work longer, and pay more, but they will receive less in retirement benefits," said Bill Brown. "If some of the proposals being considered are passed by the General Assembly, many of our members will be at or just above the poverty level in their retirement.

"Veteran educators have kept their promise, made their contributions, and now are faced with an entirely different scenario," Brown added. "Younger members, who entered the profession with the promise of a bright future and decent pension, will be working longer and harder with ever-increasing and challenging expectations. Is this the reward for that service?"



MSEA Election 2011

Tips for Election 2011

NEED ADDITIONAL BALLOTS? Contact Carole Masciarelli, 800/448-6782, x3611; cmasciarelli@mseane.org.

REMINDER MSEA staff may not assist a member or candidate in any way in matters relating to MSEA Election 2011.

QUESTIONS? Contact Trish Bendler or Tyrone Holmes, co-chairs, Nominations & Credentials Committee, or Susan Russell, chief counsel, 800/448-6782, x3667, srussell@mseane.org.

Why vote? The focus and direction of MSEA depends on your good judgment

MSEA's influence on the difficult issues facing public education is felt from the State House in Annapolis to your school or worksite. This year alone, MSEA members will be leading the way, organizing to protect your valued pension benefit, safeguarding public school funding and the classroom resources and school buildings that make student learning possible, and ensuring that new methods of evaluating teachers are collaborative and fair across the state.

Your current leaders will be tackling these issues in the coming months, and those you elect in MSEA's Election 2011 will do the same on similarly critical and defining concerns in the years ahead. MSEA's 71,000 members depend on officers and leaders committed to the interests of public education employees and the students they serve. That's what makes it more important than ever to elect candidates who reflect your professional and career goals.

Please take time to read the Election 2011 Guide on the following pages and vote for the candidates you want to see guiding MSEA into the future.

Not sure what MSEA leaders do? At the beginning of each section, you'll find a brief description of the positions you'll be voting to fill. In the meantime, here's the short story of what's on the ballot this year:

- **Treasurer**
Three-year term,
September 1, 2011–August 31, 2014
- **MSEA Directors**
Four to be elected
Three-year term
August 1, 2011–July 31, 2014
- **NEA Director**
One to be elected
Three-year term
August 1, 2011–July 31, 2014
- **MSEA Delegates**
Approximately 50 to be elected
One-year term

Important Election 2011 dates

January 25, 2011
Deadline for ballots to arrive in schools

February 25, 2011 5:00 p.m.
Deadline for receipt of ballots

March 11, 2011
Results validated at MSEA

What if there's a run-off?
In the event of a run-off election, look for a schedule and candidate information in the March/April issue of *ActionLine*.

There's more online!



Check out MSEA's directory at marylandeducators.org/directory to learn more about MSEA's 16-member Board of Directors, including photos, terms, and contact information. For more information about the roles of officers and the board of directors, and MSEA elections, see MSEA's online handbook at marylandeducators.org/membercenter.

Why get involved in your professional association? Unions are the wave of the future for professional employees!

Professional workers are confronting increasing challenges to their careers brought about by rapidly changing technology, the turbulent world economy, and new work methods. Like so many other workers, professionals are forming unions to enhance their professional autonomy, to be involved in making the decisions that affect their careers, and for greater professional and personal security.

Fast facts on unions and professionals:

- The union movement is now 53.9 percent professional and technical. In the professional and related occupations, 18.7 percent of workers are union members, a higher proportion than the workforce in general.
- Employment in the professional and related occupations accounts for the largest share of 2008 employment: about 21 percent. These occupations are growing faster and adding more workers than any other major occupational category.

While total employment is projected to grow 10.1 percent between 2008 and 2018, the growth for professional and technical workers is projected to be nearly 17 percent, or 5 million jobs.

- Between 2008 and 2018, the U.S. Bureau of Labor Statistics projects about 4 million new professional and related jobs in the healthcare and social assistant sector, 805,000 in educational services, and another 4.2 million in professional and business services.
- Twenty-one percent of all jobs in 2008 required a bachelor's degree or higher. Fourteen of the 30 occupations expected to grow most rapidly between 2008 and 2018 generally require a bachelor's degree or higher as their most significant source of education and training. Another seven occupations on the list typically require a postsecondary vocational award or an associate's degree. Most of the 30 fastest occupations are professional and related.

Source: Analysis of U.S. Bureau of Labor Statistics (BLS) figures by the AFL-CIO Department for Professional Employees; BLS, May 2010.

MSEA Election 2011

MSEA-Retired Advisory Council Election 2011: Two seats open and a third seat to be filled by special election

MSEA-Retired members! Help elect two new members to your seven-seat MSEA Retired Advisory Council (three-year terms).

HOW TO NOMINATE A CANDIDATE:

- Read carefully and complete the Nomination Form on this page.
- Submit form by mail or fax. Submit photo by mail or email.

■ No faxes or Xeroxed photos accepted. For more information, visit marylandeducators.org, Retired Advisory Council Election, or contact Susan Russell, chief counsel, 800/448-6782, ext. 3667; srussell@mseanea.org.

DEADLINE: FEBRUARY 23, 2011

SEND NOMINATION FORM TO:

MSEA Nominations & Credentials Committee, Attn: Retired Advisory Council, 140 Main Street, Annapolis, MD 21401, Fax: 410/263-5730.

MSEA-Retired Advisory Council Nomination & Intent and Biography Form August 1, 2011 – July 31, 2014

Name		Street Address	
City		State	Zip
Home Phone		Cell Phone	
Local Association (Pre-retirement)			
MSEA Member: _____ Years: _____ Ethnic Group: _____			
Association Positions Held (Limit: 3 per category):			
■ Local: _____			
■ MSEA: _____			
■ NEA: _____			
Personal Statement: Attach a statement not exceeding 25 words. Statements over 25 words are subject to deletion.			
LETTER OF INTENT: I hereby state my willingness to run as a candidate for the position marked above. I agree to abide by the MSEA/NEA policies and bylaws and to adhere to the Code of Ethics, as adopted by the Association.			
Date		Signature of Nominee	

Special Election Completing the term of John Helmick, Jr. 2009-2012 MSEA-Retired Advisory Council Nomination & Intent and Biography Form

Name		Street Address	
City		State	Zip
Home Phone		Cell Phone	
Local Association (Pre-retirement)			
MSEA Member: _____ Years: _____ Ethnic Group: _____			
Association Positions Held (Limit: 3 per category):			
■ Local: _____			
■ MSEA: _____			
■ NEA: _____			
Personal Statement: Attach a statement not exceeding 25 words. Statements over 25 words are subject to deletion.			
LETTER OF INTENT: I hereby state my willingness to run as a candidate for the position marked above. I agree to abide by the MSEA/NEA policies and bylaws and to adhere to the Code of Ethics, as adopted by the Association.			
Date		Signature of Nominee	

Local Affiliate Acronyms

Use this list to determine the county and local affiliate of each candidate.

Allegany

ACESC Allegany County Educational Services Council
ACTA Allegany County Teachers Association
APSASAC Association of Public School Administrators and Supervisors of Allegany County

Anne Arundel

SAAAAC Secretaries and Assistants Association of Anne Arundel County
TAAAC Teachers Association of Anne Arundel County

Baltimore

ESPBC Education Support Professionals of Baltimore County

TABCO Teachers Association of Baltimore County
Calvert
CAESS Calvert Association of Educational Support Staff
CEA Calvert Education Association

Caroline

CCEA Caroline County Educators' Association

Carroll

CASE Carroll Association of School Employees
CCEA Carroll County Education Association

Cecil

CESPA Cecil Education Support Personnel Association
CCCTA Cecil County Classroom Teachers Association

Charles

EACC Education Association of Charles County

Dorchester

DE Dorchester Educators

Frederick

FASSE Frederick Association of School Support Employees

FCASA Frederick County Administrators and Supervisors Association
FCTA Frederick County Teachers Association

Garrett

GCEA Garrett County Education Association

Harford

HCEA Harford County Education Association
HCESC Harford County Educational Services Council

Howard

HCEA Howard County Education Association

Kent

KCESPA Kent County Education Support Professionals Association

KCTA Kent County Teachers Association

Montgomery

MCEA Montgomery County Education Association

Prince George's

ACE-AFSCME Local 2250 Association of Classified Employees
PGCEA Prince George's County Educators' Association

Queen Anne's

QACEA Queen Anne's County Education Association

St. Mary's

CEASMC Collective Education Association of St. Mary's County
EASMC Education Association of St. Mary's County

Somerset

SEA Somerset Education Association

Talbot

TCEA Talbot County Education Association

Washington

WCESP Washington County Educational Support Personnel

WCTA Washington County Teachers Association

Wicomico

WCEA Wicomico County Education Association

WESPA Wicomico Education Support Personnel Association

Worcester

WCTA Worcester County Teachers Association

WCESPA Worcester County Education Support Personnel Association

MSEA Election 2011

Candidates for MSEA Treasurer

THREE-YEAR TERM • SEPTEMBER 1, 2011–AUGUST 31, 2014

What does the MSEA treasurer do?

MSEA's treasurer keeps an accurate account of all funds belonging to MSEA, signs checks to pay expenses as approved by MSEA's president and executive director, and prepares and presents a financial statement at MSEA's annual Representative Assembly. *Three-year term*



Terry Borneman

School: Westminster East MS

Position: Teacher

Local: CCEA

Member: MSEA 30 years/NEA 30 years

Association Position: *Local:* Vice-president, Government Relations Committee (chair), Negotiations Team. *MSEA:* Current treasurer, Board of Directors, Convention Exhibits Committee (chair), MSEA Convention Sergeant at Arms. *NEA:* New Business Items Committee, Convention Budget Committee (chair); RA delegate, delegate to Mid-Atlantic Convention

I want all members to feel that they are a significant part of our association. I welcomed any and all input on the budget process. We had some difficult but necessary decisions to make in finalizing our two year budget in May in order to stay fiscally sound. We will have even more intricate choices to be made if the economy does not rebound. I will make sure all educators have the opportunity to make a difference and are informed on what is current and maintain a transparent budget. I will continue to give the position my usual hard work and in-depth analysis.

I have a thorough understanding of our strategic objectives and the budgetary process. I will direct more grant money back to our locals/ members and continue an adequate member friendly balanced budget for the Association. Please vote to Re-elect Terry Borneman your MSEA Treasurer! Any suggestions write twborne@carrollk12.org.



Bill Fisher

School: Eva Turner ES

Position: Teacher

Local: EACC

Member: MSEA 35 years/NEA 35 years

Association Position: *Local:* President, vice president, Executive Board member. *MSEA:* Board of Directors, Budget Committee, Membership Committee. *NEA:* RA delegate, Budget Committee.

Elect AN EXPERIENCED VOICE FOR EDUCATORS AND PUBLIC EDUCATION Experience: 3 term President of the Education Association of Charles County. EACC: Vice President, Executive Board, Negotiations, Membership, Building Rep., SPARKS

MSTA: 2 term Board of Director; Committees: Retirement, Budget (10 yrs.), Membership, Chair Coordinated Bargaining So. MD. NEA Treasurer Training, NEA & MST A Delegate to Representative Assembly. Successfully negotiated contracts which included Step Compression. Successfully lobbied legislature for Fair Share for teachers which extended to support personnel. Elected 5 of 7 NEW Board of Education Members for Charles County Public Schools. 31 years as classroom teacher. Leadership revolves around member involvement. I will work with the President, Vice President and Executive Director to keep MSEA fiscally sound.

Your vote for me will ensure that MST A will remain a strong force for all educators and support personnel.

VOTE BILL FISHER For Treasurer

Candidates for MSEA Treasurer

THREE-YEAR TERM • SEPTEMBER 1, 2011–AUGUST 31, 2014



Lila Merenbloom

School: Arbutus MS

Position: Education Support Professional

Local: ESPBC

Member: MSEA 10 years/NEA 10 years

Association Position: *Local:* Building representative, Faculty Council, Board of Directors. *MSEA:* Membership Organizing Committee, Resolutions Committee. *NEA:* RA delegate.

Keeping accounts healthy is the life blood of a well working organization, and like people, it is important to make sure that the accounts are flowing properly. There is no cuff to take the blood pressure of the MSEA's books, so we need to make sure that they are properly audited and maintained each year. It is unacceptable to write off the need to get our treasury in proper working order. That would be like refusing to eat healthy because your parents had high blood pressure. We need to systematically, and comprehensively review MSEA's books and accounts to make sure that past errors in judgment are not compounded over time. Much like hypertension being a silent killer of people, improperly maintained accounts and misdirected funding will kill the real goals of our organization without warning.



James Woods

School: Frederick Douglass HS

Position: Teacher/Coach

Local: PGCEA

Member: MSEA 16 years/NEA 16 years

Association Position: *Local:* Building representative (5 years). *MSEA:* RA delegate (3 years). *NEA:* RA delegate.

As an active member of MSEA for many years, I have seen firsthand, the strides we educators have made in the last two years making Maryland #1 in the Nation. My name is James Woods and I'd like your vote as MSEA's treasurer. I haven't always been in education; my first experience outside of the Army, during the Vietnam era, was running multiple stores for the fast food chain "Wendy's". I went to college on the GI Bill and earned a degree in Business Administration with a minor in Finance. Those experiences lead me back to my true calling, the education of our youth. Since the early 1990's, I have been a classroom teacher and coach to our students. Working with you this past summer at the NEA convention inspired me to become more involved with the MSEA. Vote Woods for treasurer and know the job will get done.

MSEA Election 2011

Candidates for MSEA Director

FOUR TO BE ELECTED • THREE-YEAR TERM • AUGUST 1, 2011–JULY 31, 2014

What does an MSEA director do?

MSEA's Board of Directors is comprised of three officers, eight MSEA directors, four NEA directors, and MSEA's executive director. The board is responsible for the fiscal affairs and general management of the association, the interpretation/implementation of policies, the preparation of the proposed two-year budget, and much more. Four new directors will be elected in 2011. *Three-year term*



Cheryl Bost

School: Mars Estates ES

Position: Teacher

Local: TABCO

Member: MSEA 22 years/NEA 22 years

Association Position:

Local: Building representative, Membership Committee (chair), Board of Directors, vice president, president. *MSEA:* Pension Committee (co-chair),

Membership Committee, MSEA Board. *NEA:* NEA delegate.

Thank you for electing me three years ago to my first term on the MSEA Board of Directors. As a Board member, I have tried to make sure MSEA is staying on top of issues impacting members across the state. I continuously network with Board members, local presidents, and members to bring issues forward and to make certain our state association is working to represent all of our members on the issues facing public education. My fellow Board members had confidence in me to nominate me to serve on the Maryland Educator Effectiveness Council because of my strong voice for educators, and I work hard to make sure issues are voiced and addressed. I have been your advocate and your voice in my first term, and I hope you will re-elect me to the MSEA Board to continue my advocacy for you during these tough times dealing with tough issues.



Theresa Mitchell Dudley

School: Benjamin Tasker MS

Position: Teacher

Local: PGCEA

Member: MSEA 11 years/NEA 11 years

Association Position: *Local:* RA delegate. *MSEA:* Pension Task Force. *NEA:* RA delegate.

We have a new name and it's time for more new leadership on the MSEA Board. My goal is to serve as voice that will listen to our members. Our leadership has

ignored important requests made from our body at annual meetings. Electing me to the MSEA Board will bring a candid voice on our fundamental and more complex issues. It's time for a change in how our board shares information and makes decisions. Our endorsement of referendum questions and political candidates should be transparent to avoid any question of MSEA's integrity and accountability to our membership, and to the public who respect us as leaders in the field of education. My years in elementary and middle school along with my association experience, will bring the perspective of these highly tested grade levels to the discussion. My service to education includes both PGCEA and our state affiliate. Questions? tmdudley63@yahoo.com



Anna Gannon

School: Gorman Crossing ES

Position: Teacher

Local: HCEA (Howard)

Member: MSEA 17 years/NEA 17 years

Association Position:

Local: Board of Directors, Membership Committee, Professional Development Committee, Negotiations Committee.

MSEA: Women's Leadership Training Cadre, 2010 Convention By-Laws and Rules (co-chair), Emerging Leader Generation VI.

Anna Gannon, technology teacher, HCEA BOD, HCEA Membership & PD committees, Women's Leadership Training Cadre (trainer), Emerging Leader Generation VI, 2009–2010 NEA & MSEA delegate, participant in 2009–2010 Joint Conference on Concerns of Minorities and Women, 2009 Mid-Atlantic Regional Conference, 2009 NCUEA Fall Conference, believes it is necessary to continue to replenish our organization with vibrant workers who will foster new growth for Maryland educators. Without renewal, our organization will not succeed to provide Great Schools for Every Child. Allow me the opportunity to bring my dedication and vigor to the position of Board of Directors while working to provide the best working environment for all staff (teachers, para-educators, support staff) and students! Let me be your advocate and voice. VOTE ANNA GANNON for MSEA Board of Directors.

MSEA Election 2011

Candidates for MSEA Director

FOUR TO BE ELECTED • THREE-YEAR TERM • AUGUST 1, 2011–JULY 31, 2014

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Veronica Henderson

School: Office of School Counseling

Position: Education Support Professional

Local: ESPBC

Member: MSEA 20 years/NEA 20 years

Association Position:

Local: Current secretary and former vice president, first

editor of the newsletter, served on and chaired various committees. *MSEA:* Board of Directors, Minority Affairs Committee, Resolutions Committee, ESP Concerns Workgroup, "I Can Do It" cadre trainer, IMS, Minority Affairs Committee, Women's Leadership Training Program. *NEA:* Board of Directors, Resolutions Committee, Women's Leadership Training Program cadre trainer, 2007 Education Support Professional of the Year (Maryland's first).

Hello, my name is Veronica Henderson and I am asking you to elect me to the MSEA Board. For the past six years as an NEA Director At-Large I have served our members and students well, and have brought honor to Maryland in being its first ever NEA Education Support Professional of the Year in 2007.

As an educator, I believe being over-worked, saddled with a poor pension system, fighting privatization, and earning less than a living wage are all compelling reasons for me to stand and deliver for our members. Anyone can talk a good game, but action speaks louder than words. As a proven voice for the voiceless, I am committed to not only talk-the-talk, but walk-the-walk to build bi-partisan political and social alliances to advocate for our members, the students we serve, and holding those we elect and support financially accountable to us.

VOTE VERONICA HENDERSON!



Gladys M. Jenkins

School: H.W. Wheatley ECC

Position: Speech Language Pathologist

Local: PGCEA

Member: MSEA 22 years/NEA 22 years

Association Position:

Local: Vice president, Board of Directors. *MSEA:* Membership

Committee (chair).

After serving as the Vice President, Board Member, Membership Chair and Building Representative in my Local during the past 21 years, I am well prepared to represent my colleagues throughout the state of Maryland as a member of the MSEA Board of Directors. I am a proven leader, who is articulate, intelligent, dependable, well versed and ready to broaden my horizons at the state level. I assure you that I am ready, willing and able to serve and represent YOU in a positive manner! Thanks in advance for your support.



Shirley May Little

School: Crofton MS

Position: Teacher

Local: TAAAC

Member: MSEA 37 years/NEA 37 years

Association Position:

Local: Board of Directors. *MSEA:* RA delegate. *NEA:* RA delegate.

During my 37 years as a public school classroom teacher in Maryland, I served as an elected member of the local TAAAC Board of Directors, represented five different schools for my association, participated as a delegate to NEA Representative Assemblies, participated in dozens of association groups, and was an MSEA convention delegate and participant for decades. I am dedicated to improving the welfare of my colleagues in education and the students they serve.

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MSEA Election 2011

Candidates for MSEA Director

FOUR TO BE ELECTED • THREE-YEAR TERM • AUGUST 1, 2011–JULY 31, 2014

I oppose trends for complicated certification standards, evaluations and merit pay based on test scores, and salary differentials between teachers. I believe that educators must remain aware that the increasing workload problem is a hindrance to our professionalism. We must strive to remain directly involved in decision-making that concerns our students and fight the threat of retribution from administration within our workplaces. I would be honored to represent the members of MSEA on their Board of Directors.



Erskine Moss

School: Patuxent HS

Position: Teacher

Local: CEA

Member: MSEA 7 years/NEA 17 years

Association Position:

Local: Executive Board, Minority Affairs Committee, Negotiations Committee.
MSEA: Membership Committee.

A NEW VOICE FOR MSEA

I am a dedicated and informed educator who is aware of the many challenges that face locals throughout the state of Maryland. As an executive board member for my local, I am a proactive thinker who constantly reads and research educational issues. I am a strong advocate for all education members. Maryland educators need strong leaders who are good listeners who will work to strengthen the foundation for education throughout the state. I am dedicated to serving the people of Maryland and ask for your support in this election campaign. I am a team player also who will work well with the remaining group of Directors. I look forward to serving public educators and support staff employees. Casting your vote for Erskine Moss is a vote for experience, dedication and hard work.



Ted Payne

Position: Teacher/
Local Association
President

Local: CCEA

Member: MSEA 18
years/NEA 18 years

Association Position:

Local: President, Board of Directors, building representative.
MSEA: RA delegate, Resolutions Committee.
NEA: RA delegate,

Resolutions Committee (6 years).

There are many issues facing public schools today. With Race to the Top driving many reforms, budgetary shortfalls hitting each county and added stresses acting on everyone in public education, we must maintain a united voice working toward achieving our common goals. By advocating for education, a bill creating a fair public education labor board passed last year, which strengthens your rights. As a leader in my local, I have had many opportunities to work with county policy makers as well as the community members which drive public education. As a member of MSEA's Board of Directors, I will continue working with our members and the state education policy makers to make sure reforms that are mandated are best for the education of our children. Many challenges are facing us in the coming years and I am asking for your support to serve on the MSEA Board of Directors.



MSEA Election 2011

Candidates for MSEA Director

FOUR TO BE ELECTED • THREE-YEAR TERM • AUGUST 1, 2011–JULY 31, 2014



Doug Prouty

Position: Teacher/
Local Association
President

Local: MCEA

Association Position:

Local: President, vice
president, Board of
Directors.

*The events of the past
year have made clear
that MSEA members
in every county in
Maryland face the same*

sort of issues—the impact of the RTTT application and regulations on teacher evaluation and instruction, the budget shortfalls at both the state and county level, and the pension underfunding crisis. These issues make it even more important that MSEA is the vehicle for collective action in Annapolis and assists locals to take action in each county. We saw in 2006 what a focused, pro-active campaign can do— together, we improved the state pension system. In today's environment, we need to anticipate problems and utilize the strength of the 72,000 members of MSEA to push solutions that make sense for us and the students of Maryland. My experience as a local leader and activist can help us make it through this difficult time.



Myrna Roberts

School: Crossland HS

Position: Teacher

Local: PGCEA

Member: MSEA 12
years/NEA 12 years

Association Position:

Local: Former
member of Board of
Directors, former mem-
ber of Nominations,
Elections, and Cre-
dentials Commission

(NECC), member of Membership Committee. MSEA: Member of Women's Concerns Committee, Crisis Fund Trustee, RA delegate. NEA: MSEA Caucus Budget review group, MSEA Caucus Interview the Candidates group.

I, Myrna Roberts, am dropping my hat in the ring for candidacy to MSEA Board of Directors. I am asking for your vote and support. Teachers are bearing the blunt of the financial crisis plaguing our state, but if elected to MSEA Board of Directors, I will be a roaming "busy bee" advocating for better pension reform, teachers' compensation, and better working conditions.

As your next elected MSEA Board of Director, I will be perfectly positioned to interpret and implement new and old policies of the Association. Why? I have served in my local and state Associations for many years and have garnered a wealth of valuable knowledge that I will use to effectuate the Association's policies and issues related to all members.

Please vote for Myrna Roberts, candidate to MSEA Board of Directors. Thank you.



Rio Thompson

School: Forestville
Military Academy

Position: Teacher

Local: PGCEA

Member: MSEA 9
years/NEA 9 years

Association Position:

Local: Building
representative,
committee chair, TURN.
MSEA: MSEA Minority
Affairs Committee. NEA:

Professional Standards and Practices Committee.

MSEA members it's my hope that this brief statement may convey a message that will convince you I will be a worthy representative.

The various association positions that I've served in are stated in my bio, and for many this is your chance to meet me for the first time. I'm an education professional that honestly believes that we are better able to service our children when we are assured that our interest is being addressed. I believe in being member-driven not politically motivated. Our MSEA board is at its best when it reflects the desires and needs of its members. As a representative from Prince Georges County I'll drive our association towards excellence in its service to our members. Only with your support will I have a chance to serve you. I ask the favor of your support in return for a promise of dedicated service.

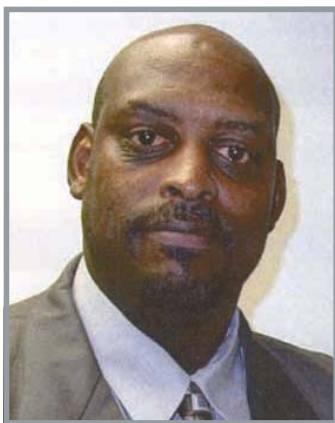
MSEA Election 2011

Candidate for NEA Director

THREE-YEAR TERM • SEPTEMBER 1, 2011-AUGUST 31, 2014

What does an NEA director do?

The NEA Board meets four times a year, plus one meeting during the annual NEA Representative Assembly. The Board of Directors and the nine-member NEA Executive Committee are responsible for the general policies and interests of the Association. The Board of Directors and the Executive Committee derive their authority from the NEA Constitution and Bylaws. An NEA director also serves as an MSEA director.



Steven Brooks

School: Patuxent HS

Position: Building Service Manager

Local: CAESS

Member: MSEA 15 years/NEA 15 years

Association Position: *Local:* President, Board of Directors, building representative. *MSEA:* Board of Directors. *NEA:* Board of Directors.

A NEW VOICE FOR MSEA AND NEA

I am an extremely strong voice for education and will work hard for the members of MSEA.

- Former President of the Calvert Association of Educational Support Staff
- Member of the MSEA Representative Assembly Committee
- Member of the MSEA Workshop Committee for Educational Support Staff
- First graduate of the NEA Leaders for Tomorrow Program
- Delegate to the NEA and the MSEA Representative Assembly
- Successfully negotiated a 13.5% three year contract with the Calvert County Public Schools
- Elected education friendly candidates to the Board of Education of the Calvert County Public Schools

Note: Pursuant to MSEA guidelines, this seat will not appear on the ballot; the unopposed candidate will fill the position.

TAKE THE Quiz

Do you know the union difference?

1. How much higher are the median weekly earnings of union workers compared with nonunion workers?

- a. 6 percent
- b. 12 percent
- c. 30 percent

2. What percent of union workers gets health benefits?

- a. 80 percent
- b. 60 percent
- c. 28 percent

3. What percent of nonunion workers gets health benefits?

- a. 73 percent
- b. 60 percent
- c. 49 percent

4. What percent of union workers gets a guaranteed, defined-benefit pension?

- a. 19 percent
- b. 49 percent
- c. 68 percent

5. What percent of nonunion workers gets a guaranteed, defined-benefit pension?

- a. 60 percent
- b. 27 percent
- c. 14 percent

6. Of nonunion workers who aren't managers, what percent say they want a union in their workplace?

- a. 17 percent
- b. 30 percent
- c. 58 percent

7. What percent of workers were members of unions last year?

- a. 35 percent
- b. 20 percent
- c. 12 percent

Answers:
1 c • 2 a • 3 c • 4 c • 5 c • 6 c • 7 c

Sources: U.S. Department of Labor, *Employment and Earnings*, January 2003; Bureau of Labor Statistics, *Employee Benefits in Private Industry*, 2000; Peter D. Hart Research Associates, February 2003.

Candidates for MSEA Delegate to the NEA Convention

APPROXIMATELY 50 TO BE ELECTED • ONE-YEAR TERM • JUNE 30-JULY 5, 2011

What does an MSEA delegate to the NEA Representative Assembly do?

Every year, MSEA members elect nearly 70 of their colleagues to represent MSEA as delegates to the annual NEA Representative Assembly (RA). These state delegates, plus delegates elected by each of MSEA's 41 local associations, comprise the MSEA delegation to the RA. This year, more than 9,000 NEA delegates from across the country will gather June 30-July 5 in Chicago. Over the course of eight business sessions, they will debate the vital issues that impact American public education and set association policy and activities for the year ahead.

Christina Abrams

School: Washington HS

Position: Teacher

Local: SEA

Member: MSEA 4 years/NEA 4 years

Association Position: *Local:* Treasurer, Membership, Board of Directors.

Through my involvement in my local Association, I have become a stronger teacher and leader who represents, negotiates, and advocates for all teachers.



Perla Alega

School: Patuxent ES

Position: Teacher

Local: PGCEA

Member: MSEA 6 years/NEA 6 years

Association Position: *Local:* Member PGCEA. MSEA: RA delegate, Committee on Human and Civil Rights. NEA: NEA RA delegate.

As an MSEA Delegate to the 2011 NEA Convention, I shall endeavor to attend and actively participate in all required caucuses, meetings, and deliberative sessions.



Yvonne N. Baicich

School: Kingsford ES

Position: Teacher

Local: PGCEA

Member: MSEA 22 years/NEA 22 years

Association Position: *Local:* Building representative, committee chair, Board of Directors. MSEA: RA delegate, Board of Directors. NEA: RA delegate.

As a NEA delegate, I will work hard to represent the interests of all Maryland state public school educators and the goals of our association.



Richard Benfer

School: Belvedere ES

Position: Teacher

Local: TAAAC

Member: MSEA 18 years/NEA 18 years

Association Position: *Local:* Vice president, director, Nominating Committee. MSEA: CARE trainer, I Can Do It! trainer. NEA: GLBT Caucus.

Active member in local association: building representative, board member, vice president, MSEA/NEA delegate. On credentials, nominating, negotiating team. IPD trainer and Emerging Leader Generation VI.



Michele E. Bennett

School: Allegany HS

Position: Paraprofessional

Local: ACESC

Member: MSEA 6 years/NEA 6 years

Association Position: *Local:* Treasurer, Social Committee (chair), building representative. MSEA: RA delegate (4 yrs). NEA: RA delegate (2 yrs).

It is my intent to handle this position, if chosen, professionally and efficiently, making every vote with the good of all in mind! Thank you!



Martha George Boxley

School: Bladensburg HS

Position: Teacher

Local: PGCEA

Member: MSEA 8 years/NEA 8 years

Association Position: *Local:* Faculty representative. MSEA: RA delegate. NEA: RA delegate.

Thank you for sending me as your NEA Delegate from my Local to the last five national conventions.



Betsy Bringer

School: Maryland City ES

Position: Teacher

Local: TAAAC

Member: MSEA 5 years/NEA 5 years

Association Position: *Local:* Building representative (3 yrs). MSEA: RA delegate.

Having served at the 2010 RA, I would be honored again to bring my perspective as an older "new" educator to the challenges we face.



Michelle Brooks

School: Francis Scott Key MS

Position: ESOL Teacher

Local: MCEA

Member: MSEA 8 years/NEA 8 years

Association Position: *Local:* RA delegate. NEA: RA delegate.

As an ESOL teacher, I have the unique prospective of advocating for LEP students and ensuring teachers have appropriate resources to be successful.



Liz Barnes Brown

Position: Local President

Local: EACC

Member: MSEA 31 years/NEA 31 years

Association Position: *Local:* President, vice president, secretary. MSEA: RA delegate, Women's Leadership Cadre. NEA: RA delegate, Resolutions, New Business.



Having been on the pilot workgroup for RTTT changes at MSEA I would work to protect members advocating for fair legislation for all educational employees.

Laura J. Brown

School: Wheaton HS

Position: Media Specialist

Local: MCEA

Member: MSEA 11 years/NEA 11 years

Association Position: NEA: RA delegate

Identifying technology sources so teachers can integrate technology into the curriculum to enhance instruction and provide more options for student academic success is my commitment.



Pam Bukowski

School: Southern MS

Position: Speech-Language Pathologist

Local: TAAAC

Member: MSEA 8 years/NEA 8 years

Association Position: *Local:* Board of Directors, Sick Leave Bank. MSEA: RA delegate. NEA: RA delegate.

I am honored to represent and advocate for my fellow educators as a TAAAC board member as well as representative at State and National RAs.



Tanya Caldwell

School: Aberdeen MS

Position: Education Support Professional

Local: HSEAC

Member: MSEA 5 years/NEA 5 years

Association Position: *Local:* Negotiations Team.

Negotiations team member 2010. Trainings include ELA generation IV, I Can Do It, Dealing with Difficult Students, Wellstone Training, MLT.



Randy Changuris

School: Seneca Valley HS

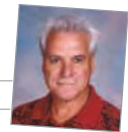
Position: Substitute Teacher

Local: MCEA

Member: MSEA 36 years/NEA 36 years

Association Position: *Local:* Building representative, Board of Directors, Bargaining Team. MSEA: Task Force on Pension Enhancements, Coordinated Bargaining Council, RA delegate. NEA: RA delegate.

I have been an advocate for our profession in many leadership roles. I wish to continue my advocacy as a strong voice for our profession.



continued, next column

Candidates for MSEA Delegate to the NEA Convention

CHICAGO, IL • JUNE 30-JULY 5, 2011

Bernice Chorba

School: Pershing Hill

Position: Education Support Professional

Local: SAAAAC

Member: MSEA 22 years/NEA 16 years

Association Position: *Local:* Past president, Negotiations Team, Leadership Training Committee. *MSEA:* Legislative Committee, PAC Committee, General Council. *NEA:* RA delegate.

I work as a strong support of ESP and children. I will do everything necessary to achieve our goals and promote the education of children.



Michele M. Clarke

School: William Paca ES

Position: Teacher

Local: PGCEA

Member: MSEA 11 years/NEA 11 years

Association Position: *Local:* Building representative. *MSEA:* RA delegate.

Although an NEA Delegate's job is usually tedious and thankless, I offer my time and talents to represent Maryland and MSEA at the NEA Convention.



Barrett Cross

School: Allegany HS

Position: Teacher

Local: ACTA

Member: MSEA 32 years/NEA 32 years

Association Position: *Local:* Director, building representative. *MSEA:* Convention Special Activities (chair), LTR. *NEA:* NEA Election Committee Monitor, State Contact (co-chair).

We must take a stand for both our students and for educators as we face challenging issues presented by Race to the Top



Rita Cross

School: Washington MS

Position: Teacher

Local: ACTA

Member: MSEA 31 years/NEA 34 years

Association Position: *Local:* Vice president, director, building representative. *MSEA:* Convention chair, LTR. *NEA:* Elections Committee (co-chair), Election Monitor, State Contact (co-chair)

Educators in 2010 face issues never before encountered. We must stand strong to oppose many of the proposed changes. I will be your vote!



Patrick Damon

School: Dennett Road ES

Position: Teacher

Local: GCEA

Member: MSEA 8 years/NEA 8 years

Association Position: *Local:* President, past treasurer, building representative.

As a local leader, attending the NEA allows my local association to have a sound voice that will impact our roles as educators.



Diane Deal

School: Carroll Springs

Position: Education Support Professional, Special Education Assistant

Local: CASE

Member: MSEA 14 years/NEA 14 years

Association Position: *Local:* Vice president, Bargaining Team. *MSEA:* Membership Committee, Women's Concerns Committee.

Serve as Vice President for Carroll Association of School Employees. Member of the Bargaining Team. Delegate at the MSEA/RA Convention.



Vallie B. Dean

School: Parkdale HS

Position: Teacher

Local: PGCEA

Member: MSEA 7 years/NEA 7 years

Association Position: *Local:* RA delegate, building representative. *MSEA:* RA delegate. *NEA:* RA delegate.

Dear Colleagues: I shall be honored if you will cast one of your votes for my candidacy as MSEA Delegate to the 2011 NEA Convention.



Laura Dinu

School: Suitland HS

Position: Teacher

Local: PGCEA

Member: MSEA 33 years/NEA 33 years

Association Position: *Local:* Board of Directors, treasurer. *MSEA:* RA delegate. *NEA:* RA delegate

I have always been a teacher's advocate and it would be an honor and a privilege to serve you at this year's NEA convention.



Liz Dodson

School: George T. Cromwell ES

Position: Learning Lab, Behavioral Assistant

Local: SAAAAC

Member: MSEA 17 years/NEA 17 years



continued, next column

Association Position: *Local:* Board of Directors. *MSEA:* Member. *NEA:* Member.

My experience as a SAAAAC Board of Director will help me be an effective MSEA Delegate. I am a dedicated, responsible, and committed school leader.

Pat Dudley

Worksite: Board of Education, Anne Arundel

Position: Education Support Professional

Local: SAAAAC

Member: MSEA 7 years/NEA 7 years

Association Position: *Local:* Vice president, Board of Directors, Negotiating Team Membership (chair). *MSEA:* Convention Committee, RA delegate. *NEA:* RA delegate.

It would be an honor to represent Maryland as we move to protect and improve public education at the 2011 NEA RA.



Theresa Mitchell Dudley

School: Benjamin Tasker MS

Position: Teacher

Local: PGCEA

Member: MSEA 11 years/NEA 11 years

Association Position: *MSEA:* Pension Task Force, RA delegate. *NEA:* RA delegate.

Elect me a delegate to the NEA Convention! I will continue to work hard and hope to work on the New Business Committee again.



Jerome Edwards

School: Williamsport HS

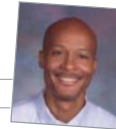
Position: Teacher, Special Education

Local: WCTA (Washington)

Member: MSEA 15 years/NEA 15 years

Association Position: *Local:* WCTA-Minority Committee Delegate. *MSEA:* Minority Affairs Committee. *NEA:* RA delegate.

I believe that each child is entitled to an excellent public education.



Mavis Ellis

School: Springbrook HS

Position: Pupil Personnel Worker

Local: MCEA

Member: MSEA 19 years/NEA 19 years

Association Position: *Local:* Board of Directors, building representative. *MSEA:* Human and Civil Rights Committee (chair), NEA-RA Resolutions Committee (co-chair). *NEA:* Board of Directors, Resolutions Committee, Project Graduation Advisory Committee, RA delegate.

My goal is to continue to connect with the MSEA membership stateside to meet the challenges we face at the local, state and national levels.



Candidates for MSEA Delegate to the NEA Convention
CHICAGO, IL • JUNE 30-JULY 5, 2011

Mary S. Fenton

School: J.C. Parks ES

Position: Teacher

Local: EACC

Member: MSEA 30 years/NEA 30 years

Association Position: *Local:* Building representative, Executive Board. *MSEA:* RA delegate.

It was an honor serving twice as a delegate to the NEA Representative Assembly. Thank you for considering me again.



Bill Fisher

School: Eva Turner ES

Position: Technology Teacher

Local: EACC

Member: MSEA 35 years/NEA 35 years

Association Position: *Local:* President, vice-president, Executive Board. *MSEA:* Board of Directors, Budget Committee, Membership Committee. *NEA:* Delegate, Budget Committee.

Elect an experienced voice for Public Education! Vote Bill Fisher



Jessica Fitzwater

School: Oakdale ES

Position: Teacher

Local: FCTA

Member: MSEA 6 years/NEA 6 years

Association Position: *Local:* Building representative (1 year). *MSEA:* RA delegate (2 years). *NEA:* RA delegate (1 year).

I am passionate about children and education. I'm a hard worker that will attend and participate in all business meetings. I will represent Maryland well!



Lauri Friedman

School: Damascus HS

Position: Computer Science Teacher

Local: MCEA

Member: MSEA 11 years/NEA 11 years

Association Position: *Local:* PALs, Board of Directors. *MSEA:* RA delegate. *NEA:* RA delegate.

I would like to be your advocate aiding to improve our profession as to what you would like to see improved/changed in education.



Yvonne Denise Gambrill

School: Carrolltowne ES

Position: Teacher

Local: CCEA

Member: MSEA 30+ years/NEA 30+ years

Association Position: *Local:* Executive Board. *MSEA:* RA delegate. *NEA:* RA delegate.



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

Anna M. Gannon

School: Gorman Crossing ES

Position: Technology Teacher

Local: HCEA (Howard)

Member: MSEA 17 years/NEA 17 years

Association Position: *Local:* Board of Directors; Membership Committee; Professional Development Committee; Negotiations Committee. *MSEA:* Women's Leadership Training Cadre; By-Law & Rules (co-chair); Emerging Leaders VI.

Anna Gannon, dedicated, passionate and vibrant educator from Howard County seeks the opportunity to be your advocate and voice in Chicago. VOTE ANNA GANNON!



Mildred Hamann

Worksite: Office of Student Support Services

Position: Education Support Professional

Local: ESPBC

Member: MSEA 6 years/NEA 6 years

Association Position: *Local:* Board of Directors; Communications and Publicity Committee (chair). *MSEA:* RA delegate. *NEA:* NEA member.

I, Mildred Hamann, advocate for students, educators, and the education profession. Please know that your vote and voice are important to me. Vote Millie Hamann!



Nichole S. Hardy

School: John Poole MS

Position: Counselor

Local: MCEA

Member: MSEA 10 years/NEA 10 years

Association Position: *Local:* Minority Affairs Committee, Public Relations Committee. *MSEA:* RA delegate.

I have been working in the field of education for ten years. I would be honored to be your representative at the 2011 NEA convention.



Carole Harmon

School: Parr's Ridge ES

Position: Education Support Professional, Kindergarten Assistant

Local: CASE

Member: MSEA 20 years/NEA 20 years

Association Position: *Local:* Past treasurer; Board of Directors. *MSEA:* Past Membership Committee.

As a proud educator in Maryland, I would love to represent our state. Times are tough and we need a strong voice to be heard!



K. Alicia Harmon

School: Antietam Academy

Position: Education Support Professional, Secretary III

Local: WCESP

Member: MSEA 10 years

Association Position: *Local:* Executive Board.

I believe Educational Support Professionals are a vital contribution to education and help to enhance student achievement and should be recognized and appreciated.



Anthony Marcus Hart

School: Northview ES

Position: Teacher

Local: PGCEA

Member: MSEA 17 years/NEA 17 years

Association Position: *Local:* Faculty representative. *MSEA:* RA delegate. *NEA:* RA delegate.

I will continue to utilize my leadership skills and years of experience, to support and advocate for Public Education.



Paul W. Hassler

Position: Substitute Teacher

Local: MCEA

Member: MSEA 30 years/NEA 30 years

Association Position: *Local:* Building representative (15 years). *MSEA:* RA delegate (5 years). *NEA:* President Men's Caucus (4 years).

I have represented MCEA and MSEA since 1990. I served as the President of the NEA Men's Caucus, wrote various NBI's during my tenure.



Bill Hay

School: F. Douglass HS

Position: Teacher/Coach

Local: PGCEA

Member: MSEA 34 years/NEA 34 years

Association Position: *Local:* Committee Task Force. *MSEA:* RA delegate. *NEA:* RA delegate.

I request the opportunity to represent Maryland educators at the NEA Convention in 2011. My mission is to advocate for teachers and public education.



continued, next column

Candidates for MSEA Delegate to the NEA Convention CHICAGO, IL • JUNE 30-JULY 5, 2011

Charlene L. Haynie

School: Lackey HS

Position: Teacher

Local: EACC

Member: MSEA 30+ years/NEA 30+ years

Association Position: *Local:* Building representative, Executive Board member, secretary. *MSEA:* RA delegate, Nominations and Credentials Committee. *NEA:* RA delegate, Resolutions Committee.

I have enjoyed representing Maryland at the NEA convention in the past and hope you will allow me to do so again. Thanks!



James R. Henderson III

Worksite: Office of Information Technology

Position: Information Technology Technician

Local: ESPBC

Member: MSEA 5 years/NEA 5 years

Association Position: *Local:* ESPBC website designer, Communications and Publicity Committee. *MSEA:* Membership Committee; RA delegate, assisted the MSEA computer technicians with RA setups. *NEA:* Member.

I am living proof that new members can make a positive difference for our associations if given a chance. Vote James Henderson for NEA Delegate!



Veronica Henderson

Worksite: Office of School Counseling

Position: Education Support Professional

Local: ESPBC

Member: MSEA 20 years/NEA 20 years

Association Position: *Local:* Current secretary and former vice president, first editor of the newsletter, served on and chaired various committees. *MSEA:* Former Board of Directors, Minority Affairs, Resolutions and ESP Concerns Committees. *NEA:* Board of Directors, NEA Resolutions Committee, WLTP Cadre Trainer, NEA 2007 Education Support Professional of the Year (Maryland's first).

Veronica Henderson - a voice for the voiceless, passionate advocate, and one who steps up to the plate when others back away. Vote Veronica Henderson!



Abby Hendrix

School: Francis Scott Key MS

Position: Teacher

Local: MCEA

Member: MSEA 15 years/NEA 15 years

Association Position: *Local:* Building representative, Political Action Committee, Board of Directors. *MSEA:* Resolutions Committee, Legislative Committee. *NEA:* Resolutions Committee, NEA Student Programs, RA delegate.



continued, next column

As an activist, I have worked to increase salaries and benefits, decrease workload, and improve teacher decisions at the school level through political action.

Troy Horsley

School: Francis Scott Key MS

Position: Reading Specialist

Local: MCEA

Member: MSEA 8 years/NEA 12 years

Association Position: *Local:* Minority Affairs Committee recording secretary. *MSEA:* Resolution Committee.

I have been working to increase minority involvement of educators and ensuring that they have a strong voice at the local, state, and national level.



Carol Ann Howard

School: Patuxent ES

Position: Teacher

Local: CEA

Member: MSEA 30 years/NEA 30 years

Association Position: *Local:* Vice-president (1 year), Executive Board member (5 years), Legislative chair (3 years). *MSEA:* Emerging Leaders III, IPD Committee (2 years), RA delegate (5 years). *NEA:* RA delegate (4 years).

Please reelect me to be a RA delegate so I can continue to be an active voice on the important educational issues we face.



Lori J. Hrinko

School: North East MS

Position: Teacher

Local: CCCTA

Member: MSEA 13 years/NEA 13 years

Association Position: *Local:* President, Executive Board member, Membership Committee (chair). *MSEA:* Eastern Shore Bargaining Council Chair, NEA Convention Constitution and Bylaws Committee (chair), TELL MD Survey Committee.

I would like to continue to serve our members as we make the decisions that will shape the future of education and our organization.



Hugo Jackson

School: Lime Kiln MS

Position: Teacher

Local: HCEA (Howard)

Member: MSEA 15 years/NEA 15 years

Association Position: *Local:* Representative and alternate representative. *MSEA:* Co-chair. *NEA:* NEA Diversity trainer.

Public school teachers are facing lots of battles from vicious foes.



Evelyn Joray

School: Sligo MS

Position: Pupil Personnel Worker

Local: MCEA

Member: MSEA 33 years/NEA 33 years

Association Position: *Local:* PPW representative. *PALS Committee (Political Action):* MSEA: Human and Civil Rights Committee.

At the NEA Convention, I will make every effort to be sure that all Maryland students and educators have a voice at the national level.



Danielle L. King

School: Mayfield Woods MS

Position: Teacher

Local: HCEA (Howard)

Member: MSEA 9 years/NEA 9 years

Association Position: *Local:* Secretary, Board of Directors, Membership Committee. *MSEA:* RA delegate. *NEA:* RA delegate.

I would like to use my leadership skills to be a voice for all educators at this year's NEA Convention.



Sheila S. Kinnie

Schools: Cresaptown ES and Mount Savage ES

Position: Physical Education Teacher

Local: ACTA

Member: MSEA 20 years/NEA 20 years

Association Position: *Local:* Building representative (6 years), Region representative on Board of Directors (1 year).

I have served as a building representative for seven years and as a region representative on the Board of Directors for two years.



Maleeta Kitchen

School: Running Brook

Position: Teacher

Local: HCEA (Howard)

Member: MSEA 8 years/NEA 8 years

Association Position: *Local:* Board of Directors. *MSEA:* Professional Development Committee.

Currently I am a member of the Teacher's Effectiveness Council, and would be delighted at the opportunity to serve you as a state delegate.



Deanna Kuhn

School: Weller Road ES

Position: Teacher

Local: MCEA

Member: MSEA 8 years/NEA 8 years



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Candidates for MSEA Delegate to the NEA Convention

CHICAGO, IL • JUNE 30-JULY 5, 2011

Association Position: Local: Building representative. MSEA: RA delegate (2 years). NEA: RA delegate (2 years).

MCEA: Building Representative, 2009-10 & 2010-11, State Delegate to NEA RA 2009 & 2010. Education Association of Charles County: Building Representative, 2007-08 & 2008-09.



Allison M. Kyte

School: Mountain Ridge HS

Position: Teacher

Local: ACTA

Member: MSEA 3 years/NEA 3 years

Association Position: Local: Building representative, Board of Directors, webmaster.

I have taught 11 years and am very active in association activities. I believe in a strong association working for tirelessly for teachers and students.

Lisa Landrum

School: Charles H. Flowers HS

Position: Teacher

Local: PGCEA

Member: MSEA 7 years/NEA 7 years

Association Position: Local: Building representative. MSEA: RA delegate.

As an MSEA Delegate to the 2011 NEA Convention, I shall endeavor to attend and actively participate in all required, caucuses, meetings, and deliberative sessions.



Elizabeth Lazaro

School: Buck Lodge MS

Position: Teacher

Local: PGCEA

Member: MSEA 6 years/NEA 6 years

Association Position: Local: PGCEA member. MSEA: MSEA member. NEA: NEA member

This is my first attempt to run for statewide office. I am up for the challenge because the time is right.



Felixberto Lazaro

School: Francis Scott Key ES

Position: Teacher

Local: PGCEA

Member: MSEA 4 years/NEA 4 years

Association Position: Local: PGCEA member. MSEA: RA delegate.

I will serve with diligence, conscientiousness and to the best of my ability in performing my duties as 2011 NEA Delegate from state of Maryland.

Russell C. Leone

School: Central ES

Position: Teacher

Local: TAAAC

Member: MSEA 12 years/NEA 12 years

Association Position: Local: Board of Directors.

I promise to listen to the issues and reflect upon what is best for all of our educators. Please vote for me to represent you.



Val Levi

School: Berry ES

Position: Teacher

Local: EACC

Member:

Association Position: Local: Board of Directors.

Accomplishments include but not limited to: EACC Board Member. Building Representative from Berry E.S. NEA Delegate. MSEA Delegate. Emerging Leadership Academy. Membership Committee.



Shirley May Little

School: Crofton MS

Position: Teacher

Local: TAAAC

Member: MSEA 37 years/NEA 37 years

Association Position: Local: Board of Directors. MSEA: RA delegate. NEA: RA delegate.

I support a strong identity in the political process for all educators. I oppose merit pay for scores and cumbersome workloads that hinder our professionalism.



Mona D. Long

Worksite: Board of Education, Student Services

Position: Pupil Personnel Worker and Homeless Liaison

Local: CEA

Member: MSEA 12 years/NEA 12 years

Association Position: Local: Member-at-Large, Bylaws Committee (chair), IPD Committee (co-chair). MSEA: RA delegate; Human and Civil Rights Committee. NEA: RA delegate.

It would be my honor to represent Maryland at NEA to vote upon current educational issues that impact educators, support staff, and students.



Pamela V. Mackall

School: Southern MS

Position: Teacher

Local: CEA

Member: MSEA 34 years/NEA 34 years

Association Position: Local: Secretary, Membership Committee (chair), Fund for Children and Public Education (chair). MSEA: Nomination and Credentials Committee. NEA: RA delegate.

Case your vote for a proven leader. I am trustworthy, knowledgeable, and passionate about education. I will work hard when elected. Vote for Pamela Mackall!



Charlene Mahoney

School: Annapolis Road Academy Alternative HS

Position: Education Support Professional

Local: AFSCME

Member: MSEA 10 years/NEA 10 years

As an MSEA Delegate to the 2011 MEA Convention, I shall endeavor to attend and actively participate in all required, caucuses, meetings and deliberative sessions.



Charlie Mann

School: Calverton ES

Position: Teacher

Local: PGCEA

Member: MSEA 19 years/NEA 19 years

Association Position: Local: RA delegate. MSEA: RA delegate.

Although an NEA Delegate's job usually is tedious and thankless, I offer my time and talents to the service to the Maryland State Education Association.



Alethia McCullough

School: Charles Carroll MS

Position: Teacher

Local: PGCEA

Member: MSEA 4 years/NEA 5 years

Association Position: Local: Building representative, Government Relations Committee, RA delegate. MSEA: Minority Affairs Committee.

I would like the opportunity to be the voice for all of us who are working together in order to better education for all stakeholders.



Candidates for MSEA Delegate to the NEA Convention
CHICAGO, IL • JUNE 30-JULY 5, 2011

Linda McLaughlin

School: Northpoint HS

Position: Teacher

Local: EACC

Member: MSEA 6 years/NEA 6 years

Association Position: Local: PAC chair, Executive Board.

I am a diligent local PAC Chair and Executive Board member. I want to serve as an MSEA delegate to NEA. Ooh ooh pick me!



Joe McMahan

School: Dr. Gustavus Brown

Position: Teacher

Local: EACC

Member: MSEA 21 years/NEA 21 years

Association Position: Local: Vice-president, secretary, Executive RA, MSEA: By-laws Committee, RA delegate, NEA: RA delegate.

I am aware of the daunting challenges facing our Association and would be honored to represent your concerns at the national level.



Tim Mennuti

Position: Teacher/Local Association President

Local: TAAAC

Member: MSEA 14 years/NEA 14 years

Association Position: Local: Board of Directors, vice-president, president. MSEA: Legislation Committee (chair).

As President raised membership, Chaired MSEA Legislative Committee, national recognition for local campaign innovation, alternative education teacher, requests your vote for MSEA Delegate.



Lila Merenbloom

School: Arbutus MS

Position: Education Support Professional, Science/Library, Alternative Learning Center

Local: ESPBC

Member: MSEA 10 years/NEA 10 years

Association Position: Local: Building representative, Faculty Council, Board of Directors, Nominations and Elections Committee. MSEA: Membership Organizing Committee, Resolutions Committee. NEA: RA delegate

My sense of duty and belief in the value of this NEA Convention make me want to do my best to represent all MSEA members.



Joan Mory

Worksite: Office of Human Resources and Development

Position: Teacher

Local: MCEA

Member: MSEA 30 years/NEA 30 years

Association Position: Local: Board of Directors, Instruction and Professional Development Committee (chair), Labor Management Collaboration Committee. MSEA: Instruction and Professional Development Committee (chair).

I am a hard-working educator advocate and leader. I will review and debate national education issues and NEA policies at the meetings.



Erskine Moss

School: Patuxent HS

Position: Teacher

Local: CEA

Member: MSEA 7 years/NEA 17 years

Association Position: Local: Executive Board, Minority Affairs Committee, Negotiations Committee. MSEA: Membership Committee.

I am a strong advocate for all education members. I am dedicated to serving you and ask for your support in this election campaign.



Raychelle Mullins

School: James E. Duckworth Special Education Center

Position: Teacher, Special Education

Local: PGCEA

Member: MSEA 5 years/NEA 5 years

Association Position: Local: Building representative, member. MSEA: RA delegate, member. NEA: Member.

Dear Colleagues: I shall be honored if you will cast one of your votes for my candidacy as MSEA Delegate to the 2011 NEA Convention!



Alpha Myers-Uwode

School: Andrew Jackson Academy

Position: Teacher

Local: PGCEA

Member: MSEA 6 years/NEA 15 years

Association Position: Local: Member. MSEA: RA delegate.

This is my first attempt to run for a statewide office. I am up for the challenge because the time is right with legal experience.



Clarelyn F. Nelson-Genias

School: James Madison MS

Position: Teacher

Local: PGCEA

Member: MSEA 13 years/NEA 13 years

Association Position: Local: Committee member. MSEA: RA delegate.

Chicago: "Windy City," "Shy Town," "City of Big Shoulders" – cast your vote wisely, and send me there to represent you at the 2011 NEA Convention.



Jenny Neville

School: Broad Ford ES

Position: School Enrichment Teacher

Local: GCEA

Member: MSEA 34 years/NEA 34 years

Association Position: Local: Building representative, GCEA treasurer. NEA: RA delegate.

Please let me represent you. As Garrett County's 08-09 Teacher of the Year and former NEA delegate, I have experience being an ambassador of education.



Wanda L. Newman

School: Friendly HS

Position: Education Support professional

Local: ACE-AFSCME Local 2250

Member: MSEA 20 years/NEA 20 years

Association Position: Local: Vice-president, chapter representative; building representative. MSEA: Women's Leadership Trainer, Minority Leadership Trainer. NEA: ESP Mentoring Workgroup, Women's Leadership Trainer.

A committed leader willing to address issues affecting all educators. Vote for Wanda Newman, MSTA Delegate to the NEA RA.



Sandra Owens

School: Landsdown MS

Position: Teacher

Local: TABCO

Association Position: Local: Building representative, volunteer recruiter.

I have served as a representative in both local and national assemblies. I would like to, once again, represent my MSEA colleagues.



Tommy Owens

School: Chesapeake Bay MS

Position: Teacher

Local: TAAAC

Member: MSEA 38 years/NEA 38 years

Association Position: MSEA: RA delegate. NEA: RA delegate.



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Candidates for MSEA Delegate to the NEA Convention

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I have had the honor of representing my colleagues at several RA assemblies. I am requesting the privilege of doing so again this year.

Deborah Pappas

Position: Teacher/Local Association President

Local: ACTA

Member: MSEA 34 years/NEA 34 years

Association Position: *Local:* Board of Directors, vice president, president. *MSEA:* West Coordinating Bargaining Council (facilitator), RA delegate. *NEA:* RA delegate (5 years).

As an NEA delegate, I will work to bring critical issues like teacher evaluation and high-stakes student testing to the forefront of our national organization.



Cleo V. Parker

School: Southern MS

Position: Education Support Professional

Local: CAESS

Member: MSEA 31 years/NEA 31 years

Association Position: *Local:* Executive Board of Directors. *MSEA:* RA delegate (5 years), Summer Training Series (2 years), ESP Professional Development Day (2 years). *NEA:* RA delegate (1 year), ESP National Conference (2 years).

I have represented my local at the MSEA Convention and now I'm ready to be your voice at the NEA Convention.



Jeffrey Patnode

School: Suitland HS

Position: Teacher

Local: PGCEA

Member: MSEA 3 years/NEA 13 years

Association Position: *MSEA:* RA delegate.

I would like the opportunity to be a voice and advocate to fellow teachers in the profession.



Elizabeth Paul

School: Heather Ridge School

Position: Teacher

Local: FCTA

Member: MSEA 8+ years/NEA 10 years

Association Position: *Local:* Board of Directors; Government Relations Committee (co-chair); Negotiations Team.

I want to ensure that our members' interests are represented. I want to forward the goals of MSEA nationally in these challenging times.



Ted Payne

Position: Teacher/Local Association President

Local: CCEA

Member: MSEA 18 years/NEA 25 years

Association Position: *Local:* President, Board of Directors, building representative. *MSEA:* Resolutions Committee, RA delegate. *NEA:* Resolutions Committee (6 years), RA delegate.

As an active member of CCEA, MSEA, and NEA, I will advocate for your interests at the NEA Representative Assembly.



Diana J. Peckham

School: Northeast HS

Position: Teacher

Local: TAAAC

Member: MSEA 29 years/NEA 29 years

Association Position: *Local:* Board of Directors, Negotiations Team, Sick Leave Bank, chair and/or member of four other committees. *MSEA:* RA delegate.

As an active member of a progressive local, I will bring my energy and passion to the national level representing our state voice.



Jim Politis

School: Watkins Mill HS

Position: Substitute Teacher

Local: MCEA

Member: MSEA 43 years/NEA 43 years

Association Position: *Local:* Board of Directors, committee chair, Negotiating Team. *MSEA:* Board of Directors, committee chair, Monday night lobbying. *NEA:* Constitutional Convention, Teacher Bill of Rights, NEA Resolutions Committee.

I have been a delegate to many conventions always exercising utmost diligence in carrying out this responsibility. If elected again I will do no less.



Elizabeth W. Ray

School: Aberdeen MS

Position: Teacher, Special Education

Local: HCEA

Member: MSEA 10 years/NEA 10 years

Association Position: *Local:* Secretary-treasurer. *MSEA:* RA delegate.

I am very adept at being an excellent team player by meeting people on a courteous level of mutual self respect.



Sandy Raymond

Position: Staff Development Teacher

Local: MCEA

Member: MSEA 30 years/NEA 30 years

Association Position: *Local:* Association representative, Elected faculty representative, Bargaining Team. *MSEA:* Membership Committee (chair), New Business Items Committee (co-chair), Leadership training at SSU (chair), Retirement Task Force, member of various other committees, Board of Directors, officer on Board of Directors, bargaining team member, RA delegate. *NEA:* Committee positions.

If elected as a Convention representative, I will continue to serve our members with honesty, indulgence, and fortitude as I have in the past years.



Brandy Reazer

School: Needwood Academy

Position: Resource Teacher

Local: MCEA

Member: MSEA 9 years/NEA 9 years

Association Position: *Local:* CTL (chair), building representative. *MSEA:* Minority Affairs Committee.

We have to be the change we want to see. I want to support change that will ensure our students have the best public education.



Angele Rose Reid

School: Oxon Hill MS

Position: Teacher

Local: PGCEA

Member: MSEA 10 years/NEA 10 years

Association Position: *Local:* NECC member.

This is my first attempt to run for a statewide office. I am up for the challenge because the time is right. Send me!!



Dionna Ricks

School: Jackson Road ES

Position: ESOL Teacher

Local: MCEA

Member: MSEA 19 years/NEA 19 years.

Association Position: *Local:* Minority Affairs Committee (chair), building representative. *MSEA:* Minority Affairs Committee, Emerging Leaders Academy. *NEA:* MLTP Cadre.

Actively involved in OUR association as: Building Representative, Chair of MCEA's Minority Affairs Committee, MSEA Emerging Leader Academy 7.



Candidates for MSEA Delegate to the NEA Convention

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Myrna Roberts

School: Crossland HS

Position: Math Teacher

Local: PGCEA

Member: MSEA 12 years/NEA 12 years

Association Position: *Local:* Board of Directors, Nominations Elections and Credentials Committee, Membership Committee. *MSEA:* Women's Concerns Committee, Crisis Fund Trustee, RA delegate. *NEA:* MSEA Caucus Budget Review group, MSEA Caucus Interview the Candidates group.

As your next MSEA State Delegate, I will commit to understand new resolutions presented at the Representative Assembly in order to bring back pertinent information.



Dave Russell

School: Georgian Forest ES

Position: Teacher, Physical Education

Local: MCEA

Member: MSEA 15 years/NEA 15 years

Association Position: *MSEA:* RA delegate. *NEA:* RA delegate.

I would like to represent Maryland at the NEA convention this year as we make important decisions that will help guide school reform.



Eustace L. Rutherford

School: Howard B. Owens Science Center

Position: Teacher

Local: PGCEA

Member: MSEA 15 years/NEA 15 years

Association Position: *Local:* Building representative, Membership Committee. *MSEA:* Building representative.

As an MSEA Delegate to the 2011 NEA Convention, I shall endeavor to attend and actively participate in all required, caucuses, meetings, and deliberative sessions.



Joan C. Sabree

School: Woodridge ES

Position: Teacher

Local: PGCEA

Member: MSEA 9 years/NEA 9 years

Association Position: *Local:* Membership Committee (chair). *MSEA:* LTR Committee, RA delegate.

As an active member in my local, I would like to continue to stay involved with all the issues on behalf of our members.



Maxine Salah

School: Veterans ES

Position: Paraeducator, Special Education

Local: HCEA

Member: MSEA 12 years/NEA 12 years

Association Position: *Local:* Membership Committee, Member Benefits (chair), building representative. *MSEA:* RA delegate. *NEA:* RA delegate.

12 years HCEA Member, 9 years building rep, 6 years NEA and MSEA convention rep, Emerged Leader, Membership Committee. Working hard to represent you



Mark Sandy

School: Mt. Rainier ES

Position: Teacher

Local: PGCEA

Member: MSEA 8 years/NEA 8 years

Association Position: *Local:* Building representative. *MSEA:* RA delegate. *NEA:* RA delegate.

Dear Colleagues: I shall be honored if you will cast one of your votes for my candidacy as MSEA Delegate to the 2011 NEA Convention.



Brenda Savoy

School: Patuxent HS

Position: Education Support Professional

Local: CAESS

Member: MSEA 6 years/NEA 6 years

Association Position: *Local:* Board of Directors. *MSEA:* RA delegate (3 years).

I will work hard to make a difference for the members of MSEA.



Margot P. Savoy

School: Mattawoman MS

Position: Teacher

Local: EACC

Member: MSEA 7 years/NEA 7 years

Association Position: *Local:* Instruction and Professional Development Committee, Minority Affairs Committee. *MSEA:* Convention host; Instructional and Professional Development Committee.

It would be an honor and privilege to serve as a MSEA delegate. I strive to continue seeking opportunities to assist Maryland's commitment to RTTT.



Linda Shackelford

School: Accokeek Academy

Position: Teacher

Local: PGCEA

Member: MSEA 13 years/NEA 13 years

Association Position: *Local:* Building representative. *MSEA:* RA delegate. *NEA:* RA delegate.



continued, next column

Over my 13 year teaching career, I have developed a heartfelt love for this profession. I am up for the challenge, please vote for me.

Jacquelyn B. Shropshire

School: Montgomery Blair HS

Position: Teacher, Accounting/Computer Science

Local: MCEA

Member: MSEA 37 years/NEA 41 years

Association Position: *MSEA:* RA delegate.

10 years committed student advocate and teacher with strong emphasis on administrative accountability.



Rowena Shurn

School: Capitol Heights ES

Position: Teacher

Local: PGCEA

Member: MSEA 4 years/NEA 4 years

Association Position: *Local:* Membership Committee. *MSEA:* Instructional and Professional Development Committee.

I have the knowledge and experience as a local delegate. If elected as a state delegate, I will uphold the mission and integrity of MSEA.



Amy Jo Smith

School: Northeast MS

Position: Teacher

Local: CCCTA

Member: MSEA 16 years/NEA 16 years

Association Position: *Local:* Treasurer, Negotiations Team. *MSEA:* RA delegate. *NEA:* RA delegate, 2010 Bylaws and Amendments Committee.

Attending the NEA Convention and serving on committees is one of the most important things an individual can do for MSEA.



Betty Smith

Position: Substitute Teacher

Local: MCEA

Member: MSEA 35 years/NEA 35 years

Association Position: *Local:* Board of Directors (6 years), building representative (14 years). *MSEA:* RA delegate (25 years). *NEA:* NEA delegate (25 years).

As your representative, I will continue to vigilantly advocate for members and students, and keep informed on major issues in public education.



Marsha S. Smith

Position: Substitute Teacher

Local: MCEA

Member: MSEA 36 years/NEA 40 years



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Candidates for MSEA Delegate to the NEA Convention

CHICAGO, IL • JUNE 30-JULY 5, 2011

Association Position: Local: Board of Directors, Collective Bargaining Team, Professional Development Committee. MSEA: Board of Directors, Program and Budget Committee, Professional Development Committee. NEA: Executive Committee, Board of Directors, Program and Budget Committee.

I seek your vote for MSEA/NEA delegate and will fairly represent you, our most influential educational leaders, on critical Association business.

Carol E. Stewart

School: Montgomery Blair HS

Position: Teacher, Special Education

Local: MCEA

Member: MSEA 11 years/NEA 11 years

Association Position: Local: Building representative, Council on Teaching and Learning.

Member MCPS Impact Study of the Professional Growth System Team, Councils on Teaching/Learning; working to ensure that your voices are heard where it matters.



Marilyn D. M. Thomas

School: H. Winship Wheatley ECC

Position: Teacher, Home/Community Resource

Local: PGCEA

Member: MSEA 25 years/NEA 25 years

Association Position: Local: Building representative. MSEA: RA delegate. NEA: RA delegate.

Greetings colleagues: Please cast your vote for my candidacy as MSEA Delegate. I will be diligent and conscientious while performing my duties.



Sylvia Robinson-Tibbs

School: CH Flowers HS

Position: Teacher

Local: PGCEA

Member: MSEA 6 years/NEA 6 years

Association Position: MSEA: RA delegate. NEA: RA delegate.

MSEA State Delegates to the NEA convention have a sacred duty to represent the entire state. If elected, I shall uphold this moral duty.



Janice Tucker

School: Paramount ES

Position: Education Support Professional

Local: WCESP

Member: MSEA 7 years/NEA 7 years

Association Position: Local: President, treasurer, secretary. MSEA: RA delegate.



Committed to advocating for our schools, our students, and public educators, I welcome the opportunity to represent you at the NEA Convention.

Alana Dale Turner

School: Alternative Learning Center

Position: Teacher/Manager

Local: TCEA

Member: MSEA 14 years/NEA 14 years

Association Position: Local: Treasurer. MSEA: Instructional and Professional Development Committee.

Thank you for sending me to past NEA Conventions. They are always interesting and enlightening. I hope to represent you again in 2011.



Matilde E. Vallejos

Worksite: Student Services

Position: Pupil Personnel Worker

Local: MCEA

Member: MSEA 29 years/NEA 29 years

Association Position: Local: Student Services representative. MSEA: UDL Governor's Task Force, RA delegate. NEA: Hispanic Affairs Committee, Hispanic Caucus, IES delegate.

As a MSEA delegate, I am proud to be heard as the one voice representing many teachers.



Linwood Walls III

School: Duval HS

Position: Teacher, Special Education

Local: PGCEA

Member: NEA 26 years

Association Position: Local: Building representative.

Everyone has time to do something great, and my time is now. Elect me, Linwood Walls III as your State Delegate for P.G. County.



Cindy T. Waugh

School: Ellicott Mills MS

Position: Teacher

Local: HCEA (Howard)

Member: MSEA 5 years/NEA 5 years

Association Position: Local: Board of Directors, Government Relations Committee.

6th Year History Teacher, Graduate of UMBC, HCEA Director, Government Relations Committee, MSEA and NEA Delegate, attended Mid-Atlantic and NCUEA Conferences. WILL DILIGENTLY REPRESENT YOU!



Jacqueline Waul

School: Huntingtown HS

Position: Education Support Professional



Local: CAESS

Member: MSEA 9 years/NEA 9 years

Association Position: Local: Secretary, treasurer. MSEA: RA delegate.

Education is the matter of the heart for the members of MSEA. I will work hard to make a difference for the members of MSEA.

Christiana Weiner

School: Seneca Valley HS

Position: Teacher

Local: MCEA

Member: MSEA 12 years/NEA 12 years

Association Position: Local: Building representative, Elected faculty representative. MSEA: RA delegate. NEA: RA delegate.

My goal is to advocate for a balanced view that represents all of our members.



Dawn E. White

School: Greenwood ES

Position: Education Support Professional

Local: SEA

Member: MSEA 10 years/NEA 10 years

Association Position: Local: President, Board of Directors, Negotiations Team.

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.



Valorie White-Jones

School: Samuel Massie

Position: Teacher

Local: PGCEA

Member: MSEA 17 years/NEA 17 years

Association Position: Local: Building representative, PGCEA delegate. MSEA: RA delegate. NEA: RA delegate.

Dear Colleagues: It would be a pleasure and honor to serve as your MSEA Delegate. I am passionate, dedicated, and ready to represent you!



James Woods

School: Frederick Douglass

Position: Teacher

Local: PGCEA

Member: MSEA 16 years/NEA 16 years

Association Position: Local: Building representative (5 years). MSEA: RA delegate (3 years). NEA: RA delegate (1 year).

I will be punctual, diligent, and conscientious in the performance of my duties as a 2011 NEA delegate from the great state of Maryland.



continued, next column

Candidates for MSEA Delegate to the NEA Convention

CHICAGO, IL • JUNE 30-JULY 5, 2011

Bonnie Young

School: Burleigh Manor MS

Position: Paraprofessional

Local: HCEA

Member: MSEA 10 years/NEA 10 years

Association Position: *Local:* Building representative, Membership Committee.

My experience as Building Rep, MSEA delegate, and committee involvement have provided me with the skills necessary to be a delegate to the NEA convention.



Jeannette Young

School: Winfield ES

Position: Education Support Professional

Local: ESPBC

Member: MSEA 16 years/NEA 16 years

Association Position: *Local:* Current Board of Directors, former treasurer, building representative, served on and chaired various committees. *MSEA:* C.A.R.E. Trainer, Change Game Cadre Trainer, Elections Committee for NEA RA. *NEA:* RA delegate.

As a public stakeholder I, Jeannette Young, am always unwavering in my determination to help educators succeed in obtaining their goals. Vote Jeannette Young!



Deanna G. Boston

School: Choptank ES

Position: Education Support Professional

Local: DE

Member: MSEA 12 years/NEA 12 years

Association Position: *Local:* ESP President (8 years), treasurer (2 years), vice president (2 years).



Steven Brooks

School: Patuxent High

Position: Building Service Manager

Local: CAESS

Member: MSEA 15 years/NEA 15 years

Association Position: *Local:* President, Board of Directors, building representative. *MSEA:* Board of Directors. *NEA:* Board of Directors.



Evelyn Fabito

Position: Media Specialist

Local: PGCEA

Member: MSEA 3 years/NEA 3 years



Julia Hinton-VanHook

School: Crossroads Center

Position: Teacher

Local: TABCO

Member: MSEA 25 years/NEA 32 years

Association Position: *Local:* Representative, Minority Affairs Committee (chair). *MSEA:* Human and Civil Rights Committee (chair). *NEA:* New Business.



Gladys M. Jenkins

School: H.W. Wheatley ECC

Position: Speech-Language Pathologist

Local: PGCEA

Member: MSEA 22 years/NEA 22 years

Association Position: *Local:* Former vice president, Board of Directors. *MSEA:* Former Membership Committee (chair).



Virginia McLaughlin

School: Northview ES

Position: Teacher

Local: PGCEA

Member: MSEA 4 years/NEA 4 years

Association Position: *Local:* Head representative.



Karl Kirby Pence

School: Chopticon HS

Position: Teacher

Local: EASMC

Member: MSEA 34 years/NEA 34 years

Association Position: *Local:* President, Political Action Committee (chair). *MSEA:* President (7 years), vice president (four years). *NEA:* Director, NCSEA Regional, RA delegate.



Peter H. Singleton

School: North Dorchester MS

Position: Band Director

Local: DE

Member: MSEA 38 years/NEA 38 years

Association Position: *Local:* Past president, secretary, Board of Directors. *MSEA:* Bylaws and Rules Committee, RA delegate. *NEA:* RA delegate (14 years).



Robyn Smit

School: Corkran MS

Position: Teacher

Local: TAAAC

Member: MSEA 30 years/NEA 30 years

Association Position: *Local:* Building representative (4 years). *MSEA:* RA delegate.



Ira Jarrette

Position: Teacher

Local: PGCEA

MSEA state delegates to the NEA Convention have a important duty to represent the entire state. If elected, I will be honored to serve you.



Tamara Thumtzen-Johnson

Position: Teacher

Local: TAAAC



Alice Brooks

School: Calvert

Position: ESP

Local: CAESS

Member: MSEA 2 years/NEA 2 years

Association Position: *Local:* Member. *MSEA:* Attended workshops.

I am a strong supporter of ESP's and teachers. I am dedicated and supportive to my Local and the MSEA.

Cathy Cerveny

School: Pinewood ES

Position: Teacher, Technology

Local: TABCO

Member: MSEA 30+ years/NEA 30+ years

Association Position: *Local:* Board of Directors; Representative Leadership Committee. *MSEA:* Represent MSEA on Professional Standards Board. *NEA:* Member, Board of Examiners for National Council for Accreditation of Teacher Education.

NBCT renewed. Strongly believe educators must be knowledgeable/vocal to ensure that we are not hindered in providing the best for our students.

Randy Cerveny

School: Bel Air HS

Position: Teacher, Local president

Local: HCEA (Harford)

Member: MSEA 30+ years/NEA 30+ years

Association Position: *Local:* President; vice president; treasurer. *MSEA:* Board of Directors, Instructional and Professional Development Committee; *NEA:* 2008 Convention treasurer.

NBCT. Very active in all levels of association. Dedicated to ensuring that the teacher's voice is heard and understood by all stakeholders.

Indira Ennis

School: Capitol Heights ES

Position: Teacher

Local: PGCEA

Member: MSEA 5 years/NEA 4 years

Association Position: *Local:* Building representative.

As a building representative I uphold the mission of my local. As a state delegate I'll support my colleagues throughout the great state of Maryland.

John Hendrix

School: John F. Kennedy HS

Position: Teacher

Local: MCEA

Member: MSEA 15 years/NEA 15 years

Association Position: *Local:* Building representative; Board of Directors; faculty representative. *MSEA:* RA delegate. *NEA:* RA delegate.

Debating educational policy in different forums has allowed me to broaden the views of educators in the county, state, and at the national level.

Candidates for MSEA Delegate to the NEA Convention

CHICAGO, IL • JUNE 30-JULY 5, 2011

Susan Brown

School: Edgar Allen Poe Academy

Position: Teacher

Local: PGCEA

Member: MSEA 10 years/NEA 35 years

Jill Davis

School: Berry ES

Position: Teacher

Local: EACC

Member: MSEA 7 years/NEA 7 years

Association Position: *Local:* Building representative 2007-present. *MSEA:* RA delegate, Leadership Training Retreat Committee; Election Committee (co-chair). *NEA:* RA delegate.

Leslie Donnelly

School: Beaver Run ES

Position: Teacher

Local: WCEA (Wicomico)

Member: MSEA 7 years/NEA 7 years

Association Position: *Local:* Board Member; Negotiations Team (member).

Stephanie Phillips

School: Marley MS

Position: TAAAC

Local: Teacher

Member: MSEA 3 years/NEA 3 years

Association Position: *MSEA:* RA delegate (3 years).

Administrative

Joshua Fradel

School: Worcester County Board of Education

Position: Administrator

Local: WCTA-Worcester

Member: MSEA 19 years/NEA 19 years

Association Position: *Local:* Building representative, Membership Committee (chair), treasurer. *MSEA:* RA delegate (17 years), Resolutions. *NEA:* RA delegate (8 years).

MSEA Retired Delegate

Charles Barkley

Position: Retired

Local: MCEA

Member: MSEA 38 years/
NEA 38 years

Association Position: *Local:* Vice president, treasurer, PAC (chair).

MSEA: Board of Directors (6 yrs.), various committees. *NEA:* RA delegate, various committees.

I have been an NEA delegate for many years—I would like to represent you again. I currently serve in the House of Delegates.

Betty Makell Coleman

Position: Retired

Local: TAAAC-R

Member: MSEA 49 years/NEA 45 years

Association Position: *Local:* Vice president, secretary-treasurer. *MSEA:* Resolutions Committee (chair), Retired Advisory Council. *NEA:* Elections Committee, RA delegate.

I'm committed to work tirelessly to protect our pension benefits and assure retirees of Health Insurance Coverage at the same rate as active members.

Susie C. Jablinske

Position: Retired

Local: TAAAC-R

Member: MSEA 44 years/NEA 44 years

Association Position: *Local:* President-TAAAC-R, president-TAAAC. *MSEA:* Board of Directors, Legislative Committee, Retired Advisory Council (chair). *NEA:* Executive Committee, Board of Directors, Legislative Committee.

As a retired teacher-leader, I want to focus my skills to advocate for the concerns of our Retired members at the NEA RA.

Marcella Kehr

Position: Retired

Local: TABCO

Member: MSEA 40 years/NEA 40 years

Association Position: *Local:* President, vice president, Government Relations Committee, Membership Committee. *MSEA:* Board of Directors, Retired Advisory Council, Women's Concerns Committee. *NEA:* Board of Directors, Read Across America, Paraeducator Task Force.

I represent you on Retired Advisory Council, Womens Concern Committee. I keep current on our issues. Vote Marcella Kehr to represent you at NEA RA.

John R. Kurpjuweit

Position: Retired

Local: TAAAC

Member: MSEA 43 years/NEA 43 years

Association Position: *Local:* President, vice president, director. *MSEA:* Board of Directors, RA delegate, various committees. *NEA:* Director, NCUEA vice president, RA delegate.

Life-long advocate for educators and quality public education. Experience includes: Local President, NEA Board, MSTA Board, Life Member of MSTA-R, NEA-R and more.

Dr. Norma Martof

Position: Retired

Local: PGCEA

Member: MSEA 34 years/NEA 34 years

Association Position: *Local:* NECC; PGPSRA, PG Public School Retirees Association. *MSEA:* RA delegate, Women's Leadership Cadre. *NEA:* RA delegate.

I retired in 2009 and have actively sought benefits for all members. Please elect me as a delegate to the 2011 NEA convention.

Janice Pacelli

Position: Retired

Local: ACTA

Member: MSEA 31 years/NEA 31 years

Association Position: *Local:* Building representative, Elections (chair). *MSEA:* RA delegate (5 years). *NEA:* RA delegate (3 years), New Business Committee.

As a recently retired teacher still active in our local association, I'd be honored to represent my fellow educators at this year's NEA Convention.

Dorina "Dee" Strickland

Position: Retired

Local: HCEA-Harford

Member: MSEA 32 years/NEA 32 years

Association Position: *Local:* Treasurer, Board of Directors, building representative. *MSEA:* Minority Affairs Committee, Special Activities. *NEA:* RA delegate.

It is important to advocate for public education.

Mel Harris

Position: Retired

Local: ACTA

Iris Anne Harris

Position: Retired

Member: MSEA 48 years/NEA 52 years

Association Position: *Local:* President, negotiator, various committees. *MSEA:* RA delegate (20+ years), Legislative Committee, Minority Affairs Committee (chair). *NEA:* RA delegate (20+ years), Black Caucus.

MSEA Student Delegate

Justin Leonard

School: Towson University

Position: Student

Local: CEA

Member: MSEA 4 years/NEA 7 years

Association Position: *Local:* Chapter vice president, chapter president. *MSEA:* Student Program president 09-10.

As a NEA Representative I will work hard to ensure a great organization for all members and to preserve the founding principles.

Dana I. Roffe

School: University of Maryland College Park

Position: Student

Local:

Member: MSEA 5 years/NEA 5 years

Association Position: *Local:* President (2 years), secretary (1 year) at Towson University.

Past President of Towson University's SEA program from 2008-2010. Increased membership to over 70 members. Held teacher panels and received grant money.

Meet Michelle Ray



Michelle Ray
English teacher
Eastern Middle School
Montgomery County
MSEA member for 5 years

I've always loved school and words. With two careers, I get to have fun with both every day. I have a double life—kind of like Superman, only a little nerdier. I teach books by day and write them by night.

My first novel, *Falling for Hamlet*, is a modern re-telling of Hamlet from Ophelia's point of view. I wanted teenagers to see that Shakespeare tells amazing stories. My version sticks pretty closely to the story, except in mine Ophelia doesn't die. I always hated that part.

Since I have such amusing stories, people ask why I don't write about school. But when I come home, I want to disappear into the world of imagination. Who wants to think about bullying and grading when I can conjure the girlfriend of a prince who sees ghosts?

Facing rejection, frustration, and lots of revisions as a writer makes me more sensitive to my students who think their first drafts are genius and who might be shy about sharing their work.

More about my writing life can be found at www.michelleraybooks.com.



Growing up in L.A., I've never embraced the snow like my girls.



Before becoming a teacher, I was into theater. I've been able to put my training and skills to use by directing schools plays. For our Greek Fest, students write skits combining modern formats with characters from mythology.



Yep, I'm a Glee!



My favorite thing about living near Washington, D.C. is having access to the amazing monuments and museums. This is my family—my husband Jonathan and our daughters Sage and Joanna.



*I'm super excited that my novel, *Falling for Hamlet*, will come out in July with Little, Brown and Company.*



I like teaching writing to people of all ages. Sometimes I get a little goofy while doing it.

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



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