

JUNE 2007

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# actionLine

MARYLAND STATE TEACHERS ASSOCIATION • NEA

VOLUME 7 ISSUE 7

# THORNTON PROMISE FULFILLED!



Your hard work pays off for students; NCLB and more funding hurdles lie ahead

The 2007 General Assembly: Good news on school funding

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## 8 Pay for performance? Merit pay?

When your contract comes up, will your school board bargain a settlement that rewards expertise and promotes retention? Or will it grasp at unfair and unproven pay schemes?



## 10 Thornton promise fulfilled!

Thanks in great part to MSTAs hard work, the General Assembly passed a \$567 million boost in 2007-08 funding for local school systems. Use MSTAs 2007 General Assembly Guide to Issues and Votes to find out if your legislator voted RIGHT or WRONG on education issues!



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## We're making progress, but there's more work to be done



Many of the challenges we will face in the months and years ahead result from the state's difficult fiscal situation.

THE 2007 GENERAL ASSEMBLY SESSION HAS ENDED, AND MSTANEA members have reasons to be happy. Thanks to lobbying by MSTANEA and other education groups, we secured the final year of Thornton funding for Maryland schools—an additional \$1.3 billion in assistance over five years—and \$400 million for school construction. We also won a living wage for state employees, an increased number of stipends for National Board Certification, more flexible rules for rehiring retired teachers, and fair share representation in Howard County.

Yet despite these accomplishments, the success of last year's pension and election campaigns, and many recent victories by our Local Associations in improving salaries and benefits and increasing membership, much of our agenda remains unfinished.

For example, HSAs are still an issue. This year, the legislature requires that MSDE hold a series of regional hearings to gauge public opinion on mandatory high school assessments by 2009 and report the findings this December. Bills addressing class size, improving the charter school law, and creating an independent labor board failed to gain approval. And funding for the long-awaited Geographic Cost of Education Index (GCEI) fell victim to budgetary concerns.

In fact, many of the challenges we will face in the months and years ahead result from the state's difficult fiscal situation. Maryland is now facing a \$1.5 billion gap between revenues and spending that must be closed. Already, the Governor and General Assembly leaders are working behind the scenes to develop a modern, revamped revenue system that provides the funding for education and other priorities. A vote could be as early as this fall.

If we are to meet the high expectations of parents and the general public and ensure that every child attends a great public school, the state, federal, and local governments must provide a stable long-term funding stream for public education. Because many lawmakers will feel pressure to cut spending rather than raise additional revenues, it is up to us as educators to speak up on behalf of students and schools.

That's why we are launching a brand new website, [www.greatschoolsmaryland.org](http://www.greatschoolsmaryland.org), to promote *Great Public Schools for Every Child*. Members and the public can log on to learn about the issues that affect students and educators in Maryland, then use the information to become advocates themselves.

In the months ahead, visit [greatschoolsmaryland.org](http://greatschoolsmaryland.org) or subscribe to MSTANEA's popular e-newsletter, *FrontLine*. You'll find updates on how you can make your voice heard so MSTANEA members can continue making progress in creating great public schools for Maryland's students.

### WHAT DO YOU THINK?

Write Clara:  
MSTANEA, 140 Main Street,  
Annapolis, MD 21401  
[cfloyd@mstanea.org](mailto:cfloyd@mstanea.org)

### Online Resources: Stay in touch this summer!

#### Did you know you can update your MSTANEA membership profile online?

*It's fast, easy and secure!*

If you'd like to change or update your MSTANEA member profile, visit *MSTANEA OnLine*, [www.mstanea.org](http://www.mstanea.org), and look for the *MembersOnly* link. At *MembersOnly*, click the "Update your Membership" link.

#### Update: *ActionLine* and *FrontLine*

*ActionLine* will be on hiatus this summer, and *FrontLine* will go to a monthly summer schedule. Stay close to your profession by visiting *MSTANEA OnLine*, [www.mstanea.org](http://www.mstanea.org), for updates on *No Child Left Behind*, NEA's Representative Assembly in July and MSTANEA's annual convention in October. Both publications will be back in September!

#### Join the NEA online community

Now's the time to join NEA's online members-only community! It's free and registered users have access to exclusive features, including discounted online professional development, discussion forums and more. Visit [www.nea.org/member](http://www.nea.org/member) and click the "Exclusive Members-Only Resources" link.

Look for *MemberVoices* in each issue of *ActionLine*! We'll be asking questions of MSTA members all over the state and sharing their answers with you!

## What makes a great school day?



**GINA HIRSCH**  
Speech pathologist  
*Head Start*  
5 Montgomery County schools  
Member since 1995  
*Montgomery County*

### Kids aren't hungry

It's when the children come and they're not hungry—this is Head Start, remember. A good day also is when students who I'm working with on certain goals have had some parental support, and I know that the work I'm sending home is being looked at and worked on.



**DIANNA LITTLE**  
Instructional assistant  
*Special education*  
Lockerman MS  
Member since 2004  
*Caroline County*

### Seeing the kids happy

It's when the teachers and I work together so I know my schedule when I get to school in the morning—I never know where I'm going to be or who I'm going to be with. But what makes a really great day for me is to see the kids happy and doing the best they can.



**AILEEN LOSIN**  
Teacher *Spanish*  
Old Court MS  
Member since 2004  
*Baltimore County*

### Working as a team

A great school day is when I wake up enthusiastic and go into my class and my students are eager to learn. There's a mutual respect. The students and I are working together and the teachers as well. It's when we're all working together as a team.

### My building is in tip-top shape

When I come in the morning and the building is in tip-top shape. I must say that there have been many times when I've found it that way. Our night staff does an excellent job and that makes my day that much easier. I know the students and staff appreciate it.



**LEROY WILLS**  
Head day custodial supervisor  
Huntingtown HS  
Member since 1997  
*Calvert County*

### Students come prepared to learn

A great day is when the kids come in with all their homework done and they're prepared to learn and they're open to learning without having some problems at home to deter their learning.



**HUGO JACKSON**  
Teacher *Special education*  
Lime Kiln MS  
Member since 1994  
*Howard County*

# StartingLine

NEWS YOU NEED TO KNOW

## REACH UP REACH OUT

MSTA Convention 2007

**Reach Up, Reach Out!**  
**October 19 & 20, Ocean City**  
**Roland E. Powell Convention Center**

Don't miss this year's full slate of top-notch professional development, exhibit area, members-only trade show and much more at *Reach Up, Reach Out!*, the 140th MSTA Convention and Representative Assembly!

For delegates, it's a weekend full of caucuses and business meetings—all the things that keep MSTA at the top of the advocacy game for more than 67,000 members. If it's anything like last year, MSTA's Friday night party at *Seacrets* (OC's hottest nightclub) will make up for the serious business of the meetings!

This year, more than 55 workshops were handpicked to help you raise student achievement, do your job better and keep your school running smoothly. And, of course, every workshop is FREE and comes with a certificate of completion to add to your portfolio!

Stop by the exhibit area to pick up freebies and discover some great deals on education tools, books and learning opportunities available *only* at Convention 2007!

### **Do you moonlight as a talented quilter, a deejay, a bass player in a rock 'n' roll band?**

Around the corner from the vendors, you'll find MSTA's Member Trade Show—your chance to share your special talent or product with your professional colleagues.

Who knows, you might get an alumni prom gig!

### **More Convention 2007 info online!**

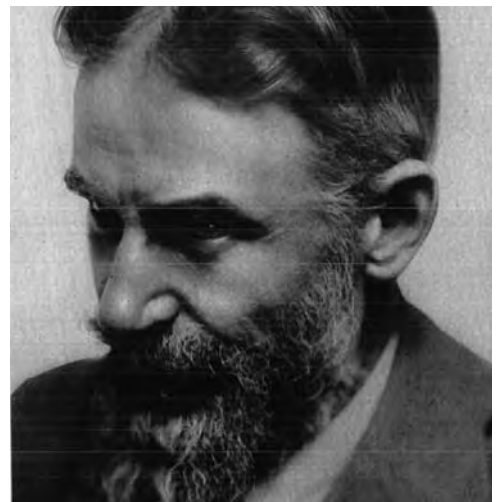
Visit *MSTA OnLine*, [www.mstanea.org](http://www.mstanea.org), and look for the *Reach Up, Reach Out!* Convention 2007 logo. You'll find the complete Convention 2007 Professional Development schedule and details about the Member Trade Show, including a registration form to download and send in. Check back often—the site will be updated to include lodging options, special deals, an events schedule and more!

### **NCLB Action Guide**

Take time to take action on Congress's plans to reauthorize the *No Child Left Behind Act!* NEA's *NCLB/ESEA Action Guide* has the tools and resources to help you promote our message: *It's time for a change!* Discover the impact of President Bush's 2008 education funding budget proposal all the way down to your Congressional district. Visit *MSTA OnLine*, [www.mstanea.org](http://www.mstanea.org), and look for the *Action Guide* logo on the homepage!

### **Available now: Praxis II online study guide!**

Praxis prep getting you down? Fret no more—NEA has an online tutorial for students and other members taking the standardized Principles of Learning and Teaching (PRAXIS) test, which can help relieve your test anxiety and practice sample questions. The next national test date is August 4. Visit *NEA OnLine*, <http://www.nea.org/student-program/praxis.html>



Quote  
"To me the sole hope of human salvation lies in teaching."

GEORGE BERNARD SHAW

## Results! MSTA run-off election for new NEA Director seat



Evan West of Allegany County won the run-off election for one of MSTA's NEA Director positions. The vote, as verified by the MSTA Nominations and Credentials Committee, was: Evan West, 7117; Jim Politis (Montgomery County), 6715.

Because of MSTA's membership gains (see *By the Numbers*, right), MSTA gained a seat on the NEA Board of Directors. West will assume office

immediately to fill the remainder of the current term (through 8/31/07) and complete one regular term (9/1/07 – 8/31/10).

"I'm humbled, and look forward to the opportunity to work hard for all of our members," said West.

## MSTA launches Great Public Schools website

With Maryland facing a major structural deficit, and elected officials busily crafting an overhaul of the state's revenue system, MSTA wants to be sure that the views of educators, parents, students, and others who support public education are heard loud and clear.

A new website promoting *Great Public Schools for Every Child* and sponsored by the Association is a chance to make your voice heard! This fall, anyone can visit the site to watch ads and videos on education issues, share best practices and concerns, and urge elected officials to continue their strong support.

In the meantime, watch it all come together for you and your students at [greatschoolsmaryland.org](http://greatschoolsmaryland.org) today!

## on the web [www.mstanea.org](http://www.mstanea.org)

### ➔ Labor History

#### Labor Unions, the Great Depression and New Deal

In 1933, the number of labor union members was around 3 million, compared to 5 million a decade before. Most union members in 1933 belonged to skilled craft unions, most of which were affiliated with the American Federation of Labor (AFL). Read interviews with automobile and packinghouse workers and more.  
<http://memory.loc.gov/learn/features/timeline/depwwii/unions/unions.html>

#### African American Labor History Links (AFSCME)

AFSCME's terrific site has extensive material on African American labor history, including topics such as the Brotherhood of Sleeping Car Porters, mineworkers and union leaders.  
<http://www.afscme.org/publications/12440.cfm>

#### Women's Labor History Links (AFSCME):

<http://www.afscme.org/publications/10404.cfm>

#### International Trade Union Confederation

ITUC carries out ongoing campaign action for global respect of trade union rights. Many interesting and far-reaching links.  
<http://www.ituc-csi.org>

#### Big Labor: Info for Unionists

Publishers and distributors of labor news, graphics and books that help progressive union leaders rally their members and build their unions.  
<http://www.biglabor.com/index.html>

#### By the People, For the People: Posters from the WPA, 1936-1943

A collection of 908 boldly colored and graphically diverse original posters produced from 1936 to 1943 as part of Franklin Delano Roosevelt's New Deal.  
<http://memory.loc.gov/ammem/wpaposters/wpahome.html>

## by the numbers

### MSTA ranks #2 nationwide in NEA membership growth!

MSTA's exciting membership recruitment of the past year has not only helped the Association raise the volume on local issues across the state and gain another seat on NEA's influential Board of Directors (See *election results*, left), it's put us in the #2 position among all states in Association growth! MSTA's total gain in active professional members? 2,712!

Here's the breakdown by *percentage of increase in membership for active professionals\**:

State #1	+6.79%
Maryland	+5.00%
State #3	+4.58%
State #25	+0.64%
State #50	-4.25%

\*May 15, 2006 - May 14, 2007

Thanks to our education support professionals, MSTA ranked #13 in ESP membership recruitment and growth with a 4.53% increase! Total gain? 474!

## Professional pay – what works, what doesn't work

When your contract comes up, will your school board bargain a settlement that rewards expertise and promotes retention? Or will it grasp at unfair and unproven pay schemes?

Contract negotiations are an exciting time, when members and their bargaining teams take stock of their priorities and map out a bargaining strategy that they hope will lead to a good settlement. It's also a stressful time, as education employees must convince their school boards, county councils and local communities once again that they deserve professional pay for their professional expertise.

A recent trend in Maryland and across the country has added more stress to the mix—alternative pay schemes proposed in the name of raising student achievement. With states and the federal government placing greater emphasis on test scores, more and more jurisdictions are grasping at so-called “pay-for-performance” arrangements that tie salaries to educator evaluations and student performance.

Yet the record clearly shows that merit pay schemes and many other types of incentive pay are simply not the answer. “We all know that teacher performance cannot be measured by student scores alone. The variables make it impossible,” said MSTA President Clara Floyd.

So many factors—experience, resources, community and parental support, and economic and cultural differences among them—affect student performance on tests that it is nigh impossible to design a system that fairly takes into account every individual teacher's contribution to performance.

Other problems include funding for pay incentives and bonuses that is often too low or too short-lived to serve as a real motivation for high-quality staff. Many counties already complain of not having enough funds to support the most humble of pay increases, and are unlikely to guarantee funds earmarked for promised stipends or bonuses. And when educators compete with one another for a fixed pot of money, collaboration and collegiality inevitably suffer.

In fact, these attempts to negotiate salary incentives for a select few, while often intended to address the issues of student achievement and closing achievement gaps, largely miss the big picture.

Focusing on pay alone fails to tackle the underlying working conditions that educators know enable good teaching and learning. Without strong administrator and clerical support, small class sizes, and adequate facilities, planning time

and professional development, it's hard to convince even the most dedicated teacher to stay in a school for a few extra thousand dollars a year.

“Compensation in and of itself is not the answer,” said Dale Templeton of MSTA's Center for Affiliates and Advocacy. “There are other factors—workload issues, especially the administra-

tive burden on new teachers in chronically low-performing schools, and the need for high-quality professional development to help teachers meet the significant challenges in a truly ever-changing profession.”

“Effective compensation initiatives should always be based on objective factors, such as preparation, academic degrees, experience, professional growth, responsibilities and skills.”

Clara Floyd, MSTA president

### The single salary schedule and professional pay

Fortunately, there are a number of proven, commonsense ways to reward individuals who voluntarily acquire the experience and skills of expert educators while ensuring that everyone is treated fairly and equitably.

The single salary schedule, adopted in the mid-20th century to eliminate pay inequities based on gender, race, school population and administrator favoritism, allows for better salaries based on additional training and skill acquisition. What frustrates school employees is when they must spend decades climbing the salary ladder, layering their practical

experience with additional responsibilities, degrees and professional development, for so little remuneration.

That's why negotiating a higher starting salary makes so much sense. By 2008, Maryland is expected to be the first state in the country where starting teachers in every jurisdiction can expect to make at least \$40,000, thanks to the efforts of Local Association bargaining teams supported by MSTA. A higher starting salary also helps mid-career and veteran teachers, as its ripple effects lead to greater base pay through the entire scale. MSTA and Locals are also launching a grassroots campaign to ensure all ESP earn a living wage.

In addition, a *compressed* single salary schedule requires employees to take fewer steps to reach the top of the scale, thus increasing their lifetime earning potential, as well as their retirement benefits. For example, the latest contract bargained by the Teachers Association of Anne Arundel County (TAAAC) will result in impressive lifetime gains for teachers because it now takes them only 19 years to reach the top instead of 30.

Professional-level compensation can be further secured by individual teachers who take on additional responsibilities and acquire critical skills that contribute to both their professional competency and the overall success of the school district. These include state and local stipends for achieving National Board Certification, completing additional coursework, becoming a mentor for newer teachers, and working a longer school day or school year. Ideally, these increases should be tied to the single salary scale so that they also boost employees' lifetime earnings and pensions.

At \$31,579, teachers in Allegany County had the lowest starting salary in the state. But, thanks to top-notch negotiating, the present ACTA contract boosts starting salary for new teachers to \$40,000 beginning August 2008. The bargain-

ing win also includes coverage of all tuition costs and additional increases for teachers with master's degrees in any subject area.

These types of opportunities, available to everyone based on degree, experience and skills and not on student performance or evaluation, are illustrations of the criteria NEA supports (*See sidebar, below*) for negotiating additional compensation beyond the single salary schedule.

"Effective compensation initiatives should always be based on objective factors, such as preparation, academic degrees, experience, professional growth, responsibilities and skills," Floyd added. "Broadening our knowledge and skills as teachers should be a priority for us and our communities as we guide our students to be strong and productive citizens."

## NEA supports:

- ▶ A competitive single salary schedule that offers a professional starting salary and allows for rapid advancement to the top of the scale.
- ▶ Opportunities to advance up the scale based on acquiring additional skills and knowledge, including professional development, mentoring, National Board Certification and advanced degrees.
- ▶ Additional pay that is tied to the single salary schedule and results in higher lifetime earnings and benefits.

## NEA does not support:

- ▶ Merit pay or other pay-for-performance schemes, which tie pay increases to teacher evaluations or improvements in student performance on standardized tests or other criteria.
- ▶ Systems of alternative compensation that are not voluntary, are not available to all or are based on subjective factors.
- ▶ Differential pay for hard-to-recruit subject area positions, which result in some teachers being paid more than others with equivalent training, workload, and qualifications.



## The 2007 General Assembly: Good news on school funding

### *MSTA's commitment to students pays off with historic state funding for public schools*

Thanks to years of lobbying by MSTA and the education community, the Maryland General Assembly made history by passing Governor Martin O'Malley's budget request for the final installment of Thornton funding. The \$567 million boost in 2007-08 funding for local school systems capped off an unprecedented \$1.3 billion increase since 2002!

In addition, over the last five years, the General Assembly has made significant progress toward meeting the recommendations of the Kopp Commission on public school construction. Governor O'Malley's budgeted amount of \$400 million for school construction was passed by legislators, topping off a total \$1.218 billion investment in school construction over the last four years.

But because the state is facing a \$1.5 billion deficit next year, the legislature failed to pass the Geographic Cost of Education

Index (GCEI) bill this year. Funding of the GCEI, which would provide more resources for students in counties where the cost of living is higher, could be considered when the legislature looks for new revenue streams to fund the deficit.

Legislators also made it easier for school systems to bring on retired-rehired teachers and granted the Howard County Education Association's request to negotiate a fair share representation fee. Now, non-dues-paying members in Howard County who benefit from the contract negotiations provided by the Local Association must pay an annual fee.

#### **Are your senators and delegates friends of education?**

Use MSTA's 2007 General Assembly Guide to Issues and Votes on the following pages to learn more about the issues and see if your representative is a true friend of public education!

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## MSTA's 2007 General Assembly Guide to Issues and Votes

Use this guide to find out the how the issues important to you, your students and your school fared in the 2007 General Assembly.

### Issues Round-up

#### **National Board Certification**

Passage of Senate Bill 57 increased the number of candidates who can receive state and local financial assistance for National Board Certification from 750 to 1,000.

#### **HSA task force**

The task force bill failed, but MSDE must hold five regional meetings in the next year and report back to the General Assembly. See Senate Bill 475 in the Voting Guide.

#### **Retired-rehired**

Now school systems can use retired-rehired teachers in all schools with 50 percent free and reduced-price meal students and non-Title I schools can add 5-15 retired-rehired teachers in shortage areas.

#### **BOAST**

MSTA opposed BOAST, which would have subsidized tuition at private and religious schools with public tax dollars through a tax credit. The bill failed in House and Senate committees.

#### **Living wage**

The living wage bill was passed with the Governor's intervention. Maryland is the first state to pass living wage legislation. See House Bill 430 in the Voting Guide.

#### **Class size**

MSTA supports legislative strategies to enable local school districts to reduce class size maximums and averages. A first step was to require MSDE to collect accurate class size data, which reflects the number of students who regularly appear in a teacher's classroom and for whom that teacher is primarily accountable. Legislation failed.

#### **School board changes**

The proposals for partially elected, partially appointed school boards in Baltimore County and in Harford County both failed. The members of the Anne Arundel County Board of Education will be appointed by the Governor. Prince George's County will continue its all-elected school board.

## Was your senator RIGHT or WRONG on the key education issues debated this year?

Each year, MSTA's Center for Government Relations prepares a voting record of every senator and delegate in the General Assembly. Save the guide and use it when considering issues that come out throughout the year and compare them with campaign rhetoric you've heard in the past.

Being informed about issues and legislators' votes, and taking action is the one sure way MSTA members can influence education policy and student achievement.

### The Senate

Key Bills on Public Education Issues

#### Senate Bill 57 *Passed both Houses*

This bill increases the number of candidates for National Board Certification from 750 to 1,000 eligible for state and local financial assistance. A YES vote was right with MSTA.

#### Senate Bill 475 *Passed Senate; Failed in House*

This bill would have established a Task Force on High School Assessments for graduation to study the policy and funding implications of the high school assessments. A YES vote was right with MSTA.

#### Amendment to House Bill 50 (Budget Bill)

*Failed* The amendment proposed a cut of \$248 million from Thornton funds and \$44 million from the State's contribution to teacher pensions and shifted the responsibility for future pension funding to the locals. A NO vote was right with MSTA.

#### House Bill 430 *Passed*

See explanation under House Bill 430, page 12.

#### House Bill 881 *Passed*

See explanation under House Bill 881, page 12.

#### LEGEND

R	A right vote with MSTA's position	NV-	By not voting, did not favor MSTA's position
W	A wrong vote with MSTA's position	EX	Excused from voting (usually due to a conflict of interest)
NV	Legislator did not vote	AB	Excused from voting due to absence
NV+	By not voting, favored MSTA's position		

SENATE	SB 57	SB 475	Amendment to HB 50	HB 430	HB 881
DISTRICT 1 (Allegany, Garrett & Washington)					
Sen. George C. Edwards (R)	W	R	W	W	R
DISTRICT 2 (Washington)					
Sen. Donald F. Munson (R)	R	R	W	W	R
DISTRICT 3 (Frederick, Washington)					
Sen. Alexander X. Mooney (R)	W	W	W	W	W
DISTRICT 4 (Carroll, Frederick)					
Sen. David R. Brinkley (R)	W	R	W	W	R
DISTRICT 5 (Baltimore Co. & Carroll)					
Sen. Larry E. Haines (R)	W	R	W	W	R
DISTRICT 6 (Baltimore Co.)					
Sen. Norman R. Stone (D)	R	R	R	R	R
DISTRICT 7 (Baltimore Co. & Harford)					
Sen. Andrew P. Harris (R)	W	W	W	W	W
DISTRICT 8 (Baltimore Co.)					
Sen. Katherine A. Klausmeier (D)	R	R	R	R	R
DISTRICT 9 (Carroll & Howard)					
Sen. Robert H. Kittleman (R)	W	R	W	W	W
DISTRICT 10 (Baltimore Co.)					
Sen. Delores G. Kelley (D)	W	R	R	R	R
DISTRICT 11 (Baltimore Co.)					
Sen. Robert A. Zirkin (D)	R	R	R	R	R
DISTRICT 12 (Baltimore Co. & Howard)					
Sen. Edward J. Kasemeyer (D)	R	R	R	R	R
DISTRICT 13 (Howard)					
Sen. James N. Robey (D)	R	R	R	R	R
DISTRICT 14 (Montgomery)					
Sen. Rona E. Kramer (D)	R	R	R	R	R
DISTRICT 15 (Montgomery)					
Sen. Robert J. Garagiola (D)	R	R	R	R	R
DISTRICT 16 (Montgomery)					
Sen. Brian E. Frosh (D)	R	R	R	R	R

# MSTAVotingGuide

SENATE	SB 57	SB 475	Amendment to HB 50	HB 430	HB 881
DISTRICT 17 (Montgomery)					
Sen. Jennie M. Forehand (D)	R	R	R	R	R
DISTRICT 18 (Montgomery)					
Sen. Richard S. Madaleno, Jr. (D)	R	R	R	R	R
DISTRICT 19 (Montgomery)					
Sen. Mike Lenett (D)	R	R	R	R	R
DISTRICT 20 (Montgomery)					
Sen. Jamie Raskin (D)	R	R	R	R	R
DISTRICT 21 (Anne Arundel & Prince George's)					
Sen. James C. Rosapepe (D)	R	R	R	R	R
DISTRICT 22 (Prince George's)					
Sen. Paul G. Pinsky (D)	R	R	R	R	R
DISTRICT 23 (Prince George's)					
Sen. Douglas J.J. Peters (D)	R	R	R	R	R
DISTRICT 24 (Prince George's)					
Sen. Nathaniel Exum (D)	R	R	R	R	R
DISTRICT 25 (Prince George's)					
Sen. Ulysses Currie (D)	R	R	R	R	R
DISTRICT 26 (Prince George's)					
Sen. C. Anthony Muse (D)	R	R	R	R	R
DISTRICT 27 (Calvert & Prince George's)					
Sen. Thomas V. Mike Miller, Jr. (D)	R	R	R	R	R
DISTRICT 28 (Charles)					
Sen. Thomas McLain Middleton (D)	R	R	R	R	R
DISTRICT 29 (Calvert, Charles & St. Mary's)					
Sen. Roy Dyson (D)	R	R	R	R	R
DISTRICT 30 (Anne Arundel)					
Sen. John C. Astle (D)	R	R	R	W	R
DISTRICT 31 (Anne Arundel)					
Sen. Bryan W. Simonaire (R)	W	R	W	W	W
DISTRICT 32 (Anne Arundel)					
Sen. James E. DeGrange, Sr. (D)	R	R	R	W	R
DISTRICT 33 (Anne Arundel)					
Sen. Janet Greenip (R)	W	R	W	W	R
DISTRICT 34 (Cecil & Harford)					
Sen. Nancy Jacobs (R)	W	R	W	W	R
DISTRICT 35 (Harford)					
Sen. J. Robert Hooper (R)	W	R	W	W	R
DISTRICT 36 (Caroline, Cecil, Kent and Queen Anne's)					
Sen. Edward Pipkin (R)	W	R	W	W	R
DISTRICT 37 (Caroline, Dorchester, Talbot, Wicomico)					

SENATE	SB 57	SB 475	Amendment to HB 50	HB 430	HB 881
Sen. Richard F. Colburn (R)	W	R	W	W	R
DISTRICT 38 (Somerset, Wicomico, Worcester)					
Sen. J. Lowell Stoltzfus (R)	W	R	W	W	W
DISTRICT 39 (Montgomery)					
Sen. Patrick J. Hogan (D)	R	R	R	R	R
DISTRICT 40 (Baltimore City)					
Sen. Catherine E. Pugh (D)	R	R	R	R	R
DISTRICT 41 (Baltimore City)					
Sen. Lisa A. Gladden (D)	R	R	R	R	R
DISTRICT 42 (Baltimore Co.)					
Sen. James Brochin (D)	R	R	R	R	R
DISTRICT 43 (Baltimore City)					
Sen. Joan Carter Conway (D)	R	R	R	R	R
DISTRICT 44 (Baltimore City)					
Sen. Verna L. Jones (D)	R	R	R	R	R
DISTRICT 45 (Baltimore City)					
Sen. Nathaniel J. McFadden (D)	R	R	R	R	R
DISTRICT 46 (Baltimore City)					
Sen. George W. Della, Jr. (D)	R	R	R	R	R
DISTRICT 47 (Prince George's.)					
Sen. Gwendolyn T. Britt (D)	R	R	R	R	R

## The House of Delegates

### Key Bills on Public Education Issues

#### Amendment to House Bill 50 (Budget Bill) *Failed*

See explanation under Senate, page 11.

#### House Bill 275 *Passed both Houses*

See explanation under Senate Bill 57, page 11.

#### House Bill 430 *Passed both Houses*

This bill requires employers who contract with the state to pay their workers a living wage of at least \$11.30 per hour in metropolitan counties and \$8.50 per hour in other regions. A YES vote was right with MSTA.

#### House Bill 754 *Passed House; Not considered in Senate*

This bill expands the Medicaid and Child Health Program with a \$1 increase in tax on cigarettes. A YES vote was right with MSTA.

#### House Bill 881 *Passed both Houses*

This legislation allows the Howard County Education Association and the school board to negotiate a fair share representation fee. A YES vote was right with MSTA.

# MSTAVotingGuide

HOUSE OF DELEGATES	Amendment to HB 50	HB 275	HB 430	HB 754	HB 881
<b>DISTRICT 1 (Allegany, Garrett &amp; Washington)</b>					
Sub-District 1A (Allegany & Garrett)					
Del. Wendell R. Beitzel (R)	W	R	W	W	W
Sub-District 1B (Allegany)					
Del. Kevin Kelly (D)	R	R	W	W	R
Sub-District 1C (Allegany & Washington)					
Del. LeRoy E. Myers, Jr. (R)	W	R	W	NV	R
<b>DISTRICT 2 (Washington)</b>					
Sub-District 2A					
Del. Robert A. McKee (R)	R	R	W	W	R
Sub-District 2B					
Del. Christopher B. Shank (R)	W	R	W	W	W
Sub-District 2C					
Del. John P. Donoghue (D)	R	R	R	R	R
<b>DISTRICT 3 (Frederick, Washington)</b>					
Sub-District 3A (Frederick)					
Del. Galen R. Clagett (D)	R	R	W	R	R
Del. C. Sue Hecht (D)	R	R	W	R	R
Sub-District 3B (Frederick, Washington)					
Del. Richard B. Weldon, Jr. (R)	R	R	W	R	R
<b>DISTRICT 4 (Carroll, Frederick)</b>					
Sub-District 4A (Frederick)					
Del. Joseph R. Bartlett (R)	W	R	W	W	NV
Sub-District 4A (Frederick)					
Del. Paul S. Stull (R)	R	R	W	W	R
Sub-District 4B (Carroll, Frederick)					
Del. Donald B. Elliott (R)	R	R	W	R	R
<b>DISTRICT 5 (Baltimore Co., Carroll)</b>					
Sub-District 5A (Carroll)					
Del. Tanya Thornton Shewell (R)	EX	R	W	W	W
Sub-District 5A (Carroll)					
Del. Nancy R. Stocksdale (R)	W	R	W	W	W
Sub-District 5B (Baltimore Co.)					
Del. A. Wade Kach (R)	W	R	W	W	W
<b>DISTRICT 6 (Baltimore Co.)</b>					
Del. John A. Olszewski, Jr. (D)	R	R	R	R	R
Del. Joseph J. Minnick (D)	R	R	W	W	W
Del. Michael H. Weir, Jr. (D)	R	R	R	R	R
<b>DISTRICT 7 (Baltimore Co., Harford)</b>					
Del. Rick K. Impallaria (R)	W	R	W	W	W

HOUSE OF DELEGATES	Amendment to HB 50	HB 275	HB 430	HB 754	HB 881
Del. J.B. Jennings (R)	W	R	W	W	R
Del. Patrick L. McDonough (R)	W	R	W	W	W
<b>DISTRICT 8 (Baltimore Co.)</b>					
Del. Joseph C. Boteler, III (R)	W	R	W	W	W
Del. Eric M. Bromwell (D)	R	R	R	R	R
Del. Todd Schuler (D)	R	R	R	R	R
<b>DISTRICT 9 (Carroll, Howard)</b>					
Sub-District 9A (Howard)					
Del. Gail H. Bates (R)	W	R	W	W	W
Del. Warren Miller (R)	W	R	W	W	W
Sub-District 9B (Carroll)					
Del. Susan W. Krebs (R)	W	R	W	W	R
<b>DISTRICT 10 (Baltimore Co.)</b>					
Del. Emmett C. Burns, Jr. (D)	R	R	R	R	R
Del. Adrienne A. Jones (D)	R	R	R	R	R
Del. Shirley Nathan-Pulliam (D)	R	R	R	R	R
<b>DISTRICT 11 (Baltimore Co.)</b>					
Del. Jon Cardin (D)	R	R	R	R	R
Del. Dan K. Morhaim (D)	R	NV	R	R	R
Del. Dana Stein (D)	R	R	R	R	R
<b>DISTRICT 12 (Baltimore Co., Howard)</b>					
Sub-District 12A (Baltimore, Howard)					
Del. Steven J. DeBoy, Sr. (D)	R	R	R	R	R
Del. James E. Malone, Jr. (D)	R	R	R	R	AB
Sub-District 12B (Howard)					
Del. Elizabeth Bobo (D)	R	R	R	R	R
<b>DISTRICT 13 (Howard)</b>					
Del. Guy Guzzone (D)	R	R	R	R	R
Del. Shane E. Pendergrass (D)	R	R	R	R	R
Del. Frank S. Turner (D)	R	R	AB	R	R
<b>DISTRICT 14 (Montgomery)</b>					
Del. Anne R. Kaiser (D)	R	R	R	R	R
Del. Karen S. Montgomery (D)	R	R	R	R	R
Del. Herman L. Taylor, II (D)	R	R	R	R	R
<b>DISTRICT 15 (Montgomery)</b>					
Del. Kathleen M. Dumais (D)	R	R	R	R	R
Del. Brian J. Feldman (D)	R	R	R	R	R
Del. Craig L. Rice (D)	R	R	R	R	R
<b>DISTRICT 16 (Montgomery)</b>					
Del. William A. Bronrott (D)	R	R	R	R	R
Del. Marilyn Goldwater (D)	AB	AB	AB	AB	AB

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HOUSE OF DELEGATES	Amendment to HB 50	HB 275	HB 430	HB 754	HB 881
Del. Susan C. Lee (D)	R	R	R	R	R
DISTRICT 17 (Montgomery)					
Del. Kumar P. Barve (D)	R	R	R	R	R
Del. Jim Gilchrist (D)	R	R	R	R	R
Del. Luiz R. S. Simmons (D)	R	R	R	R	R
DISTRICT 18 (Montgomery)					
Del. Ana Sol Gutiérrez (D)	R	R	R	R	R
Del. Jane E. Lawton (D)	R	R	R	R	R
Del. Jeff Waldstreicher (D)	R	R	R	R	R
DISTRICT 19 (Montgomery)					
Del. Henry B. Heller (D)	R	R	R	R	R
Del. Benjamin Kramer (D)	R	R	R	R	R
Del. Roger Manno (D)	R	R	R	R	R
DISTRICT 20 (Montgomery)					
Del. Sheila Ellis Hixson (D)	R	R	R	R	R
Del. Tom Hucker (D)	R	R	R	R	R
Del. Heather Mizeur (D)	R	R	R	R	R
DISTRICT 21 (Anne Arundel, Prince George's)					
Del. Barbara A. Frush (D)	R	R	R	R	R
Del. Joseline A. Pina-Melnyk (D)	R	R	R	R	R
Del. Ben Barnes (D)	R	R	R	R	R
DISTRICT 22 (Prince George's)					
Del. Tawanna P. Gaines (D)	R	R	R	R	R
Del. Anne Healey (D)	R	R	R	R	R
Del. Justin D. Ross (D)	R	R	R	R	R
DISTRICT 23 (Prince George's)					
Sub-District 23A					
Del. James W. Hubbard (D)	R	NV	R	R	R
Del. Geron S. Levi (D)	R	R	R	R	R
Sub-District 23B					
Del. Marvin E. Holmes, Jr. (D)	R	R	R	R	AB
DISTRICT 24 (Prince George's)					
Del. Joanne C. Benson (D)	R	R	R	R	R
Del. Carolyn J.B. Howard (D)	R	R	R	R	R
Del. Michael L. Vaughn (D)	R	R	R	R	R
DISTRICT 25 (Prince George's)					
Del. Aisha N. Braveboy (D)	R	R	R	R	R
Del. Dereck E. Davis (D)	R	R	R	R	R
Del. Melony Ghee Griffith (D)	R	R	R	R	R
DISTRICT 26 (Prince George's)					
Del. Veronica L. Turner (D)	R	R	R	R	R

HOUSE OF DELEGATES	Amendment to HB 50	HB 275	HB 430	HB 754	HB 881
Del. Kris Valderrama (D)	R	R	R	R	R
Del. Jay Walker (D)	R	R	W	R	R
DISTRICT 27 (Prince George's, Calvert)					
Sub-District 27A (Prince George's)					
Del. James E. Proctor, Jr. (D)	R	R	R	R	R
Del. Joseph F. Vallario, Jr. (D)	R	R	R	R	R
Sub-District 27B (Calvert)					
Del. Sue Kullen (D)	R	R	R	R	R
DISTRICT 28 (Charles)					
Del. Sally Y. Jameson (D)	R	R	W	R	R
Del. Murray D. Levy (D)	R	R	W	R	R
Del. Peter F. Murphy (D)	R	R	R	R	R
DISTRICT 29 (Calvert, Charles & St. Mary's)					
Sub-District 29A (Charles, St. Mary's)					
Del. John F. Wood, Jr. (D)	R	R	W	W	W
Sub-District 29B (St. Mary's)					
Del. John L. Bohanan, Jr. (D)	R	R	W	R	R
Sub-District 29C (Calvert, St. Mary's)					
Del. Anthony J. O'Donnell (R)	W	R	W	W	W
DISTRICT 30 (Anne Arundel)					
Del. Michael E. Busch (D)	R	R	R	R	R
Del. Virginia P. Clagett (D)	R	R	R	R	R
Del. Ron George (R)	W	R	W	W	R
DISTRICT 31 (Anne Arundel)					
Del. Donald H. Dwyer, Jr. (R)	W	R	W	W	W
Del. Nicholas R. Kipke (R)	W	R	W	W	W
Del. Steve Schuh (R)	W	R	W	W	W
DISTRICT 32 (Anne Arundel)					
Del. Pamela G. Beidle (D)	R	R	R	R	R
Del. Mary Ann Love (D)	R	R	R	R	R
Del. Theodore J. Sophocleus (D)	R	R	R	R	R
DISTRICT 33 (Anne Arundel)					
Del. Robert A. Costa (R)	R	R	W	R	W
Del. James King (R)	W	R	W	W	W
Del. Tony McConkey (R)	W	R	W	W	W
DISTRICT 34 (Cecil, Harford)					
Sub-District 34A (Cecil, Harford)					
Del. Mary-Dulany James (D)	R	R	W	R	R
Del. B. Daniel Riley (D)	R	R	R	W	R
Sub-District 34B (Cecil)					
Del. David D. Rudolph (D)	R	R	W	R	R

# MSTAVotingGuide

HOUSE OF DELEGATES	Amendment to HB 50	HB 275	HB 430	HB 754	HB 881
DISTRICT 35 (Harford)					
Sub-District 35A					
Del. Barry Glassman (R)	R	R	W	W	R
Del. Donna M. Stifler (R)	W	R	W	W	R
Sub-District 35B					
Del. Susan K. McComas (R)	W	R	W	W	R
DISTRICT 36 (Caroline, Cecil, Kent, Queen Anne's)					
Del. Michael E. Smigiel, Sr. (R)	W	R	W	W	W
Del. Richard A. Sossi (R)	W	R	W	W	W
Del. Mary Roe Walkup (R)	W	R	W	W	W
DISTRICT 37 (Caroline, Dorchester, Talbot, Wicomico)					
Sub-District 37A (Dorchester, Wicomico)					
Del. Rudolph C. Cane (D)	R	R	R	R	R
Sub-District 37B (Caroline, Dorchester, Talbot, Wicomico)					
Del. Adelaide C. Eckardt (R)	W	R	W	W	R
Del. Jeannie Haddaway-Riccio (R)	W	R	W	W	R
DISTRICT 38 (Somerset, Wicomico, Worcester)					
Sub-District 38A (Somerset, Wicomico)					
Del. D. Page Elmore (R)	R	R	W	R	R
Sub-District 38B (Wicomico, Worcester)					
Del. James N. Mathias, Jr. (D)	R	R	W	W	R
Del. Norman H. Conway (D)	R	EX	W	R	R
DISTRICT 39 (Montgomery)					
Del. Saqib Ali (D)	R	R	R	R	R
Del. Charles E. Barkley (D)	R	R	R	R	R
Del. Nancy J. King (D)	R	R	R	R	R
DISTRICT 40 (Baltimore City)					
Del. Frank N. Conway (D)	R	R	R	R	R
Del. Barbara A. Robinson (D)	R	R	R	R	R
Del. Shawn Z. Tarrant (D)	R	R	R	R	R
DISTRICT 41 (Baltimore City)					
Del. Jill P. Carter (D)	R	R	NV	R	R
Del. Nathaniel T. Oaks (D)	R	R	R	R	R
Del. Samuel I. Rosenberg (D)	R	R	R	R	R
DISTRICT 42 (Baltimore Co.)					
Del. Susan L. M. Aumann (R)	W	R	W	W	W
Del. William J. Frank (R)	W	R	W	W	W
Del. Stephen Lafferty (D)	R	R	R	R	R
DISTRICT 43 (Baltimore City)					
Del. Curtis S. Anderson (D)	R	R	R	R	R
Del. Ann Marie Doory (D)	R	R	R	R	R

HOUSE OF DELEGATES	Amendment to HB 50	HB 275	HB 430	HB 754	HB 881
Del. Maggie L. McIntosh (D)	R	R	R	R	R
DISTRICT 44 (Baltimore City)					
Del. Keith E. Haynes (D)	R	R	R	R	R
Del. Ruth M. Kirk (D)	R	R	R	R	R
Del. Melvin L. Stukes (D)	R	R	R	R	R
DISTRICT 45 (Baltimore City)					
Del. Talmadge Branch (D)	R	R	R	R	R
Del. Cheryl D. Glenn (D)	R	R	R	R	R
Del. Hattie N. Harrison (D)	R	R	R	R	R
DISTRICT 46 (Baltimore City)					
Del. Peter A. Hammen (D)	R	R	R	R	R
Del. Carolyn J. Krysiak (D)	R	R	R	R	R
Del. Brian K. McHale (D)	R	R	R	R	R
DISTRICT 47 (Prince George's)					
Del. Jolene Ivey (D)	R	R	R	R	R
Del. Doyle L. Niemann (D)	R	R	R	R	R
Del. Victor R. Ramirez (D)	R	R	R	R	R

Thanks in great part to MSTA's hard work, the General Assembly passed a \$567 million boost in 2007-08 funding for local school systems. The final installment of Thornton funding equals an unprecedented \$1.5 billion increase in public school funding since 2002!

The General Assembly also made significant progress this year toward meeting the recommendations of the Kopp Commission on public school construction. Governor O'Malley's budgeted amount of \$400 million for school construction tops off a total \$1.218 billion investment in school construction over the last four years passed by the General Assembly.

# LocalLine

HIGHLIGHTS FROM MSTA LOCALS

## Around the State

### **Congratulations to MSTA's Radical Readers!**

Thanks to tween readers like Rachel, Meghan, Kaitlyn, Ruben, Chandara and John\*, MSTA's first-ever Radical Readers Contest was an awesome success! The reading contest, geared especially to Maryland middle-schoolers, collected entries from 358 readers in 21 counties!

"My students made the media center a second home, and pushed each other not to give up," said Charles County teacher Dedra VanGelder, whose student, Kaitlyn Peltzer, was one of the winners. "I was impressed at how much the participants grew as readers and writers.

"They expressed their opinions about books with a clarity and honesty that they didn't have before. I think they actually secretly enjoyed writing their responses to the three questions, knowing that they had the freedom to be absolutely honest about what they liked and didn't like."

VanGelder was joined in Baltimore by fellow teachers Loretta Ross\*\*, Severna Park MS, Anne Arundel; Michelle Korn\*\*, Rising Sun MS, Cecil; Gail Garfinkle\*\*, Banneker MS, Montgomery; Kanika Dorsey\*\*, Ernest Just MS, Prince George's; and Ann Eichenmuller, Margaret Brent MS, St. Mary's.

*\*For a complete list of all the winners and their teachers, visit MSTA OnLine, [www.mstanea.org/events/raa/07/index\\_rad2.php](http://www.mstanea.org/events/raa/07/index_rad2.php)*

*\*\*Denotes a member of MSTA*

### **Theresa Lochte wins Pension Board election!**

Congratulations to Baltimore County's Theresa Lochte, who won a seat on the State Retirement and Pension Board of Trustees! With help from fellow MSTA members, Theresa was the only candidate who collected enough signatures to qualify, and was elected automatically. Her four-year term begins in August.

## Charles

### **Charles County gets its fair share**

Charles County won the right to bargain fair share for non-members in 2005, but a difficult local Board of Education (BOE), which at one time considered putting a Bible in every classroom, turned it down in negotiations. Now, thanks to the negotiating efforts on both sides, new hires who chose not to become members, yet will benefit from EACC success at the bargaining table, will pay a fee for the service.

"After more than 10 years of lobbying local legislators and school board members, EACC has finally accomplished our goal of fairness to members who have been paying the way of non-members who benefit from the hard work of our bargaining team," said President Bill Fisher. "Now our goal shifts to increasing our recruitment of new hires and urging them to become full, active members of EACC!"

## datebook

### JUNE 2007

- Father's Day 17
- 24-27 NEA Joint Conference on the Concerns of Minorities and Women
- 24-27 NEA Student Leadership Conference

### JULY 2007

- Independence Day 4
- 29-3 NEA Convention
- 9-10 New Officers Advance! Summer Training Series
- 10-12 Emerging Leaders Academy: Generation IV
- 18-19 Summer Training Series: Leadership and Organizational Development Institute
- 25-26 Teaching and Learning: Professional Development Institute

### AUGUST 2007

- Women's Equality Day 26



Charles County teacher Dedra VanGelder and Radical Reader Kaitlyn Peltzer.

## Move up the education ladder with MSTA! Summer Training Series 2007

Join your MSTA colleagues this summer as the Association hosts three leadership and career-building workshops filled with information you can use in your classroom, school, home and community!

July 10-12

### Emerging Leaders Academy: Boldly Leading

Burkshire Marriott • Towson, MD

Take the first step to becoming a leader at your school or worksite and in your Association! MSTA's Emerging Leaders Academy introduces you to leadership skills and helps you develop self-confidence to use them effectively.

As a Fourth Generation Emerging Leader, you'll be a member of a growing network of colleagues who are taking this step with you—plus, you'll get training throughout the year from MSTA leaders and staff who know that strong school leadership can and does have an impact on student achievement. As a Fourth Generation team member, you can compare notes, share experiences and find support among newfound friends!

*Target audience: Teachers and ESP*

July 18-19

### Leadership and Organizational Development Institute: Reaching New Heights with Our Collective Voice

Harbourtowne Golf Resort and Conference Center • St. Michaels, MD

Discover the organizational skills and savvy you need to turn up the volume on public education issues! Learn how



### Summer Training Series Register now!

General registration: \$180 per session

Visit *MSTA OnLine*, [www.mstanea.org](http://www.mstanea.org), for more information or to download a registration form.

For more information, contact Debra Nixon, [dnixon@mstanea.org](mailto:dnixon@mstanea.org); 800/448-MSTA, ext. 158

to build an effective organization, identify organizational strengths, weaknesses and challenges and lead the effort to get back on track.

Adding your voice to MSTA's 67,000 members can make a difference for students and colleagues in your school, at your worksite, and around the state.

*Target audience: Teachers and ESP, local leadership teams, building representatives, committee chairs, and members are urged to attend.*

July 25-26

### Teaching and Learning—Professional Development Institute: Using C.A.R.E. to Close Achievement Gaps

Rocky Gap Lodge and Golf Resort • Cumberland, MD

The achievement gaps affect every educator and school in the state. Economics, diversity, language, inclusion, and access to early learning opportunities are just a few of the issues educators face in helping students achieve. If you're interested in learning more about how you can make a difference, sign up for this year's Professional Development Institute. Topics include:

- ▶ Technology to improve learning;
- ▶ NEA's C.A.R.E. (Culture, Abilities, Resilience, and Effort) Model for closing gaps;
- ▶ Independent research action; and
- ▶ Best practices to enhance your resource files.

*Target Audience: Teachers, Instructional Assistants, other ESP, administrators, and technology instruction professionals*

**Local Associations:** Are you interested in SPARKS Training for your newest members? Contact Debra Nixon, [dnixon@mstanea.org](mailto:dnixon@mstanea.org); 800/448-MSTA, ext. 158

## Calvert, Harford, Caroline and Frederick ESP Locals take the lead in professional development

“Teachers have always had in-services. We could attend the workshops, but for many of us the content just didn’t relate to our daily work,” said Pauline Wolf, a member of the Harford County Educational Services Council (HCEC) and the committee that planned the Local’s first-ever ESP Professional Day. “We really needed something just for us.”

Members like Pauline Wolf aren’t the only ESP in Maryland hungry for professional development. County school systems regularly offer teaching staff skill-building opportunities on exciting best practices. And while such training keeps teachers vitally connected to their jobs and one another, ESP have gotten short shrift when it comes to receiving the training, support and resources that will keep them on the cutting edge.

But we’re seeing progress. This year, MSTA’s Professional Development Day in February offered ESP members a full day of workshops to improve their jobs and student performance at their school. And this spring, ESP Local Associations in Caroline, Harford and Calvert counties joined their trail-blazing colleagues in Frederick County and presented board-approved professional development workshops to members and non-members.

“What began as an effort on the part of one Local Association is having an impact for support professionals around the state,” said Steve Brako, former FASSE president and current MSTA board member. “We can all be proud of stepping up to the plate on behalf of our support professionals.”

The FASSE event began in 1999 after the bargaining team negotiated contract language including \$2,000 earmarked



*More than 250 Harford County ESP attended the county’s first-ever professional development event.*

for ESP professional development. Now, according to Karen Blackwood, FASSE president, the annual event is a standout item in the benefits package and, except for back-to-school orientation events for new employees, the most successful recruitment event to sign up new members.

Following the lead of FASSE, the Locals sought and received buy-in from their boards of education, who supplied funds, space and, in the case of Calvert, administrative help. All four Locals took advantage of fellow ESP members and MSTA staff as workshop presenters on issues such as classroom management, school safety, using technology and legal rights.

According to NEA, 3.5 million support professionals work in the nation’s public schools, and few receive professional development relevant to their specific needs as public education employees.

“We all know knowledge is power,” said MSTA President Clara Floyd. “When we offer professional development to ESP, we gain the strength of newly empowered members, and there’s no denying we add significantly to the quality of our public schools.”



*Left to right: Carl Lockes and James Armstrong, both of Southern MS, and CAESS President Steve Brooks joined 300 colleagues at Calvert County’s Professional Development Day for ESP.*

## MSTA takes its BEST to Kent County

### Superintendent supports MSTA's school improvement program

Hoping to narrow the focus to the core issues affecting optimum student performance, half of Kent County schools have opted to take the KEYS Survey through BEST, MSTA's comprehensive school improvement program, with the enthusiastic encouragement and support from their county superintendent.

It's groundbreaking progress for BEST, which has been successful in individual schools in Allegany, Cecil and Frederick counties. Because BEST begins the school improvement process only after a commitment from the school's stakeholders—administrators, teachers, education support professionals and parents—everyone is committed, willing and prepared to focus on the areas that need improvement in their school and work on them. The Kent County school teams who attended the Chestertown BEST team training, and will implement the program in the 2007-2008 school year, represented Chestertown MS, Galena MS, Rock Hall MS and Kent County HS.

Kent County Teachers Association (KCTA) member Tina Johnson, a teacher at Kent County HS, attended the Chestertown event with principal Ed Silver and colleagues Marilyn Green and Joseph Wheeler. She praised the idea of a custom plan as something she and her colleagues will find valuable. "I like the structure BEST provides. I think our staff is looking for a focus on what we can do to help our students improve achievement.

"We're trying so many different initiatives that come to us from the county, state and federal levels. We want a custom program to direct our energies to the specific issues we know are top priorities for our students and our school."

Using the NEA KEYS Survey for Quality Schools and other tools in the BEST program, school teams gather and analyze data and create action plans to address the stand-



*Left to right: Rock Hall MS principal Nina Newlin, with BEST team members Carol Bramble and Pat Callahan, attended MSTA's BEST training in Chestertown.*

issues. The results of the survey place each school in relation to 26 documented indicators ("KEYS") of an excellent school.

"The quality indicators BEST provides match those that any good educator would want for their classroom or district. I hope for a systematic implementation of BEST in Kent County so we can have a uniform language for our school improvement efforts within the district," said Superintendent Anthony Pack. "Our four participating schools will benefit as teachers, ESP, parents and administrators—including me—talk to one another about their efforts. This allows for unparalleled opportunities to network, share and collaborate."

MSTA members Terri Mullikin, president of KCTA, and Joan Mory, a Montgomery County-based expert in teacher leadership, assisted staffers, including BEST coordinator Jan Erskine and Vera Loyd of MSTA's School Quality team.

### How does your school rate?

The NEA KEYS Survey 2.0, one of BEST's research tools, compares schools on six major characteristics documented to be present in a study of successful schools. These six basic indicators of quality are: 1) A shared understanding and commitment to high goals; 2) Open communication and collaborative problem solving; 3) Continuous assessment for teaching and learning; 4) Personal and professional learning; 5) Resources to support teaching and learning; and 6) Curriculum and instruction.

## Whoa! NCLB legislation is on a fast track through Congress



No piece of legislation has a greater impact on public education and your work environment than NCLB.

LAST MONTH, I HAD THE OPPORTUNITY TO MEET with key staff members of U.S. Senator Barbara Mikulski, a Maryland member of the Health, Education, Labor, and Pensions Committee, to discuss the NEA/MSTA agenda for fixing the *No Child Left Behind Act* (NCLB). Listening to her staff acknowledge serious problems with NCLB and the desire for major changes among many members of Congress, I marveled at how far we have come.

Five years ago, NEA, its affiliates and members were a lone voice in the wilderness calling for commonsense changes and adequate funding. Now we are joined by a growing chorus of voices on both sides of the aisle and all over the country.

Hundreds of members of Congress have signed on to legislation calling for changes. Governors, state legislators, school board members, and other state and local officials have decried the law's impact on students, educators and schools. To date, 120 education, labor, religious, civil rights and other groups have joined NEA as signers of the Joint Organizational Statement on NCLB (<http://www.nea.org/esea/nclbjointstatement.html>).

No piece of legislation has a greater impact on public education and your work environment than NCLB. The law is due to be reauthorized this year, and MSTA members have an unparalleled opportunity to affect its course because of our congressional delegation's influence. In addition to Sen. Mikulski, Rep. John Sarbanes sits on the House Committee on Education and Labor and its NCLB subcommittee. Two other Maryland members hold key leadership posts: House Majority Leader Steny Hoyer and Democratic Congressional Campaign Committee Chair Chris Van Hollen.

MSTA leaders, staff and members from across the state have lobbied members of our delegation, and met with Governor O'Malley and members of the media. At a May visit with the *Baltimore Sun* editorial board, we emphasized the need for a more flexible law that includes multiple measures of student progress, less punitive consequences for schools not making adequate yearly progress (AYP), funding for smaller class sizes, and support for increasing the number of highly qualified teachers in all schools.

The key questions we should be asking our members of Congress in the coming months are: Will the reauthorized NCLB continue to overemphasize a single test, penalize schools, and drive highly qualified educators away from the profession? Or, will it incorporate the fundamental changes recommended by NEA, MSTA and so many others?

You can do your part by going to [www.nea.org/lac](http://www.nea.org/lac) today and taking one minute to enter in your ZIP code and send an email to your senators and representative. NCLB legislation is on a fast track through Congress, so don't wait a moment to act!

WHAT DO YOU THINK?  
Write David:  
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### Our Message to Members of Congress on the Reauthorization of NCLB

#### Use more than test scores to measure student learning and school performance.

Include multiple measures of student learning and school effectiveness instead of the current one-day snapshot based solely on standardized tests.

Reward progress over time to improve student achievement at all levels.

Recognize individual needs of students (special education, ELL).

#### Reduce class size to help students learn.

Restore the class size reduction program.

#### Increase the number of highly qualified teachers in our schools.

Provide additional support to teachers who teach in hard-to-staff schools.

Allow teachers who have achieved certification by the National Board for Professional Teaching Standards to be deemed "highly qualified."

Provide flexibility for teachers of multiple subjects, including special education and rural educators.

Visit [nea.org/esea](http://nea.org/esea) to read more about how NEA is working to fix NCLB.

## We're fighting for NCLB reform!

Annapolis has slowed down a bit with the General Assembly out of session, but things are just heating up in Washington, DC, as Congress gears up for the reauthorization of the *No Child Left Behind Act* (NCLB). And NEA and MSTA are paying close attention.

Unlike in 2001, when NCLB originally passed, NEA and its members are much better situated to have a major influence over the shape of the revamped NCLB, having led criticism of the law and its implementation, advanced a well-considered plan for reauthorization (NEA's Positive Agenda), and helped secure the election of a new congressional majority.

Nevertheless, the two architects of the law—U.S. Sen. Ted Kennedy (D-MA) and U.S. Rep. George Miller (D-CA), who chair the key education committees in their respective houses—have said they intend to complete reauthorization this year. That means NEA and its affiliates have a very short time frame to make sure that our voices are heard loud and clear.

With several members of the Maryland congressional delegation in important posts, MSTA has been playing a critical role in getting out the NEA three-point message (*See sidebar, opposite page*). In the past few months, MSTA and Local leaders have taken the following important steps to address NCLB with influential legislators:

- Co-sponsored a “virtual town hall” meeting with U.S. Rep. John Sarbanes (3rd District) who holds seats on the House education committee and subcommittee that will handle the NCLB reauthorization. More than 100 citizens phoned in to hear Rep. Sarbanes express support for the NEA/MSTA agenda and answer questions about the reauthorization process. You can hear the audio file of this first-time event at [www.call4action.net](http://www.call4action.net); click on “Call Archive.”
- Held meetings on NCLB with U.S. Rep. Chris Van Hollen (8th District), chair of the Democratic Congressional Campaign Committee, and key staff from the offices of U.S. Sen. Barbara Mikulski and U.S. House Majority Leader Steny Hoyer.

NEA members are well-situated to have influence over the revamped NCLB, having led criticism of the law and its implementation, advanced a clear agenda for reauthorization, and played an important role in the election of a new congressional majority.

“Although NCLB has helped us focus on which children need the most help, the law’s one-size-fits-all mandates are preventing many teachers and administrators from engaging students with a rich, comprehensive curriculum.” — Governor Martin O’Malley

- Joined by Baltimore County math teacher Cathy Cerveney of Prettyboy ES and special education teacher Elizabeth Wolfensberger of Parkville MS, visited the editorial board of the *Baltimore Sun* to explain NEA’s key priorities for reauthorization and how the law is affecting teacher certification and worsening the teacher shortage.

Also, at MSTA’s request, Maryland Gov. Martin O’Malley sent a letter to Kennedy and Miller, urging them to look carefully at the schoolhouse realities of NCLB, and to listen carefully to the views of state and local officials as well as educators on the front lines, before making any decisions about the law.

“Although NCLB has helped us focus on which children need the most help,” O’Malley wrote, “the law’s one-size-fits-all mandates are preventing many teachers and administrators from engaging students with a rich, comprehensive curriculum.”

O’Malley stood firm on Maryland’s efforts, noting that our state has provided an additional \$1.3 billion in Thornton funding for public education to meet state standards, yet, “This historic commitment has been stretched to fulfill the requirements of NCLB.” (Visit *MSTA OnLine*, [www.mstaneaa.org](http://www.mstaneaa.org), to see the letter in its entirety.)

To achieve the important changes to the law that NEA and MSTA advocate, members from across the state need to go to [www.nea.org/lac](http://www.nea.org/lac) to contact their senators and representatives. It only takes a minute. When you contact your elected officials in Congress, you can make a difference when it comes to revamping NCLB, a misguided law that has a huge impact on student achievement and your job.



## Michael Cservek

Language Arts Teacher, Severna Park Middle School  
Anne Arundel County

*Mike Cservek is a 37-year veteran 7th grade language arts teacher at Severna Park Middle, a 2006 Blue Ribbon School. He's also a 37-year member of his Local Association, the Teachers Association of Anne Arundel County. According to one student, "Mr. Cservek is nice, old, funny, understanding, interesting, and smart! He teaches us things like the history of racism and civil rights through the books we study and the discussions we have about them. And, he helps us laugh at ourselves when embarrassing things happen!" Mike is married with three grown children.*

Here, in my second period class, students work on their folders for the novel, *The Cay*. Folders include their thoughts on the main idea, theme, and characters.



Lori Fowler, our Superstars Team math teacher, and I work together on team activities at her desk. Lori also teaches piano on the side!

Our AVID program helps kids learn to be students. Students learn test-taking strategies, refine study skills, and focus on organization and time management. Here I review the day's activities with one of our AVID students.



Norma Graber, our SPMS computer specialist, helps me come to grips with the many technical problems I run in to!

Karen Berger, our assistant media specialist, and I are already reviewing novels for next year.



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

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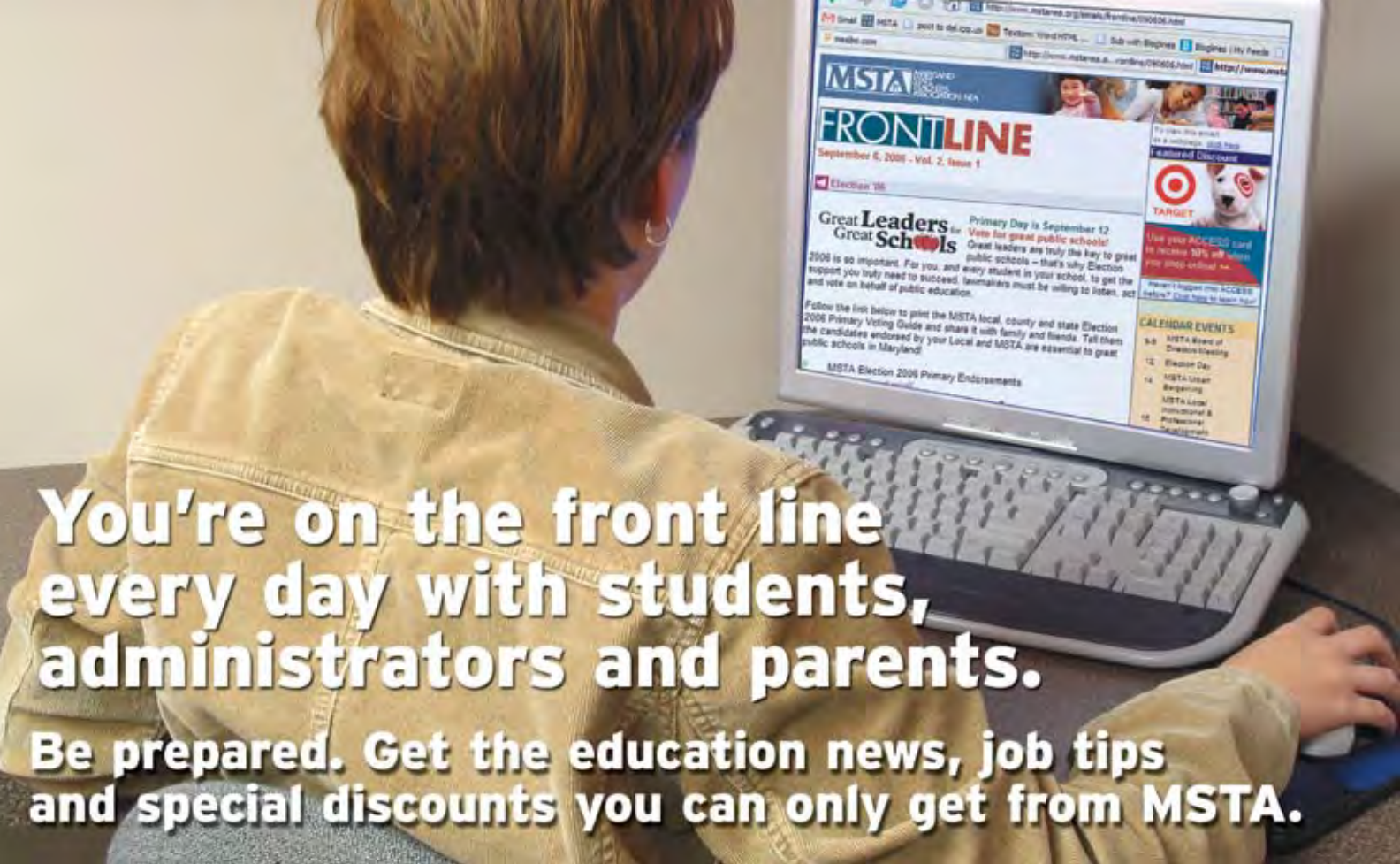


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