



2011 Handbook



2011 Legislative Guide

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President's Message

Dear Association Leader and Friend:



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—every day.

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. This year, take an extra step. Reach out to your community and share your vision for your students, classroom, and workplace. Become a part of the growing MSEA community by joining our Facebook page,* signing up for our enewsletter, *FrontLine*,** and following our Twitter feed.*** Our opportunities to organize around the serious issues that affect public education are hugely enhanced by these exciting new tools. To really improve public education and make sure that children's interests remain at the forefront, we need frontline educators—MSEA members—to lead the way.

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.

A handwritten signature in cursive script that reads "Clara Floyd".

Clara Floyd, president

*facebook.com/marylandeducators

** Sign up at marylandeducators.org/frontline

***twitter.com/MSEAeducators

MSEA Mission Statement and Strategic Objectives

The Maryland State Education Association dedicates itself to advancing high quality universal free public education built on quality teaching, high student expectations, and a genuine opportunity to learn for each student; building a unified education profession with a powerful voice for the rights, professional interests and working conditions of educational employees; and working to enhance the rights of labor and human and civil rights for all.

Great Public Schools for *EVERY* Child

A message is a tool to help you stay focused on your priorities. When you're having a discussion about public schools, teachers, ESPs, or students, always come back to *Great Public Schools are a Basic Right for Every Child*. That means school employees need the resources, respect, and support to provide them.

Here are some ideas to help you use MSEA's message as you talk about the important issues that affect student achievement and your job.

We need tools and resources

A Great Public School for Every Child means:

- Students have updated texts and technology, smaller classes, access to quality early-childhood programs, safe and modern schools, proper healthcare, and nutrition.
- Teachers and ESPs have the time and resources to teach, access to quality professional development, and adequate salaries and healthcare.
- Parents and the community are informed and engaged stakeholders.

The world is changing ... fast

Educators must:

- Be prepared to meet the increased demands of higher standards and greater accountability.
- Meet the needs of more students with diverse cultural backgrounds.
- Have access to high-quality training in the latest research on cognitive development and learning styles.
- Be on the cutting edge of technology and its effect on how students learn and function in the world.

Responsibility + mutual respect = results

- Educators, parents, elected officials, and the community share responsibility for high-quality public education in a safe learning environment.
- Working together, stakeholders can address every student's needs and ensure a sustained commitment to provide adequate resources.
- The school environment must promote respect for employees and students regardless of cultural or ethnic background or sexual orientation.

We must engage students

- Schools and communities enthusiastic about schools create engaged students.
- Students learn in different ways. Educators must evaluate student progress in multiple ways.
- Administrators must make sure the pressures of standardized testing do not stifle teachers' creativity or the students' ability to grasp content.

Weave your own experiences and examples into the talking points above so the message makes sense for you, your students, your school, and community.

Visit www.marylandeducators.org to find out more about the education issues that affect you and your students. Questions? Contact your local association or MSEA, 800/448-6782.

Keep the Promise: 2011 Legislative Guide

From protecting our pensions, to fighting budget cuts, to defending our profession from imposed, one-size-fits-all evaluation systems, it is clear that 2011 will be a year of challenges.

However, it also will be a year of opportunity. It is an opportunity to draw the direct lines that we know exist between pensions, school funding, and evaluation systems and our ability to provide great public schools for every child.

It also will provide us with an opportunity to speak from the heart about our members' promises to create the best public schools in the country while holding elected officials accountable for keeping their promises to our members, students, parents, and schools.

The Keep the Promise Campaign is a grassroots advocacy effort focusing on school funding, our pensions, and educator evaluations. To be successful, this effort must emphasize that we've kept our promise; now elected officials must keep theirs. The continued success of our schools, our children, and our association is at stake.

School Funding

Since state lawmakers passed the Bridge to Excellence in Public Schools Act (also known as the Thornton Plan) in 2002, Maryland has provided historic levels of aid to its public schools—allowing all 24 of its school systems to raise achievement levels for all groups of students and vaulting the state's education system to the #1 spot nationwide for three years in a row. **We've kept our promise to effectively use the additional resources provided by Thornton to make our schools #1 and help our students achieve.**

Despite this great progress, the state's ongoing economic and budget difficulties have made lawmakers more reluctant to provide the same level of support for public schools. So far, MSEA and its 71,000 member-educators continue to win the day with our vocal argument that reducing state and local spending on education will impede our efforts to create great public schools for every child in Maryland. **We must continue to urge legislators to keep their promise of providing our children and schools with the resources they need to thrive.**

MSEA believes that adequate levels of school funding are imperative for providing a great public school for every child.

The Promise Campaign		
<i>Educators have kept our promise to...</i>		<i>Leaders in Annapolis must keep their promise to...</i>
Effectively use available resources to make Maryland schools #1.	Funding	Provide our children and schools with the resources they need to thrive.
More than double our pension contributions to strengthen the retirement system.	Pensions	Maintain a sustainable pension system that provides educators with a secure retirement.
Continue to support high standards and strong, transparent evaluation systems.	Evaluations	Ensure that local communities and educators can determine how to support and achieve high standards in their schools.
By Keeping the Promise, We Can Keep Maryland Schools #1!		

Pensions

In 2006, MSEA members worked hard to improve their pension benefits, which at the time were the worst in the nation. MSEA successfully lobbied for an enhancement, bringing Maryland's pension system to just below the national average. Educators more than doubled their contribution rate to help fund this enhancement. **We've kept our promise to strengthen the retirement system.**

But now, your hard-earned pensions are at risk. Not only did the 2008-09 market crash hammer pension investments, but the state hasn't been making its full contribution since 2001, even though employees have continued and increased theirs. The state hasn't been keeping its promise; and now, some officials are attempting to cut benefits, increase your contribution, or make it harder for you to receive your benefit. Legislators also are considering a shift of pension costs to local school boards, which would have a devastating impact on county budgets and school funding. **We urge elected officials to keep their promise of a secure retirement for educators.**

MSEA is committed to securing the benefits you've earned for retirement, blocking a shift of costs from the state to local boards of education, and encouraging a long-term funding strategy that fully funds your benefit.

Educator Evaluations

In May, the Education Reform Act of 2010 (ERA) became law. In addition to providing early mentoring for teachers who may be at risk of failing to achieve tenure, the law mandated that student growth would be a "significant component" and "one of multiple measures" in a teacher's evaluation. The law also mandated that local evaluation systems must be mutually determined and agreed upon at the local level. Since the ERA became law, locals have been hard at work revising and fine-tuning their evaluation systems to reflect its provisions. **We've kept our promise to support high standards, best practices, and strong, transparent evaluation systems incorporating student growth.**

On August 24, Maryland, along with nine other states and the District of Columbia, was announced as a winner of round two of Race to the Top (RTTT). Even though the law preserves local authority over determining specific evaluation criteria, the State Board of Education has made attempts to dictate to all counties specific evaluation criteria. **We urge policymakers to keep their promise, enshrined in the ERA, to ensure that local communities and educators can determine how to support and achieve high standards in their schools.**

MSEA believes that educator evaluation systems must be educator-informed, research-based, and collaboratively developed on the local level. Evaluation systems should be fair, transparent, timely, rigorous, reliable, and designed to improve instruction by focusing on teaching and learning.



For more information and continuing updates on the Keep the Promise campaign, visit www.marylandeducators.org/promise.

How MSEA Works for You

MSEA is the 71,000-member Maryland affiliate of the National Education Association (NEA), which represents over 3.2 million education employees across the country. MSEA is the state's largest professional employee organization and represents elementary and secondary teachers, higher education faculty, education support professionals, certificated specialists, school administrators, retired educators, and students preparing to become teachers. MSEA represents 39 local affiliated associations throughout Maryland.

MSEA is the voice of the education profession in Maryland—the one organization whose sole purpose is to look after the interests of public school employees throughout the state. MSEA not only works to improve the salaries and benefits of public school employees, but the teaching and learning conditions in Maryland public schools as well. At all levels—national, state, and local—the association is dedicated to improved academic achievement for all students, better compensation and working conditions for public school employees, enhanced education funding, and the protection of human and professional rights.

Executive Office

The executive director supervises, oversees, and coordinates the work of the MSEA staff and program divisions. The executive director and the executive office staff fulfill the corporate responsibilities of the association, perform its administrative duties, and provide staff support for the president, vice president, treasurer, the Board of Directors, and the Representative Assembly.

Center for Affiliates and Advocacy

The Center for Affiliates and Advocacy assists the association and its members in multiple ways. Field staff, or UniServ representatives, assist local affiliates in contract negotiations. After collective bargaining agreements are reached, many of their responsibilities are in contract enforcement—making sure that school boards live up to the letter and the spirit of the negotiated agreements. In this capacity, UniServ staff work closely with the MSEA Center for Legal Affairs and serve as advocates for education employees threatened with lawsuits or unjust administrative actions. UniServ staff increasingly act as consultants to faculties and staff in organizing local associations and recruiting members.

School Quality staff works with members and local affiliates to deliver high-quality professional development. The training and workshops offered by School Quality provide members with best practices, as well as strategies and techniques to handle the challenges that they face daily in the workplace.

Staff also provides information and support to teachers about the National Board Certification process; monitors and reports on the actions of the Maryland State Board of Education and the Professional Standards and Teacher Education Board and its various committees; and offers expert advice on education issues to MSEA officers, staff, and members. School Quality coordinates a variety of workshops offered during the MSEA Convention.

Center for Legal Affairs

MSEA attorneys provide legal services and advice to members, to MSEA governing bodies, and to local associations. The center provides advice and services on matters pertaining to collective bargaining, business operations, and internal elections. It provides members with legal representation in grievances before arbitrators, boards of education, and the courts. The office also provides legal advice and assistance to members on civil and criminal matters arising out of education employment-related activities.

Government Relations

Government Relations staff assist in developing MSEA's legislative program and work to get it through the General Assembly in Annapolis. They coordinate lobbying activities in Annapolis and distribute relevant legislative information to local associations and members. They serve as the day-to-day MSEA representatives before the legislature, the governor's office, and state agencies.

Government Relations staff also direct, coordinate, and assist in political campaigns, fundraising, and training throughout the state. Together with NEA, they provide political expertise, campaign materials, and targeted data for developing election strategy locally and statewide.

Center for Public Affairs

Communications staff provide member, public, and media relations programs to help inform, educate, and advocate on behalf of public schools, students, and employees. MSEA communications efforts support ongoing campaigns to enhance the public perception of public employees and rally member and public support for increased public education funding, elimination of the achievement gaps, and enhanced compensation and status for education employees.

Research

Research staff gather, generate, and analyze data for all areas of MSEA activities: collective bargaining, lobbying, political action, communications, and public relations. Among their activities is analysis of government revenues and budgets for use by association negotiators and lobbyists. They also maintain county-by-county data on salaries, fringe benefits, cost-of-living comparisons, student enrollment, and staffing. NEA's Research Division provides immediate access to a massive computerized data bank containing information gathered from around the nation.

Information Technology/Membership

The membership and technology staff maintain the statewide technological infrastructure for governance and staff and the extensive database of membership information. With input from NEA, MSEA staff manage daily updates to the members and potential members database and implement efficiencies in technology across the state. The staff support the association network and create new initiatives to communicate electronically with members, officers, and staff.

How MSEA is Governed

Officers and Board

MSEA officers and the Board of Directors are elected by the membership. The president, vice president, and treasurer are elected for three-year terms. They are ex-officio members of the Board of Directors. In addition, eight directors are elected, four at a time, for three-year terms. All officers and board members are limited to two consecutive terms.

No individual may hold the office of president or vice president for more than two terms each.

Maryland has four NEA directors who are also elected by the MSEA membership. They serve ex-officio on the MSEA Board of Directors.

The president is a full-time officer of MSEA and serves as the presiding officer of the Board of Directors and other governing and policymaking bodies. The president is the chief spokesperson and representative of MSEA.

The Board of Directors is responsible for the fiscal affairs and general management of the association and sets and interprets association policies.

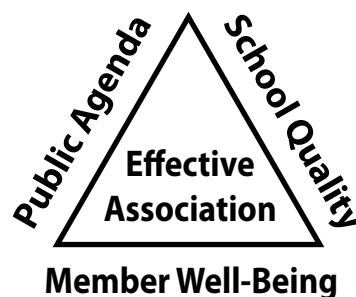
Representative Assembly

The MSEA Representative Assembly, which includes members from every local affiliate in proportion to membership, is MSEA's policymaking body. The Representative Assembly meets annually at the time of the MSEA Convention to establish MSEA policy through resolutions and direct officers and staff through business items it enacts. The body also has the power to amend MSEA bylaws, and every three years it approves MSEA's legislative program.

MSEA Committees

MSEA committees, working with MSEA officers and staff, initiate, plan, and organize many of the association's programs. Committee members are appointed by the president and subject to the approval of the Board of Directors. In addition to committees, special work groups are appointed to perform specific tasks that lie outside the purview of existing standing or special committees.

An important function of committees and workgroups is to get broad participation in MSEA activities and to utilize the expertise, talent, creativity, and leadership ability of MSEA membership.



MSEA Governance Directory

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Local Affiliates

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Allegany County Educational Services Council

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Allegany County Teachers Association

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Association of Public School Administrators and Supervisors of Allegany County

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Baltimore County

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President Cheryl Bost, TABCO, 305 E. Joppa Road, Towson, MD 21286-3252, 410/828-6403, ext. 229 *Home* 9529 Orbitan Court, Baltimore, MD 21234, 410/882-2604, cbost@mseanea.org

Exec. Director Bob Anzelc, 410/828-6403 ext. 225, banzelc@mseanea.org

TABCO UniServ Directors Ray Suarez, 410/828-6403 ext. 230, rsuarez@mseanea.org; **Debbie Banaszkiwicz**, 410/828-6403 ext. 234, dbanaszkiwicz@mseanea.org

MSEA *UniServ* Directors **Linda Kane**, 410/828-6403 ext. 236, lkane@mseanea.org; **Natasha Eckart**, neckart@mseanea.org

Calvert County

Calvert Association of Educational Support Staff

865 Main Street, Prince Frederick, MD 20678
410/535-2518 ext 101 Fax 410/535-3008
Cell 410/610-6067
caess@mseanea.org

President **John Stange**, Board of Education/Maintenance, 1305 Dares Beach Road, Prince Frederick, MD 20678, 410/535-1700 *Home* 1965B Division Lane, St. Leonard, MD 20685, 410/586-2034, jstange@mseanea.org

UniServ Directors **Joseph Sella**, 301/518-1376. Send mail to CEA, 865 Main Street, Prince Frederick, MD 20678, jsella@mseanea.org; **Courtney Dowling**, 410/535-2518, cdowling@mseanea.org

Calvert Education Association

865 Main Street
Prince Frederick, MD 20678
410/535-2518 Fax 410/535-3008
cea@mseanea.org

President **Deborah Russ**, CEA, 865 Main Street, Prince Frederick, MD 20678, 410/535-2518, Fax 410/535-3008, druss@mseanea.org

UniServ Directors **Joseph Sella**, 301/518-1376. Send mail to CEA, 865 Main Street, Prince Frederick, MD 20678, jsella@mseanea.org; **Courtney Dowling**, 410/535-2518, cdowling@mseanea.org

Caroline County

Caroline County Educators' Association

Send mail to president's home address.

President **Janellen (Jan) Gulick**, Preston Elementary, 255 Main Street, Preston, MD 21655-2215, 410/673-2552 *Home* 3110 Back Landing Road, Preston, MD 21655-1259, 410/673-2169, jgulick@mseanea.org

UniServ Director **Theresa Miles**, 443/988-8921. Send mail to DE, 5A Cedar Street, Cambridge, MD 21613, tmiles@mseanea.org

Carroll County

Carroll Association of School Employees

Send mail to president's home.

President **Sharon Fischer**, William Winchester Elementary, 70 Monroe Street, Westminster, MD 21157, 410/751-3230 *Home* 1501 Carriage Hill Drive, Westminster, MD 21157, 410/848-1963; fax 410/848-1329, sfischer@mseanea.org

UniServ Director **Cheryl McLeod**, 410/848-0983, cmcleod@mseanea.org

Carroll County Education Association

Westminster Professional Center
532 Baltimore Boulevard, Suite 307
Westminster, MD 21157
410/848-0983 Fax 410/857-4076

President **Ted Payne**, CCEA, Westminster Professional Center, 532 Baltimore Boulevard, Suite 307, Westminster, MD 21157, 410/848-0983, ext. 11, Fax 410/857-4076 *Home* 33 Bright Sky Court, Owings Mills, MD 21117, 410/654-4956, tpayne@mseanea.org

UniServ Directors **Dan Chambers**, 410/848-0983, dchambers@mseanea.org, **Cheryl McLeod**, 410/848-0983 ext 15, cmcleod@mseanea.org

Cecil County

Cecil County Classroom Teachers Association

222 South Bridge Street, Suite 6
Elkton, MD 21921
410/398-0713

President **Lori Hrinko**, CCCTA, 222 South Bridge Street, Suite 6, Elkton, MD 21921, 410/398-0713, Fax 410/398-0709 *Home* 604 Gray Mount Circle, Elkton, MD 21921, 410/398-6910, lhrinko@mseanea.org

UniServ Director **Denise Beattie**, 443/553-9981, dbeattie@mseanea.org

Cecil Education Support Personnel Association

Mailing Send mail to president's office.

Office 222 South Bridge Street, Suite 2, Elkton, MD 21921
410/996-8766

President **Doris Cloud**, Bainbridge Elementary, 41 Preston Drive, Port Deposit, 21904, 410/658-3393 *Home* 185 Wells Camp Road, North East, MD 21901, 410/287-2205, dcloud@mseanea.org

UniServ Director **Denise Beattie**, 443/553-9981, dbeattie@mseanea.org

Charles County

Education Association of Charles County

Mailing P.O. Box 877, La Plata, MD 20646
Office 105 Centennial Street, Suite H, La Plata, MD 20646
301/392-0150 Fax 301/392-0151

President **Elizabeth Brown**, EACC, P.O. Box 877, La Plata, MD 20626, 301/392-0150 Home 11476 Leland Place, Waldorf, MD, 20601, 301/893-1539, ebrown@mseanea.org, elizabethbrown@ccboe.com

UniServ Directors **Meg MacDonald**, 301/392-0150, mmacdonald@mseanea.org; **Courtney Dowling**, 301/392-0150, cdowling@mseanea.org

Dorchester County

Dorchester Educators

5A Cedar Street
Cambridge, MD 21613
410/221-6388 Fax 410/221-6414

President **Danielle Cox**, Dorchester Educators, 5A Cedar Street, Cambridge, MD 21613, 410/221-6388 Home 6943 Back Landing Road, Hurlock, MD 21643-3315, 410/943-0146, dcox@mseanea.org; rdrtcox@aol.com

UniServ Director **Theresa Miles**, 443/988-8921. Send mail to DE, 5A Cedar Street, Cambridge, MD, 21613, tmiles@mseanea.org

Frederick County

Frederick Association of School Support Employees

1 Worman's Mill Court, Suite 15
Frederick, MD 21701
301/620-9217, 301/620-2511 Fax 301/620-8976

President **Karen Blackwood**, Centerville Elementary, 3601 Carriage Hill Drive, Frederick, MD 21704, 240/566-0111 Home 7392 Hillside Turn, Mt. Airy, MD 21771, 301/831-5977, kblackwood@mseanea.org

UniServ Director **John Gates**, 301/620-9217, jgates@mseanea.org

Frederick County Teachers Association

1 Worman's Mill Court, Suite 16
Frederick, MD 21701
301/662-9077 Fax 301/662-9205

President **Gary Brennan**, FCTA, 1 Worman's Mill Court, Suite 16, Frederick, MD 21701, 301/662-9077 Home 267 Providence Circle, Walkersville, MD 21793-8167, 301/845-4774, gbrennan@mseanea.org

UniServ Directors **John Gates**, jgates@mseanea.org; **Steve Lenzo**, slenzo@mseanea.org; **Marsha Meekins**, mmeekins@mseanea.org

Frederick County Administrators and Supervisors Association

Send mail to president's home.

President **Mike Bunitsky**, 10632 Old Barn Road, New Market, MD 21774, 301/865-3911, mbunitsky@mseanea.org

UniServ Director **Mary Jo Neville**, 410/997-3440 ext. 21, mjneville@mseanea.org

Garrett County

Garrett County Education Association

Mailing P.O. Box 2236, Oakland, MD 21550
Office The Castle, 257 Oakland Drive, Suite 203
Mt. Lake Park, MD 21550
301/334-2355 Fax 301/334-6502

President **Patrick Damon**, Dennett Road Elementary, 770 Dennett Road, Oakland, MD 21550, 301/334-3452 Home P.O. Box 2314, 606 L Street, Mt. Lake Park, MD 21550, 301/334-3018, pdamon@mseanea.org

UniServ Director **Steve Benson**, sbenson@mseanea.org

Harford County

Harford County Education Association

42 North Main Street, Suite 200
Bel Air, MD 21014
410/838-0800, Baltimore 410/879-2706 Fax 410/638-9045

President **Randy Cerveney**, HCEA, 42 N. Main Street, Suite 200, Bel Air, MD 21014, 410/838-0800 Home 331 Royal Oak Drive, Bel Air, MD 21015, 410/569-9591, rcerveney@mseanea.org

UniServ Directors **Patricia Kohler**, pkohler@mseanea.org; **Susan Lesser**, slesser@mseanea.org

Harford County Educational Services Council

Send mail to president's home.

President **Barbara Yost**, Prospect Mill Elementary, 101 Prospect Mill Road, Bel Air, MD 21015-1513, 410/638-3817 Home 3931 Heaps School Road, Pylesville, MD 21132, cell 443/528-1409, byost@mseanea.org

UniServ Director **Susan Lesser**, slesser@mseanea.org

Howard County

Howard County Education Association

5082 Dorsey Hall Drive, Suite 102
Ellicott City, MD 21042
410/997-3440 Fax 410/997-3443

President Annette DeLacy, HCEA, 5082 Dorsey Hall Drive, Suite 102, Ellicott City, MD 21042, 410/997-3440 *Home* 11049 Swansfield Road, Columbia, MD 21044, 410/730-2402, adelacy@mseanea.org

UniServ Directors Marius Ambrose, mambrose@mseanea.org; **Dan Collins**, dcollins@mseanea.org; **Sarah Johnson**, sjohnson@mseanea.org; **Mary Jo Neville**, mjneville@mseanea.org

Kent County

Kent County Teachers Association

Send mail to president's home.
Fax 410/438-3063

President John Keller, Kent County High, 25301 Lambs Meadow, Worton, MD 21678, 410/778-4540 *Home* 204 Radcliffe Drive, Chestertown, MD 21620, 410/310-2102, jkeller@mseanea.org

UniServ Director Keith Wright, Mid-Shore Regional Office, 410/763-6923, kwright@mseanea.org

Kent County Education Support Professional Association

Send mail to president's home.

President Roderick Freeman, Galena Middle, 114 South Main Street, Galena, MD 21635, 410/648-5132 *Home* P.O. Box 25020 Lambs Meadow Road, Worton, MD 21678, 410/778-4721, rfreeman@mseanea.org; rfreeman@kent.k12.md.us

UniServ Director Keith Wright, Mid-Shore Regional Office, 410/763-6923, kwright@mseanea.org

Montgomery County

Montgomery County Education Association

12 Taft Court
Rockville, MD 20850-5321
301/294-MCEA Fax 301/309-9563

President Doug Prouty, MCEA, 12 Taft Court, Rockville, MD 20850-5321, 301/294-6232 *Home* 118 Normandy Drive, Silver Spring, MD 21901-3033, 301/587-9149, dprouty@mseanea.org; dprouty@mcea.nea.org

Exec. Director Tom Israel, tisrael@mcea.nea.org

MCEA UniServ Directors Jon Gerson, jgerson@mcea.nea.org; **Paul Pinsky**, ppinsky@mcea.nea.org; **Mary Pat Spon**, mpsson@mcea.nea.org; **Kim-Shawn Gary**, kgary@mcea.nea.org

MSEA UniServ Directors Elaine Crawford, ecrawford@mcea.nea.org; **Jerome Fountain**, jfountain@mcea.nea.org; **Jamal Miller**, jmiller@mcea.nea.org; **Jennifer Nguherimo**, jnguherimo@mcea.nea.org

Director of Operations Diana White-Pettis, dwhite-pettis@mcea.nea.org

Prince George's County

Association of Classified Employees (ACE) AFSCME Local 2250

3231 Superior Lane, #A3
Bowie, MD 20715
301/809-0472

President Faith Jones, ACE-AFSCME Local 2250, 3231 Superior Lane, #A3, Bowie, MD 20715, 301/809-0472 *Home* 3301 Accokeek Road, Waldorf, MD 20601, fjones@mseanea.org

Exec. Director Richard Putney, richard.putney@ace-afscme.org

Field Reps Adolfo Botello, adolfo.botello@ace-afscme.org; **Angela Thomas**, angela.thomas@ace-afscme.org

Prince George's County Educators' Association

8008 Marlboro Pike
Forestville, MD 20747
301/736-2700 Fax 301/568-8900

President Donald Briscoe, PGCEA, 8008 Marlboro Pike, Forestville, MD 20747 *Home* 14504 Dali Court, Bowie, MD 20721-1212, 301/218-7736, briscoed@pgcea.org; db52@umail.umd.edu

Exec. Director Lewis Robinson, Robinsol@pgcea.org

PGCEA UniServ Director Dorothy Ray, RayD@pgcea.org

MSEA UniServ Directors Andrew Macluskie, amacluskie@pgcea.org; **Jephta Nguherimo**, Nguherij@pgcea.org; **Christian Rhodes**, RhodesC@pgcea.org; **Jimalatice Thomas-Gilbert**, ThomasJ@pgcea.org

MSEA Client Support Assistant Lynn Whitfield, ljames@mseanea.org

Queen Anne's County

Queen Anne's County Education Association

Send officers' mail to homes.

President Elaine McNeil, Queen Anne High, 125 Ruthsburg Road, Centreville, MD 21617 *Home* 402 Chesterfield Avenue, Centreville, MD 21617 410/758-2850, emcneil@mseanea.org

UniServ Director Keith Wright, Mid-Shore Regional Office, 410/763-6923, kwright@mseanea.org

St. Mary's County

Collective Education Association of St. Mary's County

Southern Maryland Higher Education Center
44219 Airport Road, Room 138
California, MD 20619
301/737-2500 ext. 300/304 Fax 301/866-1967

President Joe Shade, Ridge Elementary, 49430 Airedale Road, Ridge, MD 20680, 301/862-3365 or 301/872-0200, ext. 6 *Home* 19724 Oak Court, Lexington Park, MD 20653-3031, 301/862-3365, jshade@mseanea.org; jeshade@smcps.org

UniServ Directors Liz Purcell Leskinen, 301/737-2500 ext. 300, lleskinen@mseanea.org; **Courtney Dowling**, 301/737-2500, cdowling@mseanea.org

Education Association of St. Mary's County

Southern Maryland Higher Education Center
44219 Airport Road, Room 135
California, MD 20619
301/737-2500 ext. 300 Fax 301/866-1967

President Wanda Ruffo Twigg, EASMC, Room 135, 44219 Airport Road, California, MD 20619, 301/737-2500, ext. 300 *Home* 29016 Hill and Dale Drive, Mechanicsville, MD 20659, 301/290-0450, wtwigg@mseanea.org; wrtwigg@smcps.org

UniServ Directors Liz Purcell Leskinen, 301/737-2500 ext. 300, lleskinen@mseanea.org; **Courtney Dowling**, 301/737-2500, cdowling@mseanea.org

Somerset County

Somerset Education Association

Send mail to president's home.

President Dawn White, Greenwood Elementary, 11412 Dryden Road, Princess Anne, MD 21853-4304, 410/651-0931 *Home* P.O. Box 391, Princess Anne, MD 21853-0931 410/651-1503, dwhite@mseanea.org

UniServ Director J. C. Parker, 410/749-2491, cell 410/251-3441. Send mail to WCEA, 1302 Old Ocean City Road, Salisbury, MD 21804-4537, jparker@mseanea.org

Talbot County

Talbot County Education Association

Send officers' mail to their homes.

8221 Teal Drive, Suite 420
Easton, MD 21601
410/763-6931 Fax 410/763-6941
1-866-283-9030

President Andrew Burke, Easton High, 723 Mecklenberg Avenue, Easton, MD 21601, 410/822-4180 *Home* 5542 Harmony Woods, Preston, MD 21655, 410/673-7020, aburke@tcps.k12.md.us

UniServ Director Keith Wright, Mid-Shore Regional Office, 410/763-6923, kwright@mseanea.org

Washington County

Washington County Educational Support Personnel

42 South Mulberry Street
Hagerstown, MD 21740
Fax 301/714-0450

President Janice Tucker, Paramount Elementary, 19410 Longmeadow Road, Hagerstown, MD 21742-2542, 301/766-8289 *Home* 11336 Marbern Road, Hagerstown, MD 21740-7548, 301/302-9779, jtucker@mseanea.org

UniServ Director Cheryl McLeod (Caroll/Washington), 301/797-7682.

Send mail to WCTA, 42 South Mulberry Street, Hagerstown, MD 21740, tmiller@mseanea.org

Washington County Teachers Association

42 South Mulberry Street
Hagerstown, MD 21740
301/797-7682 Fax 301/714-0450

President Denise Fry, WCTA, 42 South Mulberry Street, Hagerstown, MD 21740, 301/797-7682 *Home* 17804 Greentree Lane, Hagerstown, MD 21740, 301/797-7908, dfry@mseanea.org

UniServ Director Thomas (Scott) Miller, 301/797-7682. Send mail to WCTA, 42 South Mulberry Street, Hagerstown, MD 21740, tmiller@mseanea.org

Wicomico County

Wicomico County Education Association

1302 Old Ocean City Road
Salisbury, MD 21804-4537
410/749-2491 Fax 410/860-2706
wcea@dmv.com

President David White, WCEA, 1302 Old Ocean City Road, Salisbury, MD 21804-4537, 410/749-2491, Fax 410/860-2706 *Home* 36111 Windmere Court, Willards, MD 21874, 410/835-2109, dawwhite@mseanea.org

UniServ Director Virginia Riggs, 410/548-1837, vriggs@mseanea.org

Wicomico Education Support Personnel Association

1302 Old Ocean City Road
Salisbury, MD 21804-4537
410/749-2491

President Patricia (Pat) Harrison, Fruitland Intermediate, 208 West Main Street, Fruitland, MD 21826-1659, 410/677-5805 *Home* 936 West Schumaker Manor Drive, Salisbury, MD 21804, 410/546-1142, pharrison@mseanea.org

UniServ Director Virginia Riggs, 410/548-1837, vriggs@mseanea.org

Worcester County

Worcester County Teachers Association

Send mail to president's home.

Fax 410/524-6151

President Helen Schoffstall, Snow Hill High, 305
S. Church Street, Snow Hill, MD 21863, 410/632-
5270 *Home* 4840 Meadowlark Drive, Salisbury, MD
21804, 443/880-5617, hschoffstall@mseanea.org

UniServ Director J. C. Parker, 410/546-9313, cell 410/251-
3441. Send mail to WCEA, 1302 Old Ocean City Road,
Salisbury, MD 21804-4537, jparker@mseanea.org

Worcester County Education Support Personnel Association

Send mail to president's home.

President Tinikka (Nikki) Jackson, Pocomoke Elementary,
2119 Pocomoke Beltway, Pocomoke City, 21851-3025,
410/632-5130 *Home* 308 Greenbrier Drive, Snow Hill,
MD 21863-1260, 443/944-3565, tjackson@mseanea.org

UniServ Director J. C. Parker, 410/546-9313, cell 410/251-
3441. Send mail to WCEA, 1302 Old Ocean City Road,
Salisbury, MD 21804-4537, jparker@mseanea.org

MSEA Committees

Budget

Terry Borneman *Chair, MSEA Treasurer, CCEA*
Clara Floyd *MSEA President, MCEA*
Gary Brennan *NEA Board, President, FCTA*
Donald Briscoe *NEA Board, President, PGCEA*
Danielle Cox *President, DE*
Joseph Coughlin *President, ESPBC*
Bill Fisher *MSEA Board, EACC*
Sidney Hankerson *MSEA Board, SEA*
Mark Dabkowski *Staff Liaison*

Bylaws and Rules

Judith Cephas *Retired, HCEA (Howard)*
Elizabeth Golob *TABCO*
Nancy Gordon *Retired, FCTA*
Jane Hardy *Retired, MCEA*
Tonya Hayman *TCEA*
Lorraine Williams Johnson *Retired, PGCEA*
Joseph S. McMahan *EACC*
James McVey *HCEA (Howard)*
Pete Singleton *DE*
Kirby Thompson *Retired, MCEA*
LaTonya Youngblood *PGCEA*
Phyllis Parks Robinson *Board Liaison*
Damon Felton *Staff Liaison*

Convention Arrangments

Rita Cross *General Chairperson, ACTA*
Steven Brooks *Board Liaison*

A. Exhibits

Juanita Rollins *Chair, Retired, TABCO*
Larry Adams *EACC*
Kenneth Bakewell *Retired, CCEA*
Paula Blundell *Retired, FCTA*
Barbara M. Brown *PGCEA*
Deborah Cottrell *Retired, TAAAC*
Winston Gray *TABCO*
Vivian Turner-Hammond *PGCEA*
Paul Hassler *MCEA*
Eleanor Kelley *PGCEA*
Larry Moore *CCEA*
Jane Murphy *Retired, MCEA*
Adam Mendelson *Staff Liaison*

B. Representative Assembly

Rolonda D. Fields *Chair, Retired, EACC*
Donna Bruchey *FCTA*
Peggie Critzer *Retired, HCESC*
Raoul Janus Daggett *PGCEA*
Yvonne Hudson *MCEA*
Erskine Moss *CEA*
Denise Renfrew *MCEA*
Ann Ridgeway *Retired, HCEA (Howard)*
John Stange *CAESS*
Barbara Steiner *Retired, DE*
Marvin Stewart *CAESS*
James Smith *Retired, MCEA*
Dan Collins *Staff Liaison*

C. Special Activities

Barry Cross, *Chair, ACTA*
Shirley Alexis *MCEA*
Dianne Antonielli *PGCEA*
Patricia Dudley *SAAAAC*
Enid Collison-Lee *TAAAC*
Dorina Strickland *Retired, HCEA (Harford)*
Leo Weems *TABCO*
Angele Rose Reid *PGCEA*
Eboni Walker *MCEA*
Herman Whitter *Staff Liaison*

Human and Civil Rights

Julia Hinton-VanHook *Chair, TABCO*
Perla Alega *PGCEA*
Donzella Parker Bert *TAAAC*
Amanda Froom *MCEA*
Erica Goodridge *HCEA (Harford)*
Troy Horsley *MCEA*
Timothy Lipscomb *ESPBC*
Mona Long *CEA*
Robin McNair *PGCEA*
Georgianne McNeirney Rewalt *HCEA (Howard)*
Denice Scales *PGCEA*
Mavis Ellis *Board Liaison*
Debra Garner *Staff Liaison*

Instruction and Professional Development

Joan Mory *Chair, MCEA*
Dianne Antonielli *PGCEA*
Valeria Arch *ACTA*
Carlton Cartwright, Jr. *WCTA (Worcester)*
Ayana English-Brown *PGCEA*
Randy Cerveny *President, HCEA (Harford)*
Gail A. Epps *MCEA*
Carol Howard *CEA*
Maleeta Kitchen *HCEA (Howard)*
Margot Savoy *EACC*
Rowena Shurn *PGCEA*
Fran Simmons *ESPBC*
Kimberly Nicole Sudler *CCCTA*
Alana Dale Turner *TCEA*
Amy Watkins *Board Liaison*
Jan Erskine *Staff Liaison*

Leadership Training

Yvonne Hudson *Chair, MCEA*
Glenn Blanchard *FCTA*
Cathy Cerveny *TABCO*
Dorrie Chambers *TAAAC*
Marlena Colleton Pearsell *TAAAC*
Jill Davis *EACC*
Rolonda D. Fields *Retired, EACC*
Russell Leone *TAAAC*
Rainya Miller *PGCEA*
Wanda Newman *ACE-AFSCME*
Joan C. Sabree *PGCEA*
Steve A. Yeash *Board Liaison*
Debra Nixon *Staff Liaison*

Legislation and Citizenship

This committee is comprised of the MSEA Board of Directors, local affiliate presidents, the chair of the MSEA Fund for Children Steering Committee, and up to 20 other MSEA members.

Timothy M. Mennuti *Chair, President, TAAAC*
Clara Floyd *MSEA President, MCEA*
Betty H. Weller *MSEA Vice President, KCTA*
Terry Borneman *MSEA Treasurer, CCEA*
Pat Anderson *Retired, HCEA (Harford)*
Valerie Amend *EACC*
Charlene Artman *PGCEA*
Sharon Chirgott *Chair, WCTA (Washington)*
Kimberly Dennis Edler *CCCTA*
Jason Fahie *TAAAC*
James Politis *Retired, MCEA*
Nickolas Silvestri *TAAAC*
Stewart Monroe *President, ACESC*
Deborah Pappas *President, ACTA*

Danny Carter *President, APSASA*
Deborah Schaefer *President, SAAAAC*
Joseph Coughlin *President, ESPBC*
Cheryl Bost *MSEA Board, President, TABCO*
John Stange *President, CAESS*
Steven Brooks *NEA Board*
Deborah Russ *President, CEA*
Janellen Gulick *President, CCTA*
Sharon Fischer *President, CASE*
Ted Payne *President, CCEA*
Lori Hrinko *President, CCCTA*
Doris Cloud *President, CESPA*
Elizabeth Brown *President, EACC*
Danielle Cox *President, DE*
Karen Blackwood *President, FASSE*
Mike Bunitsky *President, FCASA*
Gary Brennan *NEA Board, President, FCTA*
Patrick Damon *President, GCEA*
Randy Cerveny *President, HCEA (Harford)*
Barbara Yost *President, HCESC*
Annette DeLacy *President, HCEA (Howard)*
John Keller *President, KCTA*
Roderick Freeman *President, KCESPA*
Doug Prouty *President, MCEA*
Faith Jones *President, ACE-AFSCME Local 2250*
Donald Briscoe *President, PGCEA*
Elaine McNeil *President, QACEA*
Joe Shade *President, CEASMC*
Wanda Ruffo Twigg *NEA Board, President, EASMC*
Dawn White *President, SEA*
Andrew Burke *President, TCEA*
Janice Tucker *President, WCESP*
Denise Fry *President, WCTA (Washington)*
David White *President, WCEA*
Patricia Harrison *President, WESPA*
Helen Schoffstall *President, WCTA (Worcester)*
Tanikka Jackson *President, WESPA*
Anna-Maria Halstead *CCEA*
Steve Brako *MSEA Board, FASSE*
Mavis Ellis *MSEA Board, MCEA*
Bill Fisher *MSEA Board, EACC*
Sidney Hankerson *MSEA Board, SEA*
Phyllis Parks Robinson *MSEA Board, Retired, MCEA*
Jane R. Stern *MSEA Board, Retired, MCEA*
Amy Watkins *MSEA Board, MCEA*
Steve A. Yeash *MSEA Board, ACTA*
Sean Johnson *Staff Liaison*

Membership Organizing

Sandra Raymond *Chair, MCEA*
Celia Bronson *CCEA*
Ann Ellis *GCEA*
James Henderson *ESPBC*
Erskine Moss *CEA*
Joan C. Sabree *PGCEA*
Donna Schulze *HCEA (Howard)*
Bonnie Skinner *EASMC*
Meme Wells-Suznavick *WCTA (Worcester)*
Rosalind Yee *Retired, TAAAC*
Cheryl Bost *Board Liaison*
Steve Brako *Board Liaison*
Jackie Harris *Staff Liaison*

Minority Affairs

Hugo Jackson *Co-Chair, HCEA (Howard)*
Dawn Lynch *Co-Chair, FCTA*
Ann Hicks *CCCTA*
Elizabeth Ray *HCEA (Harford)*
Dionna Ricks *MCEA*
Cherryll Wilkerson *TAAAC*
Sidney Hankerson *Board Liaison*
Debra Nixon *Staff Liaison*

MSEA Fund for Children and Public Education Steering Committee

The committee is made up of 15 persons: 3 officers, up to 3 other Board members; up to 3 local presidents not previously counted and 6 others; Board of Directors not to exceed 40 percent of committee.

Sharon Chirgott *Chair, WCTA (Washington)*
Terry Borneman *Chair, MSEA Treasurer, CCEA*
Clara Floyd *MSEA President, MCEA*
Betty H. Weller *MSEA Vice President, KCTA*
Danielle Cox *President, DE*
Wanda Ruffo Twigg *NEA Board, President, EASMC*
Kenneth Haines *PGCEA*
Susie Jablinske *TAAAC*
LeeAnn Kaye *Retired, MCEA*
Timothy M. Mennuti *President, TAAAC*
Irene Strieby *Retired*
Nicole Venuto *QACEA*
Jan Ziska *Staff Liaison*

MSEA Retired Advisory Council

Susie Jablinske *Chair, Retired, PGCEA*
Grace James *Vice Chair, Retired*
Betty Mackell Coleman *Retired, TAAAC*
Marcella Kehr *Retired, ESPBC*
Bobbie Markwitz *Retired, ESPBC*
Celeste Williams *Retired, PGCEA*
Betty H. Weller *Board Liaison*
Herman Whitter *Staff Liaison*

Nominations and Credentials

Trish Bandler *Co-Chair, Retired, MCEA*
Tyrone Holmes *Co-Chair, CCTA*
Christine Beard *TABCO*
Gloria Douglas *PGCEA*
Bonnie Forsyth *Retired, WCTA (Washington)*
Richard Greene *Retired, PGCEA*
Charlene Haynie *EACC*
Richard Helfrich *WCTA (Washington)*
Mitzi Hemp *WCTA (Washington)*
Jacqueline Jones *WCEA*
Pamela Mackall *CEA*
Kathleen Margroff *GCEA*
Theresa Morris *Retired, WCEA*
Jacqueline C. Nedab *TAAAC*
Charles Ridgeway *Retired, HCEA (Howard)*
John Redmond *TABCO*
Janet Werner *Retired, HCESC*
Susan Russell *Staff Liaison*

Resolutions

Janette Bell *Chair, Retired, PGCEA*
Brenda Barnes *PGCEA*
Anthony Bell *HCEA (Howard)*
Shirley Faulkner *HCEA (Howard)*
Wade Coplen *MCEA*
Joshua Fradel *WCTA (Worcester)*
Kenneth Haines *PGCEA*
Abby Hendrix *MCEA*
Ted Payne *President, CCEA*
Richard Rubino *Retired, PGCEA*
Bonnie Troxell *Retired, WCEA*
Jeff Wolf *MCEA*
Barbara Yost *President, HCESC*
Jane R. Stern *Board Liaison*
Dale Templeton *Staff Liaison*

MSEA Review Board

Term ending 2011

Paul Schatz *Retired, HCEA (Harford)*
Joan Donovan *Retired, MCEA*
Myrtle Link *Retired, TAAAC*
Ernestine Pence *Retired, CEASMC*

Term ending 2010

Joann Brodeur *Retired, TABCO*
Jane Hardy *Retired, MCEA*
Grace James *Retired, CEA*
Ruby Macon *Retired, PGCEA*
Michael Markowitz *Retired, TAAAC*
Susan Russell *Staff Liaison*

Women's Concerns

Linda Villegas Linzey *Chair, Retired, TABCO*
Irene Campbell *PGCEA*
Sarah Deakin *SAAAAC*
Diane Deal *CASE*
Shirley Holly *ESPBC*
Christina Howland *PGCEA*
Marcella Kehr *Retired, ESPBC*
Estelle Moore *MCEA*
Myrna Roberts *PGCEA*
Celeste Williams *Retired, PGCEA*
Betty H. Weller *Board Liaison*
Carole Masciarelli *Staff Liaison*

Special Committee on Continuous Membership

Linda Bowsbey, *CESPA*
Roderick Freeman *KCESPA*
Marcella Kehr *Retired, ESPBC*
Jane Linton *Retired*
Sandra Raymond *MCEA*
Betty H. Weller *MSEA Vice President, KCTA*
Celeste Williams *Retired, PGCEA*
Rosalind Yee *Retired, PGCEA*
Herman Whitter *Staff Liaison*

ESP Concerns Workgroup

Barbara Yost *Chair, President, HCESC*
Victoria Bridges *HCESC*
Steve Brako *FASSE*
Steven Brooks *CAESS*
Joseph Coughlin *President, ESPBC*
Brenda Dale *CEASMC*
Sandy Raymond *MCEA*
John Stange *President, CAESS*
Janice Tucker *President, WESPA*
Veronica Henderson *NEA Director-At-Large from MD, ESPBC*

Karen Blackwood *President, FASSE*
Debbie Schaefer *President, SAAAC*
Jackie Harris *Staff Liaison*

Pension Protection Coordinating Committee

Doug Prouty *Chair, President, MCEA*
Clara Floyd *MSEA President, MCEA*
Betty H. Weller *MSEA Vice President, KCTA*
Terry Borneman *MSEA Treasurer, CCEA*
David E. Helfman *MSEA Executive Director*
Theresa Lochte *Trustee*
Bill Brown *Trustee*
Lori Hrinko *President, CCCTA*
Cheryl Bost *MSEA Board, President, TABCO*
Donald Briscoe *President, PGCEA*
Gary Brennan *MSEA Board, President, FCTA*
Steven Brooks *NEA Board, CAESS*
Andrew Burke *President, TCEA*
Anna-Maria Halstead *CCEA*
Faith Jones *President, AFSCME*
Timothy M. Mennuti *President, TAAAC*
Stewart Monroe *President, ACESC*
Wanda Ruffo Twigg *NEA Board, President, EASMC*
Steve Benson *MSEA Staff*
Michael Carrington *MSEA Staff*
Dan Collins *MSEA Staff*
Bradley Darjean *MSEA Staff*
Jerome Fountain *MSEA Staff*
Meg MacDonald *MSEA Staff*
Andrew Macluskie *MSEA Staff*
Cheryl McLeod *MSEA Staff*
Mark Mench *MSEA Staff*
Mary Jo Neville *MSEA Staff*
Jennifer Nguherimo *MSEA Staff*
Christian Rhodes *MSEA Staff*

Crisis Fund

Trust Guidelines

1. **Purpose:** The Crisis Fund Trust was created in 1974 for the purpose of providing assistance to MSEA, its local affiliates, and its members during strikes or other extraordinary situations.
2. **Administration:** This fund shall be administered by trustees who will have the power and authority to invest the fund, to determine the nature of extraordinary situations and to make loans and/or grants to MSEA, to local affiliates, and/or to members in accordance with the following policies.
3. **Trustees:** There shall be eight (8) trustees of the fund: the three (3) officers of MSEA, i.e., president, vice president and treasurer; one (1) elected annually by the MSEA Board of Directors from its members; and four (4) persons who are not members of the MSEA Board of Directors, elected by the MSEA Representative Assembly for three-year terms, provided, however, that trustees so elected by the Representative Assembly who are subsequently elected to the MSEA Board of Directors shall vacate their trusteeship upon assuming a position on the Board.
4. **Vacancies:** In the event of a vacancy among the trustees elected by the Representative Assembly, the unexpired term shall be filled in the same manner as that prescribed for MSEA officers.
5. **Chairperson:** The trustees shall annually select a chairperson from among their membership. The trustees shall also select a new chairperson to complete the unexpired term if the office becomes vacant.
6. **Use of the Fund:** The trustees shall have the power and authority to make the following use of the fund:
 - a. Grants may be provided to MSEA and local affiliates during or after a strike or in other extraordinary situations.
 - b. Loans may be made to MSEA, local affiliates or members during or after a strike or in other organizational extraordinary situations.
 - c. Contributions from the fund may be used to pay interests on loans to members made from the National Education Employees Assistance Fund.
 - d. A portion of the fund may be used to increase Maryland's participation in the National Education Employees Assistance Fund.
7. **Guidelines for Grants:** In making grants to MSEA, local affiliates or members, the trustees shall adhere to the following guidelines:
 - a. Grants to MSEA and local affiliates shall be decided by the trustees on a case-by-case basis. The minimum grant eligibility for locals will be based on its pro-rata share of total membership for all affiliates.
 - b. The means by which affiliate grants are made to members shall be made in accordance with adopted guidelines.
8. **Guidelines for Loans:** In making or guaranteeing loans to MSEA, local affiliates or members, the trustees shall adhere to the Fund's administration procedures:
 - a. Loans made to MSEA and local affiliates shall be decided by the trustees on a case-by-case basis.
 - b. Loans made to members while on strike shall be in accordance with adopted guidelines.
9. These guidelines may be suspended in any extreme crisis by a vote of six (6) affirmative votes of the trustees of the fund.

Crisis Fund Trustees

Iris Harris *Chair, Retired*

Calvert (Oct. 2009 – Sept. 2012)

Terry Borneman *MSEA Treasurer*

East Westminster Middle

Carroll (Sept. 2008 – Aug. 2011)

Sharon Chirgott *Washington County Board of Education*

Washington (Oct. 2008 – Sept. 2011)

Sharon Fischer *CASE President*

William Winchester Elementary

Carroll (Oct. 2010 – Sept. 2013)

Clara Floyd *MSEA President*

(on leave) Montgomery (Aug. 2009 – July 2012)

Myrna Roberts *Crossland High*

Prince George's (Oct. 2010 – Sept. 2013)

Betty H. Weller *MSEA Vice President*

(on leave) Kent (Aug. 2009 – July 2012)

Steve A. Yeash *Board Liaison*

Center for Career & Tech Ed.

Allegany (Sept. 2010 – Aug. 2011)

MSEA Affiliated Departments

Home and Hospital Teachers' Association of Maryland (HHTAM)

President Sylvia Brady
7100 South Osborne Rd.
Upper Marlboro, MD 20772
Phone: 301/627-3121

Maryland Agriculture Teachers Association (MATA)

President Aaron D. Geiman
North Carroll High School
1400 Panther Drive
Hampstead, MD 21074
Phone: 410/751-3450
www.iaa.umd.edu/mata.htm

Maryland Art Education Association (MAEA)

President Brenda Mackle
www.mdarted.org

Maryland Association for Adult Community and Continuing Education (MAACCE)

President Todd Elliott
Greater Homewood Community Corp.
3503 North Charles Street
Baltimore, MD 21218
Phone: 410/261-3520
Fax: 410/261-3506
www.maaccemd.org

Maryland Association of Educational Office Professionals (MAEOP)

President Laura Nossel
Baltimore County Public Schools
www.maeop.org

Maryland Association of Elementary School Principals (MAESP)

President Tess Blumenthal
Valley Elementary School
3519 Jefferson Pike
Jefferson, MD 21755
Phone: 240/236-3000
www.maesp.org

Maryland Association of Family & Consumer Sciences (MAFCS)

President Megan J. O'Neil-Haight
sites.google.com/site/mdafcs

Maryland Association for Health, Physical Education, Recreation & Dance (MAHPERD)

President Anna Spring
828 Dulaney Valley Road
Suite 8
Towson, MD 21204
Phone: 410/583-1370
Fax: 410/583-1374
www.mahperd.org

Maryland Association of Pupil Personnel

President Sabrina Finlay
P.O. Box 1668
Millersville, MD 21108
www.themapp.org

Maryland Association of School Librarians (MASL)

President Michele Forney
High Bridge Elementary School
7011 High Bridge Road
Bowie, MD 20720
www.maslmd.org

Maryland Association of Science Teachers (MAST)

President Mona Becker
P.O. Box 368
Finksburg, MD 21048
www.emast.org/5.html

Maryland Association of Secondary School Principals (MASSP)

President Kim Dolch
North Carroll High School
1400 Panther Drive
Hampstead, MD 21074
www.md-massp.org

Maryland Association for Supervision and Curriculum Development (MASCD)

President Kathleen Wallis
Carroll County Public Schools
125 North Court
Westminster, MD 21157
Phone: 410/386-1535
www.marylandascd.org

Maryland Association of Teacher Educators (MATE)

President Kittybelle L. Hosford
Hood College
401 Rosemount Avenue
Frederick, MD 21701
Phone: 301/696-3416
www.mate.org

Maryland Business Education Association (MBEA)

President Lisa Norrington
www.mdmbea.org

Maryland Council for the Social Studies (MCSS)

President Scott McComb
www.mdcss.org

Maryland Council of Teachers of English Language Arts (MCTELA)

President Debbie Vickers
5284 Schalk Road, #1
Manchester, MD 21102
Phone: 410/239-0031

Maryland Council of Teachers of Mathematics (MCTM)

President Susan Vohrer
www.marylandmath.org

Maryland - DC Scholastic Press Association

President Peter Daddone
www.mdcspa.org

Maryland Foreign Language Association (MFLA)

President Leslie Grahn
www.mflamd.org

Maryland Music Educators Association (MMEA)

President Carol Howell
791 Aquahart Road
Suite 117
Glen Burnie, MD 21061
www.mmea-maryland.org

**Maryland School Counselors
Association (MSCA)**

President Jennifer Reed
www.mscaonline.com

**Maryland School Nutrition Association
(MSNA)**

President Sophie Hoover
10013 Herding Row
Columbia, MD 21046
Phone/fax: 877/886-7372
or 410/740-7278
www.mdsna.org

**Technology Education Association of
Maryland (TEAM)**

President Douglas Handy
Phone: 410/887-8927
Fax: 410/252-6218
www.techedmd.org

MSEA's Legislative Role

Legislation designed to further the aims of the organized education profession has enjoyed top priority among MSEA programs for more than 45 years.

Through the years, MSEA developed an enviable reputation with members of the legislature for its solid research and overall engagement in support of bills that the association wanted to have passed—or against legislation that the association hoped to defeat.

Today, MSEA writes the legislation for its program, finds sponsors to introduce the bills, develops arguments in favor of the legislation, and even recommends sources for funding. Political leaders in Maryland recognize MSEA as the leading initiator and proponent of progressive school legislation affecting the state's public school system.

Building on this reputation for integrity and thoroughness, MSEA has again developed a three-year legislative program. Ideas from members and staff were submitted to the Legislative and Citizenship Committee, who researched and discussed those ideas and developed the legislative agenda for 2011 through 2013. This program guides MSEA's activities in the Maryland General Assembly.

Several thousand bills are introduced before the Maryland General Assembly each year. A majority of these bills are of minor significance to education and a high percentage fail in committee. The MSEA legislative staff records and studies every piece of education legislation introduced during the 90-day session and works with leaders, staff, and members to formulate testimony and advocate for the association position.

The legislative activity of the association continues year-round. From August through January, legislative meetings are held in Annapolis and in legislative districts, where the MSEA program is introduced to legislators.

Political activity is an integral part of the legislative function. Every year, the voting records of the 188 legislators are compiled and distributed to MSEA members through an official MSEA publication, and members are encouraged to remain informed, engaged, and as leading advocates on the most critical issues facing Maryland's schools.

MSEA Legislative Program

Legislative issues monitored by MSEA, and requiring, singly or through coalitions, an appropriate level of activity to advance MSEA's objectives:

Adequate Public Funding for Public Schools

MSEA believes in equal education opportunities for all Marylanders, regardless of the geographic location of their residence. Therefore,

MSEA Supports:

- significant improvement in the state funding of public education through the state foundation formula including requiring the maintenance of effort by the local subdivisions, increasing the per pupil expenditure, offsetting the impact of continuing inflation and growth, and requiring full funding of programs mandated by the General Assembly and/or by the State Board of Education;
- the funding required to maintain total system accountability;
- the restoration of state funding of social security costs while requiring maintenance of local funding effort;
- additional state funding to reduce class size;
- an equitable means of maintaining and restoring revenue or of raising and obtaining a fair share of additional revenues that directly or indirectly benefit public education at all levels;
- the maintenance and improvement of categorical aid to public school systems at appropriate levels of funding;
- increased funding for the education of students receiving special education services, apart from and in addition to the basic state foundation formula;
- provision of financial support during the student teaching process;
- funding for school construction and renovation necessary to ensure a high-quality teaching and learning environment, including construction to reduce class size,

appropriate heating, ventilation, and air conditioning systems;

- funding for induction programs for new teachers and education support professionals;
- significant improvements in state funding of public education which are cognizant of the unique characteristics of all public school systems, such as increasing and declining enrollments and unusual costs relating to students receiving special education services;
- funding to provide state of the art technologies that promote student achievement;
- state funding should be dedicated only to public schools, not diverted to private schools;
- public dollars for public schools;
- legislation to support high-quality programs for all students at risk;
- legislation to require local subdivisions to increase and/or maintain local education spending when given state funds. Local subdivisions must account for this money in a report to the state.
- changing the provisions of the Geographic Cost of Education Index from discretionary to mandatory.

MSEA Opposes:

- legislation that underfunds or shifts the payment of the employer's share of retirement and pension system contributions of local boards of education, libraries, and community colleges from state government to the local subdivisions, reduces member benefit levels and/or contribution rates, or reduces the monthly annuity for individual retirees from one year to the next;
- any taxing or spending limitations that directly or indirectly have an adverse effect on public education;
- public funding of sectarian schools and public funding that enables nonsectarian prek-12 nonpublic schools to provide educational services and materials that are available to students in public schools to which they have reasonable access;
- tuition tax credits for elementary and secondary schools;
- the use of vouchers or certificates in education;

- the funding for state mandated parental option or "choice" in education programs;
- any new programs mandated by the state legislature, the State Board of Education, or the federal government that do not include adequate funding for implementation including materials, staff, and professional development; using funds provided for mandated programs by the state legislature, the State Board of Education, or the federal government to reduce local funding; and
- legislation that reduces entitlement funding in favor of competitive funding.

Voice In the Workplace

MSEA Supports:

- legislation that protects and enhances employees' and retired employees' rights to affordable quality health care;
- legislation, in cases of alleged job-related criminal activities, to protect the rights and job security of all parties during the investigative process and the accused, upon conclusion of the process, when charges are unsubstantiated. The investigation of alleged charges shall have no negative impact on certification or recertification;
- legislation establishing and funding air quality and climatization assurance programs within the school construction and renovation program;
- legislation to protect the health and safety of education employees in the performance of their duties;
- legislation to require employers to provide employees with adequate leave time to attend teacher conferences concerning their children;
- legislation establishing and funding appropriate employee assistance programs;
- legislation that protects employees from undue restrictions on employment mobility;
- legislation to enhance employees' job-protected family and medical leave;
- legislation to enhance and protect benefits for all public school employees;

- maintaining at a minimum the current ratio of active teacher representatives on the State Retirement and Pension System of Maryland Board of Trustees;
 - legislation that strengthens the professional growth of school employees;
 - legislation to enact the recommendations of the Management of Public Employees Retirement System Act (Uniform Code);
 - legislation for twenty-five (25) year retirement without penalty;
 - requiring all member pension plans to have as a basis an adequate and fully-funded defined benefit plan;
 - legislation that may be required for peer assistance and review, enhanced standards for school improvement teams and strengthened professional growth of school employees through collective bargaining;
 - legislation that would limit the participation of student members of boards of education to an advisory role, and which would exclude student members from receiving information about and/or participating in hearings or deliberations on confidential personnel matters;
 - legislation to enhance the Collective Bargaining Law
 - » to require collective bargaining agreements to include a provision for binding arbitration of grievances;
 - » to change mandatory strike penalties to permissive strike penalties;
 - » to guarantee a broad scope of bargaining subjects, particularly extending them to include all matters affecting teacher workload; and
 - » to support local agency fee and statewide agency fee.
 - a comprehensive bargaining law for all public employees;
 - local school systems involving the employee representative organization as a full partner in the development of any site-based decision making program;
 - the increased involvement of classroom teachers and other school-based personnel at all levels of education decision making, while maintaining the integrity of the collective bargaining process;
 - establishment and funding of professional development opportunities designed and directed by teachers;
 - establishment and funding of professional development opportunities designed and directed by education support professionals;
 - state efforts to improve the professionalization of teaching;
 - the establishment of state or locally based paraeducator certification programs, coupled with requirements that school districts provide paraeducators with the necessary training and professional development;
 - state backing for National Board Certification through the NBPTS process that
 - » increases funding;
 - » supplements salaries through locally negotiated agreements; and
 - » funds support mechanisms for participating teachers; and
 - efforts and/or legislation to identify initiatives aimed at reducing educator workload.
- MSEA Opposes:
- any legislation or administrative action which would endanger the assets of the retirement and pension system;
 - any attempt to eliminate the independent labor board established by the Fairness in Negotiations Act;
 - legislation that establishes merit pay systems;
 - programs that would weaken state credential and/or licensure requirements;
 - mandating arbitrary education requirements for paraprofessionals; and
 - legislation conferring arbitrary power upon administrators to transfer individual educators.

Good Public Policy

MSEA Supports:

- total system accountability including standards and measures of performance appropriate to the personnel, agency or level of government involved;
- measures that require policymakers and fiscal authorities to provide adequate resources necessary to implement a quality public education program;
- strengthened child labor laws and enhanced enforcement of such laws;
- legislation to strengthen and enforce the penalties for violent crimes committed in drug-free school zones;
- legislation to provide stricter open meeting requirements or enforce requirements which make it possible to hold education discussions, with the exception of negotiations, in the public eye;
- legislation that enhances citizen participation in the political process;
- maintenance of public control and public management of public schools;
- an autonomous teacher majority professional certification board to set entry and renewal requirements necessary to ensure high quality professionals;
- health care reform measures that move Maryland closer to the goal of universal coverage, quality assurance, and cost containment and that address the needs of children and education employees through a tax-supported health care plan;
- maintenance of public control and public management of public schools;
- legislation and public policy that represents the strongest possible respect for and commitment to civil and human rights.

MSEA Opposes:

- vouchers, tuition tax credits, and publicly funded grants for nonpublic schools;
- legislation that would inhibit citizen participation in the political process.

- counting student growth as more than 35 percent of teacher evaluations; and
- establishing more stringent deadlines on notification prior to parent conferences than are already in the Individuals with Disabilities Education Act.

Supporting Student Achievement

Legislative issues intended to create the best possible conditions for all children in support of both their development and education.

MSEA Supports:

- efforts to strengthen support systems for youth that establish and fund programs that protect children from abuse and/or neglect by parents, custodial adults, or others and improve child care programs, such as pre-school, before- and after-school day care, and parenting education;
- legislation to protect the health and safety of students in their school environment, including efforts to eliminate bullying;
- legislation that removes bureaucratic obstacles which impede educators' ability to create safe and productive learning environments for all students;
- programs to encourage and support recruitment of talented individuals, particularly minorities, to enter and remain in the teaching profession and education support positions;
- development and retention, through programs including but not limited to scholarships and loan forgiveness, of current and future teachers for the pursuit of excellence in our nation's schools and post-secondary institutions;
- programs that provide adequate funding, opportunities, experiences, and resources for education practitioners to teach and learn from peers;
- opportunities for professional development and in-service training for all education employees;
- adequate program funding that meets the needs of an increasingly diverse student population;
- high student academic standards with multiple measures of performance;
- development of collaborative programs among family, school, community, business, social

services, and law enforcement agencies in the effort to reduce self-destructive behaviors, disorderly conduct, and illegal acts of students;

- legislation providing targeted aid, including differentiated staffing, to low wealth subdivisions and at-risk students in all subdivisions;
- programs to enhance new technologies that promote student achievement;
- learning objectives and interaction between and among teachers, students, and the community;
- legislation that guarantees transparency, public disclosure, and public scrutiny of high-stakes testing and accountability systems. This is to include scoring processes, equating formulas, school performance indicators, and the tests themselves; and
- legislation that addresses truancy and attendance rates, including raising the dropout age and making attendance a requirement for high school graduation.

General Assembly Roster

Official Addresses

Senate Members:

Miller Senate Office Building
Annapolis, MD 21401

House Members:

House Office Building
Annapolis, MD 21401

Switchboard Phone Numbers

410/946-5400 *Toll-free from the Baltimore-Annapolis area*
301/970-5400 *Toll-free from the Washington, D.C. area*
800/492-7122 *Toll-free in MD outside Baltimore/Annapolis/
Washington areas*

Names by District

District 1-Allegany, Garrett & Washington

Sen. George C. Edwards (R)
Del. Wendell R. Beitzel (R) 1A
Del. Kevin Kelly (D) 1B
Del. LeRoy E. Myers, Jr. (R) 1C

District 2-Washington

Sen. Christopher Shank (R)
Del. Andrew A. Serafini (R) 2A
Del. Neil Parrott (R) 2B
Del. John P. Donoghue (D) 2C

District 3-Frederick & Washington

Sen. Ronald N. Young (D)
Del. Galen R. Clagett (D) 3A
Del. Patrick Hogan (D) 3A
Del. Michael Hough (R) 3B

District 4-Carroll & Frederick

Sen. David R. Brinkley (R)
Del. Kathy Afzali (R) 4A
Del. Kelly Schulz (R) 4A
Del. Donald B. Elliott (R) 4B

District 5-Baltimore Co. & Carroll

Sen. Joseph M. Getty (R)
Del. Justin Ready (R) 5A
Del. Nancy R. Stocksdales (R) 5A
Del. A Wade Kach (R) 5B

District 6-Baltimore Co.

Sen. Norman R. Stone, Jr. (D)
Del. Joseph J. Minnick (D)
Del. John A. Olszewski, Jr. (D)
Del. Michael H. Weir, Jr. (D)

District 7-Baltimore Co. & Harford

Sen. J.B. Jennings (R)
Del. Richard K. Impallaria (R)
Del. Patrick L. McDonough (R)
Del. Kathy Szeliga (R)

District 8-Baltimore Co.

Sen. Katherine A. Klausmeier (D)
Del. Joseph C. Boteler III (R)
Del. Eric M. Bromwell (D)
Del. John R. Cluster (R)

District 9-Carroll & Howard

Sen. Allan H. Kittleman (R)
Del. Gail H. Bates (R) 9A
Del. Warren E. Miller (R) 9A
Del. Susan W. Krebs (R) 9B

District 10-Baltimore Co.

Sen. Delores G. Kelley (D)
Del. Emmett C. Burns, Jr. (D)
Del. Adrienne A. Jones (D)
Del. Shirley Nathan-Pulliam (D)

District 11-Baltimore Co.

Sen. Robert A. Zirkin (D)
Del. Jon S. Cardin (D)
Del. Dan K. Morhaim (D)
Del. Dana Stein (D)

District 12-Baltimore Co. & Howard

Sen. Edward J. Kasemeyer (D)
Del. Steven J. DeBoy, Sr. (D) 12A
Del. James E. Malone, Jr. (D) 12A
Del. Elizabeth Bobo (D) 12B

District 13-Howard

Sen. James N. Robey (D)
Del. Guy Guzzone (D)
Del. Shane E. Pendergrass (D)
Del. Frank S. Turner (D)

District 14-Montgomery

Sen. Karen S. Montgomery (D)
Del. Anne R. Kaiser (D)
Del. Eric Luedtke (D)
Del. Craig Zucker (D)

District 15-Montgomery

Sen. Robert J. Garagiola (D)
Del. Kathleen M. Dumais (D)
Del. Brian J. Feldman (D)
Del. Aruna Miller (D)

District 16-Montgomery

Sen. Brian E. Frosh (D)
Del. C. William Frick (D)
Del. Ariana Kelly (D)
Del. Susan C. Lee (D)

District 17-Montgomery

Sen. Jennie M. Forehand (D)
Del. Kumar P. Barve (D)
Del. Jim Gilchrist (D)
Del. Luiz R.S. Simmons (D)

District 18-Montgomery

Sen. Richard S. Madaleno, Jr. (D)
Del. Alfred C. Carr Jr. (D)
Del. Ana Sol Gutierrez (D)
Del. Jeff Waldstreicher (D)

District 19-Montgomery

Sen. Roger Manno (D)
Del. Sam Arora (D)
Del. Bonnie Cullison (D)
Del. Benjamin F. Kramer (D)

District 20-Montgomery

Sen. Jamie Raskin (D)
Del. Sheila E. Hixson (D)
Del. Tom Hucker (D)
Del. Heather R. Mizeur (D)

District 21-Anne Arundel & Prince George's

Sen. James C. Rosepepe (D)
Del. Ben Barnes (D)
Del. Barbara A. Frush (D)
Del. Joseline A. Peña-Melnyk (D)

District 22-Prince George's

Sen. Paul G. Pinsky (D)
Del. Tawanna P. Gains (D)
Del. Anne Healey (D)
Del. Justin D. Ross (D)

District 23-Prince George's

Sen. Douglas J.J. Peters (D)
Del. James W. Hubbard (D) 23A
Del. Geraldine Valentino-Smith (D) 23A
Del. Marvin E. Holmes, Jr. (D) 23B

District 24-Prince George's

Sen. Joanne C. Benson (D)
Del. Tiffany Alston (D)
Del. Carolyn J. B. Howard (D)
Del. Michael D. Vaughn (D)

District 25-Prince George's

Sen. Ulysses Currie (D)
Del. Aisha N. Braveboy (D)
Del. Dereck E. Davis (D)
Del. Melony G. Griffith (D)

District 26-Prince George's

Sen. C. Anthony Muse (D)
Del. Veronica L. Turner (D)
Del. Kris Valderrama (D)
Del. Jay Walker (D)

District 27-Calvert & Prince George's

Sen. Thomas V. "Mike" Miller, Jr. (D)
Del. James E. Proctor, Jr. (D) 27A
Del. Joseph F. Vallario, Jr. (D) 27A
Del. Mark N. Fisher (R) 27B

District 28-Charles

Sen. Thomas M. Middleton (D)
Del. Sally Y. Jameson (D)
Del. Peter F. Murphy (D)
Del. C.T. Wilson (D)

District 29-Calvert, Charles & St. Mary's

Sen. Roy P. Dyson (D)
Del. John F. Wood, Jr. (D) 29A
Del. John L. Bohanan, Jr. (D) 29B
Del. Anthony J. O'Donnell (R) 29C

District 30-Anne Arundel

Sen. John C. Astle (D)
Del. Michael E. Busch (D)
Del. Ron George (R)
Del. Herb McMillan (R)

District 31-Anne Arundel

Sen. Bryan W. Simonaire (R)
Del. Donald H. Dwyer, Jr. (R)
Del. Nicholas R. Kipke (R)
Del. Steve Schuh (R)

District 32-Anne Arundel

Sen. James E. DeGrange, Sr. (D)
Del. Pamela G. Beidle (D)
Del. Mary Ann Love (D)
Del. Theodore J. Sophocleus (D)

District 33-Anne Arundel

Sen. Edward Reilly (R)
Del. Tony McConkey (R) 33A
Del. Cathy Vitale (R) 33A
Del. Robert A. Costa (R) 33B

District 34-Cecil & Harford

Sen. Nancy Jacobs (R)
Del. Glen Glass (R) 34A
Del. Mary-Dulaney James (D) 34A
Del. David D. Rudolph (D) 34B

District 35-Harford

Sen. Barry Glassman (R)
Del. H. Wayne Norman, Jr. (R) 35A
Del. Donna M. Stifler (R) 35A
Del. Susan K. McComas (R) 35B

District 36-Caroline, Cecil, Kent & Queen Anne's

Sen. E.J. Pipken (R)
Del. Stephen Hershey, Jr. (R)
Del. Jay Jacobs (R)
Del. Michael D. Smigiel, Sr. (R)

District 37-Caroline, Dorchester, Talbot, & Wicomico

Sen. Richard F. Colburn (R)
Del. Rudolph C. Cane (D) 37A
Del. Adelaide C. Eckardt (R) 37B
Del. Jeannie Haddaway-Riccio (R) 37B

District 38-Somerset, Wicomico, & Worcester

Sen. James (Jim) Mathias, Jr. (D)
Del. Charles James Otto (R) 38A
Del. Norman H. Conway (D) 38B
Del. Mike McDermott (R) 38B

District 39-Montgomery

Sen. Nancy J. King (D)
Del. Charles E. Barkley (D)
Del. Kirill Reznik (D)
Del. Shane Robinson (D)

District 40-Baltimore City

Sen. Catherine E. Pugh (D)
Del. Frank M. Conaway, Jr. (D)
Del. Barbara A. Robinson (D)
Del. Shawn Z. Tarrant (D)

District 41-Baltimore City

Sen. Lisa A. Gladden (D)
Del. Jill P. Carter (D)
Del. Nathaniel T. Oaks (D)
Del. Samuel I. Rosenberg (D)

District 42-Baltimore Co.

Sen. James Brochin (D)
Del. Susan L.M. Aumann (R)
Del. William J. Frank (R)
Del. Stephen W. Lafferty (D)

District 43-Baltimore City

Sen. Joan Carter Conway (D)
Del. Curtis S. Anderson (D)
Del. Maggie L. McIntosh (D)
Del. Mary Washington (D)

District 44-Baltimore City

Sen. Verna L. Jones (D)
Del. Keith E. Haynes (D)
Del. Keiffer J. Mitchell, Jr. (D)
Del. Melvin L. Stukes (D)

District 45-Baltimore City

Sen. Nathaniel J. McFadden (D)
Del. Talmadge Branch (D)
Del. Cheryl D. Glenn (D)
Del. Hattie N. Harrison (D)

District 46-Baltimore City

Sen. Bill Ferguson (D)
Del. Luke Clippinger (D)
Del. Peter A. Hammen (D)
Del. Brian K. McHale (D)

District 47-Prince George's

Sen. Victor R. Ramirez (D)
Del. Jolene Ivey (D)
Del. Doyle L. Niemann (D)
Del. Michael Summers (D)

School Funding: Maryland Public Education

State Funds

In 2002, lawmakers passed the Bridge to Excellence in Public Schools Act (also known as the Thornton Plan) based on the recommendations of the Thornton Commission. Fully funded, the plan increases state education aid/funding by \$2.8 billion by FY 2011.

Formula funding in the Bridge to Excellence in Public Schools Act is equalized to ensure that poorer counties receive a larger per-pupil share of state funding than wealthier counties. The law adjusts to provide for additional funding for children living in poverty, the number of children with limited English proficiency, and special education students. The Bridge to Excellence in Public Schools Act includes aid for transportation, early childhood, and other programs.

The Bridge to Excellence in Public Schools Act also provides adjustments for differences in the cost of education for students in counties where resources are more costly via a geographic cost of education index (GCEI).

In addition to the Bridge to Excellence programs, other state aid programs provide for teacher pensions, non-public special education placements, and other education programs.

State aid to public schools was \$5.7 billion in FY 2010. In addition, funding for public school construction projects totaled \$256 million.

State Aid to Maryland Public Schools: FY 2010 (\$ millions)

Foundation Aid	2,763.5
GCEI	126.6
Compensatory Education	1041.1
Special Education Formula	264.0
Limited English Proficiency	151.2
Guaranteed Tax Base	47.4
Student Transportation	244.3
Supplemental Grant	46.5
Subtotal	\$ 4684.6

Other State Aid Programs

Teacher's Retirement	849.9
Nonpublic Special Education	112.8
Adult Education	6.9
Food Service	7.2
Aging Schools	6.1
Head Start & Judy Hoyer	12.4
Teacher Quality Incentives	5.6
Infants and Toddlers	10.4
Other	21.7
Total Public Schools	\$ 5717.6

Local Funds

Maryland's school systems are also dependent on funding from the local government. Local boards of education prepare an annual budget for consideration by the local government, which must review, modify, approve, and fund the budget. Maryland local governments provide about 50 percent of education costs. The primary sources of local revenue are local property taxes and local income taxes.

For FY 2010, local governments appropriated \$5.7 billion to support local school operating budgets and another \$1 billion to support school construction and debt service.

Federal Funds

Federal funds comprise a small part of the school system budgets. On average, county schools receive about 6 percent of their revenue from the federal government. For FY 2011, federal funds going to local school systems will be about \$1.5 billion, which is a sizable increase due to the passage of President Obama's American Recovery and Reinvestment Act (ARRA). Most of these programs are restricted by statute to provide funding for a particular need. The largest of the federal programs are:

- Elementary and Secondary Education Act/No Child Left Behind Act of 2001
- Individuals with Disabilities Education Act
- National School Lunch Act
- Social Security and Medical Assistance Act

Million Dollar Liability Insurance

Each member receives as part of his or her dues payment a \$1,000,000 liability insurance policy. Some of the important provisions of this coverage are listed here. Copies of the complete policy are available from MSEA on request. Members are encouraged to read the policy and should contact the Center for Legal Affairs at MSEA headquarters for additional information regarding the specific coverage provided.

MSEA/NEA Benefits Package

1. Liability Pays all damages which the insured shall become legally obligated to pay as a result of any claim arising out of an occurrence or event in the course of the insured's educational employment activities (subject to the limitations contained in the policy) and caused by any acts or omissions of the insured or any other person for whose acts the insured is legally liable, not to exceed \$1,000,000 (other than civil rights issues).

2. Defense of Criminal Charges Pays reasonable and necessary costs and attorney's fees up to \$35,000 in defending against criminal charges arising out of a member's educational employment activities provided that the member is exonerated or the charges are dismissed or withdrawn. In addition to the insurance policy, pays up to \$15,000 for reasonable attorney fees for cases when the member uses the attorney provided through MSEA Chief Counsel.

An exception to the general rule stated above is criminal charges arising out of the use of corporal punishment. In such cases all reasonable attorney fees (again up to \$35,000) are paid regardless of the outcome of the case and regardless of whether the member uses an MSEA or private attorney.

3. Defense of Civil Rights Issues Pays up to \$300,000 per occurrence for legal fees and damages which the insured shall become legally obligated to pay as a result of a claim based upon an alleged violation of protected civil rights.

4. Bail Bond Pays up to \$1,000 per bond required of the insured arising out of the insured's educational employment activities.

5. Personal Property Benefits for Assault Pays up to \$500 for damages to or destruction of the insured's personal property, other than a vehicle, caused by an assault upon the insured on or surrounding school property, or while away from school property on an authorized school activity, to the extent that such damages exceed the coverage provided by any homeowner or similar insurance.

6. Defense of Charges Resulting from Participation in a Peer Review System Defends any claim made or criminal proceeding brought against an insured by another employee or former employee of an educational unit if the claim or criminal

proceeding arises out of an occurrence in the course of the insured's educational employment activities as a participant in a peer review system of an educational unit.

Why Education Employees Need Liability Insurance

The topic of education employees' liability is important because the crime and accident rate in the schools appears to be increasing every year. Along with this growth, there has been an even more dramatic increase in the number of legal suits brought against members for injuries to students allegedly caused by the employee's negligence, assault, and/or abuse of a student.

In the past, parents generally did not bring suit against school employees unless an injury was severe, but this is no longer the case. Parents and students are being made aware of the possibility of litigation and they are increasingly turning to this remedy. A few of the reasons behind this sudden influx of cases stem from a changing attitude toward the education employee's role by many parents, from a knowledge that employees are being paid more and have insurance coverage available, and from a financial need created by the increasing costs of medical treatment.

MSEA Insurance

Membership in MSEA provides automatic coverage of a \$1,000,000 Employment Liability Insurance Policy, which pays legal fees and damages to the limit of the policy for defense of members in certain job-related cases. The policy is described at the beginning of this section.

Individual liability insurance is also generally available, although the cost of purchasing it alone (as opposed to through a group) is often prohibitive. Maryland law now requires that local school boards carry comprehensive liability insurance of at least \$100,000 to protect the board, its agents, and employees. This law purports to waive the board's right to raise the defense of sovereign immunity in any suit in which the damages are not in excess of the limit of its liability policy, thus allowing parents and others to sue the board itself as well as the individual educator.

Although the board's policy must cover its agents and employees, there is often qualifying language limiting the coverage of the employees to specific conditions, and the problem arises as to whether the employee was within those specific conditions when the alleged offense occurred. Of course, the board's policy does not provide any coverage for the employee when the action is one by the board against the educator.

Concept of Negligence

In past years, the majority of cases brought by parents alleged negligence on the part of the employee with resulting injuries to the student. Negligence is a concept connoting legal fault when one party becomes liable to an injured second party for an injury attributable to the unintentional conduct of the first party. Negligence can result from commission or omission of an act. For example, if a teacher performed a faulty experiment in a chemistry laboratory which injured a pupil, this would probably be a negligent act of commission. If, on the other hand, a chemistry teacher failed to explain safety rules (or allowed a child to be present at an experiment without his protective eyeglasses) and a pupil injury resulted, this would undoubtedly be considered as an act of omission. In negligence suits, the standard of conduct to which the defendant is held is that of a reasonably prudent person under the circumstances involved.

A 1985 law limits school board employee liability to “gross negligence,” but the full impact of this change has not yet been judicially determined.

A key test to determine negligent conduct is foreseeability. In circumstances where a prudent person could have foreseen that this conduct would lead to injury of another, a person who disregards the foreseeable consequences is liable for negligent conduct resulting in damage.

In a suit for injury where negligence is charged, no liability exists if the mishap was a pure accident. This means that the injury did not result from the wrongdoing of another person and that the circumstances which caused the accident could not have been foreseen by a person exercising reasonable judgment.

Contributory Negligence

One defense in a liability case is contributory negligence. This may be argued when the injured person was also negligent, and, therefore, contributed to the cause of his or her injury. If such a contention can be proved, it is usually a sufficient cause for dismissal of a case. However, as mentioned above, minors are not held to the same degree of care for their own safety as are adults, so contributory negligence on the part of pupils is often difficult to sustain.

There are certain obvious danger spots in our schools, e.g., shops, laboratories, playgrounds, cafeterias, stairways, etc., and the more dangerous the situation, the more careful the supervision must be to avoid liability. However, teachers not situated in such danger areas should not grow too complacent, because accidents do happen in elementary classrooms, English classes, and in other apparently safe locations.

Special care should be exercised while taking students on field trips. While it is good administrative practice to secure notes of permission from parents, this does not give a teacher in charge of a trip immunity from suit. Court cases have held that the owners of industrial plants which are visited by pupils are not necessarily liable for injuries to the visitors. Again, the burden of exercising proper precaution falls on the teacher.

An Important Case

One important decision of the Maryland Court of Special Appeals in this area affirmed the dismissal of a negligence suit against a Prince George’s County physical education teacher. The suit had been filed on behalf of a student severely injured while performing on a trampoline. The opinion of the Court, by the late judge Thomas Hunter Lowe, noted that the injury was caused by the failure of the student to follow the teacher’s instructions. Judge Lowe stated that the very “nature of physical education activities comprehends physical hazards,” and, while a teacher must avoid as many of those hazards as he is able, “the system cannot be made child proof.” The Court concluded:

“In making sensitive ‘judgment calls’ a teacher must not be made aware of the precariousness of his position, as was Damocles, beneath some economic falchion suspended by the hair of hindsight. The courts are just as much a shield to a teacher who has acted prudently as they are a weapon against him if he has neglected his duty...”

Walter S. Levin, former MSEA Chief Counsel, observed that “this case is a further step along the road of *Segerman v. Jones*, protecting MSEA members from ‘second guessing’ by juries as to an appropriate standard of care after an injury has occurred.”

Assault

In recent years, criminal and civil suits brought against employees alleging assault of a student have risen sharply. An assault is an intentional unlawful attempt to do bodily harm to another. In Maryland, education employees may not corporally punish disruptive students, but they do still have a certain amount of privilege to touch students when required. Thus, if students are fighting, a teacher has a duty to stop the fight and may use such force as is reasonably necessary to do so. A teacher also has the right to guide a disruptive student from the classroom and to prevent a child from acting in a manner which might be harmful to himself, other students, and/or the employee. The trouble comes when an employee abuses the privilege, usually by using excessive force. Although a teacher has the right to maintain order in class, he or she can only use such force as is reasonably necessary. Thus, if a child uses profanity in the classroom, the teacher cannot strike the child. The teacher must be careful to control

his or her temper and not let personal frustration result in an aggressive action against the student.

Any pupil injury should be reported by a teacher through the proper administrative channels in the school system. If there is any possibility that the teacher involved has been negligent and/or has committed an assault, the incident should be reported to MSEA's Center for Legal Affairs immediately, rather than after a suit has been filed, so that the names and addresses of witnesses can be obtained and the teacher can be given proper legal advice.

In no case should a teacher voluntarily pay medical or property damage bills without reporting the incident, as this act might later be offered as an admission of guilt in a suit for damages which might result. It is equally unwise for a teacher to relate the incident to any person representing the student or the student's parents without first seeking the advice of counsel through MSEA.

Legal Assistance: Professional Problems

Procedure for Getting Help

For many years, the Maryland State Education Association has provided assistance to school employees faced with difficulties in their professional lives. Countless numbers of Maryland school employees receive assistance with their individual problems each year from the combined resources of the local, MSEA, and NEA. However, with the dramatic increase in the number of cases which ultimately require legal services, it has become necessary to standardize somewhat the procedures for handling such cases in order to provide efficient service to members. Generally, the procedure is as follows:

1. Any member having a problem in connection with his or her employment should contact the UniServ director assigned to that particular area. UniServ directors shall act as the initial contact for those school employees needing legal help.
2. If the problem is one where a violation of the collective bargaining agreement is alleged, it will be handled by the UniServ director in cooperation with the local association, which has been designated under the law as the exclusive representative.
3. If the problem involves a claim covered under the Educators Employment Liability Policy, the UniServ director will forward the appropriate papers to the MSEA Counsel in accordance with MSEA office procedures.
4. All other requests for legal assistance should be initiated with the UniServ director who will forward same to the MSEA Counsel.
5. MSEA's Center for Legal Affairs is authorized to provide legal assistance to members in all cases except the following:
 - a. any case where an individual school employee is requesting legal assistance to appeal a decision of the State Board of Education or a decision of a Maryland Circuit Court
 - b. any case where an individual is requesting legal assistance for an action at any level in the federal court system
 - c. any case involving legal services to a non-member or to a member where the event giving rise to the

request occurred before the individual joined. This provision does not apply to cases which fall within the local association's obligation under the collective bargaining law. Similarly, this provision does not apply to cases approved by staff and counsel where a non-member plaintiff who is not eligible to join is being utilized by a local association which lacks standing to sue in its own behalf.

6. In any case where the Chief Counsel is not authorized to act or in any case where a school employee or affiliate is seeking assistance and the decision of the Chief Counsel is against MSEA participation, the Legal Review Panel, upon appropriate request, will consider the request and make a decision as to MSEA assistance.

It is important to note that MSEA members expecting either financial or legal assistance must seek help from MSEA before initiating any legal action. Normally, legal assistance will be provided only through MSEA legal counsel. Finally, it is important that members contact the UniServ staff member as soon as the problem arises. An early response by staff and/or counsel may result in resolution of the difficulty and avoid a protracted controversy.

More information on the MSEA legal services program operational guidelines is available upon request, or by visiting www.marylandeducators.org.

Attorney Referral: Personal Problems

MSEA membership provides members with job-related legal services free of charge. For non-job-related personal problems, the MSEA/NEA Attorney Referral Program provides members consultations, at no cost, and discounts on attorney fees.

Who Is Eligible?

All active, life, or retired MSEA/NEA members and, at the request of the member, his or her spouse and dependent children.

What Services Are Covered and What Do They Cost?

Each eligible member is entitled to one free consultation session of up to 30 minutes twice each year on any topic not arising out of the employment relationship between a member and a school district (except income tax preparation).^{*} If a consultation leads to follow-up legal services of at least one billable hour, or equivalent services at a flat fee, it will not be counted as one of the consultations to which the member is entitled that year. If the member decides to use the services of a participating attorney, the attorney's regular fees will be discounted 30 percent if the problem falls into one of the following five "core areas" covered by the program. These areas, and some examples of covered matters, are:

Real Estate Purchase or sale of property for residential purposes, disputes with landlords, property line disputes, problems with zoning laws or land use regulations

Wills and Estates Preparation of wills, assistance with estate planning, representation of a member who is named executor or administrator of an estate, guardianship proceedings

Domestic Relations Representation in proceedings for annulment, divorce, separation, alimony, custody, child support, guardianship, adoption, paternity, name change

Consumer Protection Disputes with creditors or finance agencies, proceedings for garnishments and attachments, disputes with retailers concerning defective merchandise

Traffic Violations Defense of charges of operating under the influence, reckless driving, or other offenses involving potential loss of license, financial liability in excess of \$50, or jail sentence

While fees may vary from attorney to attorney, a particular attorney's fees will be 30 percent less than his or her regular rate for services in the five core areas, whether billing is on an

hourly or a flat-fee basis. (The discount does not apply to incidental fees such as court imposed filing fees and attorney's out-of-pocket expenses.)

**Free consultation sessions are limited to a teacher explaining his or her problems and being given advice as to what, if any, legal remedies are available. If the session continues beyond this basic consultation, the attorney is entitled to be paid for legal advice and/or services rendered, even if such advice or services fall within the half-hour session.*

Are There Any Legal Problems That Are Not Covered?

Almost any problem can be discussed with an attorney during the free advice and consultation sessions. Certain matters, however, are excluded from the 30 percent discount, including assistance with bankruptcies, preparation of federal income tax returns, and defense of criminal violations (other than traffic). Any matter in which the attorney was retained prior to participating in the program or involving a member's business dealings is also excluded. The fee in the excluded matters would be determined by you and the attorney and may be higher than the program rates.

Participating attorneys cannot represent you or any other NEA member under any arrangement if the adverse party is the NEA, an NEA affiliate or another NEA member. The one exception is that an attorney may represent you in a separation or divorce proceeding if your spouse is also an NEA member.

How Do I Contact An Attorney?

Contact information for law firms participating in the program can be obtained from the MSEA Center for Legal Affairs, Marilyn Kurtz, 800/448-6782 x3668, mkurtz@mseanea.org, and can also be found at www.marylandeducators.org, Member Center, Legal Assistance. A member may use any firm listed.

Attorney Referral Program

Members may contact any of the following attorneys to receive free consultations and to investigate the need for additional services. Participating attorneys have requested that members mention the MSEA Attorney Referral Program when setting up an appointment—some firms are instituting special office procedures to expedite the handling of inquiries. MSEA members should expect to receive a 30 percent discount for matters in the five core areas of real estate, wills and estates, domestic relations, consumer protection, and traffic violations.

Teachers should inquire about specific fees before engaging the services of an attorney.

Robert B. Aguilar, Jr.,
105 Federal Street
Suite B
Easton, MD 21601
410/822-5300
Email: aguilar@goeaston.net
(Wills, Domestic, Traffic)

Berman, Sobin, Gross, Feldman, & Darby, LLP
481 N. Frederick Avenue, Suite 300
Gaithersburg, MD 20877
301/670-7030
Email: pzarate@bsgfdlaw.com
(Real Estate, Wills, Domestic, Traffic, Workers' Compensation, Accidents & Negligence, Social Security Disability, Medical Malpractice)

Bodie, Nagle, Dolina, Smith, & Hobbs, P.A.
21 West Susquehanna
Towson, MD 21204-5279
410/823-1250
Email: dkaczkowski@bodienagle.com
(Consumer, Traffic)

Branch
143 Main Street
Reisterstown, MD 21136
410/833-1221

Branch
112 Pennsylvania Ave.
Suite 103
Bel Air, MD 21014
410/836-8943

Clower, Parrack, & Seaman LLC
226 E. Main Street
Elkton, MD 21921
410/398-7400
Fax 410/398-6010
(Real Estate, Wills, Consumer)

DeCaro, Doran, Siciliano, Gallagher & DeBlasis
4601 Forbes Blvd, Suite 200
P.O. Box 40
Lanham, MD 20703-0040
301/306-4300
Fax 301/306-4988
Email: sdebkasmus@decarodoran.com
(Wills, Domestic, Consumer, Traffic)

Branch
3930 Walnut Street
Suite 250
Fairfax, VA 22030
703/255-6667

Branch
740 Stagwell Road
P.O. Box 338
Queenstown, MD 21658
410/827-5013

The Dorsey Law Firm
22835 Washington Street
P.O. Box 530
Leonardtwn, MD 20650-0530
301/475-5000
Fax 301/475-3872
Email: phild@dorseylaw.net
(Real Estate, Wills, Traffic)

Foster, Braden, Thompson, & Palmer
102 E. Main Street
Suite 203
Stevensville, MD 21666
410/643-4000
Fax 410/643-6620
Email: mmundy@fbtplawyers.com
(Real Estate, Wills, Domestic, Traffic)

Law Offices of David E. Grover
401 North Washington Street
Suite 500
Rockville, MD 20850
301/251-9310
Fax 301/251-9260
Email: degolf1827@comcast.net
(Real Estate, Wills, Domestic, Traffic)

Branch
8957-A Edmonston Road
Greenbelt, MD 20770

Law Office of Thomas C. Hayden, Jr. P.A.
P.O. Box 1119
La Plata, MD 20646
301/934-9531
Fax 301/934-5473
(Real Estate, Wills, Domestic, Consumer, Traffic)

Richard L. Healy, P.C.

18526 Office Park Drive
Gaithersburg, MD 20886-0585
301/990-6100
Fax 301/990-6190
(Real Estate, Wills, Domestic, Traffic)

Branch

5300 Westview Drive
Frederick, MD 21703

Law Office of William C. Hudson

107 Market Street
Pocomoke City, MD 21851
410/957-3465
Fax 410/957-2419
(Real Estate, Wills, Traffic)

Law Offices of James B. Kraft

9192 Red Branch Road
Suite 300
Columbia, MD 21045-2054
410/522-1324
Fax 410/522-1325
Email: jimkraft@verizon.net
(Wills, Domestic, Traffic)

Walsh, Becker, Moody, & Rice

14300 Gallant Fox Lane
Suite 218
Bowie, MD 20715
301/262-6000
Fax 301/262-4403
Email: riceesq@att.net
(Real Estate, Wills, Domestic, Traffic, Other)

Law Office of Edward J. O'Connor, Jr.

Courthouse Walk Professional Ctr.
5407 Water Street, Suite 108
Upper Marlboro, MD 20772-5592
301/574-5590
Fax 301/574-5592
Email: ejolaw1@aol.com
(Wills, Domestic, Traffic)

Miller S. Redden, P. A.

5840 Hubbard Drive
Rockville, MD 20850
301/468-1080
Fax 301/770-9227
(Real Estate, Wills)

Don E. Richardson, P.A.

130 East Main Street
P.O. Box 258
Salisbury, MD 21803-0258
410/742-8744
Fax 410/742-0288
Email: derich@ezy.net
(Real Estate, Wills, Domestic, Traffic)

Law Office of Stuart Jay Robinson

24 E. Pennsylvania Avenue
Bel Air, MD 21014
410/879-5050
Fax 410/893-3669
(Wills, Domestic, Traffic)

Branch

P.O. Box 50
33 East Shore North
Grand Isle, VT 05458-0050
802/372-5129

Russell & Heffner

151 West Patrick Street
Frederick, MD 21701
301/695-2977
Fax 301/695-0189
(Real Estate, Domestic, Traffic)

Stanco & Robinson, LLC

428 Fourth Street
Suite 3
Annapolis, MD 21403-2560
410/295-6606
Fax 410/295-6616
Email: robinson@surcounsel.com
(Wills, Domestic, Consumer, Traffic, Other)

Stoner, Preston, & Boswell Chartered

188 E. Main Street
P.O. Box 389
Westminster, MD 21158-0389
410/848-7777
Fax 410/876-6194
Email: spb.boswell@verizon.net
(Real Estate, Wills, Domestic, Traffic)

Branch

28 West Allegheny Avenue
Suite 500
Towson, MD 21204
410/825-8910

The Law Office of Arthur Schneider, P.C
120 W. Washington St.
Suite 200
Hagerstown, MD 21740
240/527-6406
Fax 240/527-6410
Email: aschneider@lawaschneider.com
(Domestic, Traffic, Other)

Retirement/Pension Information

This article, printed for the convenience of our members, was received from the State Retirement Agency, and includes information about the pension enhancement passed by the 2006 Maryland General Assembly. Every effort has been made to provide accurate and factual information, but interpretations of law and administrative rulings vary. Before making important decisions pertaining to your retirement, MSEA advises you to discuss the matter with a counselor at the Maryland State Retirement Agency at 410/625-5555 or 800/492-5909, or visit their website, www.sra.state.md.us.

Please note that this section applies to education support professionals as well as teachers, with a few exceptions. Most ESP members are in the state retirement or pension systems as a member of their local governmental units. ESPs in Baltimore City, Baltimore County, Charles, Montgomery, and Wicomico are covered by retirement plans through their local school systems. If you work in one of those systems, please contact your district's personnel office for more information.

Teachers' Pension System

During the 2006 legislative session, the General Assembly passed legislation creating the Alternate Contributory Pension System (ACPS). The ACPS is an enhancement of the benefit of those in the Teachers' Contributory Pension System (TCPS). The enhanced benefit increases the current multiplier in the benefit formula from 1.4 percent to 1.8 percent of salary for Pension System participants. This increase is applied retroactively to years of service from July 1, 1998 forward.

For service credit earned before July 1998, ACPS members will continue to calculate their benefit for this service using the 1.2 percent multiplier. Full service pension allowances are calculated using the average of the highest three consecutive years of salary multiplied by the number of years and months of accumulated creditable service.

Service Pension Allowances

ACPS members are eligible for full service pension allowances upon accumulating 30 years of eligibility service regardless of age. Absent 30 years of eligibility service, members must meet one of the following conditions to be eligible for full service pension allowances:

- age 62 & five years of eligibility service
- age 63 & four years of eligibility service
- age 64 & three years of eligibility service
- age 65 or older, & two years of eligibility service

For ACPS members, full service pension allowances equals:

- 1.2% of AFS for service accrued prior to July 1, 1998, plus
- 1.8% of AFS for service accrued on and after July 1, 1998.

Allowances for members who fail to make all required contributions are reduced by the actuarial equivalent of the total unpaid contributions plus interest to date of retirement. Service is accrued based on a full normal school year (ten months).

Member Contributions

The bill also increased the employee contribution from 2 percent of salary to 5 percent of salary. As of July 1, 2008, all members of ACPS are required to contribute 5 percent of earnable compensation.

Optional Forms of Payment

Option 1 Payment guarantees cash reserve equal to excess of present value of pension allowance at date of retirement minus total amount of payments (less COLAs) made to date of death.

Option 2 100% joint and survivor annuity.

Option 3 50% joint and survivor annuity.

Option 4 Payment guarantees a minimum return of members' accumulated contributions.

Option 5 100% joint and survivor annuity with adjustment to maximum benefit if beneficiary predeceases retiree.

Option 6 50% joint and survivor annuity with adjustment to maximum benefit if beneficiary predeceases retiree.

Except for a spouse or disabled child, the beneficiary designated under Options 2 or 5 cannot be more than 10 years younger than the retiree (IRS regulation).

Legislation enacted during the 2006 session creating the ACPS did not affect any other features of the Pension System benefits, such as COLAs, early retirement, accidental/ordinary disability, etc. For information on these features, please consult the State Retirement Agency or Randal Mickens at MSEA, 410/263-6600 ext. 3628.

Teachers' Retirement System

The Teachers' Retirement System (TRS) was established on August 1, 1927, and is administered in accordance with the State Personnel and Pensions Article of the Annotated Code of Maryland. Prior to January 1, 1980, membership in the TRS was a condition of employment for state and local teachers and certain board of education, public library, and community college employees.

Effective December 31, 1979, the TRS was effectively closed to new membership when the Teachers' Pension System (TPS) was established. Individuals who were members of the TRS on December 31, 1979 continued their TRS membership unless, or until, they elect to transfer to the newly created pension system.

Service Retirement Allowances

TRS members are eligible for full service retirement allowances upon attaining age 60 or upon accumulating 30 years of eligibility service regardless of age.

Full service retirement allowances equal 1/55 (1.818 percent) of the highest three years' average final salary (AFS) multiplied by the number of years and months of accumulated creditable service. Allowances for members who fail to make all required contributions are reduced by the actuarial equivalent of the total unpaid contributions plus interest to date of retirement. Service is accrued based on a full normal school year (ten months).

Member Contributions

All member contributions to the TRS are based on a specified percentage of annual earnable compensation. Members who elected in 1984 to receive unlimited future cost of living adjustments (COLA) contribute 7 percent. This option is referred to as Selection A (Unlimited COLA).

Members who elected in 1984 to receive limited future COLAs contribute 5 percent. This option is referred to as Selection B (Limited COLA).

The member contribution rate for all other TRS members is the same as for members of the ACPS, under an option that provides a two-part benefit calculation upon retirement. This option is referred to as Selection C (Combination Formula).

Optional Forms of Payment

Same as for Teachers' Pension System. See above.

For more information

For more information regarding your retirement and pension benefits, please contact the State Retirement Agency at 410/625-5555 or 800/492-5909. There is also a wealth of information on the State Retirement Agency's website, which can be found at www.sra.state.md.us. For pension and retirement questions at MSEA, please contact Randal Mickens at 410/263-6600 ext. 3628.

Cost of Living Adjustments

Retirement allowances for ACPS members are adjusted each year based on the Consumer Price Index. COLAs are effective July 1 of each year and are compounded annually. The System limits the increase a retiree may receive to a maximum of 3 percent.

Social Security

Summary of Benefits

This brief summary describes your benefits under the Social Security and Medicare programs, which include hospital and medical insurance as well as retirement, disability, and survivors' benefits.

What You Pay

In 2011, you will pay a Social Security tax of 4.2 percent of the first \$106,800 of your earnings, plus a Medicare tax of 1.45 percent of all that you earn. Your employer will pay a tax of 6.2 percent. In 2012, you will also pay 6.2 percent.

Applying for Benefits

You are entitled to a retirement benefit if you are fully insured, are at least age 62, and file a claim with a Social Security office. Generally, application can be made by internet at www.socialsecurity.gov, by telephone, mail, or in person. The people at Social Security will tell you what documents you need to provide for the type of benefit you are claiming and, if need be, will help in completing the application form.

You should talk to a Social Security representative in the year before the year you plan to retire. Prompt filing is important. Delay may mean fewer payments because retirement benefits may be paid for up to only six months retroactively. It may be to your advantage to start your retirement benefits before you actually stop working.

Even if you don't plan to retire, it is important to contact Social Security two or three months before you or your spouse reaches age 65 to arrange for Medicare insurance coverage. If you wait until the month you reach 65 or later, you may lose two or three months of protection.

Payoff on Retirement

If you retire in 2011 at age 66 and you have earned the maximum amount each year used to figure benefits, the highest monthly benefit you can receive is \$2,346.

You can retire as early as age 62, but this will permanently reduce your benefit, even for years after you reach age 65 and 8 months. You will get about the same total sum over your lifetime, but in smaller amounts to account for the longer period you will get them.

If you work past age 66, your benefits (and your dependent surviving spouse's benefits) will be increased by a certain percentage (see "Work After Retirement" and Table 2). These

increases will be added in automatically until you reach age 70, when full benefits are payable without regard to earnings.

If you are not yet eligible to retire, you can request an estimate of your future benefits (see "How to Get Your Benefit Estimate"). Note that if you were born after 1937, your full retirement age will be more than 65. You can still receive reduced benefits at age 62, but the reduction will be larger than it is now.

Tax on Benefits

Some people who get Social Security will have to pay taxes on their benefits. You will be affected only if you have substantial income in addition to your Social Security benefits. If you file a federal tax return as an "individual" and your combined income is between \$25,000 and \$34,000, you may have to pay taxes on 50 percent of your benefits. If your combined income is above \$34,000, up to 85 percent of your benefits may be subject to income tax. If you file a joint return, you may have to pay taxes on 50 percent of your benefits if you and your spouse have a combined income that is between \$32,000 and \$44,000. If your combined income is more than \$44,000, up to 85 percent of your benefits may be subject to income tax. If you are married and file a separate return, you probably will pay taxes on your benefits. For more information about the taxation of your Social Security benefits, you can call the IRS at 1-800-829-3676 to ask for a copy of Publication 554, "Older Americans' Tax Guide," and Publication 915, "Social Security and Equivalent Railroad Retirement Benefits," or visit www.irs.gov.

If You Become Disabled

If you should become severely disabled, you and your dependents can start drawing monthly Social Security benefits (after a five-month waiting period) just as if you reached full retirement age. However, you must be under full retirement age and insured for disability benefits, and you must apply for disability benefits. Note that your total family benefit is limited to the smaller of 85 percent of your average indexed monthly earnings or 150 percent of your PIA. Other provisions that may affect benefit amounts are discussed under "Retirees—How Your Benefits Are Calculated." The time element in applying for disability benefits is very important—a delay of over 12 months beyond the waiting period in making application may result in your losing benefits. To be eligible, you need medical proof showing that you are unable to perform any substantial work for pay because of a severe physical or mental disability, and that the disability has lasted, or is expected to last, 12 months or more or will result in death. (Generally, a job that pays more than \$940 per month is considered substantial work. However, a

job that pays \$300 per month could be considered substantial work if you submit evidence that area workers who are not disabled do a similar amount and quality of work or your work is clearly worth more than \$940, based on pay scales in your community.) You must be “fully insured” and have had 5 years (20 credits) of coverage in the last 10 years before your disability. Workers who become disabled between the ages of 24 and 31 can qualify for disability benefits if they worked half the time between age 21 and the time they became disabled. Persons disabled before age 24 are eligible if they have earned six credits in the three-year period ending when the disability started. Workers disabled and recovered before age 31 and again disabled after age 31 may be eligible if they worked half the time after age 21 through the calendar quarter of their second disability, excluding the first period of disability. The minimum number of quarters generally required under this alternate test is 6. Special rules apply for disabled blind people.

When you apply for disability benefits, you will be considered for vocational rehabilitation services by an agency in your state. If your application is approved, you will not be paid disability benefits if, without good cause, you refuse counseling, training, or other services offered to you by the state vocational rehabilitation agency. If you return to work in spite of your impairment, your benefits will continue during a trial work period of up to nine months (not necessarily consecutive, but within a five-year period) to test your ability to work. You must have net earnings of more than \$670 in a month to count that month in the trial work period. If you are able to do substantial work after nine months of trial work, your benefits will continue for an adjustment period of three additional months. If you complete the nine-month period and again become unable to continue working within the next 36 months, your benefits can be restarted automatically.

If you become disabled within five years after you return to work, you can begin receiving benefits again without serving another five-month waiting period, provided that your second disability is expected to last 12 months or more. This also applies to individuals who were entitled to benefits as a disabled surviving spouse or as a person disabled before age 22 who becomes disabled again within seven years after benefits end.

Survivor Benefits

Monthly survivor benefits are available if you are insured by Social Security when you die (regardless of your age). Call the Social Security office for details.

How Your Benefits Are Determined

The monthly benefit you and eligible members of your family will receive is determined by the Social Security Administration. Determining this amount involves your

earnings record, when you become eligible for benefits (the year you reach age 62, become disabled, or die), the age at which your benefits begin, and your family situation.

Current Workers— How Your Benefits Are Estimated

The Personal Earnings and Benefit Estimate Statement lists your earnings record and provides an estimate, in today’s dollars, of the benefits for which you and your family might qualify upon retirement or if you should die or become disabled.

Your estimated benefits are figured by the method used to calculate actual benefits discussed under “Retirees” above (i.e., your PIA is computed from your average earnings, then the percentages shown in Table 1 are applied to the PIA to derive the monthly benefit amounts shown in the Statement).

Bear in mind that the Statement is not a decision on a claim for Social Security benefits. You do not qualify for any of these benefits unless you apply for them, have all the Social Security credits you need, and meet all other requirements. The actual number of Social Security credits and the benefit estimates shown on the Statement may change. The Social Security Administration will determine the exact amount of your Social Security benefits, if any, when you apply.

If any of the information you submitted is wrong, the Social Security credits shown and the benefits estimated in the Statement may also be wrong. Social Security bases your benefit estimate in part on your future average yearly earnings. The accuracy of your prediction of earnings will affect the accuracy of your benefit estimate.

How to Get Your Benefit Estimate

To get your Personal Earnings and Benefit Estimate Statement, call or stop by your nearest Social Security Office and ask for Form 7004. You may also make your request through the internet at www.socialsecurity.gov or call at 800/772-1213.

In filling out the form, pay special attention to the instructions for question 9. Stamp and mail the completed form to the address shown for the Social Security office for your state. You also can complete the form online and transmit it. Your statement should arrive within four to six weeks.

Age To Receive Full Social Security Benefits

(Called “full retirement age” or “normal retirement age.”)

Note: If you qualify for benefits as a Survivor, your full retirement age may be different.

Year of Birth*	Full Retirement Age
1937 or earlier	65
1938	65 and 2 months
1939	65 and 4 months
1940	65 and 6 months
1941	65 and 8 months
1942	65 and 10 months
1943-1954	66
1955	66 and 2 months
1956	66 and 4 months
1957	66 and 6 months
1958	66 and 8 months
1959	66 and 10 months
1960 and later	67

**If you were born on January 1st of any year you should refer to the previous year.*

Medicare Part A—Hospital Insurance

What It Covers

Hospital care, for up to 90 days for each benefit period (but you pay for the first \$1,132 of the hospital bill and an additional \$283 for each day over 60 until you reach day 91). After day 91, you pay the first \$565 per day until day 151. Starting on day 151, you pay all the costs. A benefit period begins when you enter the hospital and ends after you have remained out of the hospital (or out of a skilled nursing facility) for 60 consecutive days. Care includes semi-private room and board (private rooms only when medically necessary); use of operating and recovery rooms; regular duty nursing services; radiological services; hospital costs for anesthesia services; drugs; blood transfusions (but you pay the costs of the first 3 pints of blood or provide replacement); medical supplies and appliances; rehabilitation services; and psychiatric hospital care for a lifetime total of 190 days.

It Does Not Cover

Your doctor's bill (but see Part B); psychiatric hospital care over a 190-day lifetime maximum; cost of private duty nurses, convenience items and custodial care; or items or services not reasonable or necessary.

You Become Eligible

Whether you are working or retired, you are eligible for Part A benefits at age 65 if you are entitled to monthly Social Security or railroad retirement benefits, are insured under Social Security or railroad retirement, or have worked long enough in federal, state, or local government employment to be insured for Medicare purposes. Your spouse, at age 65, is also eligible. Employers with 20 or more employees are required to offer workers age 65 or

older (and spouses age 65 or older married to workers of any age) the same health benefits offered to younger workers. You may accept or reject the employer's health plan. If you accept it, Medicare will become the secondary health insurance payer. If you reject the employer plan, Medicare will remain the primary health insurance payer.

Individuals age 65 who are not eligible under these rules may enroll for Part A benefits by paying the full cost of coverage (\$248 per month for individuals with 30 or more quarters but fewer than 40 quarters of Medicare-covered employment; \$450 per month for those with fewer than 30 quarters or no quarters of Medicare-covered employment).

Medicare Part B—Medical Insurance

What It Covers

"Welcome to Medicare" Physical Exam is covered if it occurs within the first six months that you have Part B.

Services of physicians, including diagnosis, therapy, surgery, consultation, and home, office, and institutional calls, services and supplies ordinarily furnished in a doctor's office, such as services of an office nurse and drugs that cannot be self-administered.

Certain other services are also covered. Contact your provider for information.

Outpatient hospital services for diagnosis and treatment, such as care in an emergency room or outpatient clinic; and outpatient services including surgery, physical therapy, speech pathology, and those furnished in a comprehensive outside rehabilitation facility.

Additional medical services, including diagnostic X-ray, laboratory, and other tests; X-rays and radiation treatments; certain ambulance services; surgical dressings and splints, casts, and similar devices; purchase or rental of durable medical equipment used in the patient's home; prosthetic devices (other than dental) that replace all or part of an internal organ; braces and artificial legs, arms, and eyes; supplies for care of a colostomy; renal dialysis treatment; pneumococcal, influenza, and hepatitis B vaccines; immunosuppressive drugs for up to 18 months after an organ transplant; pap smears; mammography screening (if age 65 or older or disabled); and blood transfusions, but you pay the cost of the first 3 pints or provide replacement. Mental health care questions should be addressed to your carrier.

Home health services are covered under Part B only if you do not have Part A coverage (see Part A coverage).

Diabetes Screening coverage for individuals that have any of the following: high blood pressure, dyslipidemia (history of abnormal cholesterol and triglyceride levels), obesity, or a history of high blood sugar. Up to two screenings a year are covered. You pay nothing.

Cardiovascular Screening every five years.

What It Pays

Medicare generally pays 80 percent of the approved amount for covered services after you pay an annual \$155 deductible. You are responsible for paying the other 20 percent of deductible charges and for permissible physician charges in excess of the Medicare-approved amount, plus all charges not covered by Medicare. Physicians who do not accept assignment of Medicare claims can charge the lower of the prevailing rate or 15 percent more than the Medicare-approved amount for a covered physician service. There is no deductible for mammography screening, only a 20 percent co-pay. Starting in 2005, Part B will cover more preventable services, including preventative physical exams as well as cardiovascular and diabetes screening tests.

- For visits to a doctor or other health care provider to **diagnose** your condition, or to **monitor** or **change** your prescriptions, you pay 20 percent of the Medicare-approved amount.
- For outpatient treatment of your condition (such as counseling or psychotherapy), you pay 45 percent in 2010 (which is lower than in 2009) of the Medicare-approved amount. This copayment amount will continue to decrease over the next 4 years.

The Part B deductible applies for both visits to diagnose or monitor your condition as well as treatment.

Note: Inpatient mental health care is covered under Part A hospital stays.

It Does Not Cover

Routine foot care; eye exams to determine the need for eyeglasses; eyeglasses or fitting expenses (except prosthetic lenses); hearing aids or fitting expenses; cosmetic surgery (except in repair of an injury).

Beneficiaries who file an individual tax return with income:	Beneficiaries who file a joint tax return with income:	Your 2011 Part B Monthly Premium is:
\$85,000 or less	\$170,000 or less	\$96.40 if beneficiary had SSA withhold in 2009 \$110.50 if beneficiary was new in 2010 and had SSA withhold \$115.40 for all others
\$85,001-\$107,000	\$170,001-\$214,000	\$161.50 (increased by \$46.10 due to IRMAA)
\$107,001-\$160,000	\$214,001-\$320,000	\$230.70 (increased by \$115.30 due to IRMAA)
\$160,001-\$214,000	\$320,001-\$428,000	\$299.90 (increased by \$184.50 due to IRMAA)
Greater than \$214,000	Greater than \$428,000	\$369.10 (increased by \$253.70 due to IRMAA)

Beneficiaries who are married but file a separate tax return from their spouse and lived with his or her spouse at some time during the taxable year:	Your 2010 Monthly Premium is:
\$85,000 or less	\$96.40 if beneficiary had SSA withhold in 2009 \$110.50 if beneficiary was new in 2010 and had SSA withhold \$115.40 for all others
\$85,001-\$129,000	\$299.90 (increased by \$184.50 due to IRMAA)
Greater than \$129,000	\$369.10 (increased by \$253.70 due to IRMAA)

Changes to Medicare Part B

Part B deductible

- 2010 \$162 (Note: You pay 20 percent of the Medicare-approved amount for services after you meet the \$135.00 deductible.)
- Indexed Annually

Medicare Part C-Managed Care

Better known as Medicare Advantage, is an alternative to coverage under Medicare Parts A and B.

Medicare Part D-Prescription Drugs

Enacted as part of the the Medicare Prescription Drug, Improved and Modernization Act of 2003. The benefit started on January 1, 2006.

This plan is structured very differently from Medicare Parts A & B. Through this plan, many companies compete for enrollees. The benefit does not come directly from Medicare.

Plan highlights for 2011 include:

- \$310 deductible
- The beneficiary then pays a copayment and the plan pays a copayment until combined amount plus deductible reaches \$2,840.
- The beneficiary then enters another deductible known as the donut hole, in which they pay the full cost of the drugs until total out-of-pocket expenses reach \$4,550. Starting in 2011, the beneficiary will get a 50 percent discount on covered name brand prescription drugs.
- After the beneficiary has spent \$4,550 in out-of-pocket expenses they reach catastrophic coverage. At this state, one pays a small copayment for each drug.

Starting in 2011, due to changes in Medicare (all parts) you will pay no deductible or copay for most preventative services.

Workers' Compensation for School Employees

All school employees in Maryland are covered by Workers' Compensation insurance from the first day of employment. This insurance covers employees while working on behalf of the employer. There is no cost to the school employee. Boards of education are required to purchase this insurance to cover their employees. If a board of education fails to purchase this insurance, the Uninsured Employers' Fund will provide coverage to an employee. If there is a possibility that a Workers' Compensation injury has occurred, the school employee should immediately report the injury to the school employee's supervisor and then contact their local MSEA field representative for further assistance.

A claim should be filed within 60 days after an injury; however, a claim may be filed up to two years after an injury under certain circumstances. A claim is usually filed by the employee or the employee's attorney. Just because the school employee has prepared an incident report does not mean that a claim has been filed. The employee must file his/her own claim with the Workers' Compensation Commission. Once a claim has been filed, the Commission will send to the employee a "Notice of Employee's Claim" that shows the claim information. This information may also be obtained online at www.wcc.state.md.us. The employee can also call the Workers' Compensation Commission at 800/492-0479 and enter his/her social security number at the appropriate prompt. Your local association can help you with this process, including recommending an experienced Workers' Compensation attorney.

Reasons for Payment

To be eligible for benefits, an employee must sustain an accidental injury or occupational disease arising out of and in the course of his or her employment. An accidental injury is an injury that one gets as a result of his or her employment. A disease is considered an occupational disease if it is a disease that would normally be expected to be contracted from the work environment, and does actually result from the work environment. Repetitive motion injuries are often considered occupational diseases.

Summary of Compensation Benefits

There are many benefits that an employee may receive if he or she is found to be eligible. These benefits include, but are not limited to, medical benefits, Temporary Disability benefits, and Permanent Disability benefits.

All reasonable and necessary medical treatments that are needed because of the injury or occupational disease are covered for the remainder of the employee's life.

1. Temporary Disability

Temporary Disability is disability paid while the employee is healing. This healing period lasts until the employee is to the point of maximum medical improvement (MMI). This occurs when the employee's doctors say that he or she has recovered as much under their care as possible and release the employee from active care.

Temporary Disability comes in two forms: (1) Temporary Total Disability (TTD) and (2) Temporary Partial Disability (TPD).

TTD occurs when the employee's doctor tells the employee that he or she cannot go to work and that he or she should stay home and recuperate. Benefits are paid to the employee at two-thirds of the employee's average weekly wage for the 13 weeks prior to the employee's injury. This amount cannot exceed the state average weekly wage (\$920 in 2010). The employee will continue to receive this until the employee's doctor says he or she can return to work in some capacity. By law, the first three days of TTD are not paid until the employee is off for a minimum of 14 days.

TPD occurs when the employee's doctor says that he or she can work with limitations, and because of this he or she can't earn the previous average weekly wage. In this case, the benefits paid are one-half of the difference between the employee's weekly earnings and the employee's average weekly wage up to one-half of the state average weekly wage for the year of injury.

If the employee's doctor releases the employee to work with restrictions, and the employer cannot provide a job that the employee can perform under the doctor's restrictions, the employee is eligible for TTD payments.

For either TTD or TPD, each time the employee sees his or her doctor he or she should get a doctor's disability statement written by the doctor. Without this, the employee's benefits will not be paid.

Any monetary benefits may be paid throughout the employee's life if medically necessary, so long as there is not more than a five-year gap in payments.

2. Permanent Disability

Once the employee has reached maximum medical improvement (MMI), it is time to have his or her permanent disability evaluated. Under Workers' Compensation law, different parts of the body have different values, expressed in weeks of compensation. These values are listed in the Workers' Compensation statute. Any part of the body that is not listed in the statute is worth 500 weeks. Most notably, backs and necks are not listed, and, thus, are worth 500 weeks.

The permanent disability that the employee suffered as a result of his or her injury is evaluated by a doctor of his or her choice and a doctor of the insurer/employer's choice. These ratings determine the amount of permanent disability that the employee will receive. There are three levels of Permanent Partial Disability: (1) under 75 weeks; (2) 75 weeks to under 250 weeks; and (3) 250 weeks or greater. The amount of weeks the employee gets for his or her injury determines the rate at which he or she is paid for each week. The year of the injury also determines the amount of compensation. For example, if the employee were injured in 2008, he or she would receive \$114.00 per week for each week less than 75 weeks, \$293.00 per week if the number of weeks falls between 75 and 249, and \$658.00 per week for more than 250 weeks, and for 2009 those rates are \$130.00, \$307.00, and \$690.00, respectively.

For example, if the employee injured his or her back and it is found to be 10 percent disabled as a result of this injury in 2008, he or she will receive compensation for 50 weeks (10 percent of 500 = 50). A 50-week injury will pay the employee \$114.00 for 50 consecutive weeks. If the employee is found to be 20 percent disabled, he or she will get \$293.00 per week for 100 weeks.

The figures become more complicated past 249 weeks. The employee's attorney will explain this to the employee, if necessary.

If the employee is permanently totally disabled as a result of his or her injuries, he or she is entitled to lifetime disability payments. The loss of, or total loss of use of, both hands, arms, legs, eyes, or any combination of these is considered permanently totally disabling. These injuries do not have to be suffered in the same accident in order to be permanently disabling under the law. The employee's lawyer will explain these benefits, as well as any other benefits for total disability. Additionally, if the employee experiences a worsening of his/her condition after having his/her permanent disability evaluated, then the employee can be re-evaluated by the Workers' Compensation Commission, so long as this worsening condition occurs within five (5) years of the date of the last payment received from the Workers' Compensation insurer or employer.

3. Other Benefits

Other benefits include vocational rehabilitation and death and funeral benefits. Vocational rehabilitation is assistance in finding a new occupation in the event that the employee can no longer perform his or her occupation because of his or her injuries. This benefit is to insure that the employee may return to some type of gainful employment if at all possible. An employee who is receiving vocational rehabilitation services, as part of a vocational rehabilitation plan approved by the Workers' Compensation Commission, is entitled to compensation as if temporarily totally disabled.

Benefits paid to the employee are not taxable. However, these benefits may be reportable, so the employee should keep a complete record of payments to him or her, as if they were paychecks.

If a school employee decides to take disability retirement as a result of his or her workers' compensation injuries, payments made to the employee for disability retirement will be set off against any permanent disability benefits that he or she receives as a result of his or her Workers' Compensation Claim. The employee will get either the full Workers' Compensation permanent disability benefits or the full disability retirement benefits, whichever is greater, until one or the other ends.

Miscellaneous Matters

MSEA does not provide an attorney to represent school employees before the Workers' Compensation Commission because the law prohibits the association from paying the attorney's fees on behalf of the employee. However, MSEA and your local representatives will assist you in locating suitable counsel. As with many areas of the law, Workers' Compensation law is highly specialized. Remember, Workers' Compensation is similar to defending a traffic ticket. Most claims are not accepted by the workers' compensation insurer as being valid. If the employee's claim is contested, it is particularly helpful to have the assistance of an attorney, since the employer will be represented by an attorney. MSEA highly recommends that each employee who wishes to make a Workers' Compensation Claim be represented by an attorney.

Further information may be obtained by contacting:
Workers' Compensation Commission
10 East Baltimore Street
Baltimore, MD 21202-1641
410/767-0900 or 800/492-0479
<http://www.wcc.state.md.us>

MSEA Bylaws

Any member having suggestions for bylaw amendments is invited to write the Bylaws and Rules Committee at MSEA headquarters.

Article I-Name

The name of this organization shall be the Maryland State Education Association, Inc., and shall hereinafter be referred to as either the Association or the MSEA.

Article II-Affiliation

The Association shall be a state affiliate of the National Education Association of the United States.

Article III-Purposes

The purposes of the Association shall be:

- a. to advance, preserve, protect, and improve universal free public education;
- b. to build a unified and strong profession of educational workers;
- c. to provide a strong voice for the rights and interests of educational employees;
- d. to advocate economic and human and civil rights for all in an ever more diverse and technological society; and
- e. to promote confidence, respect, and cooperation among all who are directly or indirectly engaged in educational work in this State.

Article IV-Membership

Section 1. Classes

- a. The classes of membership in the Association shall be: Active, Student, Retired, and Sustaining.
- b. Life members shall continue to hold Active membership until resignation or retirement from active service at which time they shall automatically become Retired life members.
- c. Emeritus members who joined prior to November 1, 2004, shall continue to hold their membership in the Emeritus class with all of the rights of the retired life class of members.

Section 2. Eligibility Requirements

- a. Active membership shall be open to any person who:
 1. is employed in professional education work in the State of Maryland by a local board of education, the State Board of Education or an educational institution approved by the State of Maryland or is employed as a registered professional nurse with primary responsibilities in a school health program or who is on limited leave from such employment, and
 2. holds a baccalaureate or higher degree, or holds a certificate required for his/her employment, or
 3. is employed in educational support work in the State of Maryland by a local board of education, the State Board of Education or an educational institution approved by the State of Maryland or who is on a limited leave from such employment.
- b. Student membership shall be open to any college or university student who:
 1. is ineligible for any other class of membership, and
 2. is enrolled in, or preparing for, a teacher education program at an accredited Maryland college or university.
- c. Retired membership shall be open to any educator who has retired from professional education work and who has been a member, if eligible, of the United Education Profession immediately prior to retirement.
- d. Sustaining membership shall be open to any person not otherwise eligible for membership who subscribes to the furtherance of education.

Section 3. Rights, Conditions and Limitations

- a. Members shall subscribe to the purposes of the Association and abide by its bylaws.
- b. Members engaged in educational work shall adhere to the Code of Ethics of the Education Profession.
- c. A member of MSEA shall also be a member of the appropriate local affiliate and the National Education Association unless excluded from such membership by virtue of educational position.

- d. The right to run for and to hold elective office on the Board of Directors shall be limited to Active members.
- e. The right to vote in the Association shall be limited to Active, Emeritus, and Retired members.
- f. All other benefits of membership shall be determined by the Board of Directors.
- g. Members shall be entitled to benefits appropriate to their membership class upon payment of dues or upon contracting for the same.
- h. Members who fail to adhere to any conditions of membership as stated in the bylaws shall be subject to censure, suspension or expulsion as hereinafter provided.

Section 4. Membership Year

The membership year shall be from September 1 through August 31.

Article V-Dues

Section 1. Setting of Dues

- a. The annual dues of Active members shall be fixed by the Representative Assembly, provided, however, that the dues shall not exceed a sum which is the equivalent of .005 of the average instructional salary in the public schools of Maryland. This calculation shall be based on the average instructional salary for the preceding year as determined by the Research Division of the National Education Association.
- b. The annual dues of Student Members shall be fixed by the Representative Assembly.
- c. The annual dues of Retired Members shall be established by the Representative Assembly and said dues shall be payable (i) by a retired individual that joins on an annual basis or (ii) through a Retired Membership for Life program as established by the Board of Directors. The dues for the retired member who joins annually shall not exceed the dues of Active members and the dues for the Retired Membership for Life program shall not be less than the full active membership dues for that year.
- d. The annual dues of Sustaining Members shall be fixed by the Representative Assembly not to exceed one-half (1/2) the dues of an Active Member.

- e. The Board of Directors may waive membership dues for persons eligible for Active membership who are included in a group, for good cause, by a two-third (2/3) vote. The Board of Directors shall adopt rules for implementing this bylaw.

Section 2. Prorating of Dues

- a. The annual dues for a person who is a member on or before October 21, 1993, and who is regularly employed fifty (50) percent or less of the normal schedule for a full time faculty member (as verified by the local association) shall be one-half (1/2) the full dues of an Active Member.
- b. The annual dues for a person eligible for Active membership who earns between thirty (30) and sixty (60) percent of the average instructional salary in the public schools of Maryland for the previous year as determined by the Research Division of the National Education Association shall be sixty (60) percent of the annual dues and the annual dues for those active members who earn thirty (30) percent or less of the state average instructional salary in the public schools of Maryland under such determination shall be thirty (30) percent of the annual dues.
- c. The annual dues for a person eligible for Active membership who is employed as a substitute teacher shall be thirty (30) percent of the dues of an Active Member; provided, however, the annual dues for a person eligible for Active membership who is a member on or before October 21, 1993, and who is employed as a substitute teacher shall be one-fourth (1/4) the dues of an Active Member.
- d. The annual dues for a person eligible for Active membership who is on an approved leave of absence shall be as provided above; provided, however, that the dues for a person who is on leave without pay and a person eligible for Active membership who is on lay-off status shall be ten (10) percent of the dues otherwise payable.
- e. The annual dues for active members (i) who join for the first time after the commencement of the membership year, (ii) who become eligible for active membership after the commencement of the membership year or (iii) who return to educational employment from a limited leave of absence after the commencement of the membership year shall be the annual dues commensurate with the remaining portion of the membership year.

- f. The dues for a person who is a member of a negotiating unit that includes certificated classroom teachers and where an affiliated local association is not the exclusive representative shall be ten (10) percent of the dues otherwise payable, rounded to the nearest whole dollar.
- g. The dues for a non-supervisory employee of a higher education institution who is not a member of a negotiating unit or is a member of a negotiating unit where the exclusive representative is not affiliated with the Association shall be ten (10) percent of the dues otherwise payable, rounded to the nearest whole dollar.
- h. Dues for a person who is a member of a negotiating unit that includes educational support personnel, where the affiliated local association is not the exclusive representative and dues for a non-supervisory educational support member who is not a member of a negotiating unit shall be ten (10) percent of the dues otherwise payable, rounded to the nearest whole dollar.
- i. The annual dues in the year of official retirement shall be prorated for the period between September 1 and the date of retirement, if the member retires prior to May 1.

Article VI-Dues Transmittal Enforcement

Section 1. Requirements

Representatives of an affiliated local association shall not be seated in the Representative Assembly unless:

- a. the affiliated local association has transmitted one hundred (100) percent of the MSEA and NEA dues receivable for the previous membership year at least thirty (30) days prior to any meeting of such bodies held during the current membership year; and
- b. the affiliated local association has executed a current dues transmittal agreement with the Association providing for:
 - 1. transmittal of MSEA/NEA dues collected in such manner as to be received by MSEA within thirty (30) days of receipt by the local association,
 - 2. a 1.5% per month interest charge for amounts of MSEA dues in arrears, and
 - 3. a save harmless clause protecting MSEA from any penalties charged by NEA attributable to the delinquency of the local association.

Section 2. Notification

Procedures for notification of affiliated local associations that may not be in compliance shall be developed and implemented by the Board of Directors.

Section 3. Exception

Notwithstanding the foregoing, no affiliated local association shall be denied seating in the Representative Assembly during the month of September if such affiliated local association has in fact transmitted 100 percent of the MSEA and NEA dues receivable for the previous membership year in accordance with the dues transmittal schedule contained in its dues transmittal agreement with the Association.

Article VII-Annual Corporate Meeting

The Association shall hold its annual corporate meeting on a date to be determined by the Board of Directors.

Article VIII-Representative Assembly

Section 1. Powers

The Representative Assembly shall be the primary policymaking body of the Association. It shall:

- a. adopt the general objectives of the Association in the form of resolutions;
- b. adopt the legislative program;
- c. adopt the agenda and rules governing its meetings;
- d. adopt guidelines for nominations and elections;
- e. adopt guidelines for determining the president's compensation;
- f. adopt a two year budget in the spring of the even numbered years;
- g. amend the bylaws in accordance with Article XXII;
- h. fill vacancies occurring in the office of Vice President, Treasurer and on the Board of Directors; when a vacancy occurs after the fall Representative Assembly, in years when the Representative Assembly is not meeting in the spring, a special election shall be conducted by mail ballot to all Representative Assembly delegates to fill such vacancies for the remainder of the term; and

- i. enact such other measures as may be necessary to achieve the objectives of the Association.

Section 2. Qualifications

- a. Delegates from local affiliates shall be Active, Emeritus or Retired members of the Association.
- b. The delegate for each affiliated department shall be in Active, Emeritus, Retired or Student member of the Association.
- c. Delegates from the student chapters must not be eligible for membership in any other membership category.

Section 3. Allocation of Delegates

- a. Local affiliates of the Association shall be allotted delegate credentials on the basis of one (1) for each fifty (50) or major fraction thereof of Active, Emeritus or Retired members of MSEA within the affiliate as of January 31 of the preceding membership year.
- b. The president of each local affiliate shall serve as an ex-officio delegate, provided however, if a local affiliate president is an ex-officio delegate in another capacity, the vice-president of such local affiliate shall be entitled to serve as a delegate to the Representative Assembly, ex-officio.
- c. Retired members of MSEA who are not eligible to serve as delegates to the MSEA Representative Assembly under local affiliate standards shall be clustered and allocated delegate credentials on the basis of one (1) for each one hundred (100) retired members or major fraction thereof.
- d. Each affiliated department hereinafter described in Article XVII shall be allotted one (1) delegate who shall be an Active or Student member of MSEA.
- e. The officers and the other members of the MSEA Board of Directors shall serve as ex-officio delegates.
- f. The MSEA student chapters shall be allotted one (1) delegate for each one hundred (100) dues paying members, or major fraction thereof within the combined chapters, as of May 1 of the preceding membership year. Said delegates must be elected in a statewide election by student members.

Section 4. Meetings

- a. There shall be an annual meeting of the Representative Assembly at the time of the annual corporate meeting. Other meetings of the Representative Assembly may be

held as determined by the Board of Directors or the Representative Assembly.

- b. Notice of any meeting of the Representative Assembly and the agenda shall be distributed to the president or designated Representative of each group allocated delegates under these bylaws not less than ten (10) days in advance of the meeting.
- c. The agenda for any meeting of the Representative Assembly shall also include any item recommended to the President of the Association by the presidents of three (3) or more local affiliates.

Section 5. Quorum

One or more delegates from fifteen (15) local affiliates shall constitute a quorum, provided there be a minimum of one-third (1/3) of the registered delegates present at the meeting.

Article IX-Officers

Section 1. Officers

The Officers of the Association shall be the President, the Vice President and the Treasurer.

Section 2. Qualifications

All officers shall have been Active members of the Association for three (3) consecutive years immediately prior to assuming office and shall maintain Active membership throughout their terms.

Section 3. Terms of Office

- a. The terms of the President and Vice President shall be three (3) years beginning August 1 following their election, and shall continue through July 31 of the year in which a successor is elected. The President and Vice President shall serve no more than two terms in the office to which elected.

For the purpose of transition, incumbent officers at the time of adoption of this amendment shall be eligible for no more than one (1) additional three-year term in the office to which elected.

- b. The term of the Treasurer shall be three (3) years beginning September 1 following the election and shall continue through August 31 of the year in which a successor is elected. The Treasurer shall serve no more than two terms.

- c. Service by an officer which constitutes 60% of a full term shall be considered service in a full term of office for that position, for the purpose of determining eligibility for further election or service in that office. An individual who has completed all eligible service in an office shall not be eligible to serve any portion of an unexpired term in that office thereafter.

Section 4. Duties

a. *President* The President shall be a full-time officer of the Association. The President shall:

- 1. preside at all meetings of the Association, the Board of Directors, and the Representative Assembly;
- 2. appoint, with the approval of the Board of Directors, chairpersons and members of the standing committees and all special committees (unless otherwise determined by resolution);
- 3. appoint, with the approval of the Board of Directors, persons to fill vacancies on the MSEA Retired Advisory Council. This person will serve only until the next election;
- 4. appoint, with the approval of the Board of Directors, all persons to serve on external bodies, boards, commissions and/or task forces for which the Association is granted a role in appointment or recommendation;
- 5. serve as a member, ex-officio, of all standing and special committees and task forces, excluding the Nominations and Credentials Committee;
- 6. serve as the chief spokesperson on all Association programs and activities;
- 7. serve as an official representative at national meetings;
- 8. serve as an official representative at meetings of Education International at the direction of the Board of Directors;
- 9. prepare, with the advice and assistance of the Board of Directors, programs for the annual meeting;
- 10. prepare, with the advice and assistance of the Board of Directors, the agenda for any meeting of the Representative Assembly;
- 11. prepare, with the Executive Director, the agenda for meetings of the Board of Directors;

- 12. present a stewardship report at the annual meeting of the Association;
- 13. represent the Association at meetings of local associations and other affiliated groups;
- 14. consult with the Executive Director on implementation of policies and programs;
- 15. perform such duties as may be directed by the Board of Directors or the Representative Assembly;
- 16. perform such duties as may be specified in other sections of these bylaws; and
- 17. perform all other duties incident to the office of the President.

b. *Vice President* The Vice President shall:

- 1. act for the President when the President is absent, and
- 2. perform duties that may be assigned by the President or specified by these bylaws.

c. *Treasurer* The Treasurer shall:

- 1. receive and keep an accurate account of all funds belonging to the Association;
- 2. sign checks necessary to pay such expenses as have been approved by the President and the Executive Director or designated representatives. In the event of a temporary absence or disability, the Treasurer may delegate the duties of check signing to the Vice President. In the event of total disability or death of the Treasurer, the duties of check signing shall be assumed by the Vice President until a successor is duly qualified.
- 3. prepare and present a financial statement at the annual meeting of the Association;
- 4. Nothing in this sub-section shall prevent the Treasurer, with the approval of the Board of Directors, from authorizing a banking institution to issue payroll checks for the Association. The issuance of such checks, and the amounts thereof, however, shall be subject to the approval of the President, the Treasurer, and the Executive Director.

Article X-Board of Directors

Section 1. Powers

The Board of Directors shall be responsible for the fiscal affairs and the general management of the Association. It shall:

- a. provide for the interpretation and implementation of established policies of the Association;
- b. provide for interim direction in the absence of existing policies between meetings of the Representative Assembly;
- c. prepare the proposed two year budget which shall be presented to the Representative Assembly for adoption in the spring of the even numbered years;
- d. appoint staff members upon nomination by the Executive Director and determine their compensation, retirement and tenure;
- e. provide for the affiliation and recommend disaffiliation of local associations in accordance with these bylaws;
- f. affiliate such departments as it may deem advisable;
- g. approve appointments by the President to fill vacancies on the MSEA Retired Advisory Council;
- h. approve committee appointments made by the President;
- i. act as the appellate body for members who have been censured, suspended, or expelled;
- j. determine the compensation of officers; and
- k. perform all other activities of the Association not specifically assigned in these bylaws to other bodies or persons.

Section 2. Composition

The Board of Directors shall be composed of three elected officers, the NEA Director(s) and eight (8) members-at-large elected from the Active membership of the Association.

- a. In the event that the ethnic minority representation on the Board of Directors is not equal to the percentage of the ethnic minority membership within the Association, the Board of Directors shall be expanded by additional members-at-large to meet that percentage.

- b. There shall be no less than one Active ESP member on the Board of Directors. In the event that there is no Active member in educational support work on the Board of Directors, the Board of Directors shall be expanded by one additional member-at-large to meet this requirement.
- c. If additional members-at-large are required under subsections a and b above, such members shall be elected by the Representative Assembly at the next fall Representative Assembly.

Section 3. Terms of Office

- a. Terms of the members-at-large shall be three (3) years each beginning August 1 following the election. After two full terms in office, a member-at-large shall not be eligible for the office of member-at-large again until a period of time equivalent to one full term of office has passed.
- b. Service by a member-at-large of the board of directors which constitutes 60% of a full term shall be considered service in a full term of office, for the purpose of determining eligibility for further election or service in that office. An individual who has completed all eligible service in that office shall not be eligible to serve any portion of an unexpired term in that office thereafter.
- c. Terms of the State Director(s) of the National Education Association shall be in compliance with guidelines established by the National Education Association.

Section 4. Meetings

- a. The Board of Directors shall meet according to a schedule determined by the Board or upon call by the President or at least five (5) members of the Board.
- b. In case of an emergency in the judgment of the President or the Executive Director, a poll of the Board of Directors may be made by electronic means; any action therefrom shall be ratified by the Board at its next meeting.

Section 5. Quorum

Eight (8) or more members of the Board of Directors shall constitute a quorum.

Article XI-Review Board

Section 1. Composition

The Review Board shall be composed of nine (9) members at least two (2) of whom shall be members of ethnic-minority groups, appointed by the President with the advice and approval of the Board of Directors for a three (3) year staggered term beginning September 1. A member shall be eligible for appointment for one additional term.

Section 2. Qualifications

- a. Members of the Review Board shall have been members of the Association for three (3) consecutive years immediately prior to appointment and shall maintain membership in the Association during their terms.
- b. A member of the Review Board shall hold no elective office other than delegate in the Association, its local affiliates or the National Education Association, nor any other appointive position in the Association.
- c. No officer or other member of the Board of Directors shall be appointed to the Review Board within three (3) years following separation from such office.

Section 3. Jurisdiction

The Review Board shall:

- a. rule on matters of bylaw interpretation referred to it by the Board of Directors or Representative Assembly;
- b. rule on matters of censure, suspension or expulsion of members upon petition of at least fifteen (15) members of the Representative Assembly representing three (3) or more local affiliates; the Review Board shall provide for a hearing in such cases which shall guarantee due process of law to the member affected;
- c. rule upon and be final judge on all election disputes referred to it by any candidate;
- d. process and certify any recall procedure.

Section 4. Rules of Procedure

- a. The members of the Review Board shall select the chairperson from its members.
- b. It shall develop its own rules of procedure with the approval of the Representative Assembly.

- c. The Review Board shall have the discretionary authority, within its allocated budget, to employ consultants.

Article XII-Nominations, Elections and Accreditation

Section 1. Board of Directors

The Committee on Nominations and Credentials shall prepare guidelines for the nomination, election, and accreditation of the officers and the other members of the Board of Directors, including the NEA Directors. Such guidelines shall be presented to the Representative Assembly for review and adoption. These guidelines shall include but not be limited to the following:

- a. open nominations by individual members;
- b. provision for the distribution and collection of nominating forms;
- c. provision for publication of the list of nominations in official publication of the Association at least four (4) weeks prior to the election;
- d. provision for secret ballot election by the membership;
- e. provision for distribution, collection and tally of the ballots;
- f. provision for the election of officers by a majority of the valid ballots cast;
- g. provision for the election of members of the Board of Directors by a plurality of the valid ballots cast; provision for election by a majority of the valid ballots cast when a vacancy is to be filled at a meeting of the Representative Assembly;
- h. provision for an election by the membership before June 1st, if necessary, to provide for ethnic minority representation in proportion to the membership; and
- i. provision for meeting the appropriate requirements of the Constitution and Bylaws of the National Education Association.

Section 2. Delegates

State delegates to the NEA Convention and delegates to the MSEA Representative Assembly shall be elected in accordance with guidelines prepared by the Nominations and Credentials Committee and adopted by the Representative Assembly. Such guidelines shall include

provision for meeting the requirements of the Constitution and Bylaws of the National Education Association.

Article XIII-Executive Director

Section 1. Appointment

The Executive Director shall be appointed by the Board of Directors for terms not to exceed four (4) years each.

Section 2. Compensation

Compensation of the Executive Director shall be determined by the Board of Directors.

Section 3. Duties

The Executive Director shall:

- a. assist in the development and implementation of the program of the Association as directed by the Board of Directors and the Representative Assembly;
- b. attend meetings of the governing bodies of the Association at the direction of the Board of Directors;
- c. provide staff assistance at all meetings of committees and task forces of the Association unless otherwise directed by the Board of Directors;
- d. represent the Association as a spokesperson on matters of established policy at the request of the President;
- e. represent the Association on matters concerning legislation at the direction of the Board of Directors.
- f. direct and evaluate the work of the staff;
- g. maintain a record of all memberships in the Association and supervise the collection of dues;
- h. maintain records of the proceedings of the Association, including those of the Board of Directors and the Representative Assembly;
- i. maintain accurate records of all financial transactions of the Association;
- j. prepare and distribute reports as directed by the Board of Directors;
- k. provide for an annual audit of the Association;
- l. provide general supervision of all publications of the Association;

- m. provide general supervision of the real property owned by the Association;
- n. serve as the management agent of the Association;
- o. perform such other duties as may be determined from time to time by the Board of Directors; and
- p. perform such duties as may be specified in other sections of these bylaws.

Article XIV-Affiliated Local Associations

Section 1. Local Affiliates

The Association hereby recognizes an affiliation of long standing with the following local associations:

Allegany County

- Allegany County Educational Services Council
- Allegany County Teachers Association
- Association of Public School Administrators and Supervisors of Allegany County

Anne Arundel County

- Secretaries and Assistants Association of Anne Arundel County
- Teachers Association of Anne Arundel County

Baltimore County

- Education Support Professionals of Baltimore County
- Teachers Association of Baltimore County

Calvert County

- Calvert Association of Educational Support Staff
- Calvert Education Association

Caroline County

- Caroline County Educators' Association

Carroll County

- Carroll Association of School Employees
- Carroll County Education Association

Cecil County

- Cecil County Classroom Teachers Association
- Cecil Education Support Personnel Association

Charles County

- Education Association of Charles County

Dorchester County

- Dorchester Educators

Frederick County

- Frederick Association of School Support Employees
- Frederick County Administrators and Supervisors Association
- Frederick County Teachers Association

Garrett County

- Garrett County Education Association

Harford County

- Harford County Education Association
- Harford County Educational Services Council

Howard County

- Howard County Education Association

Kent County

- Kent County Teachers Association
- Kent County Education Support Professional Association

Montgomery County

- Montgomery County Education Association

Prince George's County

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

Queen Anne' County

- Queen Anne's County Education Association

St. Mary's County

- Collective Education Association of St. Mary's County
- Education Association of St. Mary's County

Somerset County

- Somerset Education Association

Talbot County

- Talbot County Education Association

Washington County

- Washington County Educational Support Personnel
- Washington County Teachers Association

Wicomico County

- Wicomico County Education Association
- Wicomico Education Support Personnel Association

Worcester County

- Worcester County Teachers Association
- Worcester County Education Support Personnel Association

Section 2. Higher Education Council

For the purposes of these bylaws, the status of the Higher Education Council shall be the same as that of a local affiliate.

Section 3. Procedure for Additional Affiliation

- The Association may, on resolution of the Board of Directors, provide for the affiliation of additional local associations if any of the following conditions exist with regard to the local association presently affiliated. The local affiliate:
 - has dissolved or disbanded;
 - has failed to elect officers and hold regular meetings for a continuous period of at least two (2) years;
 - has had its designation as exclusive representative before the board of education revoked or terminated; or
 - does not have membership open to all MSEA members in that school system.
- Additional local associations seeking affiliation must serve an area coterminous with that of the presently affiliated local association.
- Additional local associations seeking affiliation to serve MSEA members excluded from a presently affiliated association shall be open only to such excluded members.

Section 4. Disaffiliation

The Board of Directors may censure, suspend, or disaffiliate any local affiliate for violation of the Association Charter or Bylaws. In making its determination, the Board of Directors shall provide a due process hearing. The local affiliate shall have the right to appeal to the Representative Assembly which shall limit its deliberation to the record before the Board of Directors.

Article XV-Affiliate Relations

In cases of permanent, involuntary transfer of professional staff, where such staff is regularly assigned to a local affiliate, the Executive Director shall first advise the Board of Directors of the intention to make such transfer, after which the Executive Director shall promptly advise all affected affiliate units.

Within thirty (30) days after notification, any affected local affiliate may request that the Executive Director consult with the affiliate before said transfer shall become effective.

Any such transfer may be appealed by the affected local affiliate(s) within fifteen (15) days to the Board of Directors and the Board may take any action which is not inconsistent with established contractual or legal rights or other provisions of these bylaws.

Procedures shall be developed to assure participation of the local affiliate in selection of the staff person who will serve it.

Article XVI—Trusteeships Over Local Affiliates

Section 1. Establishment of Trusteeship

The Association may establish a trusteeship over an affiliated local association for the purpose of (a) correcting corruption or financial malpractice or (b) restoring democratic procedures.

Section 2. Procedures

- a. If the Board of Directors determines, by a two-thirds (2/3) vote, that there is adequate cause under Section 1 of this bylaw to establish a trusteeship, it shall recommend to the Representative Assembly that a trusteeship be established. As soon as possible after said vote, the President shall send to the Representative Assembly a copy of the recommendation of the Board of Directors, and shall include with said recommendation a written statement setting forth the basis for the Board of Directors' determination that there is adequate cause for the establishment of a trusteeship. The written statement shall be sufficiently specific so as to enable the local association to prepare a defense.
- b. Any action taken by the local association to disaffiliate from the Maryland State Education Association/NEA after the Board of Directors has made an adequate cause determination pursuant to Section 2a. of this bylaw, or has established an immediate trusteeship pursuant to Section 6 of this bylaw, shall be of no effect.
- c. A recommendation by the Board of Directors to establish a trusteeship shall be acted upon by the Representative Assembly at its next regularly scheduled meeting or at a special meeting called for that purpose, occurring at least forty (40) days after the Representative Assembly has received said recommendation.
At least thirty (30) days prior to the meeting of the Representative Assembly at which the recommendation of the Board of Directors is to be acted upon, the President shall send to the local association a notice

advising it of the recommendation of the Board of Directors and setting forth the date, time, and place of the meeting of the Representative Assembly at which said recommendation shall be acted upon. The President shall include with said notice a copy of the written statement that was submitted to the Representative Assembly pursuant to Section 2a. of this bylaw and a copy of the rules and procedures that shall be followed by the Representative Assembly in acting upon the Board of Directors' recommendation.

A hearing shall be held before the Representative Assembly, pursuant to rules and procedures adopted by the Board of Directors for such purpose to determine whether to establish a trusteeship. The Representative Assembly shall delegate to a committee consisting of not less than fifteen (15) Representative Assembly members, none of whom may be members of the Board of Directors or the local involved, the responsibility to receive evidence and hear arguments in the first instance, provided that the final decision regarding the establishment of a trusteeship shall be made by the full Representative Assembly, and all interested parties shall have an opportunity to present their views on the matter to the full Representative Assembly before the final decision is made, subject to standing rules and procedures adopted by the Board of Directors.

On the basis of the evidence and arguments presented at the hearing, the Representative Assembly shall vote on the question of whether a trusteeship should be established. If two-thirds (2/3) or more of the members of the Representative Assembly who vote on the question vote "yes", the recommendation of the Board of Directors shall have been accepted, in which event a trusteeship shall be established over the local association as of the announcement of the vote. As soon as possible after said vote, the Board of Directors shall appoint a trustee.

Section 3. Powers of Trustee

Subject to the control and direction of the Board of Directors, a trustee shall have the power to:

- a. conduct the affairs of the local association, including supervisory control over its officers, employees and other representatives;
- b. take possession of the books, records, funds, and other assets of the local association, to be held in trust for and used only in the proper conduct of its affairs;

- c. remove officers and staff of the local association, and replace them if deemed appropriate for the duration of the trusteeship; and
- d. take such other actions as in a trustee's judgment are necessary for the preservation of the rights and interests of the Maryland State Education Association/NEA and the members of the local association.

The Board of Directors shall have the right, with or without cause, to replace a trustee at any time.

Reasonable expenses incurred by a trustee in the performance of his or her functions shall be paid out of the funds of the local association, if available; otherwise, such expenses shall be paid by the Maryland State Education Association/NEA.

Section 4. Termination of Trusteeship

The Board of Directors shall terminate a trusteeship as soon as the cause for its establishment has been remedied. If the MSEA Board of Directors rejects a request from the Board of Directors (or equivalent governing body) of a local association to terminate a trusteeship, the local association shall have the right to appeal to the Representative Assembly, provided that no such appeal may be taken within three (3) months after the decision of the Board of Directors on a prior appeal.

Prior to the termination of a trusteeship, a trustee shall conduct an election, in accordance with the applicable provisions of the governing documents and policies of the local association, the Maryland State Education Association/NEA, and the National Education Association to fill, as of the date of such termination, officer positions vacated by removal or departure of former incumbents. As of the date of termination of a trusteeship, a trustee shall return control of the books, records, funds, and other assets of the local association to its appropriate officers. A trustee shall make a final accounting of a trusteeship, and submit copies to the Board of Directors, Representative Assembly and the local association.

Section 5. Assumption of Liability

No financial obligation or liability of the local association which may exist at the time a trusteeship is established, or which may be incurred during a trusteeship, shall be assumed by or become an obligation of the Maryland State Education Association/NEA.

Section 6. Emergency Situations

Subject to the provisions of section (1) of this bylaw, in case of emergency, where the best interests of the local association, the Maryland State Education Association/NEA, and the National Education Association require, the Board of Directors may, by unanimous vote of all members of the Board of Directors (excluding any member who is or was a member of the local association in question), establish an immediate trusteeship over the local association without action by the Representative Assembly. In such a case, the matter shall be submitted to the Representative Assembly, which may affirm or reverse the action of the Board of Directors pursuant to the procedure set forth in section (2c) of this bylaw; provided that if the Representative Assembly does not take action within sixty (60) days following establishment of a trusteeship by the Board of Directors, said trusteeship shall automatically terminate.

Section 7. Rules for Implementation

The Board of Directors shall adopt such rules and procedures as may be necessary to implement this bylaw.

Article XVII-Affiliated Departments

Section 1. Criteria for Affiliation

Any group active in the field of education which seeks affiliation with the Association as a department shall meet and maintain the following standards:

- a. The group shall be organized under a constitution and/or bylaws adopted by its members.
- b. The request for affiliation shall be made by at least twenty-five (25) members of the group, who are members of MSEA.
- c. Officers of the group shall be members of MSEA where eligible for membership.
- d. The group seeking affiliation shall be open to membership on a statewide basis.
- e. The stated purposes and functions of the group must not duplicate existing affiliated departments; and
- f. The governing documents, objectives, policies, and activities of the group shall be consistent with the established policies of this Association.

Section 2. Approval of Affiliation

- a. The Board of Directors may affiliate a department.
- b. The status of affiliated Departments shall be subject to review annually by the Board of Directors.

Section 3. Criteria for Appropriation

Affiliated departments shall be granted appropriations in accordance with procedures adopted by the Board of Directors.

Article XVIII-Committees

Section 1. Appointment of Standing Committees

- a. The President shall appoint, with the advice and approval of the Board of Directors no later than sixty (60) days after assuming office, at least five (5) members to the following standing committees and designate the chairperson of each:
 1. Bylaws and Rules
 2. Instruction and Professional Development
 3. Leadership Training
 4. Legislation and Citizenship
 5. Minority Affairs
 6. Nominations and Credentials
 7. Resolutions
 8. Women's Concerns
- b. Any member so appointed may be removed by the President with the approval of the Board of Directors.
- c. A member shall not serve on more than one standing committee unless otherwise specified in these bylaws, provided that this restriction shall not apply to presidents of local affiliates with regard to their appointment to the Legislation and Citizenship Committee.

Section 2. Special Committees

- a. Special committees or task forces may be established by the Board of Directors upon its recommendation or

the recommendation of the President or the Representative Assembly.

- b. The President shall appoint, with the approval of the Board of Directors, members of such committees and task forces and shall designate the chairperson of each within forty-five (45) days thereafter.
- c. Any member so appointed may be removed by the President with the approval of the Board of Directors.

Section 3. Responsibilities

Committees shall be responsible to the Board of Directors and shall prepare a written report for presentation to the Board of Directors for filing and/or publication. A report of any special committee shall be presented to the body which recommended its establishment. Annual reports of the standing committees shall also be presented at the annual meeting of the Representative Assembly.

Article XIX-MSEA Retired Advisory Council

Section 1. Composition

The MSEA Retired Advisory Council shall be composed of seven at-large members elected by and from the retired and emeritus members according to the Association Bylaws.

Section 2. Terms of Office

Terms of the members-at-large shall be three (3) years each beginning August 1 following the election. A member-at-large shall not immediately succeed him/herself after two (2) consecutive terms in office.

Section 3. Council Officers

The officers of the MSEA Retired Advisory Council shall consist of a Chairperson, Vice-Chairperson, and a Secretary. Said officers are to be elected annually by and from the Retired Advisory Council at the first meeting after August 1.

a. Chairperson Duties

1. To preside over all Advisory Council meetings;
2. To organize the year's agenda, dates, and places of Advisory Council meetings;

3. To plan, with the assistance of the MSEA staff liaison, all meetings of the Advisory Council, including notification of meetings;
4. To file with the office of the MSEA President supplementary Advisory Council procedures and copies of the minutes of Advisory Council meetings within fifteen days following such meetings; and
5. To meet with the MSEA Board of Directors upon request.

b. Vice-Chairperson Duties

1. To preside over the Advisory Council meetings in the absence of the Chairperson; and
2. To assume immediately the duties of the Chairperson should there be a vacancy in that office.

c. Secretary Duties

1. To record the minutes of all regular and special meetings of the Advisory Council; and
2. To work with the MSEA staff liaison to have said minutes prepared for distribution to all members of the Advisory Council, MSEA President, and the Advisory Council files.

Section 4. Operation of the MSEA Retired Advisory Council

a. Meetings

The Advisory Council shall hold four meetings per year as determined by the Advisory Council Officers and such additional meetings as shall be called by the Advisory Council Chairperson or by a request of a majority of the MSEA Retired Advisory Council members.

b. Quorum

An Advisory Council quorum shall consist of a simple majority of its members.

Section 5. Responsibilities of the MSEA Retired Advisory Council

The MSEA Retired Advisory Council shall:

- a. be responsible to the MSEA Board of Directors;

- b. develop written guidelines by which the MSEA Retired Advisory Council operates;
- c. hear reports from the assigned MSEA Board of Directors' liaison;
- d. recommend MSEA Retired Advisory council goals, objectives, and program priorities to the MSEA Board of Directors; and
- e. provide assistance in the implementation of MSEA Retired Advisory Council goals, objectives, and programs, in coordination with the assigned MSEA staff liaison.

Section 6. Vacancies

- a. Should a vacancy occur, the President of MSEA shall appoint, with the approval of the Board of Directors, a person who will serve until the position is filled in the next election.
- b. The person elected shall complete the term of the vacated position.

Article XX-MSEA Student Advisory Council

Section 1. Composition

The MSEA Student Advisory Council shall be composed of seven (7) at-large members elected by and from the student members according to the Association Bylaws.

Section 2. Terms of Office

Terms of the members-at-large shall be one (1) year each beginning August 1 following the election. A member-at-large shall not immediately succeed him/herself after two (2) consecutive terms in office.

Section 3. Council Officers

The officers of the MSEA Student Advisory Council shall consist of a Chairperson, Vice-Chairperson, and a Secretary. Said officers are to be elected annually by and from the Student Advisory Council at the first meeting after August 1.

Chairperson Duties:

1. To preside over all Advisory Council Meetings;
2. To organize the year's agenda, dates, and places of Advisory Council meetings;

3. To plan, with the assistance of the MSEA staff liaison, all meetings of the Advisory Council, including notification of meetings;
4. To file with the office of the MSEA president, supplementary Advisory Council procedures and copies of the minutes of Advisory Council meetings within fifteen (15) days following such meetings; and
5. To meet with the MSEA Board of Directors upon request.

3. Hear reports from the assigned MSEA Board of Directors' liaison.
4. recommend MSEA Student Advisory Council goals, objectives, and program priorities to the MSEA Board of Directors.
5. Provide assistance in the implementation of MSEA Student Advisory Council goals, objectives, and programs, in coordination with the assigned MSEA staff liaison.

Vice-Chairperson Duties:

1. To preside over the Advisory Council meetings in the absence of the Chairperson;
2. To assume immediately the duties of the Chairperson should there be a vacancy in that office.

Secretary Duties:

1. To record the minutes of all regular and special meetings of the Advisory Council; and
2. To work with the MSEA staff liaison to have said minutes prepared for distribution to all members of the Advisory Council, MSEA President, and the Advisory Council files.

Section 4 . Operation of the MSEA Student Advisory Council meetings:

The Advisory Council shall hold four (4) meetings per year as determined by the Advisory Council Officers and such additional meetings as shall be called by the Advisory Council Chairperson or by a request of a majority of the MSEA Student Advisory Council members.

Quorum. An Advisory Council quorum shall consist of a simple majority of its members.

Section 5. Responsibilities of the MSEA Student Advisory Council

The MSEA Student Advisory Council shall:

1. Be responsible to the MSEA Board of Directors.
2. Develop written guidelines by which the MSEA Student Advisory Council operates;

Section 6. Vacancies

Should a vacancy occur, the President of MSEA shall appoint, with the approval of the Board of Directors, a person who will serve until the position is filled in the next election. The person elected shall complete the term of the vacated position.

Article XXI-Recall

Section 1. Reasons for Recall

An officer or member of the Board of Directors shall be subject to recall for an alleged violation of the Code of Ethics of the Education Profession or for alleged malfeasance, misfeasance or nonfeasance in office.

Section 2. Initiation of Recall Procedure

A petition signed by a number of members equal to at least twenty (20) percent of the membership of the Association as of the preceding June 30 and including no less than fifty (50) names from at least twelve (12) different local affiliates must be filed with the Review Board to initiate the recall procedures.

Section 3. Procedures

- a. Upon receipt of the petition, the Review Board shall verify that the signatures contained on the petitions are members of the Association.
- b. Within forty-five (45) days of receipt of valid petitions, the Review Board shall prepare and mail ballots to members of the Association in accordance with guidelines established by the Review Board and approved by the Representative Assembly.
- c. If a majority of the valid ballots cast are in support of recall, the office shall be declared vacant upon certification of the recall results by the Review Board to the Board of Directors. If less than a majority of the valid

ballots cast are in support of recall, the Review Board shall certify such results to the Board of Directors.

Article XXII-Rules of Order

Unless inconsistent with these bylaws and special Rules of Order, *Roberts Rules of Order*, latest revision, shall prevail at all meetings of the Board of Directors, Representative Assembly, MSEA Retired Advisory Council, and committees of the Association.

Article XXIII-Amendments

Section 1. Initiation

- a. Amendments to the bylaws may be initiated by any member through any of the following methods:
 1. a petition signed by at least ten (10) Active members;
 2. a majority vote of the MSEA Board of Directors; or
 3. a majority vote of the Bylaws and Rules Committee.
- b. A proposed amendment to the bylaws shall be submitted in writing to the Bylaws and Rules Committee, postmarked no later than ninety (90) days preceding the Representative Assembly at which such amendment is to be acted upon.

Section 2. Preparation

- a. Amendments so initiated shall be prepared by the Bylaws and Rules Committee for presentation to the Representative Assembly.
- b. The text of the proposed amendment shall be mailed to local affiliates and affiliated departments at least sixty (60) days preceding the meeting at which it will be acted upon and published in an official publication of the Association at least thirty (30) days in advance of such meeting.

Section 3. Action

- a. The bylaws may be amended at a meeting of the Representative Assembly by a two-thirds (2/3) vote of delegates present and voting.
- b. Unless otherwise provided, all amendments shall take effect immediately following the adjournment of the Representative Assembly at which they were adopted.

MSEA/NEA Nominations and Elections Guidelines

The following guidelines, adopted by the MSEA Representative Assembly, set forth the rules and regulations governing MSEA and NEA elections.

1. Candidates for MSEA office, and for member-at-large, MSEA Board of Directors, NEA Director(s), and for state delegates to the NEA Representative Assembly, are obtained by canvassing the membership, local associations, institutions of higher learning, and affiliated departments for nominations. Official nominating forms are mailed to local associations, departments, and institutions along with a time table of the deadlines involved. A nominating form and instructions will also be published in an official publication of the Association. Nominations and Credentials Committee members will not accept nominating forms for delivery to the Committee. No nominations will be accepted by phone; however, nominations by fax, in proper form, will be accepted.
2. Candidates for MSEA office, member-at-large, Board of Directors, NEA Director, and state delegate to the NEA Representative Assembly, must signify their intention to run for office by submitting a letter of intent along with the nominating form to the Nominations and Credentials Committee by the nomination deadline as set by the Committee on Nominations and Credentials. A candidate may run for only one office in any one election. (For the purpose of those Guidelines, state delegate to the NEA Representative Assembly is not considered to be an "office.")
3. It is the sole responsibility of each candidate to ensure the receipt by MSEA by the deadline established of his or her nominating form, letter of intent, biographical statement, and glossy photograph suitable for publication. The Committee will adhere to the deadline without exception.
4. In order for the candidate to be placed on the ballot by the Committee, the letter of intent must state the candidate's willingness to abide by MSEA/NEA policy and bylaws, and to adhere to the Code of Ethics as adopted by the Association.
5. The MSEA president, vice president and treasurer, in that order, if eligible, shall be authorized to serve as alternate NEA Director, in the absence of an elected NEA director at a particular meeting.
6. Election as an officer of the Association or member-at-large of the Board of Directors shall also be considered to be an election to the position of state delegate to the Representative Assembly of the National Education Association for the duration of such term of office. This provision shall also be included on the nominating form and on the ballot. This guideline shall not be applicable, however, to elections held at governance body meetings.
7. The candidate must be a member in good standing of the United Education Profession, including all three organizations, where eligible.
8. All valid candidates will be placed on the ballot in accordance with the MSEA bylaws.
9. Prior to the first meeting of the Committee, a list of names received in nomination will be drawn up, giving name, educational position, school system, ethnic group, and other pertinent information for the Committee.
10. Membership status of the candidate shall be verified by the Association's Executive Director, or by a staff member designated by him/her.
11. A list of nominees, with biographical data and pictures, shall be published in an official MSEA publication at least three weeks in advance of the deadline for return of the ballots.
12. In an election for MSEA President, Vice President, Treasurer, or NEA Director, if there is only one candidate for the position, such candidate shall be considered to be elected, without the necessity of an election for such office. Similarly, if the number of candidates for at-large members of the MSEA Board of Directors equals the number of positions to be filled, such candidates shall be considered to be elected, without the necessity of an election.
13. Ballots shall be distributed at approximately the same time the publication is mailed to members. The ballot packets shall include a letter of instructions for Association representatives. Only the Association representative, or an Election Representative designated by the local president in cases where there is no Association representative, may conduct the election.

14. Ballots are to be returned to the Association representative, or may be mailed directly by the individual member. The Association representative shall return to the tabulating firm all completed ballots received.
15. If additional paper ballots are needed, the Association representative shall contact MSEA, which shall arrange for replacement ballots to be sent.
16. Any member of the Nominations and Credentials Committee wishing to run for office, or for NEA State Delegate, shall take a leave of absence from the Committee prior to the selection of the slate of candidates. Such member may return to the Committee following the announcement of election results. Members of the Nominations and Credentials Committee shall not engage in campaigning on behalf of any candidate or candidates involved in the MSEA/NEA elections conducted by the Committee.
17. The members of the Committee shall serve as tellers of the nominating forms and shall prepare a list of candidates for the election. The Committee shall also serve as tellers for verification of the ballot tabulation.
18. The order of listing candidates on the original and runoff MSEA ballot shall be determined by randomization.
19. Results of the election shall be announced by phone calls to all candidates for MSEA office as soon as possible following the meeting of the Committee at which the vote is verified. Official announcement shall also be made to the Board of Directors at its next meeting and to the general membership by means of an official MSEA publication. Each candidate for MSEA office shall be sent a letter announcing the results within five (5) working days after the verification of the ballot tabulation.
20. Should more administrators win the election than allowed by the Association bylaws, the higher office shall take precedence.
21. In case a runoff election is needed, the conduct of such election shall be at the direction of the Committee and shall conform to the regular election procedures.
22. In any runoff election, one more candidate than needed to fill the position will be listed on the ballot.
23. Any candidate losing an election for any position on the MSEA Board of Directors by one percent or less of the total votes cast for that position shall have the right to request a recount of all votes cast for that position at Association expense. Any candidate losing by more than one percent of the votes cast for that position may request a recount at his or her expense. If that recount determines that the candidate was the winner, the Association will assume financial responsibility for the recount.
24. Unified dues monies, in any amount, may not be utilized to support the candidacy of any individual running for MSEA office, member-at-large, Board of Directors, NEA Director, or state delegate to the NEA Representative Assembly.
25. Except when seeking information, no candidate, prospective candidate or other member shall utilize or seek the assistance of any UEP staff member in connection with the MSEA/NEA internal election process including all nominations procedures.
26. In elections conducted at a Representative Assembly meeting, no campaign literature or materials shall be distributed or posted, and no campaigning shall be permitted, during the time in which balloting occurs, within a prescribed distance from the ballot boxes, to be predetermined by the Nominations and Credentials Committee.
27. Definitions used in determining classroom teacher and supervisor shall be those given in the NEA Bylaws:
 - a. Classroom teacher: Classroom teacher shall mean any person who is certified, where required, and a major part of whose time is spent in direct contact with students or who performs allied work which results in placement of the person on a local salary scale for teachers.
 - b. Supervisor and administrator: Supervisor and administrator shall mean any person who has continuing authority to hire, transfer, discipline, dismiss, or otherwise direct employees or to effectively recommend any of the aforesaid actions.
28. The procedures for election of delegates to the MSEA Representative Assembly shall meet the requirements of the Constitution and Bylaws of the National Education Association.

**Guidelines for Endorsement of Candidates
for Trustee to the State Retirement and
Pension Systems Board of Trustees representing
the Teachers' Retirement and Pension Systems**

- a. Persons interested in receiving the endorsement of the Maryland State Education Association as candidates for Trustee to the State Retirement and Pension Systems Board representing the Teachers' Retirement and Pension Systems shall submit an application form. Such form shall appear in an issue of *ActionLine* no less than thirty (30) days prior to the convening of the MSEA Representative Assembly. Paper application forms shall also be available at MSEA Headquarters prior to that time.
- b. Candidates shall be invited to speak to the Representative Assembly for a period of time not to exceed three (3) minutes.
- c. The endorsement election shall be scheduled following the candidate speeches.
- d. Results of the endorsement election shall be announced prior to the adjournment of the MSEA Representative Assembly. The candidate receiving a plurality of valid ballots cast shall be designated as the endorsed candidate of the Maryland State Education Association.

MSEA Resolutions

Resolutions are formal expressions of opinion, intent, belief, or position of the Association. They set forth general concepts in clear, concise language, are broad in nature, state the positions of the Association positively and without ambiguity, and are consistent with the goals of the Association.

As members of MSEA, representing the organized education profession in this state, we believe in encouraging “the diffusion of knowledge and virtue, the extension of a judicious system of general education, the promotion of literature, the arts, sciences, agriculture, commerce, and manufactures, and the general amelioration of the condition of the People.”

Providing each student with the opportunity to learn is basic to the preservation of our form of government and to the well-being of our society. Therefore, the study, interpretation, and improvement of the educational program will continue to be a primary concern of MSEA.

As a state affiliate of the National Education Association, MSEA supports the resolutions of NEA as our national platform. (95)

General Policy of the Association

A. Improve Public Support for Public Education:

Decisions affecting public support for public education are political decisions. The improvement of public support for education will require MSEA to:

- a. conduct a political action program that results in members being recognized as an effective political force in the state;
- b. work for a balanced partnership of local, state, and federal governments in providing financial support for public education; and
- c. join with other groups to seek the enactment of legislative priorities affecting public education and public employees.

A.1. Financial Responsibility for the Program: MSEA believes in equal educational opportunities for each citizen of Maryland. The major responsibility for financing the total program of educational experience lies with the State of Maryland. All funding must come from dedicated revenue.

MSEA further believes the state should increase its financial commitment to public education to guarantee support sufficient to bring about improvement of current local programs. All such funds should be distributed on the basis of recognized differences in need.

MSEA believes that public funding for education at all levels should be limited to support of public schools. Where public funds are presently provided to K-12 non-public schools, these funds should be discontinued (except for federal school lunch and milk programs). Until such funds are discontinued, these funds should be controlled by public education agencies and be limited to tuition-free schools that meet all the standards required of public schools.

MSEA also believes the federal government must continue to provide assistance to each state for the support of public education, including aid to federally impacted areas without assuming any control of educational policies and urges continued support by the Congress of the United States for expanded federal participation in the financing of elementary and secondary programs.

MSEA further believes new programs mandated by the state legislature, the State Board of Education, or the federal government must include adequate funding for implementation to include materials, staff, and staff development; receipt of such funds must be in addition to, but not cause for reduction of, the level of local funding. (94, 97, 04, 05, 07, 10)

A.2. Financial Access to State Colleges, Universities and Technical Training Centers: MSEA believes every qualified student who graduates from an accredited Maryland high school should be guaranteed financial access to state colleges, universities, and technical training centers. (88, 89, 94)

A.3. Tax Limitation Proposals: MSEA believes that as long as public schools do not have the taxing authority and are funded by state and local revenues, tax limitation proposals present a serious threat to adequate school funding. (88, 04)

A.4. Taxation of Federal Properties and Installations: MSEA believes the federal government should pay state and local governments a fee equal to the applicable state and local tax rates for such property and installations to the appropriate political subdivisions. (89, 06)

A.5. Legislative Policy of the Association: MSEA believes that an integral part of the success of its legislative program will require active participation by all education employees in the political life of their communities on the local, state, and national levels. Whether this political activity is non-partisan, bipartisan, or partisan, guided by the provisions of the Maryland Fair Election Practices Act, the Association must present a united front and inform all members of the facts, statements, records, and platforms concerning candidates for public office.

MSEA also believes it is obligated to guarantee a full voice to all members, affiliated local associations, and departments in determining the program of MSEA. All interested individuals and groups should be involved through legislative workshops, committee activities, and Representative Assembly meetings. (91, 94, 06)

A.6. Legislation and Educational Decisions: MSEA believes the extraordinary regulatory authority legally delegated to the appointed State Board of Education to determine policies relating to the program of instruction has the potential for serious abuse of power and top-down decision making.

MSEA also believes the legislature must ensure that (1) basic protections of each child's rights to sound educational practices and programs, and (2) public education employees' rights to share in curricular and instructional decision-making, are carefully monitored.

MSEA further believes that legislators should channel concerns for improvement in the program of instruction to state and local boards of education for proper consideration, rather than to pursue such concerns through the legislative process, except when the public interest clearly demands legislative intervention. (87, 91, 92, 94, 96, 06)

A.7. Parental Accountability: MSEA believes parents have the initial and sustaining primary responsibility to provide for the development of moral, ethical, and spiritual values in their children, along with health training and a positive attitude toward learning.

MSEA also believes effective schools have parental support for instructional and educational goals. Local education agencies (LEA's), in cooperation with local affiliates, should develop sound and effective school/community relations programs which ensure active and meaningful parental involvement.

MSEA further believes it should encourage local affiliates to work with parent groups to determine those skills for which parents, not teachers, should be more appropriately held accountable. (06, 07, 10)

A.8. Career and Technology Education: MSEA believes career and technology education provides students with important skills and career opportunities so they may become productive members of our society. MSEA further believes that placement into career and technology education programs should be voluntary. Program opportunities must be increased and adequately funded to ensure proper implementation. (94, 04, 10)

A.9. Political Participation: MSEA believes public education programs are significantly influenced by the decisions of elected or appointed officials. MSEA also

believes education employees have the responsibility to: directly influence the course of society by working for the improvement of their communities through active political participation; influencing decisions at all levels of government that affect schools, youth, and the teaching profession; supporting those candidates who demonstrate a broad understanding of community improvement at all levels; and encouraging and assisting potential voters, particularly those newly enfranchised, to register and become politically active citizens. (91, 94, 96, 05, 07)

A.10. Elected Boards of Education: MSEA believes in replacing appointed boards of education with boards elected by the jurisdictions they serve. MSEA also believes these elected school boards should have full taxing authority in order to meet the educational needs of the children of the community. MSEA further believes boards of education must be responsive to the concerns of the citizens they represent and must be held accountable for their actions. MSEA believes members of local boards of education should enroll their children in public schools. (94, 98, 04, 07)

A.11. Composition of School Boards and Accessibility to School Board Meetings: MSEA believes that school boards must be representative of the population within the school district.

MSEA also believes that school board meetings should be held at times and places that allow employee and community involvement in educational decision making and to guarantee their right to participate. (94, 96, 04)

A.12. Board of Education Evaluation: MSEA believes it is necessary for all educational institutions to be held accountable in meeting the educational challenges of today.

MSEA also believes that serious questions have been raised concerning the capacity of boards of education to determine and effectively meet the educational needs of today's society.

MSEA further believes that the Association, in cooperation with the local associations, should establish and seek funding for a joint community-professional evaluation of local boards of education to consider the role and function of the board, its involvement and responsiveness to local associations and its total program commitments. (94, 04, 08)

A.13. Student Attendance: MSEA believes that school attendance is essential for student success. MSEA also believes in full enforcement of mandatory school attendance laws. MSEA further believes that students and parents should be held legally accountable for adhering to these laws. (88, 89, 91, 04, 09)

A.14. Community Relations: MSEA believes positive community relations are a continuing obligation of the profession and in the best interest of the education of children. MSEA also believes local associations should maintain an ongoing internal and external public relations program and provide a two-way communications network with its members and the public. (94, 04)

A.15. Coalitions: MSEA believes in developing coalitions with public sector and community organizations that share goals similar to those of the United Education Profession. (94, 96)

A.16. Teacher Involvement in the PTAs: MSEA believes in the stated goals of the Maryland Congress of Parents and Teachers and urges local affiliates and PTAs to establish effective communications between teachers and the communities they serve.

MSEA also believes that the governing bodies and working committees of the local PTAs should include significant teacher representation to develop mutually beneficial programs. (88, 91, 04)

A.17. Extremism and the Schools: MSEA believes that the nationwide attack on the public schools and the teaching profession by extremist groups and the efforts of these groups to recruit young people in our schools should be condemned. MSEA also believes that our affiliates and members should actively oppose organizations whose objectives are antithetical to the basic philosophy of our public educational system. (87, 89, 90, 98, 06)

A.18. Effective Communication and the Mass Media: MSEA believes that orderly communication and interaction between professional educators and the community is necessary for the best interest of the education of each child.

MSEA also believes that educators should seek the cooperation of parents and all stakeholders concerned to influence the policies of the mass media and, at the same time, to help each child become an intelligent, critical viewer, listener, and reader. (87, 91, 94, 04, 07)

A.19. Media Services: MSEA believes that all forms of media, including film, television, music, computer, and print media, play an important role in the education of the public.

MSEA also believes that all media forms should be easily accessible to all. Visual media should include closed captioning for the deaf/hearing impaired and read-along captions on children's commercial and educational programs.

MSEA further believes auditory media should be available as needed for the visually impaired.

MSEA believes that electronic media, including computer software, in the educational process improves the learning opportunities for students, improves the quality of instruction, improves the effectiveness of education employees, and reduces educational inequities.

MSEA also believes that every school classroom, office, teacher workroom, and library/media center should have affordable, high-speed, seamless, and equal access to the Internet.

MSEA further believes public education should have an opportunity to be served by cable television, provided the franchises granted stipulate that the firms involved provide such services without cost to any local public school systems, professional association, and public service groups.

MSEA believes that action may be necessary to ensure that at least ten percent (10%) of any channels granted in a cable television franchise will be available for use by local public school systems, professional associations, and public service groups without charge. (06)

A.20. Quality Television Programming for Children: MSEA believes that emphasis on violence can offer no positive values to television viewers, particularly children, and that potential negative impact does exist.

MSEA also believes that the quantity of high quality television programming for children should be increased. (90, 94, 06, 08)

A.21. Legal Holidays: MSEA believes that the following days in each and every year shall be regarded as legal holidays and shall be duly observed as such, and no business, governmental, or educational institutions shall be in operation on these six days, except those institutions designated by law as emergency: the third Monday in January, known as "Martin Luther King, Jr.'s Birthday Observance"; the third Monday in February, known as "President's Day"; the last Monday in May, known as "Memorial Day"; the fourth day of July, called "Independence Day"; the first Monday in September, known as "Labor Day"; and November 11th, known as "Veterans' Day." All state association buildings, with the exception of the Annapolis office if necessary, should be closed on the national holiday designated for Martin Luther King, Jr. observance. We urge all local affiliates to close their offices for the Martin Luther King, Jr. holiday. (88, 89, 91, 05, 06)

B. Professional Excellence for School Programs and Personnel: MSEA believes that its members, along with administrators and the community, should take every opportunity to make positive changes in their schools. (96, 97)

B.1. The Opportunity to Learn: MSEA believes that each child must be guaranteed the opportunity for a free public

school education in a safe, non-disruptive environment. This concept should be interpreted as justification for considering programs or placements other than regular school settings for those children with chronic disruptive behaviors. MSEA also believes that, in order to maintain a safe learning environment, it is the responsibility of educators to effect immediate, temporary removal of such students from their classes. Upon such removal, a thorough investigation must be made using all available resources.

MSEA further believes that school principals and/or appropriate school-level teams have the responsibility to recommend permanent removal should the investigation make it clear that available programs and resources are inadequate to ameliorate the situation. If these procedures are not followed, the teacher may appeal to the next authority level.

MSEA believes that boards of education must be held responsible for providing quality educational support systems for students who have been removed from the school.

The MSEA also believes that local associations should seek contractual language creating joint board-association discipline task forces. The purpose of these shall be to develop a code of discipline and to monitor all policies bearing on each student's opportunity to learn.

MSEA further believes that in order to provide education employees of Maryland with the necessary tools to cope with the increasing level of disruptive student behavior in our schools, MSEA should seek whatever funds are necessary to provide staff support, inservice education, materials, supplies, equipment, special schools, and other facilities which will reduce or solve these problems. (94, 96, 06)

B.2. The Elimination of Discrimination and Sexism in Curriculum and Program: MSEA believes in the concept of the equality of all individuals.

MSEA also believes in eliminating factors in education that channel boys and girls into narrow roles and limit career choices. This should include programs that increase educators' consciousness of the different patterns of behavior, curricula offerings, expectations, rewards, and punishments presently administered to students according to their race, ethnicity, gender, sexual orientation, and social backgrounds.

MSEA further believes that it is the responsibility of the entire educational community, including MSEA, and local, state, and federal governments, to develop policies and practices which would eliminate stereotyping and discrimination or bias for any reason. (96, 98, 05, 06, 10)

B.3. Mainstreaming and Inclusion: MSEA believes that Federal Public Law 101-476 (IDEA) and the

Rehabilitation Act Section 504 and state laws ensure all children with disabilities will be educated in the least restrictive environment. Therefore, MSEA also believes in making every effort to provide positive learning experiences and appropriate placements for all students. MSEA further believes in the inclusion of students with disabilities when the following considerations are met:

- a. The inclusion model provides a favorable learning experience for each student;
- b. Students are prepared for their roles in the inclusion model by appropriate transition experiences and guidance;
- c. Discipline policies and practices used by local education agencies consider the special needs of each individual child;
- d. All educators participating in the inclusion model have equal input in decisions concerning the included student;
- e. Educators are prepared for these roles through system-provided inservice training with college and/or MSDE credit or by local boards of education inservice programs;
- f. Appropriate instructional materials and supportive services, such as hiring of qualified paraprofessional personnel or using student personnel services, are provided for the educator and the child with special needs;
- g. Modifications should be made in all class sizes, scheduling, and curriculum design to accommodate the shifting demands the inclusion program creates;
- h. Educators should be provided with sufficient time during the contractual workday to complete paperwork and other tasks associated with the mainstreamed or inclusion student(s).
- i. There is a systematic evaluation and reporting of program developments;
- j. Adequate additional funding and resources are provided exclusively for the implementation of the inclusion model; and
- k. The use of trained instructional assistants/ paraprofessionals, co-teachers, and special education teachers is extended to all special areas as well as academic areas. (90, 91, 93, 94, 96, 98, 05, 09, 10)

B.4. Continuance of Quality Education for All Students: Public Law 101-476 (IDEA) mandates that "to the maximum

extent appropriate, disabled children are educated with children who are not disabled.” Section 504 and state laws extend services to the needs of all students.

MSEA believes in placement in a least restrictive learning environment, provided all students in the classroom continue to receive quality education. MSEA also believes that decisions about student placement must be made by all parties concerned—teacher(s), parent(s), education employees, and administrators. MSEA further believes that, when warranted, teachers should have the right to document concerns regarding placements for individual students. Such documentation should be made available to the IEP team for its review. (93, 99, 01, 05, 09)

B.5. Supplementary Programs for Students: MSEA believes educational programs must be developed and improved to meet the needs of all students regardless of abilities.

MSEA also believes that such programs should emphasize a broad range of activities for responding to students’ varied needs and that teachers must have a major role in designing these programs and the opportunity to work with other appropriate education employees to supplement the services provided in the classroom.

MSEA further believes that funding for these services and for development of programs at the state and local levels must come from additional monies and not the reallocation of current education funds.

Affiliates are encouraged to negotiate and lobby for the training and hiring of professionals to meet the needs of these students. (91, 93, 95, 97, 01, 05)

B.6. Program of Instruction: MSEA believes that people serve the community best when the educational program meets their needs and that this can be best achieved through state support for programs that will provide appropriate, differentiated instruction for all students regardless of age, gender, race, ethnicity, creed, disabilities, sexual orientation, or intellectual capability.

MSEA also believes that curricula will be improved by involving classroom teachers in a meaningful way in the development of curricula according to the needs of the pupils they teach. Such involvement should be made possible by providing release time or appropriate compensation.

MSEA further believes that improvement of a free kindergarten program (which implements the recommendations of the State Board of Education in Guidelines for Early Childhood Education of

September 1972, Maryland School Bulletin, Vol. XLVIII, Number 4) should be continued in all the counties as part of the public school system.

MSEA believes in the concept of career education in all educational endeavors and disciplines to develop an appreciation for the dignity of work and to develop a salable skill.

MSEA also believes in the improvement of education by greater emphasis on and expansion of:

- a. Vocational/Technical Education (including the full implementation of the Vocational Education Amendments of 1968);
- b. Programs for Special Education (including implementation of all federal and state aid to support them);
- c. Library Media programs (including the employment in every subdivision of at least one full-time professionally library-certificated media supervisor);
- d. Distance Learning development and utilization throughout the state as a means of enriching local educational programs; and
- e. Instruction in the use of electronic media, including the Internet.

MSEA further believes that education in human growth and the development of the individual is an integral part of the school curriculum at the appropriate age and maturity of the student.

MSEA believes that education employees, boards of education, and parents must be involved in the development and continuing refinement of sex education programs. Procedures should be included to permit parents to have the opportunity of withdrawing their children from such programs. (91, 93, 94, 95, 96, 98, 05, 06)

B.7. Teacher Rights and Responsibilities: MSEA believes that extensive representation of teachers is imperative when developing and implementing programs in their disciplines. MSEA also believes the following are specific rights and appropriate responsibilities of teachers.

1. Identifying the educational needs of students within the limits of the teacher’s certification;
2. Developing plans to meet the educational needs of students by working within existing guidelines, programs, goals, and objectives of the local education agency and/or

the state.

This includes, but is not limited to:

- a. Selecting appropriate methodology;
 - b. Selecting and utilizing materials of instruction;
 - c. Providing a safe and conducive learning environment;
 - d. Evaluating individual performance; and
 - e. Providing non-teaching time during the school day for the sole purpose of developing, evaluating, revising, and planning for the implementation of the specific learning objectives.
3. Consulting with appropriate personnel and/or parents regarding the delivery of educational services;
 4. Referring students requiring unique or specialized educational services to appropriate personnel and/or programs;
 5. Developing and making decisions with administration, regarding programs, goals, and objectives. Factors to be considered include, but are not limited to:
 - a. The validity of programs, goals, and objectives;
 - b. The adequacy of resources available; and
 - c. The ability to assess accurately the achievement of programs, goals, and objectives. (88, 89, 90, 91, 96, 97, 05)

B.8. Instructional Staffing and Class Size: MSEA believes all children deserve an opportunity to learn with consideration given to each child's learning style and that children learn best in learning environments that allow the teacher to provide for individualization of the instructional program and quick attention to each child's problems and needs.

MSEA also believes that, to achieve optimal education outcomes, establishment of instructionally appropriate pupil-teacher ratios is imperative. MSEA further believes that an optimal class size of 15 should be the goal in regular classes and, in programs for students with exceptional needs, a proportionally lower number that complies with the student's IEP. Flexibility is required when determining instructionally appropriate class sizes in order to meet each child's needs.

MSEA believes that the curriculum and methods of instruction for each grade, subject, and special education area are unique. Special consideration must be given to

these unique characteristics in determining workable teacher loads and teacher-pupil ratios. Site-based teams must be consulted to determine acceptable class sizes and teacher loads for their respective areas of competence.

MSEA also believes that administrators, librarians, counselors, specialists, etc., should be excluded in calculating pupil-teacher ratios. Their inclusion results in an inaccurate accounting of the actual number of students in the classroom setting. MSEA further believes that the need for constructive class size demands that local associations should be involved in decisions regarding administrative and supervisory positions to make sure such positions are not established at the expense of classroom teacher positions.

MSEA believes that decisions pertaining to the organization of a school are the prerogative and the responsibility of site-based teams consisting of a majority of classroom teachers. The teachers on these teams must represent all instructional specialties affected by the team's decisions. These decisions include:

- a. The utilization of the staff;
- b. The grouping of students for instruction and school-related activities; and
- c. The scheduling of time and space. (95, 96, 97, 98, 05)

B.9. Accountability in Education: MSEA believes that parents, education employees, and the business community working collaboratively share the responsibility in educational decision making. Education employees should be accountable only to the degree that they share responsibility in educational decision making. The guarantee that each child has an opportunity to learn is the responsibility of the entire public school community including legislators, other governmental officials, local school boards, administrators, other education employees, parents, students, and taxpayers.

MSEA also believes individual teachers, local school departments, grade levels, and teaching teams must have final responsibility for defining specific learning objectives for which they are responsible. Individual teachers or teacher committees should develop broad learning objectives after utilizing input from appropriate education employees, the local community, and the school board. Individual teachers should use such input to define specific learning objectives for which they will be accountable.

MSEA further believes that accountability and assessment programs should in no way infringe upon the teaching

techniques used by the individual teacher. The development of specific learning objectives at the classroom level should be used to improve communications and promote more favorable relationships among parents, students, and teachers.

MSEA believes that systems of accountability disproportionately emphasize cognitive (skill-oriented) goals. MSEA also believes affective (value-oriented) goals contribute as significantly to the total education and growth of the individual as cognitive goals. Any accountability system must emphasize both the affective and cognitive domains equally before its implementation. MSEA further believes that accountability must rely on multiple measures of assessment and that assessment accountability programs must not limit the breadth and scope of learning to which students are exposed.

The professional judgment of the teacher is the most important aspect to be considered in determining the progress of students toward meeting the educational goals of the school. The achievement of each child should be considered individually. (91, 93, 94, 96, 03, 05)

B.10. Retention and Promotion Policies: MSEA believes that decisions regarding promotion and retention of students should be based primarily upon the judgment of educational teams, consisting of teachers, administrators, other school personnel, and parents. However, the assigning of a student report card grade rests solely with the teachers.

Further, MSEA believes that all educators, parents, and school board members should actively seek to end the abuse of social promotion of students or grade-level advancement based primarily on age and that a process for developing and augmenting alternative programs should be provided for those students who are not eligible for promotion. (95, 96, 05)

B.11. Graduation Requirements: MSEA believes that the Maryland State Board of Education should recognize that when students fulfill their graduation requirements through MSDE-approved alternative means, schools should receive statistical credit. (New 09)

B.12. Addressing Student Discipline Problems: MSEA believes that to provide education employees with the necessary tools to cope with the increasing level of undesirable student behavior and unsafe disruptive environments in our schools, the State of Maryland should provide whatever funds are necessary to ensure staff support, professional development, education, materials, supplies, equipment, special schools, and other facilities to remediate these problems. (New 10)

B.13. Dropout Prevention: MSEA believes that high school graduation must be a federal, state, and local priority.

MSEA also believes that school systems, working collaboratively with parents/guardians and the broader community, should provide interventions, social/emotional and legal supports, academic assistance and career programs to ensure that students pre-K through grade 12 remain in school through the completion of high school graduation requirements.

MSEA further believes in advocating for all students who are at high risk of dropping out, i.e., low income students, English language learners, the homeless, racial and ethnic minorities, habitual truants, those with academic failure, and those in special education. (New 09)

B.14. Truth in Testing: MSEA believes that intelligence, aptitude, and achievement tests have historically been used to differentiate and discriminate rather than to measure performance and have, therefore, prevented equal educational opportunities for all students, particularly minorities, students with disabilities, lower socioeconomic groups, and women. MSEA also believes that research on the structure of the intellect identifies multiple and varied mental operations and advances the significant premise that these operations can be taught, and that intelligence is dynamic rather than fixed. MSEA opposes the use of such test results as the sole factor to determine placement or promotion. (87, 91, 93, 05)

B.15. State Test Scores: MSEA believes the Maryland State Department of Education test scores do not accurately indicate the weaknesses of instructional programs and, therefore, should not be used by the state board to evaluate school systems, individual schools, or teachers. (90, 94, 09)

B.16. Professional Responsibility and Student Records: MSEA believes that teachers should give careful consideration to the preparation and use of student records. (91, 94, 99)

B.17. Maryland Assessment Program: In the event that valid and reliable test scores can be obtained, MSEA believes that the appropriate uses of test results will include the following:

- a. Provisions to inform teachers at the building level, in a timely manner, regarding the ability of students to apply knowledge and skills.
- b. Use of test results and other information, generated locally by teachers, as the basis for future school improvement efforts.
- c. Provision of data on school and student performance relative to the areas tested.
- d. Acquisition of information to assist schools in need of ideas, resources, and strategies to improve their ability to meet the educational needs of students. (92, 93, 02, 05)

B.18. Standardized Test Scores for College Admission:

MSEA believes that a student’s performance on standardized tests should not be the sole determinant for college admission. MSEA also believes standardized tests should be closely scrutinized for cultural bias in an effort to reduce the possibility of discrimination against minority and/or economically disadvantaged students. (89, 96, 09)

B.19. School Counseling Services: MSEA believes that guidance and counseling services should be integrated into the entire educational system, beginning at the pre-kindergarten level. Guidance and counseling services should be provided, in a manner that establishes counselor/student ratios which allow ample time for meaningful assistance to students, thereby enabling said students to realize their full potential in all areas of growth and achievement. (88, 93)

B.20. Home-Schooling: MSEA believes that the current Maryland State Board of Education Bylaw is inadequate to ensure quality instruction, instructor qualification, monitoring, evaluation, and approval of time-based instruction. Public school funds should not be used for the purpose of instructional materials, equipment, and related goods necessary for home schooling. For any voluntary home instruction program to be considered an adequate substitute for school, the parents or guardians would have to establish the following:

- a. That they are certificated to instruct the child;
- b. That the child is receiving instruction comparable to that which he or she would receive in school; and
- c. That the facilities, time, and manner of instruction are also comparable.

MSEA also believes that non-school, home-based, and charter school students should comply with the same state-mandated testing requirements required of public school students. (88, 90, 91, 94, 05)

B.21. Student Teaching Programs: MSEA believes that realistic practice teaching can be the most important phase in the preparation of new teachers. This should be done under the guidance of professional educators who possess demonstrated effectiveness and broad experience in the classroom. MSEA, therefore, recommends the following guidelines within four crucial areas for concern:

- a. Selection and Responsibilities of Cooperating Teachers

Professional educators who choose to serve as cooperating teachers should have taught in the subject or grade area for a minimum of three years and must be above average in the performance of their duties

as evaluated by their local systems. Time during the school day apart from any other teaching responsibility must be available for conference and planning between the student teacher and the cooperating teacher. The cooperating teacher should evaluate the practice teacher at the end of the period of assignment, in accordance with the person(s) responsible for the student teacher program. In the event of an unsatisfactory professional relationship, the cooperating teacher should have the right to discontinue working with the student teacher. To ensure maximum utilization of professional talents, no cooperating teacher should be responsible for more than two student teachers during any one school year.

- b. Coordination between Professors, Cooperating Teachers, and the Local Administrative Staff

A clear understanding of the roles and expectations of the cooperating teacher and the supervising college professor should be developed through meaningful conferences, especially prior to and during all phases of practice teacher assignment. Further, college methods courses should include participating classroom teachers in the instructional, demonstration, and discussion phases of the college program.

The student teacher should be provided with varied experiences at all levels of accepted teacher responsibility, including those tasks that may in the future be turned over to instructional assistants/paraprofessionals and clerical staff under the supervision of the classroom teacher. The student teacher should spend more time in the practice school situation. A practice teaching assignment should be contracted for a period of at least one semester and should include all necessary exams, evaluations, and assignment of grades normally encountered during this time.

Competent professional guidance of practice teachers should be recognized by an adequate remuneration per semester to the cooperating teacher by the college or university with whom the contract is in force.

The evaluation of the student teacher by the cooperating teacher should be included in the evaluation of the student teacher by the college professor and be reflected in any grades assigned by the college professor. Student teachers should maintain an average of “C” or a passing average in a pass/fail system in the subject and professional areas of their studies.

- c. Recommendation for Statewide Standards

Minimum statewide standards for the student teacher program should be developed and adhered to by the

colleges, universities, and professional education associations involved in teacher preparation. These standards should include length of practice teaching time, prerequisite courses, minimum evaluation forms, etc. Certification should be granted only to those who have been involved in student teaching programs that meet these standards and guidelines. MSEA supports the establishment of a State Coordinating Council for Field Experiences in Teacher Education by the State Board of Education to assure the development, implementation, and maintenance of quality field experience statewide.

d. **Liability and Responsibility of Student Teachers**

Practice teachers must be included in those areas of liability and responsibility that are normally related to professional educators. Practice teachers interacting with students in schools should both assume these responsibilities and be protected from liabilities not otherwise associated with the practice of our professional duties. In this regard, a legal counsel should draw up guidelines for state bylaws or statutes, which reflect our concerns for practice teachers. (91, 92, 96, 03, 05)

B.22. Teacher Education Programs: MSEA believes that teacher education programs should meet high standards in preparing pre-service teachers, as well as in assisting practicing teachers in expanding their professional repertoires. Therefore, institutions should be expected to continue effective programs and to develop new programs. Expectation of program improvement implies that the institutions should be free from unnecessary regulation. This expectation allows the institutions to offer programs which meet the diverse needs of the developing professional, including an open door policy in the public schools of the state of Maryland to enable education students in the colleges and universities to have early classroom experience. MSEA also believes that any professional preparation program should be judged only by the competencies of its graduates as demonstrated in professional practice over significant periods of time. (94, 99, 01)

B.23. Recruitment and Retention of Teachers and Other Education Employees: MSEA believes that more emphasis should be placed on the recruitment and retention of certificated and support staff. MSEA also believes teacher certification requirements should not be diminished as a method of overcoming teacher shortages.

MSEA further believes that all professional associations, school systems, administrators, and colleges should carefully consider the following:

- a. Publicity and public relations programs that recruit personnel meeting the high standards endorsed by MSEA.

- b. Intensive recruitment of minorities into the education profession to increase the percentage of minority educators.
- c. New approaches to salary scales based on recruiting and retaining only personnel eligible for the Standard Professional Certificate or better. The salary must be made attractive enough to provide and retain an adequate supply of fully certificated teachers.
- d. More effective approaches to the training, recruitment, and retention of teachers for the disadvantaged and exceptional child.
- e. Development and enforcement of improved working conditions including adequate planning time each student day in addition to the duty-free lunch period; such planning time should be no less than 15 percent of the student day.
- f. Development of pay scales competitive with industry and government pay scales for educational support staff.
- g. Development of programs for the purpose of retraining teachers in fields of declining enrollment for fields with increasing enrollment.
- h. New approaches to professional growth, training, and certification, which will help more teachers to be successful and satisfied in their profession.
- i. Continuous evaluation and upgrading of teacher education programs at all levels in Maryland colleges and special consideration in employment of competent graduates from these institutions.
- j. Particular attention and assistance to improve the student-teacher program and the inservice training of beginning teachers.
- k. Greater participation by local associations in the development and implementation of specific criteria for granting tenure to new teachers. (89, 91, 96, 00, 05, 10)

B.24. Professional Status of Teachers: MSEA believes that high professional standards must be maintained to provide the best possible education for each child in Maryland.

MSEA also believes that only those teachers who meet the established certification requirements should be employed. Teachers should participate in the development and implementation of inservice training and other planned programs of professional growth. To supplement and extend inservice programs for teachers, local associations

should negotiate professional leave and reimbursement of expenses during such leave. (88, 89, 94, 97, 98, 00)

B.25. Teacher Mentoring Programs: MSEA believes that teacher mentoring programs are an essential component of teacher retention.

MSEA also believes that adequate funding and staffing are vital to the success of mentoring programs. Mentoring programs are only successful when the ratio of mentors to mentees is small.

MSEA further believes that only qualified teachers with classroom experience should supervise mentoring programs. MSEA believes the use of mentor-generated evaluations and feedback as justification for the dismissal of mentees is inappropriate and should not be used. (01, 05, 10)

B.26. Released Time for Inservice: MSEA believes that local associations should seek to obtain provisions in their negotiated agreements providing for local school systems to devote sufficient time during the school year for staff participation in the study of proposed changes in curricula, the inclusion of model staff organization, educational technology, public concerns about education, parent conferences, and related issues and activities. (88, 90, 93, 94, 96, 04, 05, 07)

B.27. Teacher Expectations/Student Achievement: MSEA recognizes the implications of research findings that indicate there is a direct and positive correlation between teacher expectations and student achievement. As a consequence of these findings, we believe that teachers must continue to strengthen their efforts to develop and demonstrate expectations that each student can achieve academically and to cultivate individual talents. In support of this belief, teachers' skills in establishing and relaying such expectations should be enhanced by expanding teacher education/in-service programs to include, but not be limited to, information on the changing role and composition of the family, the dynamics of intergroup communications, and direct training in the relationship between teacher expectations and student achievement.

MSEA also believes that the Maryland State Board of Education, the local boards of education, and teacher training institutions in the State of Maryland should develop and present effective teaching models which will train current and future teachers in the relationship between teacher expectations and student achievement. (94, 97, 00, 04)

B.28. Education Employee Evaluation: MSEA believes that successful job performance can be broadly identified and that employers and employees need to agree upon objective criteria to foster a climate of

cooperation in an evaluation process that allows for stylistic variations of the employee and the evaluator.

MSEA also believes that the proper goal of the evaluation process for education employees is for the improvement of their job performance.

MSEA further believes that the evaluation process and criteria must be subject to collective bargaining, included in negotiated agreements and be subject to the grievance procedure. MSEA opposes efforts by the Maryland State Department of Education to pre-empt local agreements with mandates for educator evaluations. (96, 97, 04, 10)

B.29. Competency-Based Certification: MSEA believes that certification and renewal of certification in Maryland should be revised to bring Maryland teaching licensure into conformity with best practice and recent research on preparation for the teaching profession. To accomplish this goal, MSEA endorses the report of the Task Force on Certification to the State Board of Education. In the implementation of the Task Force's report, MSEA recommends the use of the portfolio model developed by the Office of Laboratory Experiences of the University of Maryland at College Park. Further, MSEA opposes the use of employee evaluations in the certificate renewal process unless the evaluation(s) are done in conformity with MSEA Resolutions B.27 and C.1.

MSEA also believes it is inappropriate to require certified, experienced teachers to take Praxis or similar exams as a requirement for continued employment or re-certification.

The Professional Standards and Teacher Education Board must be aggressive in securing teacher input on proposed changes in certification requirements and teacher education programs before taking action. (91, 94, 03, 08, 10)

B.30. Placement Outside Field of Certification: MSEA opposes the placement of teachers out of their field of certification. MSEA believes local affiliates should take measures through collective bargaining and community organizing activities to heighten the knowledge of community leaders and parents about the disadvantages of involuntary utilization of teachers in out-of-field positions.

MSEA also opposes federal, state, or local mandates that compel local school boards to deem any professionals teaching out of their field of certification as not highly qualified and to disclose such information about individual teachers to the parents of children they are teaching.

MSEA believes that teachers should decline voluntary assignments used by the employer to diminish the work force or to avoid the employer's obligation to employ

fully certificated staff, and that teachers should only be placed out-of-field under the following circumstances:

- a. The teacher and the local school system believe he or she is competent to teach in that subject area.
- b. There is a demonstrable need.
- c. There is no fully certificated teacher available.

MSEA also believes that the employer should be required to provide a written statement, at least twice a year, documenting efforts made to secure a certificated teacher.

In the event of out-of-field placement, MSEA further believes the following conditions must be met:

- a. The teacher is provided with extra planning time and assistance.
- b. The teacher is not formally evaluated for his or her performance in the out-of-field placement.
- c. The local system continues to make every effort to find a certificated teacher.
- d. The efforts of the local system to find a certificated teacher are documented.
- e. The teachers are provided with adequate time and funds to attain full certification necessary in the out-of-field area. (91, 93, 03, 04, 07)

B.31. Assignment of Excessive and/or Extraneous Duties: MSEA believes the assignment of any non-instructional duty impinges on the ability of teachers to perform their most vital professional functions. MSEA also believes the teachers' professional work day shall be dedicated to lesson planning, delivery of instruction, and evaluation of assessments of student learning. MSEA further believes that the delegation of any new initiative, program or task must be evaluated in terms of its effect on the individual teacher's ability to organize and deliver instruction, and assess its effectiveness.

MSEA believes expanding the range and scope of teachers' duties must be accomplished only through negotiation with consideration of the consequences for an effective instructional program. (New 06)

B.32. School-Based Teams: MSEA believes that teams of school-based educators should be established through a system of elections that are open only to association members of the staff, by grade, subject area, or assignment as appropriate, for the purpose of determining appropriate policy, instructional, and

organizational decisions, consistent with the operative collective bargaining agreements, for the improvement of the education of the children in the school. (92)

B.33. Association Involvement in Instruction and Professional Development: MSEA believes that teachers (through their local, state, and national associations) should be involved as professionals in all steps of the decision-making process related to curriculum, instruction, and professional development. MSEA also believes that local jurisdictions should encourage the implementation of programs that empower teachers in the educational decision-making process. (89, 96, 04, 07)

B.34. Association Involvement in Professional Development for Education Employees: MSEA believes that support staff should be involved in all steps of the decision-making process related to each classification's job responsibilities and professional development. MSEA also endorses and promotes activities and professional development that will ensure such involvement. (96, 05, 07)

B.35. Healthroom Personnel: MSEA believes that every school in the state should be provided with a full-time, registered professional nurse certified in school health and paraprofessional certified health personnel as determined by local needs based on an analysis of the school health program.

MSEA also believes health room personnel should be provided with all necessary standard and emergency medical supplies as determined by the needs of the school population both student and adult.

MSEA further believes supervision should be provided for the nursing and paraprofessional health personnel by a registered nurse qualified through education and experience in school nursing and/or supervision. School health personnel and their supervisors should have specific training for helping students with disabilities adjust to school routines. This service should be fully funded by the State of Maryland in addition to all current state appropriations and formulas. (89, 00, 06)

B.36. Ethics of the Education Profession: MSEA believes that certain social relationships between education employees and students are inappropriate. MSEA also believes that an education employee who has a sexual relationship with a student is not only acting unprofessionally and unethically, but illegally and immorally. (93, 96, 03, 04)

B.37. Black History and Culture Curriculum: MSEA supports the Maryland State Department of Education and the Maryland Commission of African-American History project to infuse black history and culture into the curriculum of Maryland schools throughout the school

year, and urges its local affiliates to become involved in the project promotion and implementation. (91, 94, 95)

B.38. Career Skills: MSEA believes that each student graduating from a secondary school in the State of Maryland must have adequate career skills to make each a more productive citizen as set forth by the Maryland State Department of Education.

MSEA also believes that the MSDE should secure all necessary funds for mandated programs and technological training. (94, 95, 96, 98, 03, 06, 07)

B.39. Technology in the Educational Process: MSEA believes that technology, wisely used, can provide new opportunities for developing skills and expanding knowledge.

MSEA also believes that education employees at each site should participate in planning and implementing the appropriate use of instructional technology and in developing the necessary curricula and materials for use with instructional technology.

MSEA further believes that the implementation of instructional technology must be accompanied by adequate materials and staff development.

MSEA believes that adequate security measures must be implemented to protect all aspects of confidential information of both students and education employees. (91, 96, 97, 01, 03, 04, 06)

B.40. Theory of Evolution: MSEA believes that the content in science education must be based on empirical evidence derived from the scientific method.

MSEA also believes that content and curriculum must be based on the National Science Education Standards of the National Research Council (NRC) and/or the Benchmark for Science Literacy of the American Association for the Advancement of Science (AAAS). (03, 05, 06)

B.41. Fine and Practical Arts Education: MSEA believes that fine and practical arts programs should be an integral part of this nation's elementary and secondary (K-12) school curricula.

MSEA also believes that local affiliates should promote, implement, and expand the fine and practical arts in the curricula of their various local school systems.

MSEA further believes that local funding authorities should provide adequate financial support for the fine and practical arts. (91, 04, 07)

B.42. World Language Education: MSEA believes that the acquisition of a second language is a vital part of the educational experience and that those who leave school speaking more than one language will be more competitive in the global marketplace. MSEA also believes that the cumulative hours of exposure to the target language during a student's educational career are the most important determinant leading to fluency in a second language, and that students should have the opportunity to acquire age-appropriate world language skills from an integrated curriculum throughout the pre-K-12 experience.

MSEA further believes in the maintenance of current programs and the continued development of world language instruction.

MSEA believes that, to improve training and to enhance the instructional program, teacher preparation programs and local jurisdictions should encourage all world language teachers to participate in teacher exchange programs in the target culture.

MSEA also believes that, in view of various college entrance requirements, careful consideration should be given to requiring world language studies for students preparing to enter college. (93, 04, 08, 10)

B.43. Health Education: MSEA believes that health education throughout the state should be continued and strengthened in both quality and quantity.

MSEA also believes health education should be taught in each of the grades, K through 12, with adequate time allotted within the student day to present these units.

MSEA further believes training must be provided within the workday for the classroom teachers required to teach new health units. (92, 04, 06)

B.44. Physical Education: MSEA believes that physical fitness is an integral element of a student's education, benefiting physical and mental health, lifelong wellness, and the student's ability to learn.

MSEA also believes that daily physical education in all grades, pre-K-12, is a crucial part of a comprehensive curriculum.

MSEA further believes that funding authorities should provide adequate financial support to ensure daily physical education in all public schools in Maryland. (03, 04, 07)

B.45. Nutrition Education Program: MSEA believes nutrition education can establish a solid foundation for lifetime nutritional practices and should be continued and expanded in all grades pre-K-12.

MSEA also believes foods of low-nutrient density or which do not meet U.S. Dietary Guidelines should not be dispensed or sold to students during school hours.

MSEA further believes that school cafeterias of Maryland should adjust their daily menus to provide minimum amounts of fat, salt, sugar, and low-nutrient starches. (91, 94, 99, 00, 06, 07)

B.46. Programs for English Language Learners:

MSEA believes that ESOL programs should have as their goal functional proficiency in English and that students should not be released until they demonstrate an ability to be successful in an all-English program.

MSEA also believes that fully qualified teachers should teach English for Speakers of Other Languages classes with the assistance of qualified ESOL/ELL tutors. (96, 04, 06)

B.47. Publicly Funded Pre-school and Kindergarten: MSEA believes early childhood education programs should be in the public schools for children from birth through age eight. MSEA also believes universal access to adequate and equitable publicly funded pre-school and kindergarten programs would foster improved learning outcomes for children. MSEA further believes such programs must be research-based, subject to strict regulation, and staffed by licensed specialists in Early Childhood Development. MSEA believes that early childhood education programs should maintain small group size with appropriate staff/child ratios for each age level. MSEA also believes pre-school and kindergarten curricula and pedagogy must be age appropriate, developmentally sequenced, and adapted to meet the needs of each child. (New 06)

B.48. School Libraries in the Educational Process:

MSEA believes that school libraries are an integral part of this nation's elementary and secondary (K-12) schools in order to be used by staff and students for research.

MSEA also believes that local affiliates should promote the implementation and expansion of school libraries in their local systems.

MSEA further believes that school libraries should have at least a full-time certified librarian, a full-time clerical assistant, and necessary funding to maintain a current and quality collection within acceptable standards for school libraries.

MSEA believes school libraries should be used only for flexible scheduling. (New 06, 07)

B.49. Communication Between the Hearing and the Hearing Impaired: MSEA believes that Educational Sign Language

Interpreters/Translators should be qualified professionals who are licensed, state credentialed, or nationally certified.

B.50. Scholastic Publications: MSEA believes that student publications such as the school newspaper, yearbook, and literary magazine, when functioning under the sponsorship of a teacher-adviser, are an invaluable educational tool and a necessary part of school life and should be accorded basic rights of freedom of the press. (96, 07)

B.51. Educational Use of Copyright Materials: MSEA believes it is essential that teachers have the right to use copyrighted materials and off-air recordings on a sufficiently delayed basis to meet the needs of effective teaching. MSEA also believes that broadcast schedules are a major hindrance to in-school use of such programs, that home-viewing assignments are not practical, and that teachers need the flexibility of recording off the air so that programs can be previewed before being used in the classroom and incorporated into classroom situations at those times when students are most ready to learn.

MSEA further believes in the creative and innovative use of media and audio for improving instruction and for self-evaluation of professional competence.

MSEA believes that maximum access to teaching materials is of vital concern to every teacher and that the public interest requires that the copyright law include an expanded "not-for-profit" clause coupled with a fair use provision. MSEA also believes that this would guarantee teachers and educational institutions use of copyrighted materials, recognizing a limited right to copy and record such materials for non-profit educational purposes, including educational broadcasting and technology. (88, 91, 93, 99, 03, 07, 08, 10)

C. Economic and Professional Security for All Members: MSEA believes in:

1. Effective collective bargaining for all public employees;
2. Negotiated agreements, which improve salaries and wages, fringe benefits, and working conditions;
3. Strict implementation and funding of all negotiated agreements; and
4. Full protection of the legal rights of all members. (94, 96, 03)

C.1. Tenure: MSEA believes changes are necessary in existing Maryland law or State Board of Education regulations to provide non-tenured and provisional teachers the right to notice, statement of charges, fair hearing, and appeal procedure before dismissal or non-renewal of contract for good and just cause.

MSEA also believes teachers should participate in the development of local policies for the fair appraisal of teacher competency as set forth in guidelines promulgated by the State Board of Education.

MSEA further believes if such guidelines are used as part of the certification process, teachers who have passed their probationary period should be afforded an appeal procedure with final authority vested in the Professional Standards and Teacher Education Board. MSEA believes the procedure must include the right to notice, a statement of charges, the right to representation by counsel, and a fair hearing before the PSTEB.

MSEA also continues to oppose any attempt to increase the two-year pre-tenure probationary period. (88, 93, 96, 02, 04, 05, 09)

C.2. Retirement: MSEA believes that to enhance recruitment efforts and improve retention rates, all education employees deserve a guaranteed adequate income upon retirement.

MSEA also believes that defined benefit plans best accomplish this goal. MSEA opposes any attempt to change to a defined contribution plan.

MSEA further believes that legislation should be passed to make such changes in the pension system that protect the interests of members. MSEA believes that all local affiliate retirement committees must provide all education employees with the most current information on retirement benefits. MSEA also believes the Association must assist local affiliates in providing counseling for those approaching retirement. (87, 89, 91, 94, 02, 03, 04, 06, 09)

C.3. Social Security: MSEA believes the Association must fight any withdrawal from the Social Security System for Maryland education employees, if proposed by the employer, unless there can be a guarantee of matching funds from the employer for any subsequent system.

MSEA supports Congressional legislation to declare Social Security as a tax-sheltered annuity.

MSEA opposes proposals to make part or all of the Social Security System a "defined contribution" program. (88, 91, 94, 04, 07)

C.4. Collective Bargaining: MSEA believes that the attainment and exercise of collective bargaining rights are essential to address the needs of education employees. MSEA seeks legislation to include all education employees in collective bargaining and to ensure the integrity of negotiated agreements. MSEA supports efforts by

each affiliate to secure through negotiations a strong grievance procedure that includes binding arbitration as a constructive mechanism for resolving disputes [Education Article, Section 6-408(a) (2) and Section 6-510(a) (2)].

MSEA commits itself to all measures which bring the benefits of collective bargaining to school employees who do not yet enjoy them. MSEA further believes education employees should have the right to withhold services when no valid group contract exists, a group contract has been violated, or working conditions not specified in the group contract have been unilaterally changed while a contract is in force. MSEA opposes legislation which would impose definitions of the bargaining unit that would fragment or remove the bargaining rights of education employees. (88, 89, 96, 02, 04)

C.5. Workload: MSEA believes that the workload of the teacher is within the scope of negotiations.

MSEA also believes that class size is a fundamental working condition for teachers, whether daily in a single class in an elementary scenario, or in a number of classes daily at the secondary level.

MSEA further believes the workday for classroom instructors should be appropriately divided among three major components of effective teaching: organization/planning of lessons, delivery of instruction and assessing whether learning has taken place. MSEA believes that non-instructional duties impede increased student achievement and contribute to high rates of teacher turnover.

MSEA also believes that the number and type of preparations are factors in determining teacher workload. MSEA further believes that these matters are also appropriate for consideration in the negotiation process.

MSEA believes that broad guidelines established by knowledgeable groups within the profession should be utilized in developing negotiations proposals regarding teacher workload, class size, and similar topics. (91, 04, 06, 10)

C.6. Local Association Collective Bargaining Legislation: MSEA believes all local association collective bargaining legislation should be submitted to MSEA for review prior to the filing of a bill. MSEA also believes the local association should consult with MSEA prior to the introduction of or concurrence with any amendments to the bill. Each association is encouraged to forward copies of local bills to the presidents of other local associations. (88, 07)

C.7. Privatization: MSEA believes programs or practices such as, but not limited to, privatization, performance contracting, tax credits for tuition to private and parochial schools, voucher plans, funding formulas that have the

same effect as vouchers, planned program budgeting systems, and evaluations by private for-profit groups must be eliminated as detrimental to public education.

MSEA also believes its affiliates should ensure through collective bargaining and organizing activities that school systems do not enter into any subcontract that transfers public employees, eliminates accumulated retirement experience and benefits, reduces compensation, denies fringe benefits, or abrogates previously negotiated benefits of public employees. (99, 02, 04)

C.8. Reductions in Force: MSEA believes local associations should negotiate contractual provisions that include procedural safeguards for all education employees concerning the manner in which reductions in force are implemented. All staff reduction policies should be in accordance with the provisions of the Singleton Decision:

“If there is to be reduction in the number of principals, teachers, teacher-aides, or other professional staff employed by the school district which will result in a dismissal or demotion of any such staff members, the staff members to be dismissed or demoted must be selected on the basis of objective and reasonable non-discriminatory standards from among all of the staff of the school district. In addition if there is any such dismissal or demotion, no staff vacancy may be filled through recruitment of a person of a race, color, or national origin different from that of the individual dismissed or demoted, until each displaced staff member who is qualified has had an opportunity to fill the vacancy and has failed to accept an offer to do so.”*

*Singleton, et al, vs. West Feliciana Parish, et al, and the Jackson Municipal Separate, et al, school districts; U.S. Court of Appeals, 5th Circuit, 419F.2d 1211 (1970). (88, 90, 02, 07)

C.9. Strike Prohibitions and Penalties: MSEA believes that withholding one’s labor is a basic right, whether in the public or private sector. Because restrictive laws presently exist in education in the State of Maryland, MSEA also believes we should use all avenues available to us including, but not limited to, coalitions with all affected labor groups to overturn the current State Negotiations Laws, Sections 6-410 and 6-513, which prohibit strikes with the penalty of loss of collective bargaining and representation for two years and loss of dues check-off for one year. (88, 96, 02, 07, 09)

C.10. Unemployment: MSEA supports efforts to alleviate the effects of unemployment and supports appropriate legislation that encourages the creation of jobs. MSEA supports efforts, including those of other labor organizations and community groups, to protect the unemployed. (90, 02, 09)

C.11. Higher Education Faculties: MSEA supports the higher education faculties of Maryland in their struggle to retain tenure, the right to due process, and the right of collective bargaining. (02)

C.12. Student Medication: MSEA believes that students who must be assisted in using medication during school hours should be assisted by qualified medical personnel. MSEA also believes the Association and its affiliates must work for the assignment of medical professionals to each school and outdoor education center and for action that will assure that only qualified medical personnel administer medication. (90, 99, 02, 04, 07)

C.13. Liability: MSEA believes that state legislation should limit school employees’ liability for negligence resulting in injury or death caused by medication administered by school employees in the course of their duties. (02, 04)

C.14. Basic Benefits: MSEA believes that school systems must provide basic paid benefits including, but not limited to, the following:

- a. Insurance
 1. Comprehensive health insurance
 2. Dental insurance
 3. Optical insurance
 4. Hearing (Auditory) insurance
 5. Prescription insurance
 6. Worker’s Compensation
 7. Long-term physical and mental disability
 8. Bridge coverage of health insurance for retirees
 9. Life insurance
 10. Legal liability insurance
- b. Paid Leave
 1. Sick leave with unlimited accumulation (personal, family, and dependent care)
 2. Personal leave with unlimited accumulation
 3. Bereavement leave
 4. Maternity/paternity leave, including adoption

5. Sabbatical leave
 6. Professional leave
 7. Association leave
 8. Religious leave
 9. Civil leave
- c. Additional Remuneration
1. Severance pay
 2. Retirement compensation
 3. Tuition reimbursement
 4. Benefit extension for laid-off employees
- d. Personal Assistance
1. Personal assault protection
 2. Day care for young children and/or dependent elders

MSEA also believes that health insurance is a part of compensation. As such, we adamantly oppose any reduction of benefits, increase in premiums, or other cost shifting.

MSEA further believes that the basic benefits of comprehensive health insurance, life insurance, and long-term disability insurance should be provided for educational staff members on official leave of absence or maternity/paternity leave.

MSEA believes that provisions should be made for retirees, their spouses, domestic partners, and/or dependents at their option to continue in the comprehensive health, dental, hearing, and vision programs.

MSEA further believes that school systems must provide fringe benefits (benefits beyond those in the previous paragraphs) to ensure the personal welfare of education employees, their spouses, domestic partners, and/or their dependents.

MSEA believes boards of education must negotiate retirement benefits with the employee organization for active employees upon their retirement. (88, 89, 90, 91, 94, 97, 00, 01, 02, 03, 04)

C.15. Mental Health Parity in Medical Benefits: MSEA believes that the disparity between physical health and mental health benefits adversely affects our members and society in general.

MSEA also believes that health care providers must work to create mental health benefit plans that are equitable and comparable to medical benefits. (New 08)

C.16. Salary and other Compensation: MSEA believes that local affiliates can best promote the economic welfare of all education employees through the collective bargaining process. MSEA also believes that any proposed legislated compensation initiative should be in conformance with locally negotiated agreements and the Maryland Professional Negotiations Act.

MSEA further believes that compensation initiatives must:

- a. Provide for entry-level salaries and career earnings comparable to those of other professions and occupations with similar preparation and responsibilities and be structured to provide compensation levels that encourage classroom teachers to remain in the classroom and support personnel in the educational setting;
- b. Be based on preparation, academic degrees, experience, professional growth, responsibilities, and full length of service;
- c. Elevate compensation for teachers and other education employees to a level competitive with those in other professions;
- d. Assure that initial placement and advancement on the salary schedule are nondiscriminatory;
- e. Broaden the knowledge and skills of educators to meet today's higher standards and the demands of an ever-changing student learning environment and stimulate career-long professional development; and
- f. Support certification from the National Board for Professional Teaching Standards.

MSEA believes that the increasing number of schools identified for comprehensive needs or focused needs (formerly school improvement, corrective action or restructuring), makes it imperative that there be clearly and contractually defined compensation rates for educators assigned to those schools. Education employees should be compensated at their regular per diem rates as a minimum for hours/days worked beyond the contractual number of days for ten-month employees.

MSEA opposes merit pay, or any such plan based on subjective evaluation done by a supervisor, which would undermine the commitment to substantial pay increases for all education employees. MSEA also opposes compensation based on student test scores. (00, 04, 08)

C.17. Twelve-month Employment: MSEA believes that local affiliates should negotiate the terms and conditions for eleven-month and twelve-month employment. (04, 08)

C.18. Position Reclassification: MSEA believes that collective bargaining agreements between education employees, including part-time and temporary, and their employers should reflect the following contractual concepts:

1. Required posting of all vacant or newly created positions along with the right of bargaining unit members to apply for these positions, provided that current employees in reconfigured positions are given the right of first refusal;
2. Nondiscriminatory, fair, and equitable treatment of bargaining unit members;
3. Protection from unilateral changes in terms or conditions of employment;
4. Ensure that salary paid for summer employment, continuing education programs, extended contracts, conducting employee training or workshops, and extra duty is not less than the regular rate of pay as a minimum;
5. Additional compensation initiatives may recognize and reward the additional knowledge and skills that education employees have acquired or may acquire over their careers, provided that such initiatives do not limit the number of education employees who are eligible; and
6. Layoff and recall based only on seniority as bargaining unit members, licensure/certification, and, to the extent legally permissible, the need to ensure staff diversity. (New 08)

C.19. Standardization of Teaching Credit: MSEA believes that existing barriers to teacher mobility have forced many valuable and experienced teachers to leave the profession altogether and that this exodus contributes to the current teacher shortage.

MSEA also believes that local affiliates should negotiate with local boards of education to assure teachers transferring from other jurisdictions be given full credit for former years of teaching experience in all local contracts and regulations. (88, 96, 04)

D. United Education Profession in Maryland: MSEA believes the achievement of all other goals for this association is dependent on the strength inherent in establishing a united education profession for all education employees. This will require MSEA to:

1. Inform all education employees of the services and benefits available to members;
2. Provide members with programs and activities which involve them in meeting their needs;
3. Develop, with local associations, programs designed to make those organizations more effective; and
4. Establish leadership development procedures to improve the skills of those most actively involved in association programs. (94, 97)

D.1. Fair Share Fee: MSEA believes in a fair share representation fee being deducted from each employee's salary by local boards of education, reflecting expenses of activities related to responsibilities as exclusive representative for all unit members, and that such deduction should be secured for the United Education Profession by appropriate negotiated, legislative, or judicial action. The Representative Assembly declares that the statewide achievement of a fair share fee remains a priority. (89, 91, 95, 97)

D.2. Released Time for Local Association Presidents: MSEA believes it is essential to have the elected president free from school duties to carry out the responsibilities of his or her office for the association.

MSEA also believes that its Board of Directors should seek and provide various forms of financial assistance to accomplish the initiation of released time for local association presidents. (87, 88, 97, 05)

D.3. Attendance at MSEA Convention: MSEA believes all local boards of education should encourage the professional participation and opportunities provided by the MSEA convention by allowing professional leave for members desiring to attend. (87, 95, 96, 97)

D.4. MSEA Hiring Policies: MSEA believes in the active recruitment and hiring of minority staff and encourages its affiliates to do the same.

MSEA also believes in an affirmative action program which sets forth plans and procedures at the MSEA professional staff level for the attainment of staffing that reflects proportional representation of minorities and women according to the census population of the State of Maryland. (88, 90, 97, 04)

D.5. Professional Unity: MSEA believes the problems of public education require a united effort by all education employees.

Some boards of education have divided staff members into two units in violation of Subtitle 4 of Title 6 of the Education Article for the purpose of negotiations.

MSEA opposes this unilateral effort on the part of boards of education. MSEA believes that units should be divided when, and only when, it occurs after the majority of unit members involved have voted to support such action. (88, 91, 94, 08)

D.6. MSEA Fund for Children and Public Education: MSEA believes educational policy decisions are political decisions. MSEA also believes that local affiliates should arrange for political contributions to the MSEA Fund for Children and Public Education through payroll deduction. (87, 88, 91, 99, 08)

D.7. Local Association Crisis Funds: MSEA believes locals should establish and/or strengthen crisis funds in their own budgets. (97)

D.8. Gender Correct Language: MSEA believes in the use of gender correct language. MSEA also believes local associations should adopt similar gender correct language practices. (88, 91, 95, 97, 08)

D.9. Minority Participation in the Association: MSEA believes that in every phase of governance and on all decision making levels of MSEA, there should be minority participation at least proportionate to the identified ethnic minority population of the geographic area. Ethnic minority members and women should be encouraged to seek elective and appointive positions at all levels.

MSEA also believes that the systematic evaluation of minority involvement opportunities and participation needs to be conducted annually with its findings presented to the Representative Assembly and made available to all members. MSEA further believes it must actively pursue measures to ensure equitable representation of minority teacher groups and other educational employees. (87, 97, 99, 06)

E. Leadership in Solving Social Problems Affecting Education: MSEA believes education has a special role in improving the quality of life in our democratic society, which places on the organized teaching profession the responsibility for the following:

1. Developing public awareness of the significance of the educational process for each person;
2. Establishing effective procedures for working with each student, especially one whose disruptive behavior denies others an opportunity to learn;

3. Working with appropriate agencies to develop programs to end all types of abuse including drugs, alcohol, and tobacco among students; and
4. Working with appropriate groups to protect education employees and students as consumers. (94, 96, 97, 08)

E.1. Decorum of Public Figures: MSEA believes that celebrities, political leaders, entertainers and other public figures have an ethical, cultural, and patriotic obligation to model respect for all people in their actions and statements, and to be mindful of the influence their behavior has on others, particularly impressionable youth.

MSEA also believes that American institutions in both the public and private sectors should foster a culture which promotes universal respect for people and which labels as unacceptable demeaning characterizations of people related to their race, ethnicity, religion, nationality, gender, sexual orientation, size or disabilities. (New 07)

E.2. Education as a Civil Right of Children: MSEA believes all children possess a fundamental civil right to have access to a high-quality system of public education, grounded on the principles of adequacy and equity. (New 07, 08)

E.3. Enforcement of Substance Abuse Laws: MSEA believes in drug-free schools and supports the strict enforcement of laws regarding individuals found to be in possession of, or under the influence of, drugs, alcohol, and other substances on school property and during school-sponsored activities. (87, 97, 06)

E.4. Economic Action by Education Employees: MSEA believes education employees should use their power as consumers to persuade the business and professional community and the government to adhere to principles of social and economic fairness. MSEA also believes that the economic burden of effective government should be equitably distributed and that the economic burden should not be shifted to government employees in the form of inadequate compensation. (99, 00)

E.5. Family/Domestic Violence: MSEA believes local education agencies (LEA's) must provide violence prevention training and educational programs for staff and students because of the detrimental effects that violence has on students' well-being. MSEA also believes in an increase in funding and staffing of existing family services and urges creation of additional support systems and shelters. MSEA further believes social services and the criminal justice system should continue to intervene actively in the cycle of family/domestic violence. (95, 96, 97, 98, 04, 08)

E.6. Sexual Assault and/or Battery: MSEA believes in efforts that will prevent and protect members of our society from becoming victims of sexual assault and/or battery. MSEA also believes these should include programs to promote awareness that even acquaintances may be potential assailants.

MSEA further believes that the state should develop a more comprehensive, sensitive, and uniform process for gathering evidence when such assaults and/or batteries occur. MSEA believes in the fair and equitable treatment of victims by health, hospital, and law enforcement agencies.

MSEA also believes that the admission of a victim's past sexual history as evidence is a violation of the victim's right to privacy. MSEA further believes in the rehabilitation of the assailant and the protection of due process rights for both the victim and the assailant. (87, 88, 91, 96, 97, 99, 04, 08)

E.7. Family/Domestic Crisis Care: MSEA believes in a full range of assistance, from interventions to shelters, for families experiencing domestic violence and advocates the following:

- a. Services that include immediate protection, counseling, and therapy;
- b. Adequate financial support;
- c. Immediate temporary foster care for children who are victims of abuse, neglect, or exploitation;
- d. Screening and training of potential foster families and shelter personnel; and
- e. Continued training, supervision, and evaluation of foster families and shelter personnel. (95, 96, 98, 99, 08)

E.8. Appointment of Women and Minorities to the Judiciary: MSEA believes that the Governor of Maryland and the President of the United States should recruit women and minority candidates for appointment to state and federal judicial vacancies at all levels. (88, 97, 04)

E.9. National Comprehensive Health Insurance: MSEA believes that affordable, comprehensive health care is the right of every resident. (89, 96)

E.10. Support for an Equal Rights Amendment: MSEA believes in the introduction and passage of an equal rights amendment to the United States Constitution. (88, 91, 98, 04)

E.11. Recycling Programs: MSEA believes in recycling programs for the purpose of conserving energy and protecting America's dwindling natural resources. (04, 08)

F. Human and Civil Rights: To protect the human and civil rights of education employees, MSEA will:

1. Ensure that there is no infringement upon the civil rights of any educator;
2. Provide uniform and high-quality programs to enforce each member's contractual, statutory, and constitutional rights;
3. Increase minority involvement in all levels of association work;
4. Strengthen program and bargaining proposals of MSEA and its affiliates in the area of affirmative action; and
5. Ensure that all hiring and promotional practices be based on competency and expertise.

F.1. Legal Protection of Education Employees: MSEA believes that education employees should access legal system supports that address any physical or emotional harm suffered while performing their duties. MSEA also believes education employees, including, advisors/sponsors/coaches, must not be held liable for violence or adversely evaluated because of the actions of others that were beyond the employee's control. (95, 98, 99, 07)

F.2. Protection from Workplace Violence: MSEA believes that every education employee should be guaranteed the right to a safe workplace. MSEA also believes that school officials must take clear, concise, consistent, and swift action against individuals, including students, who commit a crime, such as assault and/or battery, against education employees. (95, 96, 97, 99, 00, 07)

F.3. Legal and Civil Rights of Education Employees: MSEA believes that guaranteeing the constitutional and civil rights of education employees is of the utmost importance. MSEA also believes that the rights, pay and benefits of education employees against whom legal charges have been brought should be protected. MSEA further believes that the Association should continue to inform its members of their legal rights. (87, 89, 94, 96, 97, 99, 04)

F.4. Women's Rights: MSEA believes that all persons should be given equal opportunity for employment, promotion, compensation, and leadership in all activities. MSEA also believes that local boards, administrators, and education associations should strive to eliminate de jure and de facto discriminatory practices against women and to adopt policies that ensure women equitable appointment or selection for administrative, supervisory, and staff positions.

MSEA further believes that members should be informed of changes in legislation and local, state or federal regulations that seek to diminish, restrict or hamper the rights or position of women. (87, 88, 91, 97, 04, 07)

F.5. Speaking Before Legislative Bodies/

Government Agencies: MSEA believes in the right of education employees to testify before legislative bodies or government agencies without reprisals or restrictions imposed by boards of education and/or administrative staffs. (88, 90, 94, 97, 99, 00, 04, 10)

F.6. Speaking to the Media: MSEA believes in the right of education employees to express their opinions and concerns to the media without reprisals or restrictions imposed by boards of education and/or administrative staffs. (04, 10)

MSEA also believes education employees, when meeting the media, should protect the right to privacy of all students, education employees, and other parties. (88, 94, 95, 97, 99, 04)

F.7. Human Relations in the Schools: MSEA believes that positive human relations are essential to the school environment and, toward this end, we support:

- a. School recruitment and staffing policies that ensure culturally diverse certificated and support staff who are sensitive to the needs of children;
- b. Programs that guarantee each student an opportunity to learn in a safe, non-disruptive environment;
- c. Improvement of community-police and student-police relations through the joint efforts of school, community, and law enforcement agencies;
- d. Collaborative programs among education employees, parents, and community members that meet the needs of each student;
- e. Reduction of the ratio of students to certificated staff as essential to improved learning;
- f. Further research and development of ways to identify and change prejudicial behavior detrimental to the school environment; and
- g. Elimination of instructional materials that stereotype groups.

MSEA also believes all education employees should demonstrate tolerance and acceptance in their relations with colleagues, students, parents, and other citizens, thus providing the respect and dignity to which each human being is entitled. (94, 96, 97, 98, 99, 01, 08)

F.8. Integration of Education Personnel in the Maryland Public Schools: MSEA believes that the ideals of human justice, individual liberty, and democracy demand continued integration of education personnel in our schools, colleges, universities, and technical training centers.

To ensure this integration within the education profession, MSEA also believes all governing bodies of education should:

1. Establish an active recruitment program in all colleges and universities in the state to seek qualified minority personnel;
2. Establish student-teacher programs at all colleges and universities that are now classified as historically black colleges or universities;
3. Establish a program for advancement that would actively seek to promote minority educators to administrative and supervisory positions;
4. Establish a policy that would prevent ethnic minority educators from being assigned only to those schools with a predominance of the ethnic minority; and
5. Utilize the registry of certificated minority personnel for administrative and supervisory positions as provided by the Maryland State Department of Education.

MSEA further believes the State Board of Education should amend COMAR 13A.07.05.01 (Policy on Ethnic and Cultural Minorities), in jurisdictions with substantial minority populations, to require local boards of education to develop and implement plans and procedures that encourage the attainment of staffing that is reflective of the ethnic and cultural richness and diversity of the people of Maryland.

MSEA believes in bringing together all groups concerned with providing opportunities for fair and equitable employment, assignment, and promotion for all educators.

MSEA also believes each local association should establish a committee on human rights in education to work cooperatively with local, state, and national organizations in the interest of protecting the human rights of all citizens.

MSEA further believes in legislation that denies tax-exempt status to those institutions whose policies and/or practices prevent the integration of those institutions. (87, 88, 90, 94, 95, 96, 97, 98, 99, 00, 08, 09)

F.9. Human Rights Day: MSEA believes that the attention of the people of Maryland should be focused on the importance of human rights. MSEA also believes that when school systems and professional education organizations

plan appropriate activities in observance of the state and federal holiday commemorating the legacy of Rev. Dr. Martin Luther King, Jr. they help develop the capacity and the commitment to teach our students culturally relevant history. MSEA further believes that Martin Luther King, Jr. Day should remain a state and federal holiday to promote good will among all people. (88, 91, 07)

F.10. Fair Housing: MSEA believes that fair housing practices should be broadened and strengthened to assure each citizen an equal opportunity to reside in a neighborhood of his or her choice. (91, 97, 00)

F.11. Religious Freedom: MSEA believes that the interests of public education and religion are best served when each is independent of, and separate from, the other. MSEA also believes that laws requiring educators to lead or participate in prayer in schools impose an inappropriate duty upon teachers and constitute a religious test for their employment. MSEA further believes that local school boards should adopt policies that ensure the separation of church and state and that treat all religions on an equal basis.

MSEA believes that students should be taught to respect religion of others and the cultural influences in the United States that have resulted from various religions. (99, 07, 08, 09, 10)

F.12. Age of Majority: MSEA believes that education employees must re-evaluate traditional patterns for dealing with adult students, because students who are eighteen years of age, married, or parents are adults according to Maryland law. (94, 99)

F.13. Student Responsibilities and Rights: MSEA believes that education employees should be appointed to all committees established by local boards of education for the implementation and evaluation of documents dealing with student rights and responsibilities. MSEA also believes that local boards of education should be in full compliance with the criteria set forth in such documents. (91, 93, 94, 99, 08, 09)

F.14. Opposition to Residency Requirements: MSEA believes that individuals should not be denied employment opportunities for state or local educational employment on the basis of residency. (88, 07)

F.15. Affirmative Action: MSEA believes that overcoming the persistence of racial and gender discrimination throughout all segments of American society can only be accomplished through affirmative action efforts. MSEA also believes that all levels of the United Education Profession (UEP) and government should take appropriate actions to preserve the continuation of affirmative action, to redress the grievances of minorities and women. MSEA further believes the adoption

of compensatory hiring practices by school boards helps schools to attain and maintain levels of minority employment as set forth in MSEA policy. (91, 95, 96, 04, 07, 08)

F.16. Title IX: MSEA believes that its members and local affiliates should monitor compliance with Title IX of the Education Amendments of 1972 at the school and system level and take those actions necessary to enforce compliance in all educational programs, both current and proposed. (88, 04, 05)

F.17. Discrimination: MSEA believes that every individual must be protected from all forms of discrimination and stereotyping based on race, size, religion, ethnicity, immigration status, age, occupation, disabilities, gender, gender identification, and sexual orientation. (94, 95, 96, 07, 09)

F.18. Invasion of Privacy: MSEA believes in the right to privacy. MSEA also believes that all education employee rights must be guaranteed through the grievance process and/or legal action. (88, 91, 96, 07, 09)

F.19. Drug and Alcohol Testing: MSEA believes that mandatory drug and alcohol testing of employees constitutes an unwarranted invasion of privacy and is in violation of the Fourth Amendment proscription against unreasonable search and seizure, as well as other well-established constitutional safeguards and protections. MSEA also believes that such testing of an employee should only be permitted when probable cause exists that the specific employee's job performance has been impaired as a result of alcohol or drug use. (88, 91, 94, 04)

F.20. Student Records: MSEA believes there should be a uniform national policy requiring student records be forwarded within three school days following the receipt of a request from the receiving district. MSEA also believes that proper documentation should be a requirement for students transferring from another school district, including when a student is seeking a transfer as a consequence of a suspension or expulsion from the previous school. (97, 99, 01, 03, 04, 08)

F.21. Stress Counseling: MSEA believes school systems should develop and provide confidential counseling services, funded by the state or by local jurisdictions, to aid education employees in dealing with stress and its consequences. (88, 91, 94, 07)

F.22. Education of Refugee, Illegal Alien, Migrant, and Homeless Children: MSEA believes refugee, undocumented workers, migrant, and homeless children are entitled to equal educational opportunities and appropriate programs for their families. (88, 94, 95, 03, 09)

F.23. Hate-Related Violence: MSEA believes that hate violence, including, but not limited to, physical and verbal violence against individuals or groups because of the race, color, ethnicity, religion, gender, sexual orientation, gender identification, age, disability, size, marital status, or economic condition is unacceptable. MSEA also believes that organizations promoting hate have no place in our society. Therefore, they should not be evident in public schools or the communities they serve. MSEA further believes that education employees have a duty to exercise leadership in classrooms, schools and communities to counter hateful ideologies. MSEA believes in working cooperatively with other unions and community groups in helping all people unite in opposition to ideologies of intolerance. MSEA also believes that school systems should make available materials for use with students in combating prejudice and violence. (88, 91, 94, 95, 97, 99, 07, 09)

F.24. Gun-Free Schools and Regulation of Deadly Weapons: MSEA believes that all students and education employees must be allowed to learn and work in an education environment free of unauthorized guns and other deadly weapons. MSEA also believes severe penalties should be imposed and strenuously enforced against violators. MSEA further believes that gun owners should participate in educational programs that stress responsible ownership of guns, including safe use and storage of guns. (03, 08, 09)

F.25. Victims of Crime: MSEA believes that school employees who are victims of crime should be treated with dignity and compassion, without the fear of intimidation. MSEA also believes that victims and/or their families should be notified of, and have the right to, be present/represented at all hearings and legal proceedings involving the defendant/perpetrator, even in juvenile cases. MSEA further believes that it is a violation of the victims' right to privacy to release the names of the victims. MSEA believes that victims and their families must be made aware of, and have free access to, necessary services/programs and that services/programs must be funded by the appropriate government agencies. (New 07)

F.26. Freedom to Teach: MSEA believes that freedom to learn and freedom to teach are essential to sound education and are vital components of the integrity of the total educational process. MSEA also believes that teachers and students must be protected from any attempts to abridge or destroy academic freedom, teaching techniques, or teaching styles, recognizing that teachers are responsible for providing students the opportunity to investigate different facets and sides of all controversial topics and materials introduced or presented. (90, 91, 07)

F.27. Education Employees as Participating Citizens: MSEA believes that every education employee is entitled to the same opportunities as other citizens to exercise political

rights and responsibilities, participate actively in partisan politics, and serve in public office if he or she so desires.

MSEA also believes local associations should maintain written policies providing for the exercise of these rights and guaranteeing that when a leave of absence is requested by an education employee seeking and/or serving in public office, such leave will be granted without prejudice to his or her professional status. (91, 93, 97, 07)

F.28. Communicable Diseases: MSEA believes that, depending on the nature of the threat, all decisions about public school students and employees who are or may be infected with, or who may be capable of transmitting, a communicable disease should be based on the recommendation of the World Health Organization (WHO), Center for Disease Control (CDC), or other appropriate agencies or made on a case-by-case basis by a team established for this purpose. Members of this team should include the student or employee, the physician of the student or employee, the parent or guardian of the student, public health personnel and appropriate education employees, including the school nurse, all education employees who have contact with the student, and a representative from MSEA.

The Association also believes that each school system should adopt guidelines developed in cooperation with local associations to strike a balance between the right of a disease victim or carrier to an education or continued employment, and the right of other students and school employees to be free from risk of exposure to a disease. These guidelines should protect the legitimate privacy rights of students and school employees and provide appropriate guarantees for those individuals excluded from the school setting. All such guidelines should be based on the latest medical information and should be revised as new information becomes available.

In the particular case of Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome (HIV/AIDS), MSEA further believes the Maryland State Board of Education should adopt the guidelines developed by the National Education Association. (88, 91, 95, 01, 04, 09)

F.29. The Exploitation of Student-Athletes: MSEA opposes the exploitation of student-athletes (K-12) for economic or personal gain. Specifically, the Association condemns such practices as (1) retaining students for physical development, (2) encouraging radical diets, (3) administering drugs, "pain killers" and herbal performance enhancers, (4) playing students with injuries, (5) changing student residence for the purpose of athletic advantage, (6) manipulating student grades, and (7) recruiting students from outside school boundaries. (88, 90, 95, 97, 03)

F.30. Youth Pregnancy: MSEA believes that students should experience age-appropriate education on sexuality from preschool through high school. MSEA also believes that counseling services to help young people handle stress and peer pressure about sexual activity should be provided to ensure a healthy school and community environment.

The Association further believes that the prevention of student pregnancy should include the following efforts:

1. Build youth self-esteem;
2. Provide positive role models to students;
3. Emphasize the link between staying in school and their future;
4. Provide health education and human development courses that cover both physical and emotional well-being of students;
5. Acknowledge the value of abstinence and effective contraceptive measures;
6. Instruct students on the responsibilities of parenting and child development and rearing; and
7. Initiate discussions about services that can be offered by community operated, school-based family planning clinics. (91, 97, 99, 04, 05, 08)

F.31. Mental Health Stigma: MSEA believes that the stigma created by stereotypes surrounding those who suffer from mental illness adversely affects our students, our members and society in general.

MSEA also believes that mental illness should be treated as the equivalent of physical illness and that opportunities for employment, retention, promotion and leadership positions should not be denied solely on the basis of mental health or the stigma surrounding mental illness.

MSEA further believes in establishment of partnerships with appropriate advocacy organizations to break down mental health stigma and stereotyping. (New 08)

F.32. Naming of Public Structures: MSEA believes that individuals chosen for the commemorative naming of publicly funded schools, institutions, and memorials should be those whose lives have demonstrated the highest degree of respect for and dedication to freedom, liberty, and human and civil rights for all people. (95, 03)

F.33. The Physical Facilities of the School: MSEA believes that there should be, erected and maintained, a sufficient number of school buildings to adequately

house the school population without the use of double sessions and/or portable classrooms.

MSEA also believes that austerity programs in school construction and maintenance which ignore a policy of sound, long-term investment are deplorable. The state has pledged to fund school construction. Local jurisdictions should not be expected to meet these costs.

MSEA further believes local affiliates should consider the implementation of voluntary twelve-month employment for education employees as an option to assure the best possible education for each child in Maryland and to use the school facilities to the greatest possible advantage.

MSEA believes all buildings should be temperature-controlled.

MSEA also believes that all educational facilities must have good indoor air quality, be smoke free, and safe from environmental and chemical hazards. To this end we urge local school boards of education to sponsor smoking cessation programs for the benefit of employees and conduct periodic testing in all educational facilities for the presence of air and waterborne agents that may be detrimental to the health of students or education employees.

MSEA further believes that all new public school construction should contain environmentally sensitive building features. MSEA believes that all newly constructed schools should be certified at a minimum LEED-Silver level. LEED refers to Leadership in Energy and Environmental Design (a green building rating system established by the U.S. Green Building Council). (87, 91, 94, 96, 02, 04, 09)

F.34. Portable Modular Classrooms: MSEA believes that all classes should be held in classrooms that are contained in a permanent physical plant, and that such classrooms should meet all appropriate requirements established by the Annotated Code of Maryland, and be technologically equipped for optimum teaching and learning. MSEA also believes that portable structures – such as trailers - are inherently inadequate substitutes for permanent structures and, therefore, are deleterious to the learning environment in any school community. MSEA further believes reliance on portables should be temporary and of short duration. Such structures need to be contiguous to the primary physical plant and students should be offered protection from the elements when passing between the school building and the portable classroom. MSEA believes that portables must be furnished with the same amenities as regular classrooms as well as immediate access to potable water. (New 08)

*Final Resolutions MSEA 2009 RA
10/17/09*

Proposed changes made 9/15/10

Maryland Directory of Schools

Teachers carry on the instructional program at school with the support of staff who provide the environment for teaching and learning. This handbook includes a statewide directory of faculties and their support staff because the academic program and its renewal are the business of the Association chapter at each school. Broadly defined, faculty chapters are the basic building blocks of the Association. Communication with and between them is important for the success of the Association's program of advocacy and service. Maryland's public schools are listed here alphabetically by county and the City of Baltimore. *(Please send changes and corrections to Carole Masciarelli, MSEA Center for Business, Policy, and Operations, 800/448-6782 ext. 3611, cmasciarelli@mseane.org.)*

Allegany County

Board of Ed, Box 1724, 108 Washington St, Cumberland 21502
301/759-2000

0606	Allegany HS 616 Sedgewick St, Cumberland 21502 301/777-8110
2801	Beall ES 3 E College Ave, Frostburg, MD 21532 301/689-3636
0702	Bel Air ES 14401 Barton Blvd, Cumberland 21502 301/729-2992
0504	Braddock MS 909 Holland St, Cumberland 21502 301/777-7990
2901	Cash Valley ES 10601 Cash Valley Rd, Cumberland 21502 301/724-6632
0601	Center For Career & Tech Education 14211 McMullen Hwy SW, Cresaptown 21502 301/729-6486
0701	Cresaptown ES 13202 Sixth Ave, Cresaptown 21502 301/729-0212
2401	Eckhart School (Alternative) 17000 National Hwy SW, Frostburg 21532 301/689-3483
0301	Flintstone School 22000 National Pike NE, Flintstone 21530 301/478-2434
0405	Fort Hill HS 500 Greenway Ave, Cumberland 21502 301/777-2570
1101	Frost ES 260 Shaw Ave, Frostburg 21532 301/689-5168
1001	George's Creek ES 15600 Lower George's Creek Rd SW, Lonaconing 21539 301/463-6202
0402	John Humbird ES 120 Mary St, Cumberland 21502 301/724-8842
1301	Mt Savage School 13201 New School Rd NW, Mt Savage 21545 301/264-3220
2404	Moutain Ridge HS 100 Dr. Nancy S. Grasmick Ln., Frostburg 21532 301/689-3377

0502	Northeast ES 11001 Forest Ave, Cumberland 21502 301/724-3285
2902	Parkside ES 50 Parkside Blvd, Lavale 21502 301/729-0085
0401	South Penn ES 500 E 2nd St, Cumberland 21502 301/777-1755
0406	Washington MS 200 Massachusetts Ave, Cumberland 21502 301/777-5360
0603	West Side ES 425 Paca St, Cumberland 21502 301/724-0340
0801	Westernport ES 172 Church St, Westernport 21562 301/359-0511
1002	Westmar MS 16915 Lower George's Creek Rd, SW, Lonaconing 21539 301/463-5751

Anne Arundel County

Board of Ed, 2644 Riva Rd, Annapolis 21401
410/222-5000

4092	Annapolis ES 180 Green St, Annapolis 21401 410/222-1600
4033	Annapolis MS 1399 Forest Dr, Annapolis 21403 410/267-8658
4013	Annapolis Sr HS 2700 Riva Rd, Annapolis 21401 410/266-5240
3054	Arlington Echo 975 Indian Landing Rd, Millersville 21108 410/222-3822
2052	Arnold ES 90 Church Rd, Arnold 21012 410/222-1670
3023	Arundel MS 1179 Hammond Ln, Odenton 21113 410/674-6900
3013	Arundel Sr HS 1001 Annapolis Rd, Gambrills 21054 410/674-6500

4043	Bates MS 701 Chase Ave, Annapolis 21401 410/263-0270	3072	Crofton ES 1405 Duke Of Kent, Crofton 21114 410/222-5800
1082	Belle Grove ES 4502 Belle Grove, Baltimore 21225 410/222-6589	3362	Crofton Meadows ES 2020 Tilghman Dr, Crofton 21114 410/721-9453
2062	Belvedere ES 360 Broadwater Rd, Arnold 21012 410/975-9432	3263	Crofton MS 2301 Davidsonville, Crofton 21114 410/793-0280
2072	Benfield ES 365 Lynwood Dr, Severna Park 21146 410/222-6555	3082	Crofton Woods ES 1750 Urby Dr, Crofton 21114 410/222-5805
2082	Bodkin ES 8320 Ventnor Rd, Pasadena 21122 410/437-0464	4122	Davidsonville ES 962 Central Ave, West Davidsonville 21035 410/222-1655
2322	Broadneck ES 470 Shore Acres Rd, Arnold 21012 410/222-1680	4132	Deale ES 759 Masons Beach Rd, Deale 20751 410/222-1695
2363	Broadneck Sr HS 1265 Green Holly Dr, Annapolis 21401 410/757-1300	4142	Eastport ES 420 5th Ave, Annapolis 21403 410/222-1605
3062	Brock Bridge ES 405 Brock Bridge Rd, Laurel 20707 301/498-6280	4152	Edgewater ES 121 Washington Rd, Edgewater 21037 410/222-1660
1092	Brooklyn Park ES 200 14th Ave, Baltimore 21225 410/222-6590	1102	Ferndale Early Childhood Learning Center 105 Packard Ave, Glen Burnie 21061 410/222-6927
1023	Brooklyn Park MS 200 Hammonds Ln, Baltimore 21225 410/636-2967	2102	Folger McKinsey ES 175 Arundel Beach Rd, Severna Park 21146 410/222-6560
2092	Cape St Claire ES 931 Blue Ridge Rd, Annapolis 21401 410/222-1685	2112	Fort Smallwood 1720 Poplar Ridge Rd, Pasadena 21122 410/222-6450
4112	Central ES 130 Stepney Ln, Edgewater 21037 410/222-1075	3272	Four Seasons ES 979 Waugh Chapel Rd, Gambrills 21054 410/222-6501
4283	Central MS 221 Central Ave E, Edgewater 21037 410/956-5800	1122	Freetown ES 7904 Freetown Rd, Glen Burnie 21060 410/222-6900
4304	Central Special 140 Stepney Ln, Edgewater 21037 410/956-5885	1112	George Cromwell 525 Wellham Ave NW, Glen Burnie 21061 410/222-6920
2423	Chesapeake Bay MS 4804 Mountain Rd, Pasadena 21122 410/437-2400	2033	George Fox MS 7922 Outing Ave, Pasadena 21122 410/437-5512
6223	Chesapeake Science Point Charter 1321 Mercedes Dr Ste Q-S, Hanover 21076 410/684-2886	4162	Georgetown East ES 111 Dogwood Dr, Annapolis 21403 410/222-1610
2273	Chesapeake Sr HS 4798 Mountain Rd, Pasadena 21122 410/255-9600	4182	Germantown ES 1411 Cedar Park Rd, Annapolis 21401 410/222-1615
1043	Corkran MS 7600 Quarterfield Rd, Glen Burnie 21061 410/222-6493	3372	Glen Burnie Park ES 500 Marlboro Rd, Glen Burnie 21061 410/222-6400

1033	Glen Burnie Sr HS 7550 Baltimore-Annapolis Blvd SE, Glen Burnie 21060 410/761-8950	1274	Marley Glen Special 200 Scott Ave, Glen Burnie 21060 410/222-6940
1132	Glendale ES 105 Carroll Rd, Glen Burnie 21061 410/222-6404	1063	Marley MS 10 Davis Ct, Glen Burnie 21060 410/761-0934
3102	Hebron - Harman ES 7660 Ridge Chapel Rd, Hanover 21076 410/222-6930	4094	Mary E. Moss Academy 45 Community Pl, Crownsville 21032 410/222-3836
2132	High Point ES 924 Duvall Hwy, Pasadena 21122 410/222-6454	3132	Maryland City ES 3359 Crumpton South, Laurel 20724 301/725-4256
4192	Hillsmere ES 3052 Arundel On Bay, Annapolis 21403 410/222-1622	4212	Mayo ES 1260 Mayo Ridge Rd, Edgewater 21037 410/222-1666
1142	Hilltop ES 415 Melrose Ave, Glen Burnie 21061 410/222-6409	3142	Meade Heights ES 1925 Reece Rd, Ft. Meade 20755 410/222-6509
2142	Jacobsville ES 3801 Mountain Rd, Pasadena 21122 410/222-6460	3423	Meade MS 1103 26th St, Ft Meade 20755 410/674-2355
3112	Jessup ES 2900 Elem School Ln, Jessup 20794 410/222-6490	3323	Meade Sr HS 1100 Clark Rd, Ft Meade 20755 410/674-7710
2152	Jones ES 122 Hoyle Ln, Severna Park 21146 410/222-6565	3162	Millersville ES 1601 Millersville Rd, Millersville 21108 410/222-3800
2162	Lake Shore ES 4531 Mountain Rd, Pasadena 21122 410/222-6465	4222	Mills-Parole ES 103 Chinquapin Round Rd, Annapolis 21401 410/222-1626
4084	J. Albert Adams Academy 245 Clay St, Annapolis 21401 410/222-1639	6233	Monarch Academy Public Charter 6730 Baymeadow Dr, Glen Burnie 21060 410/444-7582
1053	Lindale MS 415 Andover Rd, Linthicum Heights 21090 410/691-4344	3282	Nantucket ES 2350 Nantucket Dr, Crofton, MD 21114 410/451-6120
1152	Linthicum ES 101 School Ln, Linthicum Heights 21090 410/222-6935	1323	North County HS 10 E 1st Ave, Glen Burnie 21061 410/222-6970
4202	Lothian ES 5175 Solomons Island, Lothian 20711 410/222-1697	1172	North Glen ES 615 W Furnace Branch Rd, Glen Burnie 21061 410/222-6416
3033	MacArthur MS 3500 Rockenbach Rd, Ft Meade 20755 410/674-0032	2023	Northeast HS 1121 Duvall Hwy, Pasadena 21122 410/437-6400
2243	Magothy River MS 241 Peninsula Farm, Arnold 21012 410/544-0926	2172	Oak Hill ES 34 Truckhouse Rd, Severna Park 21146 410/222-6568
3122	Manor View ES 2900 MacArthur Rd, Ft Meade 20755 410/222-6504	1182	Oakwood ES 330 Oak Manor Dr, Glen Burnie 21061 410/222-6420
1162	Marley ES 715 Cooper Rd, Glen Burnie 21060 410/222-6414	3172	Odenton ES 1290 Odenton Rd, Odenton 21113 410/222-6514

3333	Old Mill N MS 610 Patriot Ln, Millersville 21108 410/969-5950	3092	Seven Oaks ES 1905 Town Center Dr, Odenton 21113 410/222-0937
3343	Old Mill S MS 620 Patriot Ln, Millersville 21108 410/969-7000	3202	Severn ES 838 Reece Rd, Severn 21144 410/551-6220
3353	Old Mill Sr HS 600 Patriot Ln, Millersville 21108 410/969-9010	2413	Severn River MS 241 Peninsula Farm, Arnold 21012 410/544-0922
1192	Overlook ES 401 Hampton Rd, Linthicum Heights 21090 410/222-6585	2202	Severna Park ES 6 Riggs Ave, Severna Park 21146 410/222-6577
1202	Park ES 201 E 11th Ave, Baltimore 21225 410/222-6593	2043	Severna Park MS 450 Jumpers Hole Rd, Severna Park 21146 410/647-7900
2182	Pasadena ES 401 East Pasadena Rd, Pasadena 21122 410/222-6573	2013	Severna Park Sr HS 60 Robinson-Benfield, Severna Park 21146 410/544-0900
3182	Pershing Hill ES 7600 29th Division, Ft Meade 20755 410/222-6519	4242	Shady Side ES 4859 Atwell Rd, Shady Side 20764 410/222-1621
4410	Phoenix Annapolis 291 Locust St, Annapolis 21401 410/222-1650	2432	Shipley's Choice ES 310 Governors Stone, Millersville 21108 410/222-3851
4411	Phoenix-Glendale 105 Carroll Rd, Glen Burnie 21061 410/222-6404	2212	Solley ES 7608 Solley Rd, Glen Burnie 21060 410/222-6473
3242	Piney Orchard ES 2641 Strawberry Lake Way, Odenton 21113 410/672-7591	4293	South River Sr HS 201 Central Ave E, Edgewater 21037 410/956-5600
1212	Point Pleasant ES 1035 Dumbarton Rd, Glen Burnie 21060 410/222-6425	3212	South Shore ES 1376 Fairfield Loop Rd, Crownsville 21032 410/222-3865
1232	Quarterfield ES 7967 Quarterfield Rd, Severn 21144 410/222-6430	4053	Southern MS 5235 Solomons Island Rd, Lothian 20711 410/222-1659
1242	Richard Henry Lee 400 A St SW, Glen Burnie 21061 410/222-6435	4023	Southern Sr HS 4400 Solomons Island Rd, Harwood 20776 410/867-7100
3192	Ridgeway ES 1440 Evergreen Rd, Severn 21144 410/222-6524	3382	Southgate ES 290 Shetlands Ln, Glen Burnie 21061 410/222-6445
3392	Rippling Woods 530 Nolfeld Dr, Glen Burnie 21061 410/222-6440	2222	Sunset ES 8572 Ft Smallwood Rd, Pasadena 21122 410/222-6478
2192	Riviera Beach 8515 Jenkins Rd, Pasadena 21122 410/222-6469	4252	Tracey's ES 20 Deale Rd, Tracey's Landing 20779 410/222-1633
4232	Rolling Knolls 1985 Valley Rd, Annapolis 21401 410/222-5820	4262	Tyler Heights 200 Janwal St, Annapolis 21403 410/222-1630
3414	Ruth Parker Eason 648 Old Mill Rd, Millersville 21108 410/222-3815	3152	Van Bokkelen ES 1140 Reece Rd, Severn 21144 410/222-6535

3222	Waugh Chapel ES 840 Sunflower Dr, Odenton 21113 410/222-6542
4272	West Annapolis ES 210 Annapolis St, Annapolis 21401 410/222-1635
3232	West Meade ES 7722 Ray St, Ft Meade 20755 410/222-6545
2372	Windsor Farm ES 591 Broadneck Rd, Annapolis 21401 410/222-1690
1262	Woodside ES 160 Funke Rd, Glen Burnie 21061 410/222-6910

Baltimore City

Board of Ed, 200 E North Ave, Baltimore 21202
443/984-2000

0050	Abbottston ES 1300 Gorsuch Ave, Baltimore 21218 410/396-6447
0145	Alex Hamilton 800 Poplar Grove St, Baltimore 21216 410/396-0520
0234	Arlington ES 3705 Rogers Ave, Baltimore 21215 410/396-0567
0243	Armistead Gardens 5001 E Eager St, Baltimore 21205 410/396-9090
0164	Arundel ES 2400 Round Rd, Baltimore 21225 410/396-1379
0058	Ashburton ES 3935 Hilton Rd, Baltimore 21215 410/396-0636
0130	B T Washington 1301 McCulloh St, Baltimore 21217 410/396-7734
0415	Baltimore School of Arts 706 Cathedral St, Baltimore 21201 410/396-1185
0480	Baltimore City College 3220 The Alameda, Baltimore 21218 410/396-7357
0403	Baltimore Polytech 1400 W Cold Spring, Baltimore 21209 410/396-7026
0054	Barclay ES 2900 Barclay St, Baltimore 21218 410/396-6387

0124	Bay-Brook ES 4301 10th St, Baltimore 21225 410/396-1357
0246	Beechfield ES 301 S Beechfield Ave, Baltimore 21229 410/396-0524
0217	Belmont ES 1406 N Ellamont St, Baltimore 21216 410/396-0575
0239	Ben Franklin 1201 Cambria St, Baltimore 21225 410/396-1373
0150	Bentalou ES 220 N Bentalou St, Baltimore 21223 410/396-1385
0231	Brehms Lane ES 3536 Brehms Ln, Baltimore 21213 410/396-9150
0251	Callaway ES 3701 Fernhill Ave, Baltimore 21215 410/396-0604
0075	Calverton MS 1100 Whitmore Ave, Baltimore 21216 410/396-0581
0256	Calvin Rodwell 3501 Hillsdale Rd, Baltimore 21207 410/396-0940
0230	Canton MS 801 S Highland Ave, Baltimore 21224 410/396-9172
0009	Carrol Park HS 900 Druid Hill Ave, Baltimore 21201 410/396-0770
0160	Carter G Woodson 2501 Seabury Rd, Baltimore 21225 410/396-1366
0454	Carver Voc Tech 2201 Presstman St, Baltimore 21216 410/396-0553
0007	Cecil ES 2000 Cecil Ave, Baltimore 21218 410/396-6385
0034	Charles Carroll 1327 Washington Blvd, Baltimore 21230 410/396-5973
0139	Charles Carroll 200 N Central Ave, Baltimore 21202 410/396-9208
0159	Cherry Hill ES 801 Bridgeview Rd, Baltimore 21225 410/396-1392
0180	Cherry Hill MS 2700 Seamon Ave, Baltimore 21225 410/396-1625

0046	Chinquapin MS 900 Woodbourne Ave, Baltimore 21212 410/396-6424	0067	Edgewood ES 1900 Edgewood St, Baltimore 21216 410/396-0531
0008	City Springs ES 100 S Caroline St, Baltimore 21231 410/396-9165	0400	Edmondson HS 501 Athol Ave, Baltimore 21229 410/396-0685
0307	Claremont Sp Ed 5301 Erdman Ave, Baltimore 21213 410/396-9183	4001	Edmondson/West 4501 Edmondson Ave, Baltimore 21229 410/396-8094
0031	Coldstream Park 1400 Exeter Hall Ave, Baltimore 21218 410/396-6443	0101	Elmer Henderson 1101 N Wolfe St, Baltimore 21213 410/396-9155
0097	Collington Sq ES 1409 N Collington Ave, Baltimore 21213 410/396-9198	0011	Eutaw-Marsh ES 1624 Eutaw Pl, Baltimore 21217 410/396-0780
0027	Com J Rodgers ES 100 N Chester St, Baltimore 21231 410/396-9300	0125	F L Templeton 1200 Pennsylvania Ave, Baltimore 21217 410/396-0882
0247	Cross Country 6100 Cross Country, Baltimore 21215 410/396-0602	0178	F M Wood Alter 100 N Calhoun St, Baltimore 21223 410/396-1290
0207	Curtis Bay ES 4301 W Bay Ave, Baltimore 21225 410/396-1397	0241	Fallstaff MS 3801 Fallstaff Rd, Baltimore 21215 410/396-0682
0039	D F Nicholas ES 201 E 21st St, Baltimore 21218 410/396-4525	0045	Federal Hill ES 1040 William St, Baltimore 21230 410/396-1207
0201	Dickey Hill ES 5025 Dickey Hill Rd, Baltimore 21207 410/396-0610	0406	Forest Park HS 3701 Eldorado Ave, Baltimore 21207 410/396-0753
0162	Diggs-Johnson 1300 Harkimer St, Baltimore 21223 410/396-1572	0076	Francis Scott Key 1425 E Fort Ave, Baltimore 21230 410/396-1503
0250	Dr B Harris Sr 1400 N Caroline St, Baltimore 21213 410/396-1452	0216	Frankford Inter 6001 Frankford Ave, Baltimore 21206 410/396-9096
0315	Dr L L M Jackson 1501 Ashburton St, Baltimore 21216 410/396-0540	0095	Franklin Square 1400 W Lexington St, Baltimore 21223 410/396-0794
0254	Dr M L King MS 3750 Greenspring Ave, Baltimore 21211 410/396-0756	0450	Frederick Douglass 2301 Gwynns Falls Pkwy, Baltimore 21217 410/396-7821
0025	Dr R Browne ES 1000 N Montford Ave, Baltimore 21205 410/396-8270	0260	Frederick ES 2501 Frederick Ave, Baltimore 21223 410/396-0830
0117	Duke Ellington 790 W North Ave, Baltimore 21217 410/396-0242	0085	Ft Worthington 2701 E Oliver St, Baltimore 21213 410/396-9161
0133	Dunbar MS 500 N Caroline St, Baltimore 21205 410/396-9296	0206	Furley ES 4633 Furley Ave, Baltimore 21206 410/396-9094
0062	Edgecombe Cr ES 2835 Virginia Ave, Baltimore 21215 410/396-0550	0175	G Bragg Nature 6601 Baltimore National Pike, Baltimore 21228 410/747-8336

0022	G Washington ES 800 Scott St, Baltimore 21230 410/396-1445	0055	Hampden ES 3608 Chestnut St, Baltimore 21211 410/396-6004
0211	Gardenville ES 5300 Belair Rd, Baltimore 21206 410/396-6382	0047	Hampstead Hill ES 500 S Linwood Ave, Baltimore 21224 410/396-9146
0212	Garrett Hts 2800 Ailsa Ave, Baltimore 21214 410/396-6362	0413	Harbor City Learning 1001 W Saratoga St, Baltimore 21223 410/396-0093
0042	Garrison MS 3910 Barrington Rd, Baltimore 21207 410/396-0735	0304	Harbor View Sp Ed 4411 6th St, Baltimore 21225 410/396-1382
0023	General Wolfe ES 245 S Wolfe St, Baltimore 21231 410/396-9140	0036	Harford Heights 1919 N Broadway, Baltimore 21213 410/396-9341
0177	Geo McMechen 4411 Garrison Blvd, Baltimore 21215 410/396-0980	0456	Harford Inst 2555 Harford Rd, Baltimore 21218 410/396-6241
0157	George G Kelson 701 Gold St, Baltimore 21217 410/396-0800	0035	Harlem Park ES 1401 W Lafayette Ave, Baltimore 21217 410/396-0632
0030	George Street 601 Brune St, Baltimore 21201 410/396-1447	0078	Harlem Park MS 1500 Harlem Ave, Baltimore 21217 410/396-0612
0107	Gilmor ES 1311 N Gilmor St, Baltimore 21217 410/396-0820	0138	Harriet Tubman 1807 Harlem Ave, Baltimore 21217 410/396-1362
0235	Glenmount ES 6211 Walther Ave, Baltimore 21206 410/396-6366	0210	Hazelwood ES 4517 Hazelwood Ave, Baltimore 21206 410/396-9098
0213	Govans ES 5801 York Rd, Baltimore 21212 410/396-6396	0215	Highlandtown ES 3223 E Pratt St, Baltimore 21224 410/396-9381
0240	Graceland Pk-O'Donnell Hgts 6300 O'Donnell St, Baltimore 21224 410/396-9082	0237	Highlandtown ES 231 S Eaton Ave, Baltimore 21224 410/396-9127
0082	Greenspring MS 4701 Greenspring Ave, Baltimore 21209 410/396-0670	0043	Highlandtown MS 101 S Ellwood Ave, Baltimore 21224 410/396-9133
0224	Grove Park ES 5545 Kennison Ave, Baltimore 21215 410/396-0822	0021	Hilton ES 3301 Carlisle Ave, Baltimore 21216 410/396-0634
0214	Guilford ES 4520 York Rd, Baltimore 21218 410/396-6358	0229	Holabird ES 1500 Imla St, Baltimore 21224 410/396-9086
0060	Gwynns Falls ES 2700 Gwynns Falls, Baltimore 21216 410/396-0638	0303	Home & Hospital 811 W Lanvale St, Baltimore 21217 410/396-0775
0236	Hamilton ES 6101 Old Harford Rd, Baltimore 21214 410/396-6375	0061	J Eager Howard 2011 Linden Ave, Baltimore 21217 410/396-0837
0041	Hamilton MS 5609 Sefton Ave, Baltimore 21214 410/396-6370	0010	James McHenry ES 31 S Schroeder St, Baltimore 21223 410/396-1621

0144	James Mosher ES 2400 Mosher St, Baltimore 21216 410/396-0506	0203	M Garnett Farri 300 Pontiac Ave, Baltimore 21225 410/396-1404
0451	Joe C Briscoe 900 Druid Hill Ave, Baltimore 21201 410/396-0770	0026	Madison Sq ES 1401 E Biddle St, Baltimore 21213 410/396-9250
0228	John Rurah ES 701 S Rappolla St, Baltimore 21224 410/396-9125	0038	Malcolm X ES 2810 Shirley Ave, Baltimore 21215 410/396-0546
0016	Johnston Sq ES 1101 Valley St, Baltimore 21202 410/396-1477	0053	Margaret Brent 100 E 26th St, Baltimore 21218 410/396-6509
0457	L G Paquin 2200 Sinclair Ln, Baltimore 21213 410/396-9399	0204	Mary E Rodman 3510 W Mulberry St, Baltimore 21229 410/396-0508
0202	Lafayette ES 850 Braddish Ave, Baltimore 21216 410/396-0518	0029	Matthew A Henson 1600 N Payson St, Baltimore 21217 410/396-0776
0040	Lake Clifton HS 2801 Saint Lo Dr, Baltimore 21213 410/396-6637	0249	Medfield Hts 4300 Buchanan Ave, Baltimore 21211 410/396-6460
0012	Lakeland ES 2921 Stranden Rd, Baltimore 21230 410/396-1406	0410	Mergenthaler 3500 Hillen Rd, Baltimore 21218 410/396-6496
0086	Lakewood ES 2625 Federal St, Baltimore 21213 410/396-9158	0032	Mildred Monroe 1634 Guilford Ave, Baltimore 21202 410/396-1468
0005	Langston Hughes ES 5011 Arbutus Ave, Baltimore 21215 410/396-7827	0044	Montebello ES 2040 E 32nd St, Baltimore 21218 410/396-6506
0245	Leith Walk ES 1235 Sherwood Ave, Baltimore 21239 410/396-6380	0105	Moravia Park Primary 6201 Frankford Ave, Baltimore 21206 410/396-9294
0019	Lexington Ter ES 1100 Covington St, Baltimore 21230 410/396-1464	0220	Morrell Park ES 2601 Tolley St, Baltimore 21230 410/396-3426
0064	Liberty ES 3901 Maine Ave, Baltimore 21207 410/396-0571	0066	Mt Royal ES 121 McMechen St, Baltimore 21217 410/396-0864
0261	Lockerman-Bundy 301 N Pulaski St, Baltimore 21223 410/396-1364	0221	Mt Washington 1801 Sulgrave Ave, Baltimore 21209 410/396-6354
0313	Lois T Murray 1600 Arlington Ave, Baltimore 21239 410/396-7463	0081	North Bend ES 201 North Bend Rd, Baltimore 21229 410/396-0376
0057	Lombard MS 1601 E Lombard St, Baltimore 21231 410/396-9260	0049	Northeast MS 5001 Moravia Rd, Baltimore 21206 410/396-9221
0135	Luther Mitchell 1731 E Chase St, Baltimore 21213 410/396-9216	0402	Northern HS 2201 Pinewood Ave, Baltimore 21214 410/396-6435
0088	Lyndhurst ES 621 Wildwood Pkwy, Baltimore 21229 410/396-0503	0401	Northwestern HS 6900 Park Heights Ave, Baltimore 21215 410/396-0646

0242	Northwood ES 5201 Loch Raven Blvd, Baltimore 21239 410/396-6377	0070	Southern HS 1100 Covington St, Baltimore 21230 410/396-1500
0014	Park Heights ES 4910 Park Heights Ave, Baltimore 21215 410/396-3373	0412	Southwestern HS 200 Font Hill Ave, Baltimore 21223 410/396-1421
0163	Patapsco ES 844 Roundview Rd, Baltimore 21225 410/396-1400	0004	Steuart Hill ES 30 S Gilmor St, Baltimore 21223 410/396-1387
0405	Patterson HS 100 Kane St, Baltimore 21224 410/396-9276	0232	T Jefferson ES 605 Dryden Dr, Baltimore 21229 410/396-0534
0414	Paul L Dunbar 1400 Orleans St, Baltimore 21231 410/396-9478	0084	T Johnson ES 100 E Heath St, Baltimore 21230 410/396-1575
0223	Pimlico ES 4849 Pimlico Rd, Baltimore 21215 410/396-0876	0170	T Marshall 5001 Sinclair Ln, Baltimore 21206 410/396-9103
0222	Pimlico MS 3500 W Northern Pkwy, Baltimore 21215 410/396-0806	0013	Tench Tilgh ES 600 N Patterson Park, Baltimore 21205 410/396-9247
0142	Robert Coleman 2400 Windsor Ave, Baltimore 21216 410/396-0764	0102	Thomas Hayes ES 601 N Central Ave, Baltimore 21202 410/396-9268
0056	Robert Poole MS 1300 W 36th St, Baltimore 21211 410/396-6456	0171	Thurgood Marshall 5001 Sinclair Ln, Baltimore 21206 410/396-9103
0089	Rognel Heights ES 4300 Sidehill Rd, Baltimore 21229 410/396-0528	0115	Venable Sr 701 E 34th St, Baltimore 21218 410/396-6478
0233	Roland Park ES 5207 Roland Ave, Baltimore 21210 410/396-6420	0226	Violetville ES 1207 Pine Heights Ave, Baltimore 21229 410/396-1416
0063	Rosemont ES 2777 Presstman St, Baltimore 21216 410/396-0574	0080	W Baltimore MS 201 N Bend Rd, Baltimore 21229 410/396-0700
0122	Sam Coleridge 507 W Preston St, Baltimore 21201 410/396-0783	0028	W Pinderhughes 1200 N Fremont Ave, Baltimore 21217 410/396-0761
0098	Samuel Morse ES 424 S Pulaski St, Baltimore 21223 410/396-1355	0411	Wallbrook HS 2000 Edgewood St, Baltimore 21216 410/396-0721
0073	Sarah M Roach 3434 Old Frederick, Baltimore 21229 410/396-0511	0134	Walter P Carter 820 E 43rd St, Baltimore 21212 410/396-7323
0314	Sharp-Leadenhal 150 W West St, Baltimore 21230 410/396-4296	0051	Waverly ES 3400 Ellerslie Ave, Baltimore 21218 410/396-6394
0248	Sinclair Ln 3880 Sinclair Ln, Baltimore 21213 410/396-9116	0407	Western HS 4600 Falls Rd, Baltimore 21209 410/396-7040
0255	Southeast MS 6820 Fait Ave, Baltimore 21224 410/396-8160	0225	Westport ES 2401 Nevada St, Baltimore 21230 410/396-3396

0024	Westside ES 2235 N Fulton Ave, Baltimore 21217 410/396-0628
0079	William H Lemmel 2801 N Dukeland St, Baltimore 21216 410/396-0665
0083	William Paca ES 200 N Lakewood Ave, Baltimore 21224 410/396-9148
0301	William S Baer 2001 N Warwick Ave, Baltimore 21216 410/396-0833
0087	Windsor Hills ES 4001 Alto Rd, Baltimore 21216 410/396-0595
0209	Winston MS 1101 Winston Ave, Baltimore 21212 410/396-6356
0353	Woodbourne Ctr 1301 Woodbourne Ave, Baltimore 21239 410/396-6428
3531	Woodbourne Ctr 5003 Sinclair Ln, Baltimore 21206 410/396-9225
0205	Woodhome ES 7300 Moyer Ave, Baltimore 21234 410/396-6398
0219	Yorkwood ES 5931 Yorkwood Rd, Baltimore 21239 410/396-6364

Baltimore County

Board of Ed, 6901 Charles St, Towson, 21204
410/887-4554

1302	Arbutus ES 1300 Sulphur Spring Rd, Baltimore 21227 410/887-1400
1356	Arbutus MS 5525 Shelbourne Rd, Baltimore 21227 410/887-1402
1307	Baltimore Highlands ES 4200 Annapolis Rd, Baltimore 21227 410/887-0919
1517	Battle Grove ES 7828 St Patricia Ln, Baltimore 21222 410/887-7500
1215	Battle Monument 7801 E Collingham Dr, Baltimore 21222 410/887-7000
1206	Bear Creek ES 1601 Melbourne Rd, Baltimore 21222 410/887-7007

0303	Bedford ES 7407 Dorman Dr, Baltimore 21208 410/887-1200
1205	Berkshire ES 7431 Poplar Ave, Baltimore 21224 410/887-7008
0062	Campfield Early Childhood 6834 Alter St, Baltimore 21207 410/887-1227
1106	Carney ES 3131 E Joppa Rd, Baltimore 21234 410/887-5228
1001	Carroll Manor ES 4434 Carroll Manor, Baldwin 21013 410/887-5947
0975	Carver Center for Arts/Technology 938 York Rd, Baltimore 21204 410/887-2775
0069	Catonsville Center for Alternative Studies 901 A Rolling Rd, Baltimore 21228 410/887-0934
0101	Catonsville ES 615 Frederick Ave, Baltimore 21228 410/887-0800
0174	Catonsville HS 421 Bloomsbury Ave, Baltimore 21228 410/887-0808
0151	Catonsville MS 2301 Edmonson Ave, Catonsville 21228 410/887-0803
0408	Cedarmere ES 17 Nicodemus Rd, Reisterstown 21136 410/887-1100
0113	Chadwick ES 1918 Winder Rd, Baltimore 21244 410/887-1300
1107	Chapel Hill ES 5200 Joppa Rd, Perry Hall 21128 410/887-5119
1212	Charlesmont ES 7800 W Collingham Dr, Baltimore 21222 410/887-7004
1507	Chase ES 11701 Eastern Ave, Baltimore 21220 410/887-5940
0404	Chatsworth ES 222 New Ave, Reisterstown 21136 410/887-1103
1574	Chesapeake HS 1801 Turkey Point Rd, Baltimore 21221 410/887-0100
1511	Chesapeake Terrace ES 2112 Lodge Farm Rd, Baltimore 21219 410/887-7505

0207	Church Lane ES 3820 Fernside Rd, Randallstown 21133 410/887-0717	0104	Edmondson Heights ES 1600 Langford Rd, Baltimore 21207 410/887-0818
0853	Cockeysville MS 10401 Greenside Dr, Cockeysville 21030 410/887-7626	1405	Elmwood ES 531 Dale Ave, Baltimore 21206 410/887-5232
1503	Colgate ES 401 Fifty-First St, Baltimore 21224 410/887-7010	1508	Essex ES 100 Mace Ave, Baltimore 21221 410/887-0117
0916	Cromwell Valley ES Magnet 825 Providence Rd, Towson 21286 410/887-4888	0204	Featherbed Lane ES 6700 Richardson Rd, Baltimore 21207 410/887-1302
0075	Crossroads Center 11640 Crossroad Cir, Baltimore 21220 410/887-2275	0501	Fifth District ES 3725 Mt Carmel Rd, Upperco 21155 410/887-1726
1525	Deep Creek ES 1101 E Homberg Ave, Baltimore 21221 410/887-0110	0403	Franklin ES 33 Cockeysmill Rd, Reisterstown 21136 410/887-1111
1557	Deep Creek MS 1000 S Marilyn Ave, Baltimore 21221 410/887-0112	0472	Franklin HS 12000 Reisterstown Rd, Reisterstown 21136 410/887-1119
0216	Deer Park ES 9809 Lyons Mill Rd, Owings Mills 21117 410/887-0723	0451	Franklin MS 10 Cockeysmill Rd, Reisterstown 21136 410/887-1114
0254	Deer Park MS Magnet 9830 Winands Rd, Randallstown 21133 410/887-0726	0308	Ft Garrison ES 3310 Woodvalley Dr, Baltimore 21208 410/887-1203
0112	Dogwood ES 7215 Dogwood Rd, Baltimore 21224 410/887-6808	1404	Fullerton ES 4400 Fullerton Ave, Baltimore 21236 410/887-5234
0872	Dulaney HS 255 Padonia Rd, Timonium 21093 410/887-7633	1255	Gen John Stricker MS 7855 Trappe Rd, Baltimore 21222 410/887-7038
0953	Dumbarton MS 300 Dumbarton Rd, Baltimore 21212 410/887-3176	1518	Glenmar ES 9700 Community Dr, Baltimore 21220 410/887-0127
1202	Dundalk ES 2717 Playfield St, Baltimore 21222 410/887-7013	0407	Glyndon ES 445 Glyndon Dr, Reisterstown 21136 410/887-1130
1273	Dundalk HS 1901 Delvale Ave, Baltimore 21222 410/887-7023	1451	Golden Ring MS 6700 Kenwood Ave, Baltimore 21237 410/887-0130
1251	Dundalk MS 7400 Dunmanway, Baltimore 21222 410/887-7018	1210	Grange ES 2000 Church Rd, Baltimore 21222 410/887-7043
1575	Eastern Tech HS 1100 Mace Ave, Baltimore 21221 410/887-0190	1111	Gunpowder ES 9540 Holiday Manor, Baltimore 21236 410/887-5121
1218	Eastwood Ctr ES Magnet 428 Westham Way, Baltimore 21224 410/887-1502	1313	Halethorpe ES 4300 Maple Ave, Baltimore 21227 410/887-1406
1502	Edgemere ES 7201 N Point Rd, Baltimore 21219 410/887-7507	0912	Halstead Academy 1111 Halstead Rd, Baltimore 21234 410/887-3210

0911	Hampton ES 1115 Charmuth Rd, Lutherville 21093 410/887-3205	1351	Lansdowne MS 2400 Lansdowne Rd, Baltimore 21227 410/887-1411
0915	Harford Hills ES 8902 Old Harford Rd, Baltimore 21234 410/887-5236	0973	Loch Raven High 1212 Cowpens Ave, Baltimore 21286 410/887-3525
1515	Hawthorne ES 125 Kingston Rd, Baltimore 21220 410/887-0138	0954	Loch Raven Tech Acad 8101 La Salle Rd, Towson 21286 410/887-3518
0209	Hebbsville ES 3335 Washington Ave, Baltimore 21244 410/887-0708	1217	Logan ES 7601 Dunmanway, Baltimore 21222 410/887-7052
0772	Hereford HS 17301 York Rd, Parkton 21120 410/887-1905	0803	Lutherville ES 1700 York Rd, Lutherville 21093 410/887-7800
0855	Hereford MS 712 Corbett Rd, Monkton 21111 410/887-7902	0111	Maiden Choice Ctr 4901 Shelbourne Rd, Baltimore 21227 410/887-1431
0214	Hernwood ES 9919 Marriottsville Rd, Randallstown 21133 410/887-0732	1512	Mars Estates ES 1500 Homberg Ave, Baltimore 21221 410/887-0154
0115	Hillcrest ES 1500 Frederick Rd, Baltimore 21228 410/887-0820	1506	Martin Boulevard ES 210 Riverton Rd, Baltimore 21220 410/887-0158
1253	Holabird MS 1701 Delvale Ave, Baltimore 21222 410/887-7049	1403	McCormick ES 5101 Hazelwood Ave, Baltimore 21206 410/887-0500
0903	Home & Hospital 9610 Pulaski Park Dr, Baltimore 21220 410/887-3222		Meadowwood Ed Ctr 1849 Gwynn Oak Ave, Baltimore 21207 410/887-6888
0218	Imagine Discovery Charter 1726 Whitehead Rd, Baltimore 21207 410/877-3338	1556	Middle River MS 800 Middle River Rd, Baltimore 21220 410/887-0165
1002	Jacksonville ES 3400 Hillendale Heights Rd, Phoenix 21131 410/887-7880	1520	Middleborough ES 313 West Rd, Baltimore 21221 410/887-0160
0105	Johnnycake ES 5910 Craigmont Rd, Baltimore 21228 410/887-0823	1514	Middlesex ES 142 Bennett Rd, Baltimore 21221 410/887-0170
1109	Joppa View ES 8727 Honeygo Blvd, Perry Hall 21128 410/887-5065	0307	Milbrook ES 4300 Crest Heights, Baltimore 21215 410/887-1225
1572	Kenwood HS 501 Stemmers Run Rd, Baltimore 21221 410/887-0153	0271	Milford Mill Academy 3800 Washington Ave, Baltimore 21244 410/887-0660
1104	Kingsville ES 7300 Sunshine Ave, Kingsville 21087 410/887-5949	0217	New Town ES 4924 New Town Blvd, Owings Mills 21117 410/887-1541
1311	Lansdowne ES 2301 Alma Rd, Baltimore 21227 410/887-1408	0473	New Town HS 4931 New Town Blvd, Owings Mills 21117 410/887-1614
1371	Lansdowne HS 3800 Hollins Ferry Rd, Baltimore 21227 410/887-1415	1207	Norwood ES 1700 Delvale Ave, Baltimore 21222 410/887-7055

0910	Oakleigh ES 1900 White Oak Ave, Baltimore 21234 410/887-5238	0811	Pinewood ES 200 Rickswood Rd, Lutherville 21093 410/887-7663
0252	Old Court MS 4627 Old Court Rd, Baltimore 21208 410/887-0742	0909	Pleasant Plains ES 8300 Pleasant Plains, Baltimore 21286 410/887-3549
1534	Oliver Beach ES 12912 Cunninghamhill Cove Rd, Baltimore 21220 410/887-5943	0808	Pot Spring ES 2410 Springlake Dr, Lutherville 21093 410/887-7648
1519	Orems ES 711 High Villa Rd, Baltimore 21221 410/887-0172	0210	Powhatan ES 3300 Kelox Rd, Baltimore 21207 410/887-1330
1473	Overlea HS 5401 Kenwood Ave, Baltimore 21206 410/887-5241	0601	Prettyboy ES 19810 Middletown Rd, Freeland 21053 410/887-1900
0402	Owings Mills ES 10824 Reisterstown Rd, Owings Mills 21117 410/887-1710	0202	Randallstown ES 9013 Liberty Rd, Randallstown 21133 410/887-0746
0452	Owings Mills HS 124 Tollgate Rd, Owings Mills 21117 410/887-1700	0272	Randallstown HS 4000 Offutt Rd, Randallstown 21133 410/887-0748
0810	Padonia Int'l ES 9834 Greenside Dr, Cockeysville 21030 410/887-7646	1406	Red House Run ES 1717 Weyburn Rd, Baltimore 21237 410/887-0506
0972	Parkville HS 2600 Putty Hill Ave, Baltimore 21234 410/887-5257	0406	Reisterstown ES 223 Walgrove Rd, Reisterstown 21136 410/887-1133
1452	Parkville MS 8711 Avondale Rd, Baltimore 21234 410/887-5250	1310	Relay ES 5885 Selford Rd, Baltimore 21227 410/887-1426
1272	Patapsco HS 8100 Wise Ave, Baltimore 21222 410/887-7060	0809	Riderwood ES 1711 Landrake Rd, Baltimore 21204 410/887-3568
1105	Perry Hall ES 9021 Belair Rd, Baltimore 21236 410/887-5105	0922	Ridge Ruxton School 6916 Charles St, Baltimore 21204 410/887-3594
1171	Perry Hall HS 4601 Ebenezer Rd, Baltimore 21236 410/887-5108	0852	Ridgely MS 121 Ridgely Rd, Lutherville 21093 410/887-7650
1151	Perry Hall MS 4300 Ebenezer Rd, Baltimore 21236 410/887-5100	1308	Riverview ES 3298 Kessler Rd, Baltimore 21227 410/887-1428
0371	Pikesville HS 7621 Labyrinth Rd, Baltimore 21208 410/887-1217	0907	Rodgers Forge ES 250 Dumbarton Rd, Baltimore 21212 410/887-3582
0352	Pikesville MS 7701 Seven Mile Ln, Baltimore 21208 410/887-1207	0072	Rosedale Center 8200 Old Philadelphia Rd, Baltimore 21237 410/887-0133
0921	Pine Grove ES 2701 Summit Ave, Baltimore 21234 410/887-5267	1527	Sandalwood ES 900 S Marlyn Ave, Baltimore 21221 410/887-0174
0957	Pine Grove MS 9200 Old Harford Rd, Baltimore 21234 410/887-5270	1216	Sandy Plains ES 8330 Kavanagh Rd, Baltimore 21222 410/887-7070

0206	Scotts Branch ES 8220 Tawnmoore Rd, Baltimore 21244 410/887-0761	1505	Victory Villa ES 500 Compass Rd, Baltimore 21220 410/887-0184
1531	Seneca ES 545 Carrollwood Rd, Baltimore 21220 410/887-5945	0908	Villa Cresta ES 2600 Rader Ave, Baltimore 21234 410/887-5275
1110	Seven Oaks ES 9220 Seven Courts Dr, Baltimore 21236 410/887-6257	1533	Vincent Farm ES 6019 Ebenezer Rd, White Marsh 21162 410/887-2983
0701	Seventh Dist ES 20300 York Rd, Parkton 21120 410/887-1902	0813	Warren ES 900 Bosley Ave, Cockeysville 21030 410/887-7665
1409	Shady Spring ES 8868 Goldenwood Rd, Baltimore 21237 410/887-0509	0304	Wellwood ES 2901 Smith Ave, Pikesville 21208 410/887-1212
1274	Sollers Pt Southeastern Tech HS 325 Sollers Point Rd, Baltimore 21222 410/887-7075	0925	West Towson ES 6914 North Charles St, Towson 21204 410/887-3869
0155	Southwest Academy 6200 Johnnycake Rd, Baltimore 21207 410/887-0825	0102	Westchester ES 2300 Old Frederick Rd, Baltimore 21228 410/887-1088
0801	Sparks ES 601 Belfast Rd, Sparks 21152 410/887-7900	0175	Western School of Tech 100 Kenwood Ave, Baltimore 21228 410/887-0840
1573	Sparrows Point HS 7400 N Point Rd, Baltimore 21219 410/887-7517	0103	Westowne ES 401 Harlem Ln, Baltimore 21228 410/887-0854
1559	Sparrows Point MS 7400 N Point Rd, Baltimore 21219 410/887-7524	0923	White Oak School 8401 Leefield Rd, Parkville 21234 410/887-5378
1554	Stemmers Run MS 201 Stemmers Run, Baltimore 21221 410/887-0177	0213	Winand ES 8301 Scotts Level Rd, Baltimore 21208 410/887-0763
0905	Stoneleigh ES 900 Pemberton Rd, Baltimore 21212 410/887-3600	0211	Winfield ES 8300 Carlson Ln, Baltimore 21244 410/887-0766
0353	Sudbrook Magnet MS 4300 Bedford Rd, Baltimore 21208 410/887-6720	0256	Windsor Mill MS 8300 Windsor Mill Rd, Baltimore 21244 410/887-0618
0310	Summit Park ES 6920 Diana Rd, Baltimore 21209 410/887-1210	0116	Woodbridge ES 1410 Pleasant Valley, Baltimore 21228 410/887-0857
1513	Sussex ES 515 S Woodward Dr, Baltimore 21221 410/887-0182	0311	Woodholme ES 300 Mount Wilson Ln, Baltimore 21208 410/887-6700
0405	Timber Grove ES 701 Academy Ave, Owings Mills 21117 410/887-1714	0172	Woodlawn HS 1801 Woodlawn Dr, Baltimore 21207 410/887-1309
0805	Timonium ES 2001 Eastridge Rd, Timonium 21093 410/887-7661	0253	Woodlawn MS 3033 St Lukes Ln, Baltimore 21207 410/887-1304
0971	Towson HS 69 Cedar Ave, Baltimore 21286 410/887-3608	0205	Woodmoor ES 3200 Elba Dr, Baltimore 21207 410/887-1318

Calvert County

Board of Ed, 1305 Dares Beach Rd, Prince Frederick 20678
410/535-1700

0101	Appeal ES 11655 H G Trueman Rd, Lusby 20657 410/535-7800
0208	Barstow ES 295 Williams Rd, Prince Frederick 20678 443/486-4770
0302	Beach ES 7900 Old Bayside Rd, Chesapeake Beach 20732 410/257-1512
0214	Calvert Career Ctr 330 Dorsey Rd, Prince Frederick 20678 410/535-7450
0206	Calvert Country School 1350 Dares Beach Rd, Prince Frederick 20678 410/535-7300
0207	Calvert ES 1450 Dares Beach Rd, Prince Frederick 20678 410/535-7311
0213	Calvert HS 600 Dares Beach Rd, Prince Frederick 20678 410/535-7330
0201	Calvert MS 435 Solomons Island Rd, Prince Frederick 20678 410/535-7355
0115	Dowell ES 12680 H.G. Trueman Rd, Lusby 20657 410/535-7802
0217	Huntingtown HS 4125 N Solomons Island Rd, Huntingtown 20639 410/414-7036
0209	Huntingtown ES 4345 Huntingtown Rd, Huntingtown 20639 410/535-7212
0116	Mill Creek MS 12200 Margaret Taylor Rd, Lusby 20657 410/535-7824
0312	Mt Harmony ES 900 W Mt Harmony Rd, Owings 20736 410/257-1611
0110	Mutual ES 1455 Ball Rd, Port Republic 20676 410/535-7700
0314	Northern HS 2950 Chaneyville Rd, Owings 20736 410/257-1519
0315	Northern MS 2954 Chaneyville Rd, Owings 20736 410/257-1622
0112	Patuxent ES 35 Appeal Lane, Lusby 20657 410/535-7830

0113	Patuxent HS 12485 Rousby Hall Rd, Lusby 20657 410/535-7865
0215	Plum Point ES 1245 Plum Point Rd, Huntingtown 20639 410/535-7390
0216	Plum Point MS 1475 Plum Point Rd, Huntingtown 20639 410/535-7400
0111	Southern MS 9615 H G Trueman Rd, Lusby 20657 410/535-7877
0114	St Leonard ES 5370 St Leonard Rd, St Leonard 20685 410/535-7714
0316	Sunderland ES 150 Clyde Jones Rd, Sunderland 20689 410/257-1501
0317	Windy Hill ES 9550 Boyds Turn Rd, Owings 20736 410/257-1539
0318	Windy Hill MS 9560 Boyds Turn Rd, Owings 20736 410/257-1560

Caroline County

Board of Ed, 204 Franklin St, Denton 21629
410/479-1460

0704	Caroline Co Career & Tech Ctr 10855 Central Ave, Ridgely 21660 410/479-0100
0801	Col Richardson HS 25320 Richardson Rd, Federalsburg 21632 410/754-5575
0802	Col Richardson MS 25390 Richardson Rd, Federalsburg 21632 410/754-9922
0301	Denton ES 303 Sharp Rd, Denton 21629 410/479-1660
0501	Federalsburg ES 302 University Ave, Federalsburg 21632 410/754-9054
0201	Greensboro ES 625 N Main St, Greensboro 21639 410/482-6251
0302	Lockerman MS 410 Lockerman St, Denton 21629 410/479-2760
0703	North Caroline HS 10990 River Rd, Ridgely 21660 410/479-2332

0401 Preston ES
225 Main St, Preston 21655
410/673-2552

0701 Ridgely ES
118 N Central, Ridgely 21660
410/634-2105

Carroll County

Board of Ed, 125 N Court St, Westminster 21157
410/751-3000

0709 Carroll Co Career & Tech Center
1229 Washington Rd, Westminster 21157
410/751-3669

0712 Carroll Springs
495 S Center St, Westminster 21157
410/751-3620

0506 Carrolltowne ES
6542 Ridge Rd, Sykesville 21784
410/751-3530

0510 Century HS
355 Ronsdale Rd, Eldersburg, MD 21784
410/386-4400

0302 Charles Carroll
3719 Littlestown, Westminster 21157
410/751-3211

0715 Cranberry Station ES
505 N Centre St, Westminster 21157
410/386-4440

0701 E Westminster MS
121 Longwell Ave, Westminster 21157
410/751-3656

0603 Ebb Valley ES
3100 Swiper Dr, Manchester 21102
410/386-1550

0501 Eldersburg ES
1021 Johnsville Rd, Sykesville 21784
410/751-3520

1201 Elmer A Wolfe
115 N Main St, Union Bridge 21791
410/751-3307

0202 Francis Scott Key HS
3825 Bark Hill Rd, Union Bridge 21791
410/751-3320

0505 Freedom ES
5626 Sykesville Rd, Sykesville 21784
410/751-3525

0714 Friendship Valley ES
1100 Gist Rd, Westminster 21157
410/751-3650

0716 Gateway Program
225 Kate Wagner Rd, Westminster 21157
410/751-3691

0804 Hampstead ES
3737 Shiloh Rd, Hampstead 21074
410/751-3420

0507 Liberty Sr HS
5855 Bartholow Rd, Sykesville 21784
410/751-3560

0503 Liton Springs ES
375 Ronsdale Rd, Sykesville, 21784
410/751-3280

0601 Manchester ES
3224 York St, Manchester 21102
410/751-3410

0606 Manchester Valley HS
3300 Maple Grove Rd, Manchester 21102
410/386-1673

0406 Mechanicsville
3838 Sykesville Rd, Sykesville 21784
410/751-3510

1305 Mt Airy ES
405 N Main St, Mt Airy 21771
301/751-3540

1306 Mt Airy MS
102 Watersville Rd, Mt Airy 21771
301/751-3554

1101 New Windsor MS
1000 Green Valley Rd, New Windsor 21776
410/751-3355

0801 North Carroll MS
2401 Hanover Pike, Hampstead 21074
410/751-3440

0805 North Carroll Sr HS
1400 Panther Dr, Hampstead 21074
410/751-3450

0105 Northwest MS
99 Kings Dr, Taneytown 21787
410/751-3270

0508 Oklahoma Rd MS
6300 Oklahoma Rd, Sykesville 21784
410/751-3600

1304 Parr's Ridge ES
202 Watersville Rd, Mt. Airy 21771
410/751-3559

0509 Piney Ridge ES
6315 Freedom Ave, Sykesville 21784
410/751-3535

0711 Robert Moton ES
1413 Washington Rd, Westminster 21157
410/751-3610

0204 Runnymede ES
3000 Landon Dr, Westminster 21158
410/751-3203

0404 Sandymount ES
2222 Old Westminster, Finksburg 21048
410/751-3215

0807	Shiloh MS 3675 Willow St, Hampstead 21074 410/386-4570
1401	South Carroll Sr HS 1300 W Old Liberty Rd, Sykesville 21784 410/751-3575
0806	Spring Garden ES 700 Boxwood Dr, Hampstead 21074 410/751-3433
0504	Sykesville MS 7301 Springfield Ave, Sykesville 21784 410/751-3545
0103	Taneytown ES 100 Kings Dr, Taneytown 21787 410/751-3260
0703	W Westminster MS 60 Monroe St, Westminster 21157 410/751-3661
0710	Westminster ES 811 Uniontown Rd, Westminster 21157 410/751-3222
0707	Westminster Sr HS 1225 Washington Rd, Westminster 21157 410/751-3630
0705	William Winchester ES 70 Monroe St, Westminster 21157 410/751-3230
0906	Winfield ES 4401 Salem Bottom Rd, Westminster 21157 410/751-3242
0704	Winters Mill HS 560 Gorsuch Rd, Westminster 21157 410/386-1500

Cecil County

Board of Ed, 201 Booth St, Elkton 21921
410/996-5400

0704	Bainbridge ES 41 Preston Dr, Port Deposit 21904 410/996-6030
0510	Bay View ES 910 North East Rd, North East 21901 410/996-6230
0206	Bohemia Manor MS 2757 August Herman, Chesapeake City 21915 410/885-2095
0204	Bohemia Manor HS 2755 August Herman, Chesapeake City 21915 410/885-2075
0904	Calvert ES 79 Brick Meetinghouse, Rising Sun 21911 410/658-5335

0511	Cecil County School of Technology 900 North East Rd, North East 21901 410/996-6250
0401	Cecil Manor ES 971 Elk Mills Rd, Elkton 21921 410/996-5090
0104	Cecilton ES 251 W Main St, Cecilton 21913 410/275-1000
0513	Charlestown ES 550 Baltimore St, Charlestown 21914 410/996-6240
0313	Cherry Hill MS 2535 Singerly Rd, Elkton 21921 410/996-5020
0205	Chesapeake City ES 214 3rd St, Chesapeake City 21915 410/885-2085
0801	Conowingo ES 471 Rowlandville Rd, Conowingo 21918 410/996-6040
0515	Elk Neck ES 41 Racine School Rd, Elkton 21921 410/996-5030
0303	Elkton MS 615 North St, Elkton 21921 410/996-5010
0302	Elkton HS 110 James St, Elkton 21921 410/996-5000
0310	Gilpin Manor ES 203 Newark Ave, Elkton 21921 410/996-5040
0311	Holly Hall ES 233 Whitehall Rd, Elkton 21921 410/996-5050
0317	Kenmore ES 2475 Singerly Rd, Elkton 21921 410/996-5060
0315	Leeds ES 615 Deaver Rd, Elkton 21921 410/996-5070
0506	North East ES 301 Thomas Ave, North East 21901 410/996-6220
0504	North East MS 200 E Cecil Ave, North East 21901 410/996-6210
0514	North East HS 300 Irishtown Rd, North East 21901 410/996-6200
0703	Perryville ES 901 Maywood Ave, Perryville 21903 410/996-6020

0701 Perryville MS
850 Aiken Ave, Perryville 21903
410/996-6010

0705 Perryville HS
1696 Perryville Rd, Perryville 21903
410/996-6000

0607 Rising Sun ES
500 Hopewell Rd, Rising Sun 21911
410/658-5925

0905 Rising Sun HS
100 Tiger Dr, North East 21901
410/658-9115

0606 Rising Sun MS
289 Pearl St, Rising Sun 21911
410/658-5535

0316 Thomson Estates ES
203 E Thomson Dr, Elkton 21921
410/996-5080

Charles County

Board of Ed, Box 2770, La Plata 20646
301/932-6610

0612 Arthur Middleton
1109 Copley Ave, Waldorf 20601
301/645-3338

0620 Barnhart ES
4800 Lancaster Cir, Waldorf 20603
301/645-9053

0613 Ben Stoddert MS
2040 St Thomas Dr, Waldorf 20601
301/645-1334

0622 Berry ES
10155 Berry Rd, Waldorf 20603
301/638-2330

0607 Charles Co Career & Technical Center
7775 Marshall Corner Rd, Pomfret 20675
301/934-9061

0617 Daniel of St Jenifer
2820 Jenifer School Ln, Waldorf 20601
301/932-9603

0625 Davis MS
2495 Davis Rd, Waldorf 20603
301/638-0858

0611 Dr Gustavos Brown
421 University Dr, Waldorf 20602
301/645-1330

0604 Dr Samuel Mudd ES
820 Stone Ave, Waldorf 20601
301/645-3686

0501 Dr Thomas Higdon ES
12872 Rock Pt Rd, Newburg 20664
301/934-4091

0616 Eva Turner ES
1000 Bannister Cir, Waldorf 20601
301/645-4828

0107 F B Gwynn Special
5998 Radio Station Rd, La Plata 20646
301/934-3884

1001 Gale-Baily ES
4740 Pisgah-Marbury, Marbury 20658
301/743-5491

0705 Gen Smallwood MS
4990 Indian Head Hwy, Indian Head 20640
301/743-5422

0710 Indian Head ES
4200 Indian Head Hwy, Indian Head 20640
301/743-5454

0703 JC Parks ES
3505 Livingston Rd, Indian Head 20640
301/375-7444

0606 J P Ryon ES
12140 Vivian Adams, Waldorf 20601
301/645-3090

0609 James Craik ES
7725 Marshall Corner, Pomfret 20675
301/934-4270

0608 John Hanson MS
12350 Vivian Adams, Waldorf 20601
301/645-4520

0106 La Plata HS
6035 Radio Station Rd, La Plata 20646
301/934-1100

1002 Lackey Sr HS
3000 Chicamuxen Rd, Indian Head 20640
301/743-5431

0902 Malcolm ES
14760 Poplar Hill Rd, Waldorf 20601
301/645-2691

0602 Mary Burgess Neal ES
12105 St. George's Dr, Waldorf 20602
301/638-2617

0621 Mattawoman MS
10145 Berry Rd, Waldorf 20603
301/645-7708

0701 Matthew Henson MS
3535 Livingston Rd, Indian Head 20640
301/375-8550

0109 Matula ES
6025 Radio Station Rd, La Plata 20646
301/934-5412

0108 McDonough HS
7165 Marshall Corner, Pomfret 20675
301/934-2944

0104 Milton Somers MS
PO Box 2290, 300 Willow Ln, La Plata 20646
301/934-4663

0302	Mt Hope-Nanjemoy ES 9275 Ironsides Rd, Nanjemoy 20662 301/246-4383
0607	North Point HS 2500 Davis Rd, Waldorf 20603 301/753-1759
0503	Piccowaxen MS 12834 Rock Pt Rd, Newburg 20664 301/934-1977
0708	Stethem Educational Ctr 7775 Marshall Corner Rd, Pomfret 20675 301/932-1003
0801	TC Martin ES 6315 Olivers Shop Rd, Bryantown 20617 301/274-3182
0605	Thomas Stone Sr HS 3785 Leonardtown Rd, Waldorf 20601 301/645-2601
0105	Walter J Mitchell ES 400 Willow Ln, La Plata 20646 301/934-4687
0619	Westlake HS 3300 Middletown Rd, Waldorf 20603 301/645-8857
1015	William A Diggs ES 2615 Davis Rd, Waldorf 20603 301/638-7202
0618	William B. Wade ES 2300 Smallwood Dr, Waldorf 20603 301/932-4304

Dorchester County

Board of Ed, 700 Glasgow St, Box 619, Cambridge 21613
410/228-4747

0713	Cambridge-S. Dorchester HS 2475 Cambridge Bypass, Cambridge 21613 410/228-9224
0716	Choptank ES 1103 Maces Ln, Cambridge 21613 410/228-4950
0714	Dorchester School of Technology 2465 Cambridge Bypass, Cambridge 21613 410/228-3457
1503	Hurlock ES PO Box B, 301 Charles St, Hurlock 21643 410/943-3303
0707	Maces Lane MS 1101 Maces Ln, Cambridge 21613 410/228-2111
0711	Maple ES 5225 Egypt Rd, Cambridge 21613 410/228-8577

0208	N Dorchester MS 5745 Cloverdale Rd, Hurlock 21643 410/943-3322
0207	North Dorchester HS 5875 Cloverdale Rd, Hurlock 21643 410/943-4511
0710	Sandy Hill ES 1503 Glasgow Rd, Cambridge 21613 410/228-7978
0508	South Dorchester 3485 Golden Hill Rd, Church Creek 21622 410/397-3434
0302	Vienna ES 4905 Ocean Gateway, Vienna 21869 410/376-3151
0205	Warwick ES PO Box 306, 155 Main St, Secretary 21664 410/943-8151

Frederick County

Board of Ed, 191 South East St, Frederick 21701
301/644-5000

0223	Ballenger Creek ES 5250 Kingsbrook Dr, Frederick 21701 240/236-2500
2305	Ballenger Creek MS 5525 Ballenger Creek, Frederick 21701 240/236-5700
2504	Brunswick ES 400 Central Ave, Brunswick 21716 240/236-2900
2525	Brunswick MS 301 Cummings Dr, Brunswick 21716 240/236-5400
2503	Brunswick Sr HS 101 Cummings Dr, Brunswick 21716 240/236-8600
0221	Career-Tech Center 7922 Opossumtown Pk, Frederick 21702 240/236-8500
0108	Carroll Manor ES 5624 Adamstown Rd, Adamstown 21710 240/236-3800
0715	Centreville ES 3601 Carriage Hill Dr, Frederick 21704 240/566-0100
1509	Catoctin Sr HS 14745 Sabillasville, Thurmont 21788 240/236-8100
0227	Crestwood MS 7100 Foxcroft Dr, Frederick, MD 21703 240/566-9000

0917	Deer Crossing ES 10601 Finn Dr, New Market 21774 240/236-5900	0314	Middletown Primary School 403 Franklin St, Middletown 21769 240/566-0200
0503	Emmitsburg ES 300 S Seton Ave, Emmitsburg 21727 240/236-1750	0313	Middletown Sr HS 200 Schoolhouse Dr, Middletown 21769 240/236-7400
0209	Frederick Sr HS 650 Carroll Pkwy, Frederick 21701 240/236-7000	0222	Monocacy ES 7421 Hayward Rd, Frederick 21701 240/236-1400
2611	Glade ES 9525 Glade Rd, Walkersville 21793 240/236-2100	0219	Monocacy MS 8009 Opossumtown Pike, Frederick 21701 240/236-4700
0213	Gov T Johnson HS 1501 N Market St, Frederick 21701 240/236-8200	1604	Myersville ES Lushbaugh Way, Myersville 21773 240/236-1900
0225	Gov T Johnson MS 1799 Schifferstadt Blvd, Frederick 21701 240/236-4900	0210	N Frederick ES 1001 Motter Ave, Frederick 21701 240/236-2000
0913	Green Valley ES 11501 Fingerboard Rd, Monrovia 21770 240/236-3400	0903	New Market ES 93 W Main St, New Market 21774 240/236-1300
0206	Heather Ridge MS 1445 Taney Ave, Frederick 21702 240/236-8000	0914	New Market MS 125 W Main St, New Market 21774 240/236-4600
0208	Heather Ridge Spec HS 1445 Taney Ave, Frederick 21701 240/236-8000	1105	New Midway/Woodsboro ES 12226 Woodsboro Pike, Keymar 21757 240/236-1500
2302	Hillcrest ES 1285 Hillcrest Dr, Frederick 21701 240/236-3200	0919	Oakdale ES 9850 Old National Pike, Ijamsville 21754 240/236-3300
0915	Kempton ES 3456 Kempton Church Rd, Monrovia 21770 240/236-3500	0083	Oakdale HS 5850 Eaglehead Dr, Ijamsville 21754 240/566-9400
2001	Lewistown ES 11119 Hessong Bridge Rd, Frederick 21701 240/236-3750	0918	Oakdale MS 9840 Old National Pike, Ijamsville 21754 240/236-5500
0801	Liberty ES 11820 Liberty Rd, Frederick 21701 240/236-1800	2306	Orchard Grove ES 5898 Hannover Dr, Frederick 21703 240/236-2400
0204	Lincoln ES A 250 Madison St, Frederick 21701 240/236-2650	0201	Parkway ES 300 Carroll Pkwy, Frederick 21701 240/236-2600
0204	Lincoln ES B 200 Madison St, Frederick 21701 240/236-2650	2404	Rock Creek Spec 191 Waverley Dr, Frederick 21701 240/236-8700
0912	Linganore Sr HS 5850 Eaglehead Dr, Ijamsville 21754 240/566-9400	1001	Sabillasville ES 16210 B Sabillasville, Sabillasville 21780 240/236-6000
0303	Middletown ES 201 E Green St, Middletown 21769 240/236-1100	0916	Spring Ridge ES 9051 Ridgefield Dr, Frederick 21701 240/236-1600
0311	Middletown MS 100 Marth Mason St, Middletown 21769 240/236-4200	1503	Thurmont ES 805 E Main St, Thurmont 21788 240/236-0900

1510	Thurmont MS 408 E Main St, Thurmont 21788 240/236-5100
1511	Thurmont Primary 7989 Rocky Ridge Rd, Thurmont 21788 240/236-2800
0109	Tuscarora ES 6321 Lambert Dr, Frederick 21703 240/566-0000
2307	Tuscarora HS 5312 Ballenger Creek Pike, Frederick 21703 240/236-6400
1801	Twin Ridge ES 1106 Leafy Hollow Cir, Mt Airy 21771 240/236-2300
0702	Urbana ES 3554 Urbana Pike, Frederick 21701 240/236-2200
0716	Urbana MS 3511 Pontius Ct, Ijamsville 21754 240/566-9200
0713	Urbana HS 3471 Campus Dr, Ijamsville 21754 240/236-7600
1406	Valley ES 3519 Jefferson Pike, Jefferson 21755 240/236-3000
0211	W Frederick MS 515 W Patrick St, Frederick 21701 240/236-4000
2607	Walkersville ES 83 Frederick St, Walkersville 21793 240/236-1000
2606	Walkersville MS 55 Frederick St, Walkersville 21793 240/236-4400
2610	Walkersville Sr HS 81 Frederick St, Walkersville 21793 240/236-7200
2403	Waverley ES 201 Waverley Dr, Frederick 21702 240/236-3900
2107	Whittier ES 2400 Whittier Dr, Frederick 21702 240/236-3100
0714	Windsor Knolls MS 11150 Windsor Rd, Ijamsville 21754 240/236-5000
0603	Wolfsville ES 12520 Wolfsville Rd, Myersville 21773 240/236-2250
2103	Yellow Springs ES 8717 Yellow Springs, Frederick 21701 240/236-1700

Garrett County

Board of Ed, 40 S 2nd St, Box 59, Oakland 21550
301/334-8900

0501	Accident ES 534 Accident-Bittinger St, P.O. Box 260, Accident 21520 301/746-8863
0401	Bloomington School 334 N Branch Ave, P.O. Box 158, Bloomington 21523 301/359-0331
0707	Broad Ford ES 607 Harvey Winters Rd, Oakland 21550 301/334-9445
1408	Crellin ES 115 Kendall Dr, Oakland 21550 301/334-4704
1604	Dennett Rd ES 770 Dennett Rd, Oakland 21550 301/334-3452
0202	Friendsville ES 841 First St, Friendsville 21531 301/746-5100
0301	Grantsville ES 120 Grant St, Grantsville 21536 301/746-8662
1301	Kitzmiller ES P.O. Box 300, 288 W Main St, Kitzmiller 21538 301/453-3101
0512	Northern Garrett HS 86 Pride Pkwy, Accident 21520 301/746-8668
0511	Northern MS 371 Pride Pkwy, Accident 21520 301/746-8165
0904	Rt 40 ES 17764 National Pike, Frostburg 21532 301/689-6132
0709	Southern HS 345 Oakland Dr, Oakland 21550 301/334-9447
0708	Southern MS 605 Harvey Winters Rd, Oakland 21550 301/334-8881
0812	Swan Meadow ES 6709 Garrett Hwy, Oakland 21550 301/334-2059
0710	Yough Glades ES 70 Wolfe Acres Dr, Oakland 21550 301/334-3334

Harford County

Board of Ed, 102 South Hickory Ave, Bel Air 21014
410/838-7300

0270	Aberdeen HS 251 Paradise Rd, Aberdeen 21001 410/273-5500	0382	Fallston HS 2301 Carrs Mill Rd, Fallston 21047 410/638-4120
0265	Aberdeen MS 111 Mt Royal Ave, Aberdeen 21001 410/273-5510	0386	Fallston MS 2303 Carrs Mill Rd, Fallston 21047 410/638-4129
0123	Abingdon ES 399 Singer Rd, Abingdon 21009 410/638-3910	0326	Forest Hill ES 2407 Rocks Rd, Forest Hill 21050 410/638-4166
0212	Bakerfield ES 36 Baker St, Aberdeen 21001 410/273-5518	0328	Forest Lakes ES 100 Osborn Pkwy, Forest Hill 21050 410/638-4262
0314	Bel Air ES 30 East Lee St, Bel Air 21014 410/638-4160	0327	Fountain Green ES 517 Fountain Green, Bel Air 21015 410/638-4220
0373	Bel Air HS 100 Heighe St, Bel Air 21014 410/638-4600	0211	George D. Lisby ES 810 Edmund St, Aberdeen 21001 410/273-5530
0372	Bel Air MS 99 Idlewild St, Bel Air 21014 410/638-4140	0230	Halls Cross Rds ES 203 E Bel Air Ave, Aberdeen 21001 410/273-5524
0385	C Milton Wright HS 1301 N Fountain Green Rd, Bel Air 21015 410/638-4110	0309	Harford Glen 502 W Wheel Rd, Bel Air 21015 410/638-3903
0125	Church Creek ES 4299 Church Creek Rd, Belcamp 21017 410/273-5550	0304	Harford Technical HS 200 Thomas Run Rd, Bel Air 21015 410/638-3804
0316	Churchville ES 2935 Level Rd, Churchville 21028 410/638-3800	0632	Havre de Grace ES 600 Juniata St, Havre de Grace 21078 410/939-6616
0518	Darlington ES 2119 Shuresville Rd, Darlington 21034 410/638-3700	0678	Havre de Grace HS 700 Congress Ave, Havre de Grace 21078 410/939-6600
0120	Deerfield ES 2307 Willoughby Beach, Edgewood 21040 410/612-1535	0679	Havre de Grace MS 401 Lewis Ln, Havre de Grace 21078 410/939-6608
0522	Dublin ES 1527 Whiteford Rd, Street 21154 410/638-3703	0333	Hickory ES 2100 Conowingo Rd, Bel Air 21014 410/638-4170
0115	Edgewood ES 2100 Cedar Dr, Edgewood 21040 410/612-1540	0335	Homestead/Wakefield ES 900 S Main St, Bel Air 21014 410/638-4175
0176	Edgewood HS 2415 Willoughby Beach, Edgewood 21040 410/612-1500	0436	Jarrettsville ES 3818 Norrisville Rd, Jarrettsville 21084 410/692-7800
0177	Edgewood MS 2311 Willoughby Beach, Edgewood 21040 410/612-1518	0391	John Archer School 100 Thomas Run Rd, Bel Air 21015 410/638-3810
0121	Emmorton ES 2502 Tollgate Rd, Bel Air 21014 410/638-3920	0137	Joppatowne ES 407 Trimble Rd, Joppa 21085 410/612-1546
		0181	Joppatowne HS 555 Joppa Farm Rd, Joppa 21085 410/612-1510

0131 Magnolia ES
901 Trimble Rd, Joppa 21085
410/612-1553

0184 Magnolia MS
299 Ft Hoyle Rd, Joppa 21085
410/612-1525

0638 Meadowvale ES
910 Grace View Dr, Havre de Grace 21078
410/939-6622

0441 Norrisville ES
5302 Norrisville Rd, White Hall 21161
410/692-7810

0447 North Bend ES
1445 North Bend Rd, Jarrettsville 21084
410/692-7815

0544 North Harford ES
120 Pylesville Rd, Pylesville 21132
410/638-3670

0580 North Harford HS
211 Pylesville Rd, Pylesville 21132
410/638-3650

0583 North Harford MS
112 Pylesville Rd, Pylesville 21132
410/638-3658

0189 Patterson Mill HS
85 Patterson Mill Rd, Bel Air 21015
410/638-4630

0188 Patterson Mill MS
85 Patterson Mill Rd, Bel Air 21015
410/638-4630

0329 Prospect Mill
101 Prospect Mill Rd, Bel Air 21015
410/638-3817

0251 RAACS Charter School
253 Paradise Rd, Aberdeen 21001
410/273-5560

0345 Ring Factory ES
1400 Emmerton Rd, Bel Air 21014
410/638-4186

0143 Riverside ES
211 Stillmeadow Dr, Joppa 21085
410/612-1560

0639 Roye-Williams ES
201 Oakington Rd, Havre de Grace 21078
410/273-5536

0374 Southampton MS
1200 Moores Mill Rd, Bel Air 21014
410/638-4150

0140 William Paca/Old Post Rd ES
2706 Old Philadelphia Rd, Abingdon 21009
410/612-1566

0113 William S James
1 Laurentum Pkwy, Abingdon 21009
410/638-3900

0348 Youths Benefit ES
1901 Fallston Rd, Fallston 21047
410/638-4190

Howard County

Board of Ed, 10910 Rt 108, Ellicott City 21042
410/313-6600

0303 Applications and Research Lab
10920 Route 108, Ellicott City 21042
410/313-6998

0603 Atholton ES
6700 Seneca Dr, Columbia 21046
410/313-6853

0509 Atholton HS
6520 Freetown Rd, Columbia 21044
410/313-7065

0218 Bellows Spring ES
8125 Old Stockbridge Dr, Ellicott City 21043
410/313-5057

0620 Bollman Bridge ES
8200 Savage-Guilford, Jessup 20794
410/880-5920

0108 Bonnie Branch MS
4979 Ilchester Rd, Ellicott City 21043
410/313-2580

0510 Bryant Woods ES
5450 Blue Heron Ln, Columbia 21044
410/313-6859

0216 Burleigh Manor MS
4200 Centennial Ln, Ellicott City 21042
410/313-2507

0406 Bushy Park ES
14601 Carrs Mill Rd, Glenwood 21738
410/313-5500

0522 Cedar Lane
11630 Scaggsville Rd, Fulton 20759
410/888-8800

0210 Centennial Lane ES
3825 Centennial Ln, Ellicott City 21042
410/313-2800

0214 Centennial HS
4300 Centennial Ln, Ellicott City 21042
410/313-2856

0505 Clarksville ES
12041 Rt 108, Clarksville 21029
410/313-7050

0521 Clarksville MS
6535 S Trotter Rd, Clarksville 21029
410/313-7057

0520	Clemens Crossing ES 10320 Quarterstaff Rd, Columbia 21044 410/313-6866	0518	Harpers Choice MS 5450 Beaverkill Rd, Columbia 21044 410/313-6929
6000	Cradlerock School 6700 Cradlerock Way, Columbia, MD 21045 410/313-7601	0217	Hollifield Station ES 8701 Stonehouse Dr, Ellicott City 21043 410/313-2550
0528	Dayton Oaks 4691 Ten Oaks Rd, Dayton 21036 410/313-1571	0080	Homewood Center 10914 Route 108, Ellicott City 21042 410/313-7081
0103	Deep Run ES 6925 Old Waterloo Rd, Elkridge 21075 410/313-5000	0203	Howard HS 8700 Old Annapolis, Ellicott City 21043 410/313-2867
0211	Dunloggin MS 9129 Northfield Rd, Ellicott City 21042 410/313-2831	0107	Ilchester ES 4981 Ilchester Rd, Ellicott City 21043 410/313-2524
0101	Elkridge ES 7075 Montgomery Rd, Elkridge 21075 410/313-5006	0613	Jeffers Hill ES 6000 Tamar Dr, Columbia 21045 410/313-6872
0106	Elkridge Landing MS 7085 Montgomery Rd, Elkridge 21075 410/313-5040	0618	Laurel Woods ES 9250 N Laurel Rd, Laurel 20723 410/880-5960
0202	Ellicott Mills MS 4445 Montgomery Rd, Ellicott City 21043 410/313-2839	0526	Lime Kiln MS 11650 Scaggsville Rd, Fulton 20759 410/880-5988
0307	Folly Quarter MS 13500 Triadelphia Rd, Ellicott City 21042 410/313-1506	0407	Lisbon ES 15901 Frederick Rd, Lisbon 21765 410/313-5506
0622	Forest Ridge ES 9550 Gorman Rd, Laurel 20723 410/880-5950	0623	Long Reach HS 6101 Old Dobbin Rd, Columbia 21045 410/313-7117
0525	Fulton ES 11600 Scaggsville Rd, Fulton 20759 410/880-5957	0514	Longfellow ES 5470 Hesperus Dr, Columbia 21044 410/313-6879
0404	Glenelg HS 14025 Burnt Woods Rd, Glenelg 21737 410/313-5528	0305	Manor Woods ES 11575 Frederick Rd, Ellicott City 21042 410/313-7165
0405	Glenwood MS 2680 Rt 97, Glenwood 21738 410/313-5520	0308	Marriotts Ridge HS 12100 Woodford Dr, Marriottsville 21104 410/313-5568
0625	Gorman Crossing ES 9999 Winter Sun Rd, Laurel 20723 410/880-5900	0104	Mayfield Woods MS 7950 Red Barn Rd, Elkridge 21075 410/313-5022
0602	Guilford ES 7335 Oakland Mills, Columbia 21046 410/880-5930	0304	Mount View MS 12101 Woodford Dr, Marriottsville 21104 410/313-5545
0606	Hammond ES 8110 Aladdin Dr, Laurel 20723 410/880-5890	0207	Mt Hebron HS 9440 Rt 99, Ellicott City 21042 410/313-2880
0607	Hammond MS 8110 Aladdin Dr, Laurel 20723 410/880-5830	6244	Murray Hill MS 9989 Winter Sun Rd, Laurel 20723 410/880-5897
0619	Hammond HS 8800 Guilford Rd, Columbia 21046 410/313-7615	0208	Northfield ES 9125 Northfield Rd, Ellicott City 21042 410/313-2806

0610 Oakland Mills MS
9540 Kilimanjaro Rd, Columbia 21045
410/313-6937

0611 Oakland Mills HS
9410 Kilimanjaro Rd, Columbia 21045
410/313-6945

0209 Patapsco MS
8885 Old Frederick, Ellicott City 21043
410/313-2848

0621 Patuxent Valley MS
9151 Vollmerhausen, Jessup 20794
410/880-5840

0612 Phelps Luck ES
5370 Old Stone Ct, Columbia 21045
410/313-6886

0523 Pointers Run ES
6600 S Trotter Rd, Clarksville 21029
410/313-7142

0527 Reservoir HS
11550 Scaggsville Rd, Fulton 20759
410/888-8850

0524 River Hill HS
12101 Route 108, Clarksville 21029
410/313-7120

0105 Rockburn ES
6145 Montgomery Rd, Elkridge 21075
410/313-5030

0515 Running Brook ES
5215 W Running Brook, Columbia 21044
410/313-6893

0204 St Johns Lane ES
2960 St Johns Ln, Ellicott City 21043
410/313-2813

0608 Stevens Forest ES
6045 Stevens Forest, Columbia 21045
410/313-6900

0517 Swansfield ES
5610 Cedar Ln, Columbia 21044
410/313-6907

0609 Talbott Springs ES
9550 Basket Ring Rd, Columbia 21045
410/313-6915

0605 Thunder Hill ES
9357 Mellenbrook Rd, Columbia 21045
410/313-6922

0306 Triadelphia Ridge ES
13400 Triadelphia Rd, Ellicott City 21042
410/313-2560

0219 Veterans ES
4355 Montgomery Rd, Ellicott City 21043
410/313-1700

0604 Waterloo ES
5940 Waterloo Rd, Columbia 21045
410/313-5014

0215 Waverly ES
10220 Weatherburn Rd, Ellicott City 21042
410/313-2819

0302 West Friendship ES
12500 Frederick Rd, West Friendship 21794
410/313-5512

0512 Wilde Lake MS
10481 Cross Fox Ln, Columbia 21044
410/313-6957

0516 Wilde Lake HS
5460 Trumpeter Rd, Columbia 21044
410/313-6965

0213 Worthington ES
4570 Round Hill Rd, Ellicott City 21043
410/313-2825

Kent County

Board of Ed, 215 Washington Ave, Chestertown 21620
410/778-1595

0106 Galena ES
114 S Main St, Galena 21635
410/648-5132

0403 Henry H Garnett ES
320 Calvert St, Chestertown 21620
410/778-6890

0503 IBALC
215 Washington Ave, Chestertown 21620
410/778-1595

0301 Kent County HS
25301 Lambs Meadow, Worton 21678
410/778-4540

0402 Kent County MS
402E Campus Ave, Chestertown 21620
410/778-1771

0102 Millington ES
172 Sassafras St, Millington 21651
410/928-3141

0504 Rock Hall ES
21203 Sharp St, Rock Hall 21661
410/639-2279

0304 Worton ES
11085 Worton Rd, Worton 21678
410/778-2164

Montgomery County

Board of Ed, 850 Hungerford Dr, Rockville 20850
301/279-3391

02790	Arcola ES 1820 Franwall Ave, Silver Spring 20902 301/649-8590	03335	Briggs Chaney MS 1901 Rainbow Dr, Silver Spring 20904 301/989-6000
03823	Argyle MS 2400 Bel Pre Rd, Silver Spring 20906 301/460-2400	02304	Broad Acres ES 710 Beacon Rd, Silver Spring 20903 301/431-7616
02425	Ashburton ES 6314 Lone Oak Dr, Bethesda 20817 301/571-6959	02518	Brook Grove ES 2700 Spartan Rd, Olney 20832 301/924-3154
03705	Baker MS 25400 Oak Dr, Damascus 20872 301/253-7010	02807	Brookhaven ES 4610 Renn St, Rockville 20853 301/460-2140
03333	Banneker MS 14800 Perrywood Dr, Burtonsville 20866 301/989-5747	02559	Brown Station ES 851 Quince Orchard, Gaithersburg 20878 301/840-7172
02420	Bannockburn ES 6520 Dalroy Ln, Bethesda 20817 301/320-6555	02419	Burning Tree ES 7900 Beech Tree Dr, Bethesda 20817 301/320-6510
02505	Barnsley ES 14516 Nadine Dr, Rockville 20853 301/460-2121	02309	Burnt Mills ES 11211 Childs St, Silver Spring 20901 301/649-8192
02207	Beall ES 451 Beall Ave, Rockville 20850 301/279-8460	02302	Burtonsville ES 15516 Old Columbia, Burtonsville 20866 301/989-5654
02780	Bel Pre ES 13801 Rippling Brook, Silver Spring 20906 301/460-2145	03606	Cabin John MS 10701 Gainsborough Rd, Rockville 20854 301/469-1150
02607	Bells Mill ES 8225 Bells Mill Rd, Rockville 20854 301/469-1046	02508	Candlewood ES 7210 Osprey Dr, Rockville 20855 301/840-7167
02513	Belmont ES 19528 Olney Mill Rd, Olney 20832 301/924-3140	02310	Cannon Rd ES 901 Cannon Rd, Silver Spring 20904 301/989-5662
02401	Bethesda ES 7600 Arlington Rd, Bethesda 20814 301/657-4979	02604	Carderock Springs ES 7401 Persimmon Tree, Bethesda 20817 301/469-1034
04406	Bethesda-Chevy Chase 4301 E West Hwy, Bethesda 20814 240/497-6300	01215	Carl Sandburg Cntr 451 Meadow Hall Dr, Rockville 20851 301/279-8490
02226	Beverly Farms ES 8501 Post Oak Rd, Potomac 20854 301/469-1050	02159	Carson ES 100 Tschiffely Square Rd, Gaithersburg 20878 301/840-5333
04757	Blair HS 51 University Blvd E, Silver Spring 20901 301/649-2800	02511	Cashell ES 17101 Cashell Rd, Rockville 20853 301/924-3130
04321	Blake HS 300 Norwood Rd, Silver Spring 20905 301/879-1300	02703	Cedar Grove ES 24001 Ridge Rd, Germantown 20876 301/253-7000
02410	Bradley Hills ES 8701 Hartsdale Ave, Bethesda 20817 301/571-6966	02403	Chevy Chase ES 4015 Rosemary St, Chevy Chase 20815 301/657-4994
		04602	Churchill HS 11300 Gainsborough, Potomac 20854 301/469-1200

02101	Clarksburg ES 13530 Redgrave Pl, Clarksburg 20871 301/353-8060	04748	Edison HS 12501 Dalewood Dr, Wheaton 20906 301/929-2175
04249	Clarksburg HS 22500 Wims Rd, Clarksburg MD 20871 301/444-3000	04789	Einstein HS 11135 Newport Mill, Kensington 20895 301/929-2200
02706	Clearspring ES 9930 Moyer Rd, Damascus 20872 301/253-7004	02303	Fairland ES 14315 Fairdale Rd, Silver Spring 20905 301/989-5658
03157	Clemente MS 18808 Warring St, Germantown 20874 301/601-0344	02233	Fallsmead ES 1800 Green Place Ter, Rockville 20850 301/279-4984
02100	Clopper Mill ES 18501 Cinnamon Dr, Germantown 20874 301/353-8065	02219	Farmland ES 7000 Old Gate Rd, Rockville 20852 301/230-5919
02308	Cloverly ES 800 Briggs Chaney Rd, Silver Spring 20904 301/989-5770	03507	Farquhar MS 16915 Batchellors Forest Rd, Olney 20832 301/924-3100
02238	Cold Spring ES 9201 Falls Chapel Way, Potomac 20854 301/279-8480	02566	Fields Rd ES One School Dr, Gaithersburg 20878 301/840-7131
02229	College Gardens ES 1700 Yale Pl, Rockville 20850 301/279-8470	02549	Flower Hill ES 18425 Flower Hill Way, Gaithersburg 20879 301/840-7161
02808	Cresthaven ES 1234 Cresthaven Dr, Silver Spring 20903 301/431-7622	02506	Flower Valley ES 4615 Sunflower Dr, Rockville 20853 301/924-3135
02111	Daly ES 20301 Brandermill Dr, Germantown 20874 301/353-0939	02803	Forest Knolls ES 10830 Eastwood Ave, Silver Spring 20901 301/649-8060
02702	Damascus ES 10201 Bethesda Church Rd, Damascus 20872 301/253-7080	03248	Forest Oak MS 651 Saybrooke Oaks Blvd, Gaithersburg 20877 301/670-8242
04701	Damascus HS 25921 Ridge Rd, Damascus 20872 301/253-7030	02106	Fox Chapel ES 19315 Archdale Rd, Germantown 20874 301/353-8055
02351	Darnestown ES 15030 Turkey Foot Rd, Gaithersburg 20878 301/840-7157	03237	Frost MS 9201 Scott Dr, Rockville 20850 301/279-3949
02570	Diamond ES 4 Marquis Dr, Gaithersburg 20878 301/840-7177	02553	Gaithersburg ES 35 N Summit Ave, Gaithersburg 20877 301/840-7136
02747	Drew ES 1200 Swingingdale Dr, Silver Spring 20905 301/989-6030	04551	Gaithersburg HS 314 S Frederick Ave, Gaithersburg 20877 301/840-4700
02241	Dufief ES 15001 Dufief Dr, Gaithersburg 20878 301/279-4980	03554	Gaithersburg MS 2 Teacher's Way, Gaithersburg 20877 301/840-4554
02756	E Silver Spring ES 631 Silver Spring, Silver Spring 20910 301/650-6420	02313	Galway ES 12612 Galway Dr, Silver Spring 20904 301/595-2930
03775	Eastern MS 300 University Blvd E, Silver Spring 20901 301/650-6650	02204	Garrett Park ES P.O. Box 219, 4810 Oxford St, Garrett Park 20896 301/929-2170

02786	Georgian Forest ES 3100 Regina Dr, Silver Spring 20906 301/460-2170	03311	Key MS 910 Schindler Dr, Silver Spring 20903 301/431-7630
02102	Germantown ES 19110 Liberty Mill Rd, Germantown 20874 301/353-8050	03107	King MS 13737 Wisteria Dr, Germantown 20874 301/353-8080
02767	Glen Haven ES 10900 Inwood Ave, Silver Spring 20902 301/649-8051	03708	Kingsview MS 18909 Kingsview Dr, Germantown 20874 301/601-4611
02817	Glenallan ES 12520 Heurich Rd, Silver Spring 20902 301/929-2014	02108	Lake Seneca ES 13600 Wanegarden Dr, Germantown 20874 301/353-0929
02546	Goshen ES 8701 Warfield Rd, Gaithersburg 20879 301/840-8165	03522	Lakelands Park MS 1200 Main St, Gaithersburg 20878 301/670-1400
02340	Great Seneca Creek ES 13010 Dairymaid Dr, Germantown 20874 301/353-8500	02209	Lakewood ES 2534 Lindley Ter, Rockville 20850 301/279-8465
02334	Greencastle ES 13611 Robey Rd, Silver Spring 20904 301/595-2940	02990	Lathrop E. Smith Ctr 5110 Meadowside Ln, Rockville 20855 301/924-3123
02512	Greenwood ES 3326 Goldmine Rd, Brookeville 20833 301/924-3145	02051	Laytonsville ES 21401 Laytonsville, Laytonsville 20882 301/840-7145
02797	Harmony Hills ES 13407 Lydia St, Silver Spring 20906 301/929-2157	03818	Lee MS 11800 Monticello Ave, Wheaton 20902 301/649-8100
02774	Highland ES 3100 Medway St, Silver Spring 20902 301/929-2040	02336	Little Bennett ES 23930 Burdette Forest Rd, Clarksburg 20871 301/540-5535
02784	Highland View ES 9010 Providence Ave, Silver Spring 20901 301/650-6426	03787	Loiderman MS 12701 Goodhill Rd, Silver Spring 20906 301/929-2282
03228	Hoover MS 8810 Post Oak Rd, Potomac 20854 301/469-1010	01951	Longview School 13900 Bromfield Rd, Germantown 20874 301/601-4830
02305	Jackson Rd ES 900 Jackson Rd, Silver Spring 20904 301/989-5650	02220	Luxmanor ES 6201 Tilden Ln, Rockville 20852 301/230-5914
03247	John T Poole MS 17014 Tom Fox Ave, Poolesville 20837 301/972-7979	27104	Lynnbrook Center 8001 Lynnbrook Dr, Bethesda 20814 301/907-9295
02360	Jones Lane ES 15110 Jones Ln, Darnestown 20878 301/840-8160	04510	Magruder HS 5939 Muncaster Mill, Rockville 20855 301/840-4600
02805	Kemp Mill ES 411 Sisson Ln, Silver Spring 20902 301/649-8046	25105	Mark Twain School 14501 Avery Rd, Rockville 20853 301/279-4900
04815	Kennedy HS 1901 Randolph Rd, Silver Spring 20902 301/929-2100	02244	Marshall ES 12260 McDonald Chapel Dr, Gaithersburg 20878 301/670-8282
02783	Kensington Parkwood 4710 Saul Rd, Kensington 20895 301/571-6949	02210	Maryvale ES 1000 1st St, Rockville 20851 301/279-4990

02523	Matsunaga ES 13902 Bromfield Rd, Germantown 20874 301/601-4350	02312	Page ES 13400 Tamarack Rd, Silver Spring 20904 301/989-5672
02110	McAuliffe ES 12500 Wisteria Dr, Germantown 20874 301/353-0910	04315	Paint Branch HS 14121 Old Columbia, Burtonsville 20866 301/989-5600
02158	McNair ES 13881 Hopkins Rd, Germantown 20874 301/353-0854	03812	Parkland MS 4610 W Frankfort Dr, Rockville 20853 301/438-5700
02212	Meadow Hall ES 951 Twinbrook Pkwy, Rockville 20851 301/279-4988	02761	Pine Crest ES 201 Woodmoor Dr, Silver Spring 20901 301/649-8066
02556	Mill Creek Towne ES 17700 Park Mill Dr, Rockville 20853 301/840-7149	02749	Piney Branch ES 7510 Maple Ave, Takoma Park 20912 301/891-8000
02652	Monocacy ES 18801 Barnesville Rd, Dickerson 20842 301/972-7990	02153	Poolesville ES 19565 Fisher Ave, Poolesville 20837 301/972-7960
02776	Montgomery Knolls ES 807 Daleview Dr, Silver Spring 20901 301/431-7667	04152	Poolesville HS 17501 Willard Rd, Poolesville 20837 301/972-7900
03557	Montgomery Village MS 19300 Watkins Mill Rd, Montgomery Village 20886 301/840-4660	02601	Potomac ES 10311 River Rd, Rockville 20854 301/469-1042
02415	N Chevy Chase ES 3700 Jones Bridge Rd, Chevy Chase 20815 301/657-4950	03428	Pyle MS 6311 Wilson Ln, Bethesda 20817 301/320-6540
03115	Neelsville MS 11700 Neelsville Church Rd, Germantown 20876 301/353-8064	04125	Quince Orchard HS 15800 Quince Orchard, Gaithersburg 20878 301/840-4686
02791	New Hampshire Estates ES 8720 Carroll Ave, Silver Spring 20903 301/431-7607	04201	R Montgomery HS 250 Richard Montgomery Dr, Rockville 20852 301/279-8400
03792	Newport Mills MS 11311 Newport Mill Rd, Kensington 20895 301/929-2244	03562	Redland MS 6505 Muncaster Mill, Rockville 20855 301/840-4680
03413	North Bethesda MS 8935 Bradmoor Dr, Bethesda 20817 301/571-3883	02514	Resnik ES 7301 Hadley Farms Dr, Gaithersburg 20879 301/670-8200
04246	Northwest HS 13501 Richter Farm Rd, Germantown 20874 301/601-4660	01965	Rica School 15000 Broschart Rd, Rockville 20850 301/251-6900
04796	Northwood HS 919 University Blvd West, Silver Spring 20901 301/649-8088	03105	Ridgeview MS 16600 Raven Rock Dr, Gaithersburg 20878 301/840-4770
02766	Oak View ES 400 East Wayne Ave, Silver Spring 20901 301/650-6434	02227	Ritchie Park ES 1514 Dunster Rd, Rockville 20854 301/279-8475
02769	Oakland Terrace ES 2720 Plyers Mill Rd, Silver Spring 20902 301/929-2161	02773	Rock Creek Forest ES 8330 Grubb Rd, Chevy Chase 20815 301/650-6410
02502	Olney ES 3401 Queen Mary Dr, Olney 20832 301/924-3126	02819	Rock Creek Valley ES 5121 Russett Rd, Rockville 20853 301/460-2195

01916	Rock Terrace HS 390 Martins Ln, Rockville 20850 301/279-4940	03647	Silver Spring MS 313 Wayne Ave, Silver Spring 20910 301/650-6544
02795	Rock View ES 3901 Denfield Ave, Kensington 20895 301/929-2002	02517	Sligo Creek ES 500 Schuyler Rd, Silver Spring 20910 301/562-2722
04230	Rockville HS 2100 Baltimore Rd, Rockville, MD 20851 301/517-8105	03778	Sligo MS 1401 Dennis Ave, Silver Spring 20902 301/649-8121
02156	Rockwell ES 24555 Cutsail Dr, Damascus 20872 301/253-7088	02405	Somerset ES 5811 Warwick Pl, Chevy Chase 20815 301/657-4985
03707	Rocky Hill MS 22401 Brick Haven Way, Clarksburg 20871 301/353-8282	02564	South Lake ES 18201 Contour Rd, Gaithersburg 20877 301/840-7141
02771	Rolling Terrace ES 705 Bayfield St, Takoma Park 20912 301/431-7600	04798	Springbrook HS 201 Valleybrook Dr, Silver Spring 20904 301/989-5700
03155	Rosa Parks MS 19200 Olney Mill Rd, Olney 20832 301/924-3180	02568	Stedwick ES 10631 Stedwick Rd, Gaithersburg 20879 301/840-7187
02307	Roscoe Nix ES 1100 Corliss St, Silver Spring 20903 301/422-5070	01799	Stephen Knolls 10731 St Margaret's Way, Kensington 20895 301/929-2151
02794	Rosemary Hills ES 2111 Porter Rd, Silver Spring 20910 301/650-6400	02653	Stone Mill ES 14323 Stonebridge View Dr, Gaithersburg 20878 301/279-4975
02555	Rosemont ES 16400 Alden Ave, Gaithersburg 20877 301/840-7123	02316	Stonegate ES 14811 Notley Rd, Silver Spring 20904 301/989-5668
02242	Sally Ride ES 21301 Seneca Crossing, Germantown 20876 301/353-0994	02822	Strathmore ES 3200 Beaverwood Ln, Silver Spring 20906 301/460-2135
02779	Sargent Shriver ES 12518 Greenly St, Silver Spring 20906 301/929-4426	02569	Strawberry Knoll ES 18820 Strawberry Knoll Rd, Gaithersburg 20879 301/840-7112
04104	Seneca Valley HS 19401 Crystal Rock Dr, Germantown 20874 301/353-8000	02563	Summit Hall ES 100 W Deer Park Rd, Gaithersburg 20877 301/840-7127
02565	Sequoyah ES 17301 Bowie Mill Rd, Derwood 20855 301/840-5335	02754	Takoma Park ES 7511 Holly Ave, Takoma Park 20912 301/650-6414
02603	Seven Locks ES 9500 Seven Locks Rd, Bethesda 20817 301/469-1038	03755	Takoma Park MS 7611 Piney Branch Rd, Silver Spring 20910 301/650-6444
03521	Shady Grove MS 8100 Midcounty Hwy, Gaithersburg 20877 301/548-7540	03232	Tilden MS 11211 Old Georgetown, Rockville 20852 301/230-5930
02501	Sherwood ES 1401 Olney-Sandy Spring Rd, Sandy Spring 20860 301/924-3195	02216	Travilah ES 13801 Dufief Mill Rd, Gaithersburg 20878 301/840-7153
04503	Sherwood HS 300 Olney-Sandy Spring Rd, Sandy Spring 20860 301/924-3200	02206	Twinbrook ES 5911 Ridgeway Ave, Rockville 20851 301/230-5925

02772 Viers Mill ES
11711 Joseph Mill Rd, Silver Spring 20906
301/929-2165

04424 Walter Johnson HS
6400 Rock Spring Dr, Bethesda 20814
301/571-6900

02552 Washington Grove ES
8712 Oakmont St, Gaithersburg 20877
301/840-7120

02109 Waters Landing ES
13100 Waters Landing, Germantown 20874
301/353-0915

02561 Watkins Mill ES
19001 Watkins Mill, Gaithersburg 20879
301/840-3959

04545 Watkins Mill HS
10301 Apple Ridge Rd, Gaithersburg 20879
301/840-3964

02235 Wayside ES
10011 Glen Rd, Rockville 20854
301/279-8484

02777 Weller Rd ES
3301 Weller Rd, Silver Spring 20906
301/929-2010

03211 West MS
651 Great Falls Rd, Rockville 20850
301/279-3979

02408 Westbrook ES
5110 Allan Ter, Bethesda 20816
301/320-6506

03412 Westland MS
5511 Massachusetts, Bethesda 20816
301/320-6515

02504 Westover ES
401 Hawkesbury Ln, Silver Spring 20904
301/989-5676

04782 Wheaton HS
12601 Dalewood Dr, Silver Spring 20906
301/929-2050

02788 Wheaton Woods ES
4510 Faroe Pl, Rockville 20853
301/929-2018

02558 Whetstone ES
19201 Thomas Farm Rd, Gaithersburg 20879
301/840-7191

03811 White Oak MS
12201 New Hampshire, Silver Spring 20904
301/989-5780

04427 Whitman HS
7100 Whittier Blvd, Bethesda 20817
301/320-6600

02337 William B. Gibbs Jr. ES
12615 Royal Crown Dr, Germantown 20876
301/353-0800

02417 Wood Acres ES
5800 Cromwell Dr, Bethesda 20816
301/320-6502

03820 Wood MS
14615 Bauer Dr, Rockville 20853
301/460-2150

02704 Woodfield ES
24200 Woodfield Rd, Gaithersburg 20879
301/253-7085

02764 Woodlin ES
2101 Luzerne Ave, Silver Spring 20910
301/650-6440

04234 Wootton HS
2100 W Ritchie Pkwy, Rockville 20850
301/279-8550

02422 Wyngate ES
9300 Wadsworth Dr, Bethesda 20817
301/571-6979

Prince George's County

Board of Ed, 14201 School Ln, Upper Marlboro 20772
301/952-6000

0509 Accokeek Academy
14600 Berry Rd, Accokeek 20607
301/203-3200

1714 Adelphi ES
8820 Riggs Rd, Adelphi 20783
301/431-6250

0632 Allenwood ES
6300 Harley Ln, Temple Hills 20748
301/702-3931

0216 Annapolis Road Academy
5150 Annapolis Rd, Bladensburg 20710
301/209-3570

0644 Andrew Jackson MS
3500 Regency Pkwy, Forestville 20747
301/817-0310

1229 Apple Grove ES
7400 Bellefield Ave, Ft Washington 20744
301/449-4966

2008 Ardmore ES
9301 Ardmore Rd, Landover 20785
301/925-1311

0640 Arrowhead ES
2300 Sandsbury Rd, Upper Marlboro 20772
301/499-7071

1221 Avalon ES
7302 Webster Ln, Ft Washington 20744
301/449-4970

1518 Barack Obama ES
12700 Brooke Ln, Upper Marlboro 20772
301/574-4020

0802	Baden ES 13601 Baden-Westwood, Brandywine 20613 301/888-1188	1811	Carmody Hills 401 Jadeleaf Ave, Capitol Heights 20743 301/808-8180
1219	Barnaby Manor 2411 Owens Rd, Oxon Hill 20745 301/702-7560	1711	Carole Highlands 1610 Hannon St, Takoma Park 20912 301/431-5660
1907	Beacon Heights 6929 Furman Pkwy, Riverdale 20737 301/918-8700	2005	Carrollton ES 8300 Quintana St, New Carrollton 20784 301/918-8708
0104	Beltsville Academic ES 4300 Wicomico Ave, Beltsville 20705 301/572-0630	1414	Catherine T Reed ES 9501 Greenbelt Rd, Lanham 20706 301/918-8716
0637	Benjamin D Foulois 4601 Beauford Rd, Suitland 20746 301/817-0300	1810	Central Sr HS 200 Cabin Branch Rd, Capitol Heights 20743 301/499-7080
0615	Benjamin Stoddert 2501 Olson St, Temple Hills 20748 301/702-7500	1713	Cesar Chavez ES 6609 Riggs Rd, Hyattsville 20782 301/853-5694
0714	Benjamin Tasker MS 4901 Collington Rd, Bowie 20715 301/805-2660	1433	Chapel Forge Special 12711 Milan Way, Bowie 20715 301/805-2740
2109	Berwyn Heights ES 6200 Pontiac St, Berwyn Heights 20740 240/684-6210	2011	Charles Carroll MS 6130 Lamont Dr, New Carrollton 20784 301/918-8640
0205	Bladensburg ES 4915 Annapolis Rd, Bladensburg 20710 301/985-1450	1327	Charles Herbert Flowers HS 10001 Ardwick-Adrmore Rd, Springdale 20774 301/636-8000
0208	Bladensburg HS 4200 57th Ave, Bladensburg 20710 301/887-6700	2121	Cherokee Lane ES 9000 25th Ave, Adelphi 20783 301/445-8415
1011	Bond Mill ES 16001 Sherwood Ave, Laurel 20707 301/497-3600	1709	Chillum ES 1420 Chillum Rd, Hyattsville 20782 301/853-0825
1423	Bowie HS 15200 Annapolis Rd, Bowie 20715 301/805-2600	0906	Clinton Grove ES 9420 Temple Hills Rd, Clinton 20735 301/599-2414
0606	Bradbury Hghts ES 1401 Glacier Ave, Capitol Heights 20743 301/817-0570	1302	Columbia Park ES 1901 Kent Village Dr, Landover 20785 301/925-1322
1101	Brandywine ES 14101 Brandywine Rd, Brandywine 20613 301/372-1000	0647	Concord ES 2004 Concord Ln, District Heights 20747 301/817-0488
2108	Buck Lodge MS 2611 Buck Lodge Rd, Adelphi 20783 301/431-6290	1725	Cool Spring ES 8910 Riggs Rd, Adelphi 20783 301/431-6200
0723	C Elizabeth Rieg Regional Ctr 5542 Peach Walker, Mitchellville 20716 301/390-0200	0213	Cooper Lane ES 3817 Cooper Ln, Landover Hills 20784 301/925-1350
0105	Calverton ES 3400 Beltsville Rd, Beltsville 20705 301/572-0640	1347	Cora L Rice ES 950 Nalley Rd, Landover 20785 301/636-6340
1812	Capitol Heights 601 Suffolk Ave, Capitol Heights 20743 301/817-0494	0303	Croom Vocational HS 9400 Surratts Rd, Cheltenham 20623 301/372-8846

1217	Crossland HS 6901 Temple Hills Rd, Temple Hills 20748 301/449-4800	0107	Frances Fuchs Spec 11011 Cherry Hill Rd, Beltsville 20705 301/572-0600
1435	Deerfield Run ES 13000 Laurel-Bowie, Laurel 20708 301/497-3610	0617	Francis Scott Key ES 2301 Francis Scott Key Dr, District Heights 20747 301/817-7970
0613	District Heights ES 2200 County Rd, District Heights 20747 301/817-0484	0916	Francis T Evans ES 6720 Old Alexander Ferry Rd, Clinton 20735 301/599-2480
1519	Dr Henry A Wise Jr High 12650 Brooke Ln, Upper Marlboro 20772 301/780-2100	1502	Frederick Douglass HS 8000 Croom Rd, Upper Marlboro 20772 301/952-2400
1310	Dodge Park ES 3401 Hubbard Rd, Landover 20785 301/883-4220	0511	Friendly HS 10000 Allentown Rd, Ft Washington 20744 301/449-4900
1808	Doswell E Brooks ES 1301 Brooke Rd, Capitol Heights 20743 301/817-0480	0504	Ft Washington Forest 1300 Fillmore Rd, Ft Washington 20744 301/203-1123
0660	Drew-Freeman MS 2600 Brooks Dr, Suitland 20746 301/817-0900	1320	G James Gholson MS 900 Nalley Rd, Landover 20785 301/883-8390
1409	Duval HS 9880 Good Luck Rd, Lanham 20706 301/918-8600	1411	Gaywood ES 6701 97th Ave, Seabrook 20706 301/918-8730
1010	Dwight D Eisenhower 13725 Briarwood Dr, Laurel 20708 301/497-3620	0211	Gladys Noon Spellman 3324 64th Ave, Cheverly 20785 301/925-1944
0628	Edgar Allan Poe Academy 2001 Shadyside Ave, Suitland 20746 301/817-3100	1214	Glassmanor ES 1011 Marcy Ave, Oxon Hill 20745 301/749-4240
2114	Eleanor Roosevelt HS 7601 Hanover Pkwy, Greenbelt 20770 301/513-5400	2010	Glenarden Woods ES 7801 Glenarden Pkwy, Glenarden 20706 301/925-1300
1348	Ernest Everett Just MS 1300 Campus Way N, Mitchellville 20721 301/808-4040	1408	Glenn Dale ES 6700 Glenn Dale Rd, Glenn Dale 20769 301/805-2750
1442	EXCEL Academy Charter School 5811 Riverdale Rd, Riverdale 20737 301/277-5320	2006	Glenridge ES 7200 Gallatin St, Landover Hills 20784 301/918-8740
1806	Fairmont Heights HS 1401 Nye St, Capitol Heights 20743 301/925-1360	0608	Green Valley ES 2215 Chadwick St, Temple Hills 20748 301/702-3840
1208	Flintstone ES 800 Comanche Dr, Oxon Hill 20745 301/749-4210	2106	Greenbelt ES 66 Ridge Rd, Greenbelt 20770 301/513-5911
1204	Forest Heights ES 200 Talbert Dr, Oxon Hill 20745 301/749-4220	2141	Greenbelt MS 8950 Edmonston Rd, Greenbelt 20770 301/513-5040
0631	Forestville Military Academy 7001 Beltz Dr, Forestville 20747 301/817-0400	1104	Gwynn Park MS 8000 Dyson Rd, Brandywine 20613 301/372-0120
1213	Fort Foote ES 8300 Oxon Hill Rd, Ft Washington 20744 301/749-4230	1103	Gwynn Park Sr HS 13800 Brandywine Rd, Brandywine 20613 301/372-0140

1822	H W Wheatley Spec Ed 8801 Ritchie Rd, Capitol Heights 20743 301/808-8100	1510	James Madison MS 7300 Woodyard Rd, Upper Marlboro 20772 301/599-2442
0712	Heather Hills ES 12605 Heming Ln, Bowie 20716 301/805-2730	2013	James McHenry ES 8909 McHenry Ln, Lanham 20706 301/918-8760
0506	Henry G Ferguson ES 14600 Berry Rd, Accokeek 20607 301/203-1140	0909	James Ryder Randall 5410 Kirby Rd, Clinton 20735 301/449-4980
1412	High Bridge ES 7011 High Bridge Rd, Bowie 20720 301/805-2690	0627	Jessie Mason Ctr 2720 Iverson St, Temple Hills 20748 301/702-3810
0102	High Point HS 3601 Powder Mill Rd, Beltsville 20705 301/572-6400	1816	John H Bayne ES 7010 Walker Mill Rd, Capitol Heights 20743 301/499-7020
1307	Highland Park ES 6501 Lowland Dr, Landover 20785 301/333-0980	1206	John Hanson French Immersion 6360 Oxon Hill Rd, Oxon Hill 20745 301/749-4052
0607	Hillcrest Heights ES 4305 22nd Pl, Temple Hills 20748 301/702-3800	1333	Judge Sylvania Woods Senior ES 3000 Church St, Glenarden 20706 301/925-2840
2107	Hollywood ES 9811 49th St, College Park 20740 301/513-5900	0708	Kenilworth ES 12520 Kembridge Dr, Bowie 20715 301/805-6600
1437	Howard B Owens Ctr 9601 Greenbelt Rd, Lanham 20706 301/918-8750	1312	Kenmoor ES 3211 82nd Ave, Landover 20785 301/925-1970
1601	Hyattsville ES 5311 43rd Ave, Hyattsville 20781 301/209-5800	1330	Kenmoor MS 2500 Kenmoor Dr, Landover 20785 301/925-2300
1602	Hyattsville MS 6001 42nd Ave, Hyattsville 20781 301/209-5830	1324	Kettering ES 11000 Layton St, Upper Marlboro 20772 301/808-5977
1521	Imagine Public Charter 4605 Brown Station Rd, Upper Marlboro 20772 301/952-8707	1326	Kettering MS 65 Herrington Dr, Upper Marlboro 20772 301/808-4060
1233	Indian Queen ES 9551 Ft Foote Rd, Ft Washington 20744 301/749-4250	0729	Kingsford ES 1401 Enterprise Rd, Mitchellville 20721 301/390-0260
0912	Isaac J. Gourdine MS 8700 Allentown Rd, Ft. Washington 20744 301/449-4940	1346	Lake Arbor ES 10205 Lake Arbor Way, Mitchellville 20721 301/808-5940
1231	J Frank Dent ES 2700 Corning Ave, Ft Washington 20744 301/702-3850	2014	Lamont ES 7101 Good Luck Rd, New Carrollton 20784 301/513-5205
0108	James E Duckworth 11201 Evans Trl, Beltsville 20705 301/572-0620	1719	Langley Pk/McCormick 8201 15th Ave, Hyattsville 20783 301/445-8423
0109	James H Harrison 13200 Larchdale Rd, Laurel 20708 301/497-3650	1314	Largo Sr HS 505 Largo Rd, Upper Marlboro 20772 301/808-8880
1519	Dr. Henry A Wise Jr HS 12650 Brooke Ln, Upper Marlboro 20772 301/780-2100	1001	Laurel ES 516 Montgomery St, Laurel 20707 301/497-3660

1008	Laurel Sr HS 8000 Cherry Ln, Laurel 20707 301/497-2050	1305	Oakcrest ES 929 Hill Rd, Landover 20786 301/808-8870
1712	Lewisdale ES 2400 Banning Pl, Hyattsville 20783 301/445-8433	1009	Oaklands ES 13710 Laurel-Bowie, Laurel 20708 301/497-3110
0662	Lincoln Public Charter 3120 Branch Ave, Marlow Heights 20748 301/505-6020	0633	Overlook ES 3298 Curtis Dr, Temple Hills 20748 301/702-3831
0618	Longfields ES 3300 Newkirk Ave, Forestville 20747 301/817-0455	1201	Oxon Hill ES 7701 Livingston Rd, Oxon Hill 20745 301/749-4290
2122	Magnolia ES 8400 Nightingale Dr, Lanham 20706 301/918-8770	1234	Oxon Hill MS 9570 Ft Foote Rd, Ft Washington 20744 301/749-4270
2012	Margaret Brent Spec 5816 Lamont Ter, New Carrollton 20784 301/918-8780	1209	Oxon Hill Sr HS 6701 Leyte Dr, Oxon Hill 20745 301/749-4300
1511	Marlton ES 8506 Old Colony Dr S, Upper Marlboro 20772 301/952-7780	2123	Paint Branch ES 5101 Pierce Ave, College Park 20740 301/513-5300
0110	Martin Luther King 4545 Ammendale Rd, Beltsville 20705 301/572-0650	0621	Panorama ES 2002 Calloway St, Temple Hills 20748 301/702-3870
1730	Mary Harris "Mother Jones" ES 2405 Tecumseh St, Adelphi 20783 301/408-7900	1909	Parkdale HS 6001 Good Luck Rd, Riverdale 20737 301/513-5700
1102	Mattaponi ES 11701 Duley Station, Upper Marlboro 20772 301/599-2442	0305	Patuxent ES 4410 Bishopmill Dr, Upper Marlboro 20772 301/952-7700
1504	Melwood ES 7100 Woodyard Rd, Upper Marlboro 20772 301/599-2500	0304	Perrywood ES 501 Watkins Park Dr, Upper Marlboro 20774 301/218-3040
0623	Middleton Valley ES 4815 Dalton St, Temple Hills 20748 301/702-3820	1322	Phyllis E Williams 9601 Prince Pl, Upper Marlboro 20772 301/499-3373
1424	Montpelier ES 9200 Muirkirk Rd, Laurel 20708 301/497-3670	0718	Pointer Ridge ES 1110 Parkington Ln, Bowie 20716 301/390-0220
1703	Mt Ranier ES 4011 32nd St, Mt Rainier 20712 301/985-1810	0217	Port Towns ES 4351 58th Ave, Bladensburg 20710 301/985-1480
1718	Nicholas Orem MS 6100 Editors Park Dr, Hyattsville 20782 301/853-0840	0510	Potomac Landing ES 12500 Ft Washington, Ft Washington 20744 301/203-1114
0610	North Forestville 2311 Ritchie Rd, Forestville 20747 301/499-7088	1220	Potomac Sr HS 5211 Boydell Ave, Oxon Hill 20745 301/702-3900
1708	Northwestern HS 7000 Adelphi Rd, Hyattsville 20782 301/985-1820	0619	Princeton ES 6101 Baxter Dr, Suitland 20746 301/702-7650
0716	Northview ES 3700 Northview Dr, Bowie 20716 301/218-1520	1710	Ridgecrest ES 6120 Riggs Rd, Hyattsville 20783 301/853-0820

1901	Riverdale ES 5006 Riverdale Rd, Riverdale 20737 301/985-1850	0915	Stephen Decatur MS 8200 Pinewood Dr, Clinton 20735 301/449-4950
2016	Robert Frost ES 6419 85th Ave, New Carrollton 20784 301/918-8792	0661	Suitland ES 4650 Homer Ave, Suitland 20746 301/817-3770
1416	Robert Goddard French Immersion 9850 Good Luck Rd, Seabrook 20706 301/918-8660	0603	Suitland Sr HS 5200 Silver Hill Rd, District Heights 20747 301/817-0500
1417	Robert Goddard Montessori 9850 Good Luck Rd, Seabrook 20706 301/918-3515	0908	Surrattsville HS 6101 Garden Dr, Clinton 20735 301/599-2453
1828	Robert R Gray ES 4949 Addison Rd, Capitol Heights 20743 301/636-8400	0705	Tall Oaks Voc Ctr 2112 Church Rd, Bowie 20716 301/390-0230
1432	Rockledge ES 7701 Laurel-Bowie Rd, Bowie 20715 301/805-2720	0907	Tanglewood Spec Ctr 8333 Woodyard Rd, Clinton 20735 301/599-2530
0210	Rogers Heights ES 4301 58th Ave, Bladensburg 20710 301/985-1860	0905	Tayac ES 8600 Allentown Rd, Ft Washington 20744 301/449-4840
1731	Rosa L Parks ES 6111 Ager Rd, Hyattsville 20782 301/445-8090	0214	Templeton ES 6001 Carters Ln, Riverdale 20737 301/985-1880
1105	Rosaryville ES 9925 Rosaryville Rd, Upper Marlboro 20772 301/599-2490	0651	Thomas Claggett ES 2001 Addison Rd, District Heights 20747 301/499-7050
0507	Rose Valley ES 9800 Jacqueline Dr, Ft Washington 20744 301/449-4990	2009	Thomas Johnson MS 5401 Barker Pl, Lanham 20706 301/918-8680
1216	Samuel Chase ES 5700 Fisher Rd, Temple Hills 20748 301/702-7660	1814	Thomas Pullen ES 700 Brightseat Rd, Landover 20786 301/808-8160
1428	Samuel Ogle ES 4111 Chelmont Ln, Bowie 20715 301/805-2641	1706	Thomas S Stone ES 4500 34th St, Mt Rainier 20712 301/985-1890
0648	Samuel P. Massie ES 3301 Regency Pkwy, Forestville 20747 301/669-1120	0622	Thurgood Marshall MS 4909 Brinkley Rd, Temple Hills 20748 301/702-7540
1014	Scotchtown Hills ES 15950 Dorset Rd, Laurel 20707 301/497-3994	0711	Tulip Grove ES 2909 Trainor Ln, Bowie 20715 301/805-2680
2003	Seabrook ES 6001 Seabrook Rd, Seabrook 20706 301/918-8542	2022	Turning Point Academy 7800 Good Luck Rd, Lanham 20706 301/552-0164
1802	Seat Pleasant ES 6411 G St, Capitol Heights 20743 301/925-2330	1902	University Park ES 4315 Underwood St, Hyattsville 20782 301/985-1898
0620	Skyline ES 6311 Randolph Rd, Suitland 20746 301/817-0535	1218	Valley View ES 5500 Danby Ave, Oxon Hill 20745 301/749-4350
2113	Springhill Lake 6060 Springhill Dr, Greenbelt 20770 301/513-5996	0111	Vansville ES 6813 Ammendale Way, Beltsville 20705 301/931-2830

0914	Waldon Woods ES 10301 Thrift Rd, Clinton 20735 301/599-2540
1819	Walker Mill MS 800 Karen Blvd, Capitol Hts 20743 301/808-4055
1438	Whitehall ES 3901 Woodhaven Ln, Bowie 20715 301/805-1000
0636	Williams Beanes ES 5108 Dianna Dr, Suitland 20746 301/817-0533
1309	William Paca ES 7801 Sheriff Rd, Landover 20785 301/925-1330
1830	William W. Hall 5200 Marlboro Pike, Capitol Heights 20743 301/817-2933
1908	William Wirt MS 62nd Pl & Tuckerman St, Riverdale 20782 301/985-1720
0706	Woodmore ES 12500 Woodmore Rd, Mitchellville 20716 301/390-0239
2007	Woodridge ES 5001 Flintridge Dr, Hyattsville 20784 301/918-8585
1427	Yorktown ES 7301 Racetrack Rd, Bowie 20715 301/805-6610

Queen Anne's County

Board of Ed, 202 Chesterfield Ave, Centreville 21617
410/758-2403

0403	Bayside ES 301 Church St, Stevensville 21666 410/643-6181
0308	Centreville ES 213 Homewood Ave, Centreville 21617 410/758-1320
0303	Centreville MS 231 Ruthsburg Rd, Centreville 21617 410/758-0883
0202	Church Hill ES 631 Main St, Church Hill 21623 410/556-6681
0503	Grasonville ES 5435 Main St, Grasonville 21638 410/827-8070

0302	Kennard ES 410 Littlekidwell Ave, Centreville 21617 410/758-1166
0402	Kent Island ES 110 Elementary Way, Stevensville 21666 410/643-2392
0405	Kent Island HS 900 Love Point Rd, Stevensville 21666 410/604-2070
0406	Matapeake ES 651 Romancoke Rd, Stevensville 21666 410/643-3105
0407	Matapeake MS 671 Romancoke Rd, Stevensville 21666 410/643-7330
0301	Queen Anne's HS 125 Ruthsburg Rd, Centreville 21617 410/758-0500
0404	Stevensville MS 610 Main St, Stevensville 21666 410/643-3194
0106	Sudlersville ES 300 S Church St, P.O. Box E, Sudlersville 21668 410/438-3164
0101	Sudlersville MS 201 N Church St, P.O. Box D, Sudlersville 21668 410/438-3151

St. Mary's County

Board of Ed, 23160 Moakley St, Leonardtown 20650
301/475-5511

0302	Banneker ES 27180 Point Lookout Rd, Loveville 20656 301/475-0260
0813	Chesapeake Charter School 20945 Great Mills Rd, Lexington Park 20653 301/863-9585
0303	Chopticon HS 25390 Colton Point Rd, Morganza 20660 301/475-0215
0702	Dynard ES 23510 Bushwood Rd, Chaptico 20621 301/769-4804
0807	Esperanza MS 22790 Maple Rd, Lexington Park 20653 301/863-4016
0606	Evergreen ES 43765 Evergreen Way, California 20619 301/863-4060
0304	Forrest Career & Tech Center 24005 Point Lookout Rd, Leonardtown 20650 301/475-0242

0805 G W Carver ES
46155 Carver School Blvd, Lexington Park 20653
301/863-4076

0801 Great Mills HS
21130 Great Mills Rd, Great Mills 20634
301/863-4001

0803 Green Holly ES
46060 Millstone Rd, Lexington Park 20653
301/863-4064

0810 Greenview Knolls ES
45711 Military Ln, Great Mills 20634
301/863-4095

0604 Hollywood ES
44345 Joy Chapel Rd, Hollywood 20636
301/373-4350

0301 Leonardtown ES
22885 Duke St, Leonardtown 20650
301/475-0250

0306 Leonardtown HS
23995 Point Lookout Rd, Leonardtown 20650
301/475-0200

0305 Leonardtown MS
24015 Point Lookout Rd, Leonardtown 20650
301/475-0230

0501 Lettie Marshall Dent ES
37840 New Market-Turner Rd, Mechanicsville 20659
301/472-4500

0804 Lexington Park ES
46763 Shangri-La Dr, Lexington Park 20653
301/863-4085

0404 Margaret Brent MS
29675 Point Lookout Rd, Helen 20635
301/884-4635

0504 Mechanicsville ES
28585 Three Notch Rd, Mechanicsville 20659
301/472-4800

0602 Oakville ES
26410 Three Notch Rd, Mechanicsville 20659
301/373-4365

0808 Park Hall ES
20343 Hermanville Rd, Park Hall 20667
301/863-4054

0201 Piney Point ES
44550 Tall Timbers Rd, Tall Timbers 20690
301/994-2205

0104 Ridge ES
49430 Airedale Rd, Ridge 20680
301/872-0200

0101 Spring Ridge MS
19856 Three Notch Rd, Lexington Park 20653
301/863-4031

0806 Town Creek ES
45805 Dent Dr, Lexington Park 20653
301/863-4044

0503 White Marsh ES
29090 Thompsons Corner Rd, Mechanicsville 20659
301/472-4600

Somerset County

Board of Ed, 7982-A Crisfield Hwy, Westover 21871
410/651-1616

0702 Crisfield HS
210 N Somerset, Crisfield 21817
410/968-0150

1401 Deal Island ES
23275 Lola Whitley, Deal Island 21821
410/784-2449

1003 Ewell School
4005 Smith Island Rd, Ewell 21824
410/968-0534

0105 Greenwood ES
11412 Dryden Rd, Princess Anne 21853
410/651-0931

1301 Marion Sarah Peyton
28573 Hudson Corner, Marion Station 21838
410/623-2385

0106 Princess Anne ES
11576 Lankford St, Princess Anne 21853
410/651-0481

1303 Somerset Intermediate
7970 Crisfield Hwy, Westover 21871
410/621-0160

1302 Tawes Technology & Career Center
7982 Crisfield Hwy, Westover 21871
410/651-2285

0102 Washington HS
10902 Old Princess Anne Rd, Princess Anne 21853
410/651-0480

0705 Woodson ES
281-A Woodson School, Crisfield 21817
410/968-1295

Talbot County

Board of Ed, 12 Magnolia St, Box 1029, Easton 21601
410/822-0330

0401 Chapel District ES
11430 Cordova Rd, Cordova 21625
410/822-2391

0105 Easton ES-Dobson Bldg.
305 Glenwood Ave, Easton, 21601
410/822-0550

0104 Easton ES-Moton Bldg.
307 Glenwood Ave, Easton 21601
410/822-0686

0106 Easton MS
201 Peachblossom Rd, Easton 21601
410/822-2910

0101 Easton HS
723 Mecklenburg Ave, Easton 21601
410/822-4180

0204 St Michaels ES
100 Seymour Ave, St Michaels 21663
410/745-2882

0202 St Michaels MS/HS
200 Seymour Ave, St Michaels 21663
410/745-2852

0501 Tilghman ES
21374 Foster Ave, Tilghman 21671
410/886-2391

0302 White Marsh ES
4322 Lovers Ln, Trappe 21673
410/476-3144

Washington County

Board of Ed, 820 Commonwealth Ave, Hagerstown 21741
301/766-2800

2202 Antietam Academy
1151 S Potomac St, Hagerstown 21740
301/766-8447

0040 Barbara Sch for the Arts
7-11 Potomac St, Hagerstown 21740
301/766-8840

1701 Bester ES
30 E Memorial Blvd, Hagerstown 21740
301/766-8001

0603 Boonsboro ES
5 Campus Ave, Boonsboro 21713
301/766-8013

0602 Boonsboro MS
1 J H Wade Dr, Boonsboro 21713
301/766-8038

0601 Boonsboro Sr HS
10 Campus Ave, Boonsboro 21713
301/766-8022

1401 Cascade ES
14519 Pennersville, Cascade 21719
301/766-8066

0402 Clear Spring ES
12627 Broadfording, Clear Spring 21722
301/766-8074

0401 Clear Spring MS
12628 Broadfording, Clear Spring 21722
301/766-8094

0403 Clear Spring Sr HS
12630 Broadfording, Clear Spring 21722
301/766-8082

2301 Concocheague ES
12408 Learning Ln, Hagerstown 21740
301/766-8102

0304 E Russell Hicks MS
1321 S Potomac St, Hagerstown 21740
301/766-8110

1002 Eastern ES
1320 Yale Dr, Hagerstown 21742
301/766-8122

0302 Emma K Doub ES
1221 S Potomac St, Hagerstown 21740
301/766-8130

0404 Fairview Outdoor
12808 Draper Rd, Clear Spring 21722
301/766-8138

2002 Fountain Rock ES
17145 Lappans Rd, Hagerstown 21740
301/766-8146

2701 Fountindale ES
901 Northern Ave, Hagerstown 21742
301/766-8156

1001 Funkstown ES
23 Funkstown Rd, Hagerstown 21740
301/766-8162

1602 Greenbrier ES
21222 San Mar Rd, Boonsboro 21713
301/766-8170

0502 Hancock ES
290 W Main St, Hancock 21750
301/766-8178

0501 Hancock MS/HS
289 W Main St, Hancock 21750
301/766-8186

2602 Hickory ES
11101 Hickory School Rd, Williamsport 21795
301/766-8198

2601 Lincolnshire ES
17575 Lincolnshire, Hagerstown 21740
301/766-8206

2505 Marshall St
1350 Marshall St, Hagerstown 21740
301/766-8214

1301 Maugansville ES
18023 Maugan Ave, Maugansville 21767
301/766-8230

2101 North Hagerstown HS
1200 Pennsylvania Ave, Hagerstown 21742
301/766-8238

2102 Northern MS
701 Northern Ave, Hagerstown 21742
301/766-8258

0903 Old Forge ES
21615 Old Forge Rd, Hagerstown 21742
301/766-8273

1802	Pangborn ES 195 Pangborn Blvd, Hagerstown 21740 301/766-8282
0902	Paramount ES 19410 Long Meadow Rd, Hagerstown 21742 301/766-8289
1101	Pleasant Valley 1707 Rohrsersville Rd, Knoxville 21758 301/766-8297
1805	Potomac Heights 301 E Magnolia Ave, Hagerstown 21742 301/766-8305
1804	Robinwood Early Child 11402 Robinwood Dr, Hagerstown 21742 301/766-8660
0325	Rockland Woods ES 18201 Rockland Dr, Hagerstown 21740 301/766-8485
2503	Salem Ave ES 1323 Salem Ave Ext, Hagerstown 21740 301/766-8313
0101	Sharpsburg ES 17525 Shepherdstown, Sharpsburg 21782 301/766-8321
0702	Smithsburg ES 67 N Main St, Smithsburg 21783 301/766-8329
0704	Smithsburg MS 68 N Main St, Smithsburg 21783 301/766-8353
0701	Smithsburg Sr HS 66 N Main St, Smithsburg 21783 301/766-8337
0301	South Hagerstown HS 1101 S Potomac St, Hagerstown 21740 301/766-8369
0201	Springfield MS 334 Sunset Ave, Williamsport 21795 301/766-8389
0305	Washington County Tech HS 50 W Oak Ridge Dr, Hagerstown 21740 301/766-8050
2501	Western Heights MS 1300 Marshall St, Hagerstown 21740 301/766-8403
0202	Williamsport ES 1 S Clifton Dr, Williamsport 21795 301/766-8415
0204	Williamsport Sr HS 5 S Clifton Dr, Williamsport 21795 301/766-8423
2502	Winter St ES 59 Winter St, Hagerstown 21740 301/766-8439

Wicomico County

	Board of Ed, 101 Long Ave, Salisbury 21802 410/677-4400
0514	Beaver Run ES 31481 Old Ocean City, Salisbury 21801 410/677-5101
1308	Bennett MS 200 E College Ave, Salisbury 21801 410/677-5140
0907	Chipman ES 711 Lake St, Salisbury 21801 410/677-5814
0911	Choices 28929 Adventist Dr, Salisbury 21801 410/543-4203
1103	Delmar ES 811 South 2nd St, Delmar 21875 410/677-5178
0512	East Salisbury ES 1201 Old Ocean City, Salisbury 21801 410/677-5803
1602	Fruitland Intermed 208 W Main St, Fruitland 21826 410/677-5805
1601	Fruitland Primary 301 N Division St, Fruitland 21826 410/677-5171
0515	Glen Ave ES 1615 Glen Ave, Salisbury 21801 410/677-5806
1307	James M Bennett HS 300 E College Ave, Salisbury 21801 410/677-5141
0102	Mardela MS/HS 24940 Delmar Rd, Mardela Springs 21837 410/677-5142
0905	North Salisbury ES 1213 Emerson Ave, Salisbury 21801 410/677-5807
0106	Northwestern ES 9975 Sharptown Dr, Mardela Springs 21837 410/677-5808
1309	Parkside HS 1015 Beaglin Park Dr, Salisbury 21801 410/677-5143
1310	Parkside CTE 1015 Beaglin Park Dr, Salisbury 21801 410/677-5744
0906	Pemberton ES 1300 Pemberton Dr, Salisbury 21801 410/677-5809
1305	Pinehurst ES 520 S Pinehurst Ave, Salisbury 21801 410/677-5810

0406	Pittsville School 34404 Old Ocean City, Pittsville 21850 410/677-5811	0108	Pocomoke MS 800 8th St, Pocomoke City 21851 410/632-5150
1306	Prince St ES 400 Prince St, Salisbury 21804 410/677-5813	0312	Showell ES 11318 Showell School Rd, Berlin 21811 410/632-5350
0910	Salisbury MS 607 Morris St, Salisbury 21801 410/677-5149	0205	Snow Hill ES 515 Coulbourne Ln, Snow Hill 21863 410/632-5210
0909	West Salisbury ES 1321 West Rd, Salisbury 21801 410/677-5816	0207	Snow Hill HS 305 S Church St, Snow Hill 21863 410/632-5270
1502	Westside Intermed 8000 Quantico Rd, Hebron 21830 410/677-5118	0208	Snow Hill MS 522 Coulbourne Ln D, Snow Hill 21863 410/632-5240
1501	Westside Primary 6046 Quantico Rd, Quantico 21856 410/677-5117	0310	Stephen Decatur HS 9913 Seahawk Rd, Berlin 21811 410/641-2171
2020	Wicomico Early Learning Center 1101 Robert St, Salisbury 21804 410/677-5900	0308	Stephen Decatur MS 9815 Seahawk Rd, Berlin 21811 410/641-2846
0510	Wicomico MS 635 E Main St, Salisbury 21801 410/677-5145	0405	Worcester Voc-Tech Ctr 6290 Worcester Hwy, Newark 21841 410/632-5050
0513	Wicomico HS 201 Long Ave, Salisbury 21804 410/677-5146		
1404	Willards ES 36161 Richland Rd, Willards 21874 410/677-5819		

Worcester County

Board of Ed, 6270 Worcester Hwy, Newark 21841
410/632-5000

0311	Berlin Int 309 Franklin Ave, Berlin 21811 410/632-5320
0901	Buckingham ES 100 Buckingham Rd, Berlin 21811 410/632-5300
0401	Cedar Chapel ES 510 Coulbourne Ln, Snow Hill 21863 410/632-5230
1001	Ocean City ES 12828 Center Dr, Ocean City 21842 410/632-5370
0102	Pocomoke ES 2119 Pocomoke Bltwy, Pocomoke City 21851 410/632-5130
0107	Pocomoke HS 1817 Old Virginia Rd, Pocomoke City 21851 410/632-5180