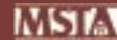


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A PUBLICATION OF THE MARYLAND STATE TEACHERS ASSOCIATION • AN NEA AFFILIATE




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My parents lived under a government where voting was a sham, yet they knew the hope real democracy could bring....

In a democracy, if you can't reach your goals through the process of free expression and choice, then your goals are not worthy. So, vote, always, as if your life depended on it. It does.

- Yvonne Baicich, Polish émigré,
American citizen, Maryland teacher
see page 5

*** OFFICIAL BALLOT ***

 You must choose only ONE for each category.



FOR OFFICIAL USE: INSERT THIS DIRECTION

Convention 2004:

60+ Professional Development Workshops

Science, Math, New Teacher, ESP
Multicultural literature, Motivation, Differentiation
Technology, NCLB, Reading & Writing, IDEA, Special Education

In this Issue:

Get involved in MSTA!
Election rules, forms inside!

House Speaker Mike Busch
A true friend of education

Vote Your Profession!
Tuesday, November 2



Pat Foerster, President

Vote! It's your right and privilege!

company life under a dictatorship or single-party rule? If we've never lived it, it's arguably difficult to imagine it. Just as I can never presume to completely understand the still pervasive racism in this country, so can I never presume to understand life without the basic freedoms we enjoy by virtue of our constitution.

The right to vote is one of those freedoms I can't imagine living without, yet there are those in our own ranks for whom an unimaginable luxury is now a basic right attainable through citizenship. It's without question the premier example of collective self-determination and one which should always be honored by participation.

Whether you are casting a vote for the next president of the United States or for leadership of MSTA (both featured in this issue of *ActionLine*), your vote is important. It is truly a best

practice that reflects awareness, interest, and engagement in your world. It is modeling democracy, the most revered, protected, envied, and yes, feared, political system in the world.

Political activism comes in many forms. Voting is the most obvious and the least intrusive form. In the case of local and national elections, it requires but a few minutes at your voting place, with the added perk of seeing folks from your neighborhood! For MSTA's election, it's just a few minutes with paper and pencil and a drop in the mailbox. I hope you'll take the opportunity to participate in both elections—the country and MSTA want to hear you.

Beyond voting, activism requires varying degrees of commitment with commensurate rewards. You can attend political events to hear the issues and become well-versed, and dare I say, passionate, about an issue that concerns or affects you; you can hand out

flyers door to door or at community events, or you can become active in your county Republican or Democratic party. The best thing to do is stick your hand out and introduce yourself and ask how you can help promote your candidate or cause. You can bet they'll have something for you to do!

Democracy is a commodity we cannot take for granted. It only works if you participate! ❖

There's much to be said about empathy—that unique ability some of us have to feel compassion and sympathy for those less fortunate than we—whether it is a small personal matter or one that reaches far into the cultural psyche of a nation and its people.

Can you imagine the feeling of helplessness and futility that must ac-

WHAT DO YOU THINK?

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

ACCESS

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

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actionLINE

A PUBLICATION OF THE MARYLAND STATE TEACHERS ASSOCIATION AN NEA AFFILIATE

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ActionLine is published for Tanyann DeShields and 60,000 other members of MSTA. Tanyann is an education support professional at Loch Raven Academy in Baltimore County. She serves on her local Minority Affairs Committee and attended MSTA's Leadership & Organizational Development Institute in July.



Mike Busch, Speaker of the House of Delegates

Soft spoken, almost reserved, after days spent trying to sort out the slots issue, Speaker of the Maryland House of Delegates Mike Busch was nonetheless a willing subject for an interview when *ActionLine* met with him recently. Busch, an Anne Arundel democrat (District 30), is a 17-year veteran delegate and a former teacher and coach.

His two careers complement one another. Both require leadership, confidence, commitment, and communication. But what he lacks, and what many Marylanders find so refreshing in Busch, is the predictable political rhetoric that can be so distracting.

Busch has been Speaker of the House since January 2003, following in the footsteps of the legendary Cas Taylor. He is currently a co-chair of the Legislative Policy Committee, and a member of the Rules and Executive Nominations and Spending Affordability committees.

How does your teaching/coaching experience reflect on your work as a legislator?

My first love has always been teaching and coaching. As a teacher, I was always very interactive with the students. I like to think that I communicated well with them. I believe that there are similarities between coaching, teaching and being in public office: You believe in a certain set of principles, communicate them to your colleagues, work together towards certain goals, and enjoy the benefits of working together as a team.

How might you work next session to help us on the troublesome pension issue?

I'm aware of the problems in the pension system. I don't think it's any secret that the teachers of Maryland have the lowest ranked pension system in the country, which is obviously not an enticement to go into education in this state as a long-term career.

The cost of the pension has always been picked up by the state. It's done that way so there is equity across the state between the rich and the poor counties. I think it would be a very poor situation if the state pushes the financial responsibility onto the counties as the governor suggests. I think it would bankrupt some counties. Those with tax caps and those with no tax base at all would have severe problems but it would be a burden in all the counties. We would start to have a disparity in the pension systems in the counties. I think it would not be in the best interests of the citizens of the state or the legislature to go in that direction.

I would be adamantly opposed to it.

Is there anything in the works as far as alternatives that we can share with our members?

I think when we hear from local superintendents, boards of education, and local county executives and commissioners, we'll find that they, too, are adamantly opposed to the governor's idea.

We know you're concerned about the fact that many necessary community employees like teachers, police officers, and firefighters are increasingly unable to afford to live in the communities where they work.

I think it's become more evident, particularly in the wealthier counties.

Those with tax caps and those with no tax base at all would have severe problems but it would be a burden in all the counties. We would start to have a disparity in the pension systems in the counties.

I've noticed it in Anne Arundel County with the escalating costs of housing that the vast majority of teachers, firefighters, and police officers live in Southern Maryland and the Eastern Shore and commute to the county to work unless they invested in a home years ago. The average cost of a house in my district is about \$350-\$400,000.

Annapolis has the largest amount of public housing per capita of any city of its size in the country. Public education can become compromised. You have a high concentration of private schools that often take the upper middle class kids and their parents out of the public school system. It's become a kind of two-tiered system. In a city like Baltimore, it becomes virtually a four-tiered system, with two levels of private schools, then magnet and traditional public schools.

The biggest challenge is to keep professionals in the community and give them either higher salaries or incentives that allow them to purchase a home.

Will you discuss the State's structural imbalance?

We haven't addressed the structural budget deficit since the governor's been in office—and I don't think we're going to before the next election. There was an opportunity to do so the first two years—and we just haven't done it.

So, we will continue to take state money out of all the land acquisition accounts and transfer the money to the general fund budget and we'll continue to cut Medicaid and other important services to patch things together. There won't be any resolution.

We've had to pass on a tremendous amount of cuts already to the counties, we've taken a lot of state transportation money and we've reversed many programs that we had previously set forth which helped make Maryland one of the great states—one of the wealthiest states—in the Union.

We've prided ourselves on good transportation, a good K-12 and higher education system. We've now cut over \$200 million out of higher education, tuition costs have gone up 37 percent since this governor has taken office and it will continue to go up.

It's going to be tougher for working and middle class families to pay for public institutions when they graduate from high school. There will be more pressure on the community colleges. Unless you have some kind of long-term vision to address the budget situation, it's not going to improve.

You led the fight for HB 1 last year, the bill which would have imposed transfer taxes on Maryland businesses valued at \$1 million or more. The bill promised millions of dollars in revenues to be dedicated to school renovation and construction. What happened?

Every Marylander in the state pays a tax when they sell a piece of property—a transfer tax, which is currently dedicated to purchasing land through Program Open Space.

One group of people, basically developers, have circumvented that law because they can form what is known as limited liability corporations. They can transfer property through those corporations without paying the transfer tax. Now \$60 million a year of state revenue

I believe that there are similarities between coaching, teaching and being in public office: You believe in a certain set of principles, communicate them to your colleagues, work together towards certain goals, and enjoy the benefits of working together as a team.



Speaker Mike Busch at his State House office in Annapolis with a photo of his two daughters, both public schools students.

is lost because of this loophole in the law.

Every other Maryland citizen pays it, yet these developers circumvent the law, as far as I'm concerned. House Bill 1 suggested they take the money collected from those transfer taxes, which is mostly money that goes back to the counties anyway, and dedicate it to school construction.

It was a bipartisan effort—it received 126 votes with only 14 votes opposed to it. But it didn't pass the Senate.

What we have is a group that is not paying the same tax as every other Marylander. What we suggested is that they pay that tax and that it would be dedicated to school construction.

Is there anything else you'd like to share with our members?

I'm just glad you didn't ask me about slots. ❖



EACC's Back-to-School Crab Feast!

Bill Fisher, Education Association of Charles County (EACC) president, played host to more than 500 guests at the local's first Annual Back-to-School Crab Feast. Among those enjoying a last blast before school started were the county's 250 new teachers, all of whom enjoyed the welcome party as guests of EACC. Pictured left to right: Event volunteers MaryLou Cooper, Julie Teslevich, and Debbie Doyle.

John Kerry: The NEA Questionnaire

Responding to NEA's questionnaire is one step toward securing NEA's presidential recommendation

John Kerry's answers are excerpted below

In determining support for a presidential candidate, NEA asks each candidate to respond to a questionnaire. The process for the November 2 election began mid-2003. President George Bush did not return a questionnaire. Excerpted below* are responses from Senator John Kerry's questionnaire. Kerry was recommended unanimously by members of NEA's Fund for Children and Public Education, and subsequently approved by delegates at the July 2004 NEA representative Assembly.

NEA: NEA supports moving toward full funding for Title I over eight years, as called for in the *Elementary and Secondary Education Act*.

Kerry: One of my first priorities as President will be to live up to the funding commitments made in the *No Child Left Behind Act*. Unless schools receive the resources they were promised and respect they deserve, the new law will fail and inequality will persist. Where the Bush Administration sought to cut funding for school reform—including a proposed \$80 million cut in teacher quality funds—I will fully fund the law.

NEA: NEA Supports a one-time grant of \$50 billion dollars in unrestricted aid to states.

Kerry: I strongly supported the fiscal relief package the Congress recently sent to the states to help relieve the crushing burden on state budgets. But I said at the time that \$30 billion is only a down payment and I believe that we must do more to prevent the laying off of firefighters, police officers, and teachers.

NEA: NEA supports limiting the definition of "highly qualified teacher" in ESEA to include only those teachers who have achieved licensure/certification under state standards.

Kerry: The definition of "highly qualified teacher" should be applied to all teachers in public schools that receive federal funds.



NEA President Reg Weaver with NEA-recommended candidate for president, Sen. John Kerry.

NEA: NEA supports requiring states and local school districts to use funds (including federal Title I and II funds) to help paraprofessionals meet new quality standards in ESEA by fully funding the costs of testing, continuing education, and training.

Kerry: Paraprofessionals are important to educational success in many public school classrooms. ...Federal assistance must be provided to states and school districts in order to ensure that schools have an adequate supply of appropriately trained and supervised paraprofessionals.

NEA: NEA opposes any federal voucher plan, including a voucher demonstration program.

Kerry: I do not support private schools vouchers now and I have never supported them during my career. ...But what public schools need most are resources and support, and vouchers drain them of both. Our inner-city schools and our rural schools need better buildings, more textbooks, higher paid teachers, the best principals, and smaller classes. They also need the strongest possible support they can get from our leaders—especially the President of the United States.

NEA: NEA opposes tax credits or tax deductions for private, religious or home school expenses.

Kerry: I do not support using taxpayer dollars to pay for private, religious, or home school expenses, whether in the form of a voucher or a tax credit. In my mind, taxpayer-subsidized private school tuition is the same as a school voucher program. My priority is supporting the public schools that serve over 90 percent of America's children.

NEA: NEA opposes any federal action that diminishes the rights, benefits or protections granted public employees

through collective bargaining or state legislation.

Kerry: Teachers play the most important role in helping children learn and succeed. I believe that the assault on the right to organize and on labor protections by the Bush Administration is outrageous. It is wrong and I will fight against it. We need to give American workers more protections not fewer. As President and as leader of the Democratic party, I will promote the unfettered right of workers to form and join unions.

NEA: NEA supports federal legislation authorizing tax credits for at least \$25 billion of interest-free school construction bonds.

Kerry: ... I have been at the forefront of the fight in Congress to obtain federal funding for school construction. ... I will end the partisan divide that threatens progress on school construction and bring members of both parties together to do what is in the best interest and safety of our nation's school children.

NEA: NEA supports ramping up funding for Head Start so that it is fully funded within the next five years.

Kerry: I believe it is the obligation of government to ensure that all children have the opportunity to succeed. ... As President, I will work toward providing a healthy, safe, and supportive start for all children of pre-school age and will make full funding for Head Start and increased funding for Early Head Start an important component of the strategy.

*For Senator Kerry's complete response to the NEA questionnaire, visit [MSTA OnLine, MembersOnly, www.mstanea.org](http://MSTAOnLine.MembersOnly.www.mstanea.org). ❖

Why is NEA Involved in Politics?

Q. Why is NEA involved in politics?

A. Federal elected officials make policy and pass laws, such as the so-called No Child Left Behind Act, that affect teachers and education support professionals. NEA participates in the political process to give its members a voice in actions that directly affect them and their students.

Q. Doesn't the Kerry recommendation prove NEA is an arm of the Democratic Party?

A. No. NEA's decision to recommend John Kerry is based on his support of issues that are important to NEA members and students. NEA does not consider a candidate's political party when making recommendations.

Q. Did NEA survey its members before recommending Kerry for president?

A. The recommendation process includes:

- ♦ Inviting all candidates to complete a questionnaire and a videotaped interview. (*President Bush declined to participate despite repeated requests.*)
- ♦ Reviewing candidates' voting records, public statements, position papers, NEA questionnaire responses (see excerpts, this page), videotaped interview, and overall support.
- ♦ A vote by at least 58 percent of NEA's 67-member PAC Council, primarily NEA state affiliate presidents or designees, to recommend. (*The Council recommended Kerry unanimously in April 2004.*)
- ♦ A vote by the 9,000-plus member delegates at the NEA Representative Assembly. (*Eighty-seven percent of the delegates at the July 2004 RA voted to recommend Kerry.*)

Q. Why does NEA use my dues money to promote candidates some members may not support?

A. NEA does not contribute any dues money to candidates or parties. All candidate contributions come from voluntary contributions to NEA's political action committee, The NEA Fund for Children and Public Education.

"Vote, Always, As if Your Life Depended on It"

Reflections on the Right to Vote

by Yvonne Baicich



Yvonne Baicich is a veteran Prince George's County elementary teacher and 15-year MSTA member.

I recently visited Poland, the country of my birth. This was the first visit back since I left with my family in 1957. The visit was filled with conflicting emotions—reminding me of Communist Poland, and of myself at the time we left.

I was 8 ½ years old then and my head was filled with the state propaganda that infused Poland's entire school curriculum. The propaganda was aimed at the big, bad, capitalist United States of America.

As it turned out, part of what I had learned in my Polish school was true: racism, poverty, and unemployment did exist in the USA.

But, Poland's texts missed the most important feature about the U.S.—the fact that because freedom existed side by side with these social and economic ills, it was possible for citizens to bring about change. The hope for a better life could be realized

because democracy and freedom existed. The problem with Communist Poland was that control from the top prevented action on the part of the citizens. While elections did take place, the outcome was as predictable as the changing seasons.

When we arrived in the Bronx (New York) in 1959, one of the first things my parents did was enroll in night school, learn to speak English, and get their high school equivalency diplomas. As soon as the five-year residency requirement was over, my parents became citizens.

They both voted in the very next election, and never missed a vote until their passing. For my parents, voting was much more than the duty of a free citizen. For them, voting was a privilege that had to be practiced and defended at all cost.

My parents lived under a government where voting was a sham, yet they knew the hope real democracy could bring. To this day, it makes me a little crazy when I see some politicians attempting to circumvent the democratic process so they can use it for their purposes.

In a democracy, if you can't reach your goals through the process of free expression and choice, then your goals are not worthy.

So, vote, always, as if your life depended on it. It does. ❖

Protect Your Pension!

Our voice and our numbers can make a difference

You may remember the latest proposed scheme to balance the state budget—you know, the one where the governor is considering shifting the cost of funding teachers' pensions onto local government. MSTA still contends that this cost of approximately \$400 million a year is clearly a state responsibility and an insurmountable burden for local governments to bear.

MSTA noted annual costs to local government ranging from \$1,356,993 for Kent County to \$16,760,000 for Harford County to an astronomical \$80,765,870 for Montgomery County! You can expect services cut, and your county may have to pull out of the pension system altogether and replace it with a defined contribution system funded solely with member contributions.

Since the end of the legislative session and throughout the summer, MSTA has implemented a letter writing campaign to Gov. Ehrlich and state legislators voicing our strong opposition to any such proposal to balance the budget

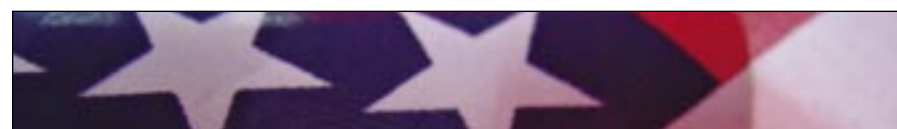
at the expense of the state's contribution to the pension and retirement system.

In Phase I of the campaign, Harford County Education Association (HCEA) alone sent nearly 1,000 letters signed by members to the governor from members. Phase II of the campaign includes contacting legislators between now and January to continue to make them aware of our strong opposition to this proposal.

MSTA's aggressive strategy to defend against the governor's proposal includes the work of the MSTA Pension Enhancement Task Force (see this page), MSTA lobbyists working at all levels at the State House to inform and educate legislators on the repercussions of such action, and membership in the Pension Coalition, which also includes elementary and secondary principals, county superintendents, and members of boards of education.

Questions concerning MSTA's efforts to protect your pension? Contact Randy Mickens, MSTA Government Relations, 800/448-MSTA, ext. 128. ❖

...this is clearly a state responsibility and an insurmountable burden for local governments to bear.



Contact Governor Ehrlich NOW!

Your pension depends on it!

1. Tell the governor that as a professional educator, taxpayer, and voter you want the state to uphold its commitment to education employees. Urge the governor to fund teacher pensions appropriately at the state level.
2. Contact your local legislators and urge them to reject shifting the pension costs to local jurisdictions.

Visit *MSTA OnLine*, www.mstanea.org, Members Only, and click on Contact your legislators to email the governor and your legislators. Or mail your concerns to:

Governor Robert Ehrlich
Office of the Governor
State Circle
Annapolis, MD 21401

Delegate _____
Lowe House Office Building
Annapolis, MD 21401

Senator _____
Senate Office Building
Annapolis, MD 21401

Concerned about your pension?

Don't miss the 2004 Dialogue on Pensions
*Organizing for Legislative Success:
Funding Pensions and ...*

137th MSTA Convention and
Representative Assembly
Thursday, October 14, 8 p.m.
Immediately following the President's
Reception

*Clarion Fontainebleau Resort and
Conference Center
Ocean City, MD.*



Brunswick HS faculty participated in FCTA's Solidarity Days to call attention to inadequate teacher salaries. More than 900 FCTA members participated.

Frederick Teachers in Solidarity for Competitive Salaries

Teacher Solidarity Days, the Frederick County Teachers Association's (FCTA) organized display of concern over the effect of inadequate teacher salaries, counted over 900 participants in a first-ever two-day event. The event did not interfere with back-to-school or instructional activities.

"Such a terrific response tells the board of education that our teachers are motivated, interested, and united," said Nancy Dietz, FCTA president.

Local members in each school selected two days during which they entered and exited their schools en masse drawing public attention to the role of teacher pay in the recruitment and retention of school faculty.

"We believe competitive salaries must be an essential part of the Board of Education's plan to raise student achievement," explained Dietz.

CONVENTION 2004

MARYLAND STATE TEACHERS ASSOCIATION ■ NEA

Daily Events Schedule



Thursday, October 14

Resolutions Committee Meeting
1 p.m.
Clarion Resort Fontainebleau Hotel

Nominations & Credentials Committee Meeting
4 p.m.
Clarion Resort Fontainebleau Hotel

Committee & Staff Dinner
5 p.m.
Clarion Resort Fontainebleau Hotel

President's Reception
6:30-8 p.m. Cash Bar
Clarion Resort Fontainebleau Hotel

Open Hearings
Bylaws, Resolutions, Nominations
8-8:30 p.m.
Clarion Resort Fontainebleau Hotel

2004 Dialogue on Pensions
Organizing for Legislative Success:
Funding Pensions and...
8 p.m.
Clarion Resort Fontainebleau Hotel

Friday, October 15

Visitor Check-In
7 a.m.
Registration Booth

Retired Members Breakfast
7:30-9:30 a.m.
Clarion Resort Fontainebleau Hotel

Professional Development Workshops
8:30 a.m.-5:15 p.m.
Roland E. Powell Convention Center

Delegate Registration
8-10 a.m.
Roland E. Powell Convention Center

Exhibits Open
9 a.m.-4 p.m.
Roland E. Powell Convention Center

Visit the MSTA Exposition & The Beacon of Best Practices
Trade exhibition with education-related vendors, daily drawings for door prizes for those who register at vendor booths. Add your own Best Practice and enter your name for prizes.

Representative Assembly First Session
9 a.m.-Noon
Roland E. Powell Convention Center

1-5:15 p.m.
Delegates to attend afternoon professional development workshops.

Annual Convention Banquet
6-7 p.m. Reception, Cash Bar
7 p.m. Banquet
Clarion Resort Fontainebleau Hotel Crystal Ballroom, Tickets required

Saturday, October 16

Visitor Check-In
7 a.m.
Registration Booth

Professional Development Workshops
8:30 a.m.-12:45 p.m.
Roland E. Powell Convention Center

Delegate Registration
8-10 a.m.
Roland E. Powell Convention Center

Exhibits Open
9 a.m.-1:30 p.m.
Roland E. Powell Convention Center

Visit the MSTA Exposition & The Beacon of Best Practices
Trade exhibition with education-related vendors, daily drawings for door prizes for those who register at vendor booths. Add your own Best Practice and enter your name for prizes.

Representative Assembly Second Session
9:00 a.m.-Noon
Roland E. Powell Convention Center

Representative Assembly-Noon Break
Noon-1:30 p.m.

Delegate Registration
12:30 p.m.-2:30 p.m.
Roland E. Powell Convention Center

Representative Assembly-Third Session
1:30 p.m.
Roland E. Powell Convention Center



More than 125 members joined in the pension discussion at last year's Dialogue on Pensions. This year, Convention 2004 attendees will have the opportunity to hear an update on MSTA's plan to address the pension issue at the upcoming General Assembly session. "Organizing for Legislative Success: Funding Pensions and ...", hosted by MSTA's Task Force on Pension Enhancement and the MSTA government relations staff, will take place Thursday, October 14, immediately following the President's Reception, at the Clarion Resort Fontainebleau.

Discounts offered Convention 2004 Weekend!

A weekend at the beach with MSTA: Informative, fun and affordable
Make your reservation now and be sure to mention that you are attending the MSTA Convention 2004!

Carousel Hotel
118th Street on the Ocean
11700 Coastal Highway
Ocean City, MD 21842
410/524-1000

Grand Hotel
2100 Baltimore Avenue
Ocean City, MD 21842
800/447-6779
410/289-6191
Per night rates are based on double occupancy and subject to 9% sales tax
Grand View \$75.00*
Premiere View \$95.00*
The rate is valid Thursday, October 14th through Saturday, October 16th.
Group Code is MSTAO4

Paradise Plaza Inn
9th St. & The Boardwalk
Ocean City, MD 21842
888/678-4111 410/289-6381
Rates per night *:
Partial ocean view
\$43.96 Weekday
\$87.96 Weekend
Oceanfront
\$49.96 Weekday
\$96.76 Weekend

The Princess Royale Oceanfront Hotel & Conference Center
800/476-9253 (refer to MSTA Member)
\$89.00 Oceanview/Poolview Suite (per night & does not include 9% tax)
Based on availability*

The Princess Royale Oceanfront Hotel & Conference Center is pleased to offer special rates for the October 2004 MD State Teachers Association. The rates are as follows (exclusive of 9% tax and a .99 sale fee). October 14-16 2004

The Tideland's Caribbean Hotel
877/365-6962
5th Street and Oceanfront
\$59.00 Weekday*
\$69.00 Weekend*

* While the hotels noted above have informed MSTA that a discount will be offered to Convention 2004 attendees, please confirm the discounted rate upon reservation and check-in.

Convention 2004 Workshop Schedule

Roland E. Powell Convention Center - Ocean City, MD - October 14-16

CERTIFICATE of COMPLETION REQUIREMENTS: Requires participant to sign-in with host within 10 minutes of workshop start and remain for entire workshop.

MSDE CREDIT REQUIREMENT: Requires completion of 4 workshops in the School Improvement Strand (Room 206) and presentation of Certificates of Completion at Workshop Office.

	Friday, October 15, 2004				Saturday, October 16, 2004	
Room 201 Cultural Competence	Collaborative Talk that Makes Us Equals Sherry Eichinger Katherine Kolacki Course #812 All /Special Education	Respect, Rhythm and Rhyme William Clay, Jr. Course #235 All	The Gentleman's Club: Addressing the Needs of the Non-Achieving, Difficult to Handle Male Student Leslie "Boh" Newsom Course #207 All	Recognizing and using Cultural Characteristics of African American Students in Academic Settings Mary T. Newsom Course #209 All	Lessons in African American History A. T. Stephens Amy Rosenkrans Phyllis Walker Ford Course #642 All	Celebrate the Diversity of Humanity Terry Kelly and Patrick Ryan Course #233 All
Room 202 Math/Technology	Money, Money, Money, Motivating Student Performance Lavonne Radonovich Course #664 ES	Integrating Technology Into Your Curriculum Glenn Hall Jennifer Hall Course #305 All	Building Critical Viewing and Thinking Skills Using Media Christopher Lloyd Course #609 MS/HS	Getting Your National Board Certification Valeria Arch Cathy Cerveny Course #291 All	Sites and Sounds of Mathematics Sandra Stamer Alana Turner Course #663 All	
Room 203 Getting to Quality	Issues in Certification: Highly Qualified to Resident John Smeallie, MSDE Course #703 All	Tips and Strategies for Passing the Praxis Pat Alexander Arlene Factor Course #293 New Teacher (1-5 yrs)	Where's Maryland with No Child Left Behind? Ron Peiffer, MSDE Course #612 All	It's Your Professional Development Dr. Colleen Seremet Nancy Carey, MSDE Course #294 All	Pass the Parapro: Conquer Test Anxiety Dr. Maureen McDonough Richard Haas Course #405 ESP	More Tips for Taking the Parapro Test Cheryl McLeod Course #406 ESP
Room 204 Positive Behavior Development	Positive Behavior Intervention Strategies Michele McKoy Course #239 All	Motivating the Mind with Music Laura Karns Course #632 ES	Believing the HYPE (Helping Youth Pursue Excellence) Darrell Andrews Course #240 All	Cooperative Learning: Creating a Caring Community of Learners Art Smelkinson Course #231 All	Dealing with Adult Workplace Bullies Dr. James McCleaf Course #253 All	Unmotivated Students—What's a Teacher to Do? Susan McGregor Judy Duffield Course #241 All
Room 205 Differentiated Instruction	Introducing Authentic Multicultural Literature to Young Readers Wade Hudson Course #613 Pre-K/ ES/ MS	Differentiating Instruction and Assessment Through Multiple Intelligences Art Smelkinson Course #223 All	Tools of Differentiation: Teaching Strategies for Success Dr. Helené Hodges Course #227 All	Brain Boosters Creating an Enriched Environment Kathy Schmied Course #225 All	Everyone Deserves the TOTAL Teacher Lorraine Milark Course #226 All	Applying Systems Thinking in the Classroom Using STELLA Linda Davis Course #228 MS/HS
Room 206 School Improvement MSDE CREDIT STRAND	Building Good Relationships Between Parents, Teachers and Administrators Linda Waldmann Course #110 All	The Descriptive Protocol: Looking at Student Work Jean Clark Melissa Mallesh Course #117 All	Study Groups: Getting Started and Beyond Joan Mory Course #115 All	BEST: Building Educational Success Together—How MSTa Assists Schools Jan Erskine Course #102 All	Use Action Research to Achieve Equity and Excellence in the Classroom Dr. Larry Dolan Course #107 All	Cognitive Coaching: Personalized Professional Development Jan Erskine Course #116 All
Room 207	I Can Do It Classroom Management Techniques This is an all-day class from 8:30 a.m. to 5:15 p.m. which includes a 45-minute lunch break. LIMIT:30 Course #501 New Teachers (1-5 yrs) Dorothy Chapman Barry Potts Alana Turner Jessie Phillips				Creating Assessments for Student Success Geraldine Oglesby-Cameron Course #263 All	Staying Fit—Exercises You Can Do at Work (bring a beach towel or exercise mat) Vanessa Greene Course #651 All
Room 208 Reading and Writing	Write to Learn/Learn to Write: Raise Student Achievement Across the Curriculum Jennifer Morrison Kathy Jenkins Course #604 All	Simplifying Reading Strategies Kelly Karwacki Course #615 ES/MS	Reading and Writing Nonfiction: The Literature of Life Cheryl North-Coleman Course #608 MS/HS	Building a Community of Writers Susan Helldorfer Francene Walling Course #610 All	Learning to Read & Reading to Learn Dr. Helené Hodges Course #616 All	Integrated Classroom Management: Baldrige Basics Cheryl Doughty, CFCS Course #103 All
Room 209 Special Education	We Make Stuff: Work Skills for Special Needs Students Jane Brandt Cindi Diamondstone Course #809 MS/HS	Collaboration—The Key to Creating Powerful Instructional Partnerships Pamela Hill Course # 811 ES/MS	An IDEA Who's Time Has Come Rosemary King Johnston Course #801 All	Communicating with Students with Autism Spectrum Disorders Theresa Lochte Course #810 All	Case Studies of Tick-Borne Diseases and Their Effect on Cognitive Functioning Nancy Fox Course #813 All	Before You Call a Lawyer MSTA Legal Staff Course #701 All
Room 215 MAST—Science Strand	Mining for Microbes Scott McIntosh Course #691 All	A Cold Look at Hot-Blooded Dinosaurs José Barata Course #687 All	Hands-On Basic Science Laura Corbin Frazier Course #686 ES/MS	Problem Based Learning Connie Flowers Course #688 All	Bagelmania! Barbara Griner Course #689 ES/MS	Growing Lessons & Resources for the Voluntary State Curriculum Jeanne Mueller Jamie Picardy Course #690 ES/MS
Room 217 MAST— Science Strand		Sun/Earth/MoonCore Learning Goals Martin Schmidt, Jr. Course #685 MS/HS	Lets Go! Technology for Science Nüset Hisim Course #684 ES/MS	The Governor's Green School Award Program Kate Clavjo Course #683 All	Tricks and Demos to Motivate Your Chemistry Students Janet Stein Millie Patterson Course #681 MS/HS	



Join us in Ocean City!

137th Annual
**REPRESENTATIVE ASSEMBLY
AND CONVENTION**

CONVENTION 2004

MARYLAND STATE TEACHERS ASSOCIATION ■ NEA

Roland E. Powell Convention Center, Ocean City, MD ■ October 14-16

FREE!

Choose from over 60 Professional Development Workshops!

Complete the School Improvement Strand for one (1) MSDE CEU.

New for 2004!

New Representative Assembly schedule allows all delegates to attend workshops on Friday afternoon. Check the schedule!



HIGHLIGHTS AND SPECIAL EVENTS

President's Reception

Thursday, October 14 6:30 p.m.
Clarion Resort Fontainebleau Hotel

Join MST A President Pat Foerster as she celebrates the 60,000 public school professionals who make MST A the largest professional association in Maryland. This casual reception opens Convention 2004.

2004 Dialogue on Pensions

Organizing for Legislative Success: Funding Pensions and ...

Thursday, October 14 8 p.m.
Clarion Resort Fontainebleau Hotel

MST A 2004 Friend of Education Award

The Friend of Education Award will be presented Saturday morning, October 16, at the Representative Assembly meeting in the Roland E. Powell Convention Center.

Reg Weaver, NEA President

Special guest
Saturday, October 16

MST A Representative Assembly

Roland E. Powell Convention Center

MST A Professional Exhibition & MST A Beacon of Best Practices

Friday, October 15 9 a.m.-4 p.m.
Saturday, October 16 9 a.m.-1:30 p.m.
Roland E. Powell Convention Center Exhibition Hall

MST A Convention Workshops

Friday, October 15
8:30 a.m.-5:15 p.m.
Saturday, October 16
8:30 a.m.-12:45 p.m.

Each attendee receives a Certificate of Completion for each full workshop attended. More than 60 professional development workshops highlight education trends, *No Child Left Behind*, best practices in the classroom, and more. Special School Improvement Strand offers one (1) MSDE continuing education credit. All workshops FREE!

An Apple a Day Health Fair

Friday, October 15 8:30 a.m.-4 p.m.
Saturday, October 16 9 a.m.-1 p.m.

MST A cares about your health! Be sure to visit An Apple a Day, MST A's Convention 2004 Health Fair hosted by the MST A Women's Concerns Committee.



Visit MST A OnLine, www.mstanea.org for updates, schedules, workshop descriptions and more!

Your vote counts with MSTA!

MSTA Election 2005: Change Happens When YOU Participate!

This year elect MSTA Treasurer, NEA Director, MSTA Board of Directors and NEA Delegates

In the 2005 MSTA/NEA elections, members will vote for MSTA treasurer (three year term), one NEA director (three year term), and four members-at-large to the MSTA board of directors (two year terms), and state delegates to the 2005 NEA Convention.

In accordance with the MSTA By-laws, the treasurer, NEA director, and the at-large members of the MSTA

board of directors elected will automatically be state delegates to the NEA Representative Assembly and delegates to the MSTA Representative Assembly and General Council for the year. *Administrators are ineligible for nomination as officers, board members, or NEA directors.*

MSTA WANTS YOU! Consider Running for MSTA Office

Ever thought about running for MSTA office? Take advantage of MSTA's ongoing professional and personal development leadership training opportunities. Ask your Local Association office for a copy of the MSTA 2004-2005 Guide to Professional Development and Trainings or contact Theresa Turner, MSTA Center for Affiliates and Advocacy, ttturner@mstamea.org; 800/263-6600.

adhere to the Code of Ethics as adopted by the Association.

Address nominations to:

Trish Bendler/Tyrone Holmes/Susan W. Russell

Attn: Nominations and Credentials Committee

MSTA

140 Main St.

Annapolis, MD 21401

• Nominees must submit the *MSTA/NEA Election Biography Form* (found in this issue of *ActionLine*), with photo and personal statement by 5 p.m., November 22, 2004. Candidate biographies, photos, and personal statements will be published in the February 2005 issue of *ActionLine*. It is the responsibility

of the candidates to submit a photo, a complete biography form, and a personal statement by the date requested.

• Candidates for office may purchase advertisements to appear in the January 2005 issue of *ActionLine*. The guidelines for purchase of ads appear in this issue of *ActionLine*. *Ads must be received by MSTA Public Affairs by 5 p.m., November 22, 2004.*

• There will be one election held for MSTA delegates to the 2005 NEA Representative Assembly, including active member, administrator, retired, and student delegates. Candidates for each of these delegate positions must comply with the instructions on this page. ❖

The Rules

• A *Nomination and Intent Form* is printed in this issue. Nominations may be made by any member of the United Education Profession, which includes your county Local Association, MSTA, and NEA.

• Members who are nominated must meet the qualifications for office as specified in the MSTA Bylaws. If you are nominating someone, you must contact them to be sure they are willing to run in the election.

• The *Nomination and Intent Form* must be filed no later than 5 p.m., November 22, 2004, stating the nominee's willingness to run for office, to abide by MSTA/NEA policies and bylaws, and to

Re-Elect MSTA's Bill Brown to Pension Board!

Bill Brown, longtime classroom teacher and Montgomery County Education Association member, is running for reelection to the State Retirement and Pension Board of Trustees. A two-term veteran, Brown has proved an excellent and respected advocate for Maryland educators.

"My top goal and priority is to meet my fiduciary obligation, which is to ensure that benefits, determined by the legislature, are made in a timely and efficient manner and that the assets are available to meet the requirement,"

Brown said recently. "Working with MSTA, I hope to help enhance retirement benefits for educators' long-term economic security."

Brown chairs the pension system's administrative committee and serves on the executive and research and development committees of the National Council on Teacher Retirement

At press time, Brown was unopposed for re-election. If another candidate pursues election, members will receive a ballot in the mail. Vote and return the ballot promptly. ❖

Guidelines for Biography Submissions

Read carefully before submitting your nomination materials!

Biographies and photos of candidates nominated for election in the 2005 MSTA election are featured in the February 2005 *ActionLine*.

NOTE: The deadline for MSTA to receive the completed MSTA/NEA Election Biography Form, including photo and personal statement, is 5 p.m., November 22, 2004.

A separate biography form and photograph must be submitted for each position.

• Biographies must be submitted on the official MSTA/NEA Election Biography Form available in this issue of *ActionLine* or at *MSTA Online*, www.mstane.org.

• Do not send your resume.

• **Xerox copies or faxes of photos will not be accepted.**

• MSTA staff is unable to correct, edit, or rewrite any submitted election material.

• *ActionLine* will publish nomination material submitted by the November 22, 2004 deadline for each office according to the following criteria:

1) Those nominees who submitted *biography and photo* will appear first, in alphabetical order under the appropriate office.

2) Those nominees who submitted *photos only* will appear second, in alphabetical order under the appropriate office.

3) Those nominees who submitted a *biography only* will appear third, in alphabetical order under the appropriate office.

4) Those nominees who did not submit a *photo or biography* will be listed last by name only in alphabetical order.

MSTA/NEA Elections Biography Form

Deadline for receipt: November 22, 2004, 5 p.m.

NAME (As you wish it to appear on the election ballot)

SCHOOL (Name of school and country)

LOCAL ASSOCIATION

POSITION (Teacher, administrator, paraprofessional, or education support personnel)

MSTA MEMBER FOR _____ YEARS.

NEA MEMBER FOR _____ YEARS.

ASSOCIATION POSITIONS HELD (List no more than three in each category):

LOCAL

MSTA

NEA

YOUR PERSONAL STATEMENT

Candidates may attach a personal statement to their completed form. Note word limits as follows.

- Candidates for MSTA treasurer, board member-at-large and NEA director: 100 words
- Candidates for NEA state delegates: 25 words

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

Please send separate biography and photo for each position sought. Nominees will receive confirmation of receipt of forms, biography and photos. NOTE: No Xerox copies or faxes of photos will be accepted.

Special Crisis Fund Election Notice

At the convention, delegates to the MSTA Representative Assembly will elect a MSTA Crisis Fund Trustee to serve for a three-year term with nominations from the floor.

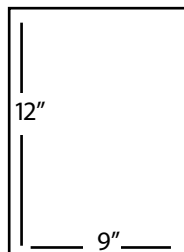
Guidelines for MSTA Election 2005 Advertising Supplement

Candidates for MSTA office may purchase election advertisements for a special election supplement appearing in *Actionline*, January 2005. Candidates may purchase ads, but it is not a requirements for candidacy. Placement of ads in the election supplement is by drawing. (Details appear under "Ad Placement" on this page.)

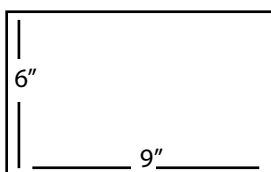
Please note: Biographical information and photos will be published in the February 2005 *Actionline* election supplement at no cost to the candidates.

Size, Preparation, and Cost

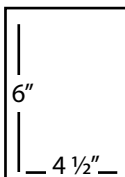
- The ad received from the candidate must fit the size of the ad space purchased by the candidate.
- The minimum ad that may be purchased is one-eighth page.
- MSTA board members-at-large and NEA director candidates may submit ads up to one-quarter page.
- All whole-page ads are displayed vertically:



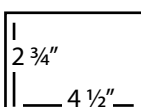
- All 1/2-page ads are displayed horizontally:



- All 1/4-page ads are displayed vertically:



- All 1/8-page ads are displayed horizontally:



- Ads must be accompanied with full payment by check or money order made out to MSTA. The sizes and prices are as follows:

1/2 page=	\$600 (Treasurer only)
1/4 page=	\$300
1/8 page=	\$150

- *Actionline* staff are unable to change or modify the design or format of the submitted ad.
- *Actionline* staff will size and place photos, if necessary, to fit into a blank space designated by the candidate for the photo. See ad sizes, this page.
- All photos will be reproduced in black & white.
- Ads may not criticize other candidates or contain profanity or other inappropriate words, photos, or graphics.
- Ads that do not meet the requirements will not be published.

Ad Placement

- Ads are placed according to office sought.
- Placement of ads will be determined in a drawing by candidates or their representatives.
- Ads for candidates who are not present at the drawing, or who do not send a representative, will be placed in the remaining locations adjacent to others seeking the same office after those candidates or representatives present have drawn.

The ad placement drawing will be held at 6 p.m., Monday, November 22 2004, at MSTA's Center for Public Affairs in Annapolis.

2004 MSTA Election Schedule

November 22, 2004, 5 p.m.

- ♦ **Deadline** for receipt of all nominations and intent forms at MSTA's Annapolis office.
- ♦ **Deadline** for receipt of bios and photos
- ♦ **Deadline** for receipt of any election paid advertisements to be placed in *ActionLine*.

November 22, 2004, 6 p.m.

Election lottery for placement of election ads in *ActionLine*, to be held in Annapolis office.

December 8, 2004

January *ActionLine* containing paid ads mailed.

January 14, 2005

February *ActionLine* containing bios and photos is published and mailed. Ballots to be mailed no later than January 28, 2004.

March 4, 2005, 5 p.m.

Deadline for receipt of all election ballots.

March 11, 2005, 5:30 p.m.

Committee meeting to validate election results at MSTA's Annapolis office.

March 21, 2005

If necessary, *ActionLine* containing information regarding run-off candidates is mailed.

April 28, 2005, 5 p.m.

Deadline for receipt of all run-off ballots.

April 29, 2005, 5:30 p.m.

Committee meeting to validate run-off elections.

Nomination and Intent Form

NEA Director, MSTA Treasurer, & Board of Directors

Deadline for receipt: November 22, 2004, 5 p.m.

FOR THE OFFICE OF: (Check one)

- MSTA Treasurer
- NEA Director (9/1/05 to 8/31/08; one to be elected)
- Board of Directors (8/1/05 to 7/31/07; four to be elected)

NAME (As you wish it to appear on the election ballot)

ADDRESS CITY ZIP

HOME PHONE SCHOOL PHONE

EDUCATIONAL POSITION (Teacher, administrator, paraprofessional, or education support personnel)

LOCAL ASSOCIATION ETHNIC GROUP

LETTER OF INTENT I hereby state my willingness to run as a candidate for the position marked above. I agree to abide by the MSTA/NEA policies and bylaws and to adhere to the Code of Ethics, as adopted by the Association.

DATE SIGNATURE OF NOMINEE

PLEASE CHECK ONE IF APPLICABLE:

I wish to place a: 1/2 page; 1/4 page; 1/8 page ad in the January edition of *Actionline*. I am aware of the 5 p.m., November 22, 2004 deadline.

Mail or deliver to: Trish Bandler/Tyrone Holmes/Susan W. Russel, c/o MSTA Nominations and Credentials Committee, 140 Main St., Annapolis, MD 21401. Must be received at the above address by 5 p.m., November 22, 2004. In order to ensure receipt of forms by the deadline, please use registered or certified mail. (Note: Return Receipt Requested)

Nomination and Intent Form

NEA State Delegate 2005 Representative Assembly

Deadline for receipt: November 22, 2004, 5 p.m.

CHECK APPROPRIATE BOX:

- Active Member
- Retired Member
- Administrator-Active Member
- Student Member

NAME (As you wish it to appear on the election ballot)

ADDRESS CITY ZIP

HOME PHONE SCHOOL PHONE

EDUCATIONAL POSITION (Teacher, administrator, paraprofessional, or education support personnel)

LOCAL ASSOCIATION ETHNIC GROUP

LETTER OF INTENT I hereby state my willingness to run as a candidate for NEA State Delegate in the 2005 MSTA/NEA Election. I agree to abide by the MSTA/NEA policies and bylaws and to adhere to the Code of Ethics, as adopted by the Association.

DATE SIGNATURE OF NOMINEE

Mail or deliver to: Trish Bandler/Tyrone Holmes/Susan W. Russel, c/o MSTA Nominations and Credentials Committee, 140 Main St., Annapolis, MD 21401. Must be received at the above address by 5 p.m., November 22, 2004. In order to ensure receipt of forms by the deadline, please use registered or certified mail. (Note: Return Receipt Requested)

Proposed amendments to the MSTA Bylaws

According to the MSTA bylaws, amendments to the bylaws may be initiated by any member by any of the following methods:

- A petition signed by at least ten active members;
- A majority vote of the Board of Directors;
- A majority vote of the Bylaws and Rules Committee.

The bylaw amendment is then prepared by the Bylaws and Rules Committee for presentation to the Representative Assembly and mailed to local affiliates and affiliated departments and presented to the membership in an official publication of the Association (*ActionLine* and *MSTA OnLine, MembersOnly*)

PROPOSED BYLAW

AMENDMENT 1:

To establish a two year budget adopted by the Representative Assembly at a spring meeting in the even numbered years and to eliminate the General Council.

Note: This amendment will take effect on September 1, 2005.

Article V-Dues

Section 1. Setting of Dues

a. The annual dues of Active members shall be fixed by the **General Council- 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 **General Council- Representative Assembly**.

c. The annual dues of Emeritus Members shall be fixed by the **General Council- Representative Assembly**, not to exceed, however, the dues set for Active and Associate Members. These dues shall be paid once.

d. The annual dues of Retired Members shall be fixed by the **General Council- Representative Assembly** not to exceed, however, the dues of Active members.

e. The annual dues of Sustaining Members shall be fixed by the **Council- Representative Assembly** not to exceed one-half (1/2) the dues of an Active Member.

f. 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 of (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.

Article VI- Dues Transmittal Enforcement

Section 1. Requirements

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

a. the affiliated local association has transmitted one hundred (100) percent of the MSTA 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 MSTA/NEA dues collected in such manner as to be received by MSTA within thirty (30) days of receipt by the local association,

2. a 1.5% per month interest charge for amounts of MSTA dues in arrears, and

3. a save harmless clause protecting MSTA from any penal-ties 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 **or General Council** during the month of September if such affiliated local association has in fact transmitted 100% of the MSTA 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 VIII- Representative Assembly

Section 1. Powers

The Representative Assembly shall be the primary policy-making 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;

fg. amend the bylaws in accordance with Article XXI;

gh. fill vacancies occurring in the office of Vice President, Treasurer, on the Board of Directors, and on the MSTA Retired Advisory Council; 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

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

Article IX-General Council

Section 1. Powers

The General Council shall promote the general interests of the Association. It shall:

a. adopt the agenda and rules governing its meetings;

b. adopt the annual budget of the Association at a meeting held in the spring of each year;

c. fill vacancies occurring in the office of Vice President, Treasurer, on the Board of Directors, and on the MSTA Retired Advisory Council between meetings of the Representative Assembly; persons so chosen shall serve until the end of their terms or until the next session of the Representative Assembly is held, whichever occurs first, and until their successors are duly qualified;

d. affiliate such departments as it may deem advisable upon recommendation of the Board of Directors; and

e. advise the Board of Directors in matters concerning the general welfare of the Association.

Section 2. Qualifications

Delegates shall be Active, Emeritus or Retired members of the Association.

Section 3. Allocation of Delegates

a. Local affiliates of the Association shall be allotted delegate credentials on the basis of one (1) for each three hundred (300) members or major fraction thereof of Active, Emeritus or Retired Members of MSTA within the affiliates as of January 31 of the preceding membership year; provided, however, that each local affiliate with at least one hundred fifty (150) members shall have at least one delegate.

b. Local affiliates with less than one hundred fifty (150) members shall have the option of clustering for representation purposes.

c. The president of each local affiliate shall serve as an ex-officio delegate, provided a local affiliate has at least one hundred fifty (150) members; and provided further, 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 General Council, ex-officio.

d. The officers and the other members of the Board of Directors shall serve as ex-officio delegates.

Section 4. Meetings

a. There shall be at least two meetings of the General Council a year, one of which shall be held in the spring of the year and shall include the adoption of the Association's annual budget. Other meetings of the General Council may be called by the Board of Directors or by a petition of 25 General Council delegates from three (3) local affiliates. Special meetings of the General Council called by petition shall be held within thirty (30) days after receipt of the petition.

b. Notice of any meeting of the General Council 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.

Section 5. Quorum

One or more delegates from fifteen (15) local affiliates shall constitute a quorum; provided there be a minimum of forty (40) delegates present.

Article X IX-Officers

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, the **General Council**, 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. serve as a member, ex-officio, of all standing and special committees and task forces, excluding the Nominations and Credentials Committee;

4. serve as the chief spokesperson on all Association programs and activities;

5. serve as an official representative at national meetings;

6. serve as an official representative at meetings of Education International at the direction of the Board of Directors;

7. prepare, with the advice and assistance of the Board of Directors and the **General Council**, programs for the annual meeting;

8. prepare, with the advice and assistance of the Board of Directors, the agenda for any meeting of the Representative Assembly;

9. prepare, with the Executive Director, the agenda for meetings of the Board of Directors **and the General Council**;

10. present a stewardship report at the annual meeting of the Association;

11. represent the Association at meetings of local associations and other affiliated groups;

12. consult with the Executive Director on implementation of policies and programs;

13. perform such duties as may be directed by the Board of Directors or the Representative Assembly;

14. perform such duties as may be specified in other sections of these bylaws; and

15. perform all other duties incident to the office of the President.

Article XI- 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 ~~annual~~ **two year** budget which shall be presented **to the Representative Assembly for adoption in the spring of the even numbered years, for review at a meeting of the General Council at least one month prior to the meeting at which it is adopted;**
- 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;
- ef. **affiliate such departments as it may deem advisable;**
- fg. **approve committee appointments made by the President;**
- gh. **act as the appellate body for members who have been censured, suspended, or expelled;**
- e. **determine the compensation of officers, and**
- f. **perform all other activities of the Association not specifically assigned in these bylaws to other bodies or persons.**

Article XII- XI Review Board

The Review Board shall:

- a. rule on matters of bylaw interpretation referred to it by the Board of Directors, ~~General Council~~ or Representative Assembly;
- b. rule on matters of censure, suspension or expulsion of members upon petition of at least fifteen (15) members of the ~~General Council~~ **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 ~~General Council~~ **Representative Assembly**.
- c. The Review Board shall have the discretionary authority, within its allocated budget, to employ consultants.

Article XIII- XII Nominations, Elections and Accreditation

Section 2. Delegates

State delegates to the NEA Convention **and** delegates to the MST A Representative Assembly **and to the MST A General Council** 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 XIV- XIII Executive Director

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, ~~the General Council~~, 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 XV- XIV Affiliated Local Associations

Section 4. Disaffiliation

The ~~General Council~~ **Board of Directors** may, upon recommendation of the Board of Directors, censure, suspend, or disaffiliate any local affiliate for violation of the Association Charter or Bylaws. In making its determination, the ~~General Council~~ **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 ~~General Council~~ **Board of Directors**.

Article XVI- XV Affiliate Relations

Article XVII- 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 ~~General Council~~ **Representative Assembly** that a trusteeship

be established. As soon as possible after said vote, the President shall send to the ~~General Council~~ **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 Teachers 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 ~~General Council~~ **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 ~~General Council~~ **Representative Assembly** has received said recommendation.

At least thirty (30) days prior to the meeting of the ~~General Council~~ **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 ~~General Council~~ **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 ~~General Council~~ **Representative Assembly** pursuant to Section 2a. of this bylaw and a copy of the rules and procedures that shall be followed by the ~~General Council~~ **Representative Assembly** in acting upon the Board of Directors' recommendation.

A hearing shall be held before the ~~General Council~~ **Representative Assembly**, pursuant to rules and procedures adopted by the Board of Directors for such purpose to determine whether to establish a trusteeship. The ~~General Council~~ **Representative Assembly** may shall delegate to a committee consisting of not less than nine (9) ~~fifteen~~ (15) ~~General Council~~ **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 ~~General Council~~ **Representative Assembly**, and all interested parties shall have an adequate opportunity to present their views on the matter to the full ~~General Council~~ **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 ~~General Council~~ **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 ~~General Council~~ **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 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 MST A 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 ~~General Council~~ **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 Teachers 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, ~~General Council~~ **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 Teachers 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 Teachers 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 ~~General Council~~ **Representative Assembly**. In such a case, the matter shall be submitted to the ~~General Council~~ **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 ~~General Council~~ **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. Appeal

If the ~~General Council~~ **Representative Assembly** establishes a trusteeship or refuses to terminate an established trusteeship, the local association shall have the right to appeal to the Representative Assembly; provided that written notice of such appeal is filed with the President by at least ten (10) percent of the active members in good standing of the local association or by a three-fourths (3/4) vote of the highest governing body of the local association within forty-five (45) days after the decision of the ~~General Council~~ **Representative Assembly** is made known to the local association. The Representative Assembly shall rule on the appeal at its first meeting occurring after the President receives the written notice of appeal.

— Pending an appeal to the Representative Assembly, the decision of the ~~General Council~~ **Representative Assembly** shall remain in full force and effect.

Article XVIII- XVII Affiliated Departments

Section 2. Approval of Affiliation

- a. The ~~General Council~~, upon recommendation of the Board of Directors, may affiliate a department.
- b. The status of affiliated Departments shall be subject to review annually by the ~~General Council~~ **Board of Directors**.

Article XIX- XVIII Committees

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, ~~the General Council~~ 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.

Article XX-XIX MSTA Retired Advisory Council

Article XXI-XX Recall

Article XXH-XXI 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 **General Council**, Board of Directors, Representative Assembly, MSTA Retired Advisory Council, and committees of the Association.

Article XXH-XXII Amendments

Submitted by: MSTA Board of Directors

PROPOSED BYLAW AMENDMENT 2:

TO ESTABLISH A RETIRED LIFE MEMBERSHIP CLASS, AND TO GRANDFATHER

CURRENT EMERITUS MEMBERS AND DELETE ANY FUTURE EMERITUS MEMBERSHIP CLASS.

Article IV- Membership

Section 1. Classes

a. The classes of membership in the Association shall be: Active, Student, Emeritus, 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 Emeritus **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
(Delete old "c" and re-letter items "d" and "e")

c. Emeritus membership shall be open any Active member upon retirement.

d. 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.

e. d. Sustaining membership shall be open to any person not otherwise eligible for membership who subscribes to the furtherance of education.

Article V - Dues

Section 1 - Setting of Dues
(Delete old "c" and re-letter old "d", "e" and "f" and re-word new "c")

c. The annual dues of Emeritus Members shall be fixed by the General Council, not to exceed, however, the dues set for Active and Associate members. These dues shall be paid once.

d. c. The annual dues of Retired members shall be fixed ~~established~~ by the General Council **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.

e. d. The annual dues of Retired Members shall be fixed by the General Council not to exceed, however, the dues of Active members.

f. 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.

Submitted By: MSTA Retired Advisory Council

Rationale: We believe MSTA members should have the opportunity to choose to continue their membership in the Association during retirement through more than one vehicle. Currently, MSTA retired members may join the Association annually, by paying their dues upon retirement. We want active MSTA members to have the option of continuing their membership, as pre-retired subscribers, through the establishment of a Retired Life program option.

Continuous membership benefits the individual member and the collective Association. A Retired Life membership approach:

- provides members with a familiar education network
- keeps members informed about educational developments and activities
- the vision and focus of the Association is outlined for Retired Members
- The Association expands its capacity to access a volunteer pool of smart and seasoned activist to help implement Association programs.
- The Association can track and train Retired Life ambassadors for public education

PROPOSED BYLAW AMENDMENT 3

To include among the list of affiliates the Frederick County Administrative and Supervisory Association that has been recognized by the MSTA Board of Directors in accordance with the bylaws

Article XV-Affiliated Local Associations Section 1. Local Affiliates

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

- Frederick County
- Frederick Association of School Support Employees
 - **Frederick County Administrative and Supervisory Association**
 - Frederick County Teachers Association

Proposed By: MSTA Board of Directors
Rationale: Technical Correction/Update

PROPOSED BYLAW AMENDMENT 4

To limit the term of office for members of the Board of Directors

Article XI - Board of Directors

Section 3. Terms of Office

a. Terms of the members-at-large shall be two (2) years beginning August 1 following the election. **A member-at-large shall not immediately succeed him/herself after two (2) consecutive terms in office. The members-at-large shall serve no more than two (2) terms.**

Proposed By: Meme Susnavick, President, WCTA

Rationale: By limiting terms of the members-at-large of the Board of Directors, it will give an opportunity for a diverse cadre of members to represent the diverse group of our members. By limiting terms of Board of Directors, greater opportunity will be available to a greater number of members from around the State.

PROPOSED BYLAW AMENDMENT 5:

TO CHANGE THE NAME OF THE MARYLAND STATE TEACHERS ASSOCIATION TO THE MARYLAND STATE EDUCATION ASSOCIATION.

Article I - Name

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

Article IV - Membership

Section 3. Rights, Conditions and Limitations

c. A member of **MSTA 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.

Article VI - Dues Transmittal Enforcement

Section 1. Requirements

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

a. the affiliated local association has transmitted one hundred (100) percent of the **MSTA 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 **MSTA/NEA MSEA/NEA** dues collected in such manner as to be received by **MSTA MSEA** within thirty (30) days of receipt by the local association,

2. a 1.5% per month interest charge for amounts of **MSTA MSEA** dues in arrears, and

3. a save harmless clause protecting **MSTA MSEA** from any penalties charged by NEA attributable to the delinquency of the local association.

Section 3. Exception

Notwithstanding the foregoing, no affiliated local association shall be denied seating in the Representative Assembly or General Council during the month of September if such affiliated local association has in fact transmitted 100% of the **MSTA 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 VIII - Representative Assembly

Section 1. Powers

The Representative Assembly shall be the primary policy-making body of the Association. It shall:

g. fill vacancies occurring in the office of Vice President, Treasurer, on the Board of Directors, and on the **MSTA MSEA** Retired Advisory Council; and

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 **MSTA 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 **MSTA MSEA** who are not eligible to serve as delegates to the **MSTA 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 de-scribed in Article XVII shall be allotted one (1) delegate who shall be an Active or Student member of **MSTA MSEA**.

e. The officers and the other members of the **MSTA MSEA** Board of Directors shall serve as ex-officio delegates.

Article IX - General Council

Section 1. Powers

The General Council shall promote the general interests of the Association. It shall:

c. fill vacancies occurring in the office of Vice President, Treasurer, on the Board of Directors, and on the **MSTA MSEA** Retired Advisory Council between meetings of the Representative Assembly; persons so chosen shall serve until the end of their terms or until the next session of the Representative Assembly is held, whichever occurs first, and until their successors are duly qualified;

Section 3. Allocation of Delegates

a. Local affiliates of the Association shall be allotted delegate credentials on the basis of one (1) for each three hundred (300) members or major fraction thereof of Active, Emeritus or Retired Members of **MSTA MSEA** within the affiliates as of January 31 of the preceding membership year; provided, however, that each local affiliate with at least one hundred fifty (150) members shall have at least one delegate.

Article XIII - Nominations, Elections and Accreditation

Section 2. Delegates

State delegates to the NEA Convention, delegates to the **MSTA MSEA** Representative Assembly and to the **MSTA MSEA** General Council 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 XV - Affiliated Local Associations

Section 3. Procedure for Additional Affiliation

a. 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:

1. has dissolved or disbanded;

2. has failed to elect officers and hold regular meetings for a continuous period of at least two (2) years;

3. has had its designation as exclusive representative before the board of education revoked or terminated; or

4. does not have membership open to all **MSTA MSEA** members in that school system.

b. Additional local associations seeking affiliation must serve an area coterminous with that of the presently affiliated local association.

c. Additional local associations seeking affiliation to serve **MSTA MSEA** members excluded from a presently affiliated association shall be open only to such excluded members.

Article XVII - Trusteeships Over Local Associations

Section 2. Procedures

b. Any action taken by the local association to disaffiliate from the Maryland State Teachers **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.

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 Teachers **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 Teachers **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 **MSTA 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 General Council, 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 Teachers **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, General Council 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 Teachers **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 Teachers **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 General Council. In such a case, the matter shall

be submitted to the General Council, 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 General Council does not take action within sixty (60) days following establishment of a trusteeship by the Board of Directors, said trusteeship shall automatically terminate.

Article XVIII – 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 **MSTA-MSEA**.

c. Officers of the group shall be members of **MSTA MSEA** where eligible for membership.

Check These Dates!

October

- Sept. 15 – Oct. 15
National Hispanic Heritage Month
- 10 – 16 National Educational Office Professionals Career Awareness Week
- 11 – 15 National School Lunch Week
- 17 – 23 National School Bus Safety Week
- 7-8 MSTA Board of Directors MSDE Maryland Teacher of the Year Banquet
- 11 Collective Bargaining Council WEST Columbus Day/ Discoverers' Day
- 12 MSTA Collective Bargaining Council EAST
- 14 MSTA Urban Bargaining
- 14-16 137th Annual MSTA Convention & Representative Assembly***
- 15-16 NEA Board of Directors Ramadan begins
- 20 Presidents' Network Series
- 24 United Nations Day
- 26-27 Maryland State Board of Education Meeting
- 31 Daylight Savings Time Ends (Set clocks back 1 hour) Halloween

November

- National American Indian/Alaska Native Heritage Month
- 2 Election Day
- 4 Joint Governance Staff Meeting
- Local Presidents' Advisory Council
- 6 MSTA Emerging Leaders Academy II
- 8 MSTA Collective Bargaining Council WEST
- 9 MSTA Collective Bargaining Council EAST
- 11 MSTA Urban Bargaining Veteran's Day
- 12-13 MSTA Board of Directors Ramadan ends
- 14-20 American Education Week
- 18 National Community Education Day
- 22 Deadline for receipt of nominations for MSTA Governance Election
- 25-26 Thanksgiving Office closed

*See this issue and **MSTA Online** for Convention 2004 updates and details.

RECYCLE FOR MARYLAND PUBLIC SCHOOL STUDENTS!

STAPLES

Staples' Recycle for Maryland's Public School Students Program

Staples will donate \$1 to MSTA's Foundation for the Improvement of Education* for every eligible ink and toner cartridge you drop off.

Here's how you can help: Bring your used cartridges to your nearest Staples. Drop off your empty cartridges at any Staples Recycling Bin and do something good for the Earth and your local schools.

Do the right thing for the environment. Staples will take any ink and toner cartridge and make sure it's recycled appropriately.

Become a drop-off location for empty cartridges. Just ask any associate for a free recycling container. Bring your container back by December 31 to make your donation count.

*MSTA's foundation provides financial assistance through grants to programs that further student achievement, especially the elimination of the minority achievement gap.

For more information and a list of eligible cartridges, visit **MSTA OnLine**, www.mstanea.org.

Seven Finalists Chosen for Teacher of the Year



Congratulations to all 24 of the states' Teachers of the Year. MSTA is represented by six of the seven finalists in the annual MSDE-sponsored Maryland Teacher of the Year program.

The 2004-2005 Maryland Teacher of the Year is to be announced October 8 at a gala reception and dinner at Martin's West. The winner receives Maryland's newly designed TOTY (Teacher of the Year) Award, cash awards, technology equipment valued at more than \$20,000, and a new \$25,000 car donated by the Maryland New Car and Truck Dealers Association, a presenting sponsor. MSTA is a Gold Level Sponsor.

"On behalf of the 60,000 MSTA members, I join the local communities across the state in congratulating our colleagues, the finalists in this year's TOY program," said Pat Foerster, MSTA president. "The brief outline of their life's work makes it clear that each has enhanced their own lives with ambitious activities outside the school environment and at the same time enriching their program offerings for their students."

The 2004-2005 Maryland Teacher of the Year goes on to compete for the esteemed National Teacher of the Year Award. The winner also spends the coming year as a speaker and advisor in Maryland and will be honored by the president at the White House next spring.

Visit [MSTA OnLine](#) for an update on the Teacher of the Year award event on October 8.

The finalists, in alphabetical order by jurisdiction:

*Denotes MSTA member

***Brenda Reynolds Cecil** ■ **Bohemia Manor High** ■ **Business Education**
Reynolds is a 20-year Bohemia Manor High employee who started her career as school secretary and later became a business teacher. She is active in the

Air Force Reserves as a Lt. Colonel and commander of the 46th Aerial Port Squadron at Dover Air Force Base.

***Deborah Thackston Frederick** ■ **Whittier Elementary** ■ **Reading Intervention Now** assistant principal, **Brunswick Elementary** In 1990, Thackston was appointed the county's first dyslexia specialist. She created an Early Literacy program at Whittier that serves as a model for schools across Maryland.

David Bender Garrett ■ **Southern Garrett High** ■ **World History/Government** Bender is a 24-year veteran teacher in Garrett County. His class teams have placed first, second, and third in the 2004 Maryland News Bowl Competition.

***Kevin Joseph Mulroe Howard** ■ **Clemens Crossing Elementary** ■ **Gifted & Talented** Mulroe has presented his work on motivation in education at several international conferences for teachers. Kevin is currently co-authoring a children's book about the C & O Canal.

***Michael Powell Prince George's** ■ **Patuxent Elementary** ■ **Science** Powell is the founder and CEO of The Middle Passage Foundation, a group dedicated to increasing public awareness of the historical accounts of slavery and the passage of Africans to American shores.

***Bradford Engel Queen Anne's** ■ **Kent Island High** ■ **Social Studies** Engel, a teacher for 15 years, is department chair and leadership development coordinator at his school, coordinates

2004 Teachers of the Year

MSTA Members

MSTA congratulates 2004-2005 County Teachers of the Year

The Maryland Teacher of the Year will be announced at the annual Teacher of the Year Gala on Friday evening, October 8. The winner will vie for National Teacher of the Year honors and receive a new car, a cash award, and other gifts and prizes.

* Denotes member of MSTA 2004-2005 Teachers of the Year

***Tina Mowery Allegany** Cresaptown & Bel Air Elementary ■ Art/K-5

***Michael Bell Anne Arundel** Southern High ■ Fine Arts/9-12

Catherine Cora Gearhart Baltimore City Roland Park Elementary/Middle ■ First Grade

***Sharon Grimes Baltimore County** Lansdowne Elementary Library ■ Media/K-5

***Amy Gibson Calvert** Patuxent High ■ English/10-12

***Adele Renee Showalter Caroline** North Caroline High ■ Science/10-12

***Kevin Giffhorn Carroll** Liberty High ■ Mathematics/9-12

***Brenda Reynolds Cecil** Bohemia Manor High ■ Business Ed/9-12

***Sandra Sanders Charles** Thomas Stone High ■ English/11-12

***Anne Ridley Dorchester** Warwick Elementary ■ Media/Music/1-5

***Deborah Thackston Frederick** Whittier Elementary ■ Targeted Reading Intervention Now assistant principal, Brunswick Elementary

David Bender Garrett Southern Garrett High ■ World History/Government; 10-12

Joan M. Hayden Harford Bel Air High ■ Family & Consumer Sciences/10-12

***Kevin Joseph Mulroe Howard** Clemens Crossing Elementary ■ Gifted & Talented/2-5 and Preschool

***Terri Mullikin Kent** Rock Hall Middle ■ Social Studies & Language Arts/grade 8

***Eleanor Goodwin Montgomery** Winston Churchill High ■ English/10-12

***Michael M. Powell Prince George's** Patuxent Elementary ■ Science/K-6

***Bradford C. Engel Queen Anne's** Kent Island High ■ Social Studies/10-12

April Tyler Somerset Marion Sarah Peyton ■ Elementary 4th grade

***Paula Williar St. Mary's** Green Holly Elementary ■ Early Childhood

***Lauri A. Bell Talbot** Easton Elementary ■ Physical Ed/2-5

***JoAnne E. Nave Washington** South Hagerstown High ■ English/LA/9-12

***Brian J. Raygor Wicomico** James M. Bennett ■ High Biology/9 & 10

Ronald C. Harrington Worcester Snow Hill ■ High MCJROTC/9-12

the school-wide Mentor Advisory Program and author of *The Four Challenges of Leadership*, a textbook used in high school leadership curriculum.

***Brian Raygor Wicomico** ■ **James M. Bennett High** ■ **Biology**
Brian is a National Board Certified Teacher who has organized and taught

technology-related professional development courses in the fields of ecology and biology in Ecuador's rain forest, the Galapagos Islands, and at the American School in Managua, Nicaragua.

Reading Contest Rules

- ◆ Contest open to classes in grades 1-8.
- ◆ Each class/period must enter separately.
- ◆ All books must be read in a 30-day period from November 1 through November 30, 2004.
- ◆ Books must be age appropriate.
- ◆ Must be independent reading only. Class-read books do not qualify.
- ◆ An individual reader may not list duplicate readings of a book.
- ◆ Entries must be postmarked or emailed no later than December 2, 2004
- ◆ Each teacher must submit their students logs with a class summary cover page. The cover page will include teacher/reading specialist's full name, school, address, phone and/or email, county, grade, class/period, and total books read by class.
- ◆ Each student's reading log must include student's name, teacher's name, school, grade, book title, author, date completed, total books read.

- ◆ Teachers may use MSTA RAA entry forms or a form of their own design but it must contain all the information listed above.
- ◆ Classes will be competing in 3 grade categories. Grades 1st - 3rd, 4th - 5th and 6th - 8th.
- ◆ One winning class in each grade category will be awarded a prize package worth \$1,000 from Saturn/UAW and Staples, plus a \$100 gift certificate for the teachers of the winning class.

Deadline:

Entries must be post marked by December 2, 2004

Mail To:

Read Across America Reading Contest
Maryland State Teachers Association
140 Main Street
Annapolis, MD 21401

Or email to: ysmithson@mstanea.org

For more information on Read Across America visit *MSTA OnLine* at www.mstanea.org or email dwgarner@mstanea.org



2004 Read Across America Kick-Off Reading Contest!



that was easy.™