

JUNE 2009

WWW.MSTANEA.ORG

# actionLine

MARYLAND STATE TEACHERS ASSOCIATION • NEA

VOLUME 9 ISSUE 7

*Close call,  
but school  
funding is...*

**SAFE!**



Starting September 1: We are MSEA! Learn all about MSTTA's name change!



## Reward Yourself Today.

**Expedite your reservations. Enjoy faster rentals. Earn Hertz #1 Awards.**

Rent as a Hertz #1 Club member and you can enjoy all of these benefits, plus automatic NEA member discounts, when CDP# 50655 is included in your profile.

To learn more about Hertz #1 Awards, and to enroll in #1 Club, visit [www.hertz.com/join](http://www.hertz.com/join).

For reservations: visit [hertz.com](http://hertz.com), call 1-800-654-2200 or call your travel agent.



## 8 SAAAAFE!

**It was close, but education funding ended the season strong!**

Thanks to strong support from the federal government's recovery plan, Governor O'Malley's budget proposals and high-visibility kudos (think #1 rated school system in the country), MSTA played strong defense and made some moves on offense that paid off in the final innings of this year's General Assembly.



## 10 The 2009 MSTA General Assembly Scorecard

Were your legislators RIGHT? Or WRONG? You'll want to save this one—all seats are up for election next year!



## 14 We are MSEA!

We're celebrating and YOU are invited! Starting September 1, your professional association becomes the Maryland State Education Association. Find out how you can be a part of this historic moment in the Association's history at celebrations in Annapolis and at MSEA's Convention 2009 in Ocean City!



**COUNT THE DAYS  
UNTIL WE ARE MSEA!**

See the MSEA Countdown Clock at MSTA OnLine, [www.mstanea.org](http://www.mstanea.org)!

### DEPARTMENTS

**4 President's Message**  
A message from Clara Floyd

**5 Member Voices**  
ActionLine asks members: What are your plans for the summer months?

**6 StartingLine**  
Check out the 2009 Summer Training Series • NEA Member Benefits launches new website • Get tips for budget traveling

**16 LocalLine**  
Locals fight for school funding • MSTA honors National Board Certified Teachers • Retirees! Important update on your withholding

**18 On the Job**  
When you're the one with ADD

**19 Teaching & Learning**  
Washington County band director dispenses life's lessons one task at a time

**20 Inside MSTA**  
We'll be back... and so will the labor bill!

**21 Annapolis Report**  
Your dues dollars at work

**22 My Life**  
Sally Gilles takes the limelight

**23 MSTA Directory**

## Winning legislative victories requires a nonstop team effort



Though the session is over, we'll continue lobbying for school funding, better working conditions, more flexibility in the federal *No Child Left Behind* law and other reforms that benefit students and all educators.

First, thank you. Thank you for your commitment to public education, your dedication to your students, and your investment in our Association.

Every year we're calling you to action on important legislative issues involving funding, pensions, vouchers, and more. "Contact your legislators!" "Come to Annapolis!" "We need your support!" Thank goodness you respond so well.

This year, when the General Assembly session came to a close, we had somehow managed to keep intact critical investments in public education. Again and again, we deflect misguided attempts to roll back pensions and institute school vouchers ("tuition tax credits").

Our success in holding the line is no accident. We know we must remain vigilant and speak out when these threats emerge. MSTA and Local leaders and our team of dedicated professional staff are continually lobbying legislators and the governor's office, supported by your emails, phone calls, and personal visits to your representatives.

The current economic and budget challenges forced us to fight even harder just to hold on to what we have. Yet we also worked to advance our Great Public Schools agenda, passing legislation that requires initial steps to be taken on class size and preschool improvements and laying the foundation for a winning effort next year on a new labor negotiations law (see pages 8-13 and 20-21 for more details).

Though the session is over, we'll continue lobbying for school funding, better working conditions, more flexibility in the federal *No Child Left Behind* law and other reforms that benefit students and all educators—whether teachers, support professionals, certificated specialists, or administrators. But the groundwork begins now. We need all MSTA members to explain to their representatives exactly what we need to advance the school-based changes that everyone from President Obama to our state and local officials are talking about. The conversations and relationship-building efforts do not end with the session.

Looking forward, on September 1, MSTA becomes the Maryland State Education Association (MSEA). When you receive your new MSEA membership card in the mail, don't forget to call or visit our website to provide your latest contact information, so that we can keep you up-to-date on the issues that affect you and your students—and let you know when we need your help to lobby. We are committed to working hard on your behalf, but we're only as strong as the grassroots support we have from members like you!

*This is President Floyd's last column until September. Contact her this summer with your questions, comments and suggestions. Email: cfloyd@mstanea.org; phone: 800/448-6782, x3672.*

### WHAT DO YOU THINK?

Write Clara:

MSTA, 140 Main Street,  
Annapolis, MD 21401  
cfloyd@mstanea.org

## Why I'm a member Colleen Benda

Meade MS foreign language, AVID and keyboarding teacher Colleen Benda is also a first-year member of the Teachers Association of Anne Arundel County (TAAAC) Board of Directors.

Here's why she's a member of TAAAC and MSTANA, and why she's become an Association activist:

"I think it's important as a teacher to know my rights and responsibilities and to have a voice in my contract. A lot of times we leave it to other people. I think it's time for me to be one of those other people and have a say in where my career is heading.

"I see it this way: I have the opportunity and I have the time. I have questions and I want to know the answers. As a board member, I can take a lead in directing those questions to areas that concern me and other members, and find solutions for all of us."



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

## What are your plans for the summer?



**JENNIFER BERKLEY**  
First grade teacher  
Holly Hall ES  
Member for 4 years  
Cecil County

### Relaxing

Just to relax. I'm in the process now of writing my dissertation for my doctoral degree in teaching leadership. I'm planning to become involved in education in a different way, either as an administrator in the public schools or at the college level.



**MICHELLE KOZAK**  
Special educator  
Esperanza MS  
Member for 1 year  
St. Mary's County

### Grad school

It's going to be a busy summer for me. I'll be a full-time graduate student taking nine credits. There will be a couple of vacations here and there, including our family vacation to Ocean City.



**SANDY JAMISON**  
Instructional assistant  
Broad Ford ES  
Member for 17 years  
Garrett County

### Planning a wedding

I'm going to visit my son, who lives in Colorado, and my youngest daughter is getting married August 1. I have a busy summer ahead of me!



**JOSH DAVIDSON**  
Science teacher  
North Carroll MS  
Member for 9 years  
Carroll County

### Working and playing

I'll probably be teaching summer school to make some extra money—I'd like to buy a house one day. Usually I go to a theme park as well. I'm still a kid at heart.



**HENRIETTA HOFFMAN**  
Paraprofessional  
Springfield MS  
Member for 14 years  
Washington County

### Helping students

For the last 10 years or so, I've worked at Marshall Street School for developmentally disabled students for its extended school year, which I enjoy immensely. We use the summer to help students retain what they've gained over the school year. It's a wonderful program.

# StartingLine

NEWS YOU NEED TO KNOW



*“Great job! The trainers modeled so well. We have true footprints to follow!”*

—STS 2008 participant

## Moving forward together for great public schools!

### Teachers • Leaders Support Professionals

Would you like to get on a leadership track with your Local and MSTA? Are you passionate about mobilizing your colleagues around education issues? Do you want to tap your inner leader and become a school and community organizer?

If you answered YES! MSTA's Summer Training Series is the perfect mid-July retreat for you. Check it out:

## EMERGING LEADERS ACADEMY

**Part I—July 14-16 Part II—April 23-24, 2010**

Learn more about organizing and advocacy and how you can take a leading role. *Burkshire Marriott, Towson*

## LEADERSHIP & ORGANIZATIONAL DEVELOPMENT INSTITUTE

**July 22 & 23**

Especially for leaders and school association representatives. Learn the basics of organizing members around important school quality, student achievement and professional issues. Develop skills for effective member advocacy. *Harbourtowne Golf Resort & Conference Center, St. Michaels*

## PROFESSIONAL DEVELOPMENT INSTITUTE

**July 29 & 30**

### Track I

You can be a leader in your school and community. Get ready for the leader within you to emerge energized and ready to improve your school in exciting new ways!

### Track II

Learn how to optimize your use of technology. Bring your iPod, laptop, MP3 player or cell phone!

### Track III

Learn ways to close the achievement gaps in culturally diverse schools using research-based C.A.R.E. themes — Culture, Abilities, Resilience and Effort.

*Rocky Gap Lodge & Golf Resort, Cumberland*

Interested? Contact Barbara France, MSTA Affiliates and Advocacy, [bfrance@mstane.org](mailto:bfrance@mstane.org); 800/448-6782, x3654.

## Visit the NEW! NEA Members Benefits website! [www.neamb.com](http://www.neamb.com)

It's easier than ever to find and use your NEA member benefits! The NEA Member Benefits website offers members new user-friendly links so you can make the most of savings and discounts, professional support, and financial services like insurance, credit cards, loans and more.



### Check out the new links at [neamb.com](http://neamb.com)!

**MONEY** Useful articles, resources and products on managing, investing and saving money.

**EVERYDAY LIVING** Recipes, discounts & articles designed to help you manage your life.

**HEALTH & WELLNESS** Information, tools and products for healthy living.

**PROFESSIONAL RESOURCES** Articles & resources targeted to helping members in the classroom.

**TRAVEL & LEISURE** Discounts, promotions and information about exciting destinations and leisure activities.



**“Manifest plainness,  
Embrace simplicity,  
Reduce selfishness,  
Have few desires.”**

LAO-TZU, THE WAY OF LAO-TZU  
6TH CENTURY BC CHINESE PHILOSOPHER  
AND AUTHOR OF THE TAO TE CHING

## NEW! Bigger, better, sweepstakes prizes!

NEA's Member Benefits website kickoff sweepstakes continues through August! If you register on the site before August 31, you'll be entered to win a cash prize of \$5,000\*! Plus, they've ramped up the Sweepstakes program (formerly the Monthly Giveaway) to twice-monthly. Remember to log on to [neamb.com](http://neamb.com) to enter between the 1st and 15th, and the 16th through 30/31st of every month to win. Multiple winners every month! This month's prizes? Ten laptops (enter June 1-15), and 50 \$100 Target Gift Cards (enter June 16-30). Enter today!

\*See [neamb.com](http://neamb.com) for contest rules.



### SAVE THE DATES!

#### JUNE 22 Brighter Futures: Maryland Dropout

**Leadership Summit** Sponsored in part by Colin Powell's foundation, America's Promise Alliance, this statewide summit convenes educators from every school district, students and experts to focus on the dropout crisis. Guests include Dr. Robert Balfanz, director, Everyone Graduates Center; Dr. Loujeania Bost, director, National Dropout Prevention Center for Students with Disabilities; a student panel and more. *Randallstown High School, Randallstown, MD*

#### SEPTEMBER 1 "We are MSEA" Official Kickoff Event!

Join your colleagues to celebrate our historic name change from MSTA to the Maryland State Education Association. You're invited to celebrate with food, fun, music and prizes. And don't forget to enter the "We are MSEA" Member Contest! Winning entries will be on display at the event. Visit *MSTA OnLine*, [www.mstanea.org](http://www.mstanea.org), to learn more about the contest and the great prizes valued up to \$500! RSVP: [MSEAKickoff@mstanea.org](mailto:MSEAKickoff@mstanea.org). *MSEA Headquarters, 140 Main St., Annapolis, MD*

#### SEPTEMBER 2 Schools, Parents & the Community: Partnering to Close the Achievement Gaps in the 21st Century

Join MSEA for a statewide summit focusing on how close community partnerships can help every child have the great public school experience they deserve. For more information, visit *MSTA OnLine*, [www.mstanea.org](http://www.mstanea.org), email [MSTA-SchoolQuality@mstanea.org](mailto:MSTA-SchoolQuality@mstanea.org), or phone Yusuan Smithson, 800/448-6782, x3636. *Doubletree Hotel, Annapolis, MD*

## by the numbers

### Have you cut back?

According to the Pew Research Center, spending continues to be driven by worry that finances will get worse. People with higher incomes say they are spending less because of an uncertain future; those with lower incomes say their situation has already gotten worse, making cutbacks necessary.

### Most Americans Cutting Back

Have you done any of the following lately?	%
Cut back on planned vacation spending	59
Been eating at restaurants less often	55
Changed way money is saved/invested	53
Delayed/cancelled buying major home item	44
Delayed/cancelled buying home/improvements	37
Delayed/cancelled plans to buy a new car	37
Adjusted retirement plans	29
Made one or more change	86

Source: Pew Research Center

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

### ➔ Tips for Budget Trips

Check out [budgettravel.com](http://budgettravel.com) for great tips from experts and readers. Don't miss the *How-to Handbook*, *Real Deals* and *My Budget Travel*. Excellent for planning, or an hour or two of daydreaming.

For terrific day trips and adventures in and around Maryland, visit [wypr.org](http://wypr.org), and enter "Midday lists." Scroll through radio host and *Baltimore Sun* columnist Dan Rodricks' eclectic list.

Visit [Helium.com](http://Helium.com) for tons of travel tips and articles. You can read about budget hotels, family beaches, safety tips for staying in hostels, packing tips or just travel vicariously through travel and adventure diaries.

Don't miss [Trails.com](http://Trails.com) for help planning a day hike, mountain bike ride or backpacking trip.

*Forbes Magazine* calls [wejustgotback.com](http://wejustgotback.com) "the tell-it-like-it-is family travel website." Don't miss the *News & Deals Blog* or the *20 Recession Travel Rules*.



# SAFE!

It was a very close call, but education funding ended the season strong!



## Budget highlights

- Public education received a record \$5.5 billion, a 2.5% increase over 2009
- Teacher pensions are fully funded for the next two years
- Nearly \$200 million in federal funding for Title I and special education students
- \$250 million in additional school construction funding
- The GCEI was fully funded, ensuring equitable funding for 13 counties where the cost of education is higher

Gains in student performance and high-visibility kudos\* from *Education Week's* Quality Counts report and the venerable College Board, were a winning combination for educators and students in the final innings of this year's General Assembly. Top rankings\*, released earlier this year, made the success of the state's historic education investment—the Bridge to Excellence Act (Thornton)—hard to ignore despite the worst economy in recent history.

Thanks to strong support from the federal government's American Recovery and Reinvestment Act (ARRA), and Governor O'Malley's budget proposals, all Bridge to Excellence formulas including the critical Geographic Cost of Education Index (GCEI), were fully funded.

"It took a lot of work in both the Senate and the House to find a way to give public education what it needs for students to maintain their current rate of progress and success," said Montgomery County Senator Richard S. Madaleno, Jr., a member of the Budget and Taxation Committee.

"With increased student achievement tied so clearly to the dramatic State funding increases of the past five years, this was not the time to cut funds to our students and schools."

MSTA also helped secure passage of legislation on class size, preschool, ESP due process rights, and fair share for Calvert County teachers. One major Association priority, a bill to create an independent authority to resolve labor negotiations disputes, passed the Senate for the first time, but did not make it to the floor of the House.

Legislators rejected bills that would have created a school voucher program and waived requirements across-the-board for county maintenance of effort (MOE)—the year-to-year education funding level required by individual counties. See page 16 for more about MOE funding.

"Our representatives really showed that they get it," said MSTA President Clara Floyd. "The best way to build on our #1 ranking is by providing more resources and addressing the critical issues that affect student achievement."

\*Maryland's public schools ranked #1 in Education Week's Quality Counts annual study. The College Board reported that Maryland has the highest number of seniors taking and passing AP exams.

\*\* The GCEI adjusts funding to meet the cost differences among school systems.

# MSTA's 2009 General Assembly Scorecard

Were your legislators RIGHT? Or WRONG? Did your senator and delegate(s) support public education? Find out using MSTA's annual **SCORECARD!**  
*Remember: Every senator and delegate seat is up for election in 2010!*

## LEGEND

HB	House Bill
SB	Senate Bill
R	A right vote with MSTA's position
W	A wrong vote with MSTA's position
NV	Legislator did not vote
AB	Excused from voting due to absence

## THE SCORECARD: THE SENATE

**SB 560: Collective Bargaining Fees** Enables the Calvert Education Association to bargain a fair share fee. Passed. A YES vote was right with MSTA.

**SB 569: Topics of Negotiation in Collective Bargaining** Local school boards are now required to negotiate with Local Associations for a fair process for discipline and termination for ESP. Passed. A YES vote was right with MSTA.

**SB 673: Fairness in Negotiations Act** As amended, this bill established a labor relations board to serve as a neutral party to resolve labor disputes between K-12 public school employers and employees and issue a decision that is reviewable by the circuit court. Passed the Senate. A YES vote was right with MSTA.

**SB 990: Class Size** By 2012 MSDE must determine and report class size based on the number of students who regularly participate in a classroom teacher's class. Passed. A YES vote was right with MSTA.

**HB 100: The State Budget** See page 8 for budget highlights. Passed. A YES vote was right with MSTA.

**HB 101: Budget Reconciliation and Financing Act of 2009 (Kittleman Amendment)** Beginning July 1, 2011, a portion of the State payment of the school employees' pension and retirement cost would be shifted to the counties, with an initial expenditure impact to local school budgets of \$329 million for the school year beginning in the fall of 2011. Amendment Failed. A NO vote was right with MSTA.

SENATE	SB 560	SB 569	SB 673	SB 990	HB 100	HB 101
DISTRICT 1 (Allegany, Garrett & Washington)						
DISTRICT 2 (Washington)						
Sen. Donald F. Munson (R)	W	W	W	R	R	R
DISTRICT 3 (Frederick, Washington)						
Sen. Alexander X. Mooney (R)	W	W	W	R	W	R
DISTRICT 4 (Carroll, Frederick)						
Sen. David R. Brinkley (R)	W	W	W	R	R	W
DISTRICT 5 (Baltimore Co. & Carroll)						
Sen. Larry E. Haines (R)	W	W	W	R	W	R
DISTRICT 6 (Baltimore Co.)						
Sen. Norman R. Stone (D)	R	R	R	R	R	R
DISTRICT 7 (Baltimore Co. & Harford)						
Sen. Andrew P. Harris (R)	W	W	W	R	W	W
DISTRICT 8 (Baltimore Co.)						
Sen. Katherine A. Klausmeier (D)	R	R	R	R	R	R
District 9 (Carroll & Howard)						
Sen. Allan H. Kittleman (R)	R	W	W	R	W	W
DISTRICT 10 (Baltimore Co.)						
Sen. Delores G. Kelley (D)	R	R	R	R	R	R
DISTRICT 11 (Baltimore Co.)						
Sen. Robert A. Zirkin (D)	R	R	R	R	R	R
DISTRICT 12 (Baltimore Co. & Howard)						
Sen. Edward J. Kasemeyer (D)	R	R	R	R	R	R
DISTRICT 13 (Howard)						
Sen. James N. Robey (D)	R	R	R	R	R	R
DISTRICT 14 (Montgomery)						
Sen. Rona E. Kramer (D)	R	R	R	R	R	R
DISTRICT 15 (Montgomery)						
Sen. Robert J. Garagiola (D)	R	R	R	R	R	R
DISTRICT 16 (Montgomery)						
Sen. Brian E. Frosh (D)	R	R	NV	R	R	R
DISTRICT 17 (Montgomery)						
Sen. Jennie M. Forehand (D)	R	R	R	R	R	R
DISTRICT 18 (Montgomery)						
Sen. Richard S. Madaleno, Jr. (D)	R	R	R	R	R	R

# MSTA's 2009 General Assembly Scorecard

SENATE	SB 560	SB 569	SB 673	SB 990	HB 100	HB 101
DISTRICT 19 (Montgomery)						
Sen. Mike Lenett (D)	R	R	R	R	R	R
DISTRICT 20 (Montgomery)						
Sen. Jamie Raskin (D)	R	R	R	R	R	R
DISTRICT 21 (Anne Arundel & Prince George's)						
Sen. James C. Rosapepe (D)	R	R	R	R	R	R
DISTRICT 22 (Prince George's)						
Sen. Paul G. Pinsky (D)	R	R	R	R	R	R
DISTRICT 23 (Prince George's)						
Sen. Douglas J.J. Peters (D)	R	R	R	R	R	R
DISTRICT 24 (Prince George's)						
Sen. Nathaniel Exum (D)	R	R	R	R	R	R
DISTRICT 25 (Prince George's)						
Sen. Ulysses Currie (D)	R	R	R	R	R	R
DISTRICT 26 (Prince George's)						
Sen. C. Anthony Muse (D)	R	R	R	R	R	R
DISTRICT 27 (Calvert & Prince George's)						
Sen. T. V. Mike Miller, Jr. (D)	R	R	R	R	R	R
DISTRICT 28 (Charles)						
Sen. T. Mac Middleton (D)	R	R	R	R	R	R
DISTRICT 29 (Calvert, Charles & St. Mary's)						
Sen. Roy Dyson (D)	R	R	R	R	R	R
DISTRICT 30 (Anne Arundel)						
Sen. John C. Astle (D)	R	R	R	R	R	R
DISTRICT 31 (Anne Arundel)						
Sen. Bryan W. Simonaire (R)	W	W	W	R	W	R
DISTRICT 32 (Anne Arundel)						
Sen. James E. DeGrange, Sr. (D)	R	R	R	R	R	R
DISTRICT 33 (Anne Arundel)						
Sen. Janet Greenip (R)	W	W	W	R	W	W
DISTRICT 34 (Cecil & Harford)						
Sen. Nancy Jacobs (R)	R	R	W	AB	W	NV
DISTRICT 35 (Harford)						
Sen. Barry Glassman (R)	R	W	W	AB	R	R
DISTRICT 36 (Caroline, Cecil, Kent, Queen Anne's)						
Sen. Edward Pipkin (R)	R	W	W	R	W	W
DISTRICT 37 (Caroline, Dorchester, Talbot, Wicomico)						
Sen. Richard F. Colburn (R)	NV	W	W	R	R	R

SENATE	SB 560	SB 569	SB 673	SB 990	HB 100	HB 101
DISTRICT 38 (Somerset, Wicomico, Worcester)						
Sen. J. Lowell Stoltzfus (R)	W	W	R	R	W	W
DISTRICT 39 (Montgomery)						
Sen. Nancy J. King (D)	R	R	R	R	R	R
DISTRICT 40 (Baltimore City)						
Sen. Catherine E. Pugh (D)	R	R	R	R	R	R
DISTRICT 41 (Baltimore City)						
Sen. Lisa A. Gladden (D)	R	R	R	R	R	R
DISTRICT 42 (Baltimore Co.)						
Sen. James Brochin (D)	R	R	NV	R	R	W
DISTRICT 43 (Baltimore City)						
Sen. Joan Carter Conway (D)	R	NV	R	R	R	R
DISTRICT 44 (Baltimore City)						
Sen. Verna L. Jones (D)	R	R	R	R	R	R
DISTRICT 45 (Baltimore City)						
Sen. Nathaniel J. McFadden (D)	R	R	R	R	R	R
DISTRICT 46 (Baltimore City)						
Sen. George W. Della, Jr. (D)	R	R	R	R	R	R
DISTRICT 47 (Prince George's)						
Sen. David C. Harrington (D)	R	R	NV	R	R	R

To contact your legislators, visit the Maryland General Assembly homepage, [www.mlis.state.md.us](http://www.mlis.state.md.us). Click on *Contact* or *Find a Legislator*.

### Were your delegates and senator RIGHT? Or WRONG?

MSTA's annual General Assembly Scorecard is your chance to see how your elected representatives voted on the issues most important to public education, your students and your job.

"MSTA represents 71,000 very important votes," said Diana Saquella, MSTAs chief lobbyist. "Every seat in the General Assembly is up for grabs in 2010. Knowing we're watching them closely will matter a great deal."

**Were they RIGHT? Yeah!** Drop them a note or an email. Tell them how much you appreciate their support, and that you look forward to working with them in the future.

**Were they WRONG? #%\$&!** Don't read them the riot act, but let them know you're disappointed. Tell them you hope Maryland's public school students, parents and educators can count on their support next year.

# MSTA's 2009 General Assembly Scorecard

## THE SCORECARD: HOUSE OF DELEGATES

**HB 100: The State Budget** See page 8 for budget highlights. Passed. A YES vote was right with MSTA.

**HB 122: Collective Bargaining Fees** See SB 560. Passed. A YES vote was right with MSTA.

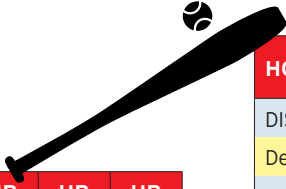
**HB 379: Class Size** See SB 990. Passed. A YES vote was right with MSTA.

**HB 792: Topics of Negotiation in Collective Bargaining** See SB 569. Passed. A YES vote was right with MSTA.

HOUSE OF DELEGATES	HB 100	HB 122	HB 379	HB 792
DISTRICT 1 (Allegany, Garrett & Washington)				
Sub-District 1A (Allegany & Garrett)				
Del. Wendell R. Beitzel (R)	R	W	R	W
Sub-District 1B (Allegany)				
Del. Kevin Kelly (D)	R	R	R	R
Sub-District 1C (Allegany & Washington)				
Del. LeRoy E. Myers, Jr. (R)	AB	W	R	R
DISTRICT 2 (Washington)				
Sub-District 2A				
Del. Andrew A. Serafini (R)	AB	W	R	R
Sub-District 2B				
Del. Christopher B. Shank (R)	W	W	R	R
Sub-District 2C				
Del. John P. Donoghue (D)	R	R	R	R
DISTRICT 3 (Frederick, Washington)				
Sub-District 3A (Frederick)				
Del. Galen R. Clagett (D)	R	R	R	R
Del. C. Sue Hecht (D)	R	R	R	R
Sub-District 3B (Frederick, Washington)				
Del. Richard B. Weldon, Jr. (R)	W	R	R	W
DISTRICT 4 (Carroll, Frederick)				
Sub-District 4A (Frederick)				
Del. Joseph R. Bartlett (R)	W	W	R	R
Sub-District 4A (Frederick)				
Del. Paul S. Stull (R)	AB	AB	W	AB

HOUSE OF DELEGATES	HB 100	HB 122	HB 379	HB 792
Sub-District 4B (Carroll, Frederick)				
Del. Donald B. Elliott (R)	W	W	NV	W
DISTRICT 5 (Baltimore Co., Carroll)				
Sub-District 5A (Carroll)				
Del. Tanya Thornton Shewell (R)	W	W	W	W
Sub-District 5A (Carroll)				
Del. Nancy R. Stocksdales (R)	W	W	W	W
Sub-District 5B (Baltimore Co.)				
Del. A. Wade Kach (R)	W	W	R	R
DISTRICT 6 (Baltimore County)				
Del. John A. Olszewski, Jr. (D)	R	R	R	R
Del. Joseph J. Minnick (D)	R	R	R	R
Del. Michael H. Weir, Jr. (D)	R	R	R	R
DISTRICT 7 (Baltimore Co., Harford)				
Del. Rick K. Impallaria (R)	W	W	R	W
Del. J. B. Jennings (R)	W	W	R	W
Del. Patrick L. McDonough (R)	W	W	W	W
DISTRICT 8 (Baltimore Co.)				
Del. Joseph C. Boteler, III (R)	W	W	R	R
Del. Eric M. Bromwell (D)	R	R	R	R
Del. Todd Schuler (D)	R	R	R	R
DISTRICT 9 (Carroll, Howard)				
Sub-District 9A (Howard)				
Del. Gail H. Bates (R)	W	W	W	W
Del. Warren Miller (R)	W	W	W	W
Sub-District 9B (Carroll)				
Del. Susan W. Krebs (R)	W	W	W	W
DISTRICT 10 (Baltimore Co.)				
Del. Emmett C. Burns, Jr. (D)	R	NV	R	AB
Del. Adrienne A. Jones (D)	R	R	R	R
Del. Shirley Nathan-Pulliam (D)	R	R	R	R
DISTRICT 11 (Baltimore County)				
Del. Jon Cardin (D)	R	R	R	R
Del. Dan K. Morhaim (D)	R	R	R	R
Del. Dana Stein (D)	R	R	R	R
DISTRICT 12 (Baltimore County, Howard)				
Sub-District 12A (Baltimore, Howard)				

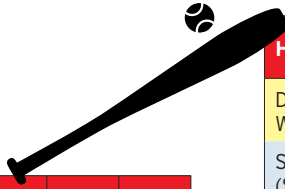
# MSTA's 2009 General Assembly Scorecard



HOUSE OF DELEGATES	HB 100	HB 122	HB 379	HB 792
Del. Steven J. DeBoy, Sr. (D)	R	R	R	R
Del. James E. Malone, Jr. (D)	R	R	R	R
Sub-District 12B (Howard)				
Del. Elizabeth Bobo (D)	R	R	R	R
DISTRICT 13 (Howard)				
Del. Guy Guzzone (D)	R	R	R	R
Del. Shane E. Pendergrass (D)	R	R	R	R
Del. Frank S. Turner (D)	AB	AB	AB	AB
DISTRICT 14 (Montgomery)				
Del. Anne R. Kaiser (D)	R	R	R	R
Del. Karen S. Montgomery (D)	R	R	R	R
Del. Herman L. Taylor, II (D)	R	R	R	R
DISTRICT 15 (Montgomery)				
Del. Kathleen M. Dumais (D)	R	R	R	R
Del. Brian J. Feldman (D)	R	R	R	R
Del. Craig L. Rice (D)	R	R	R	R
DISTRICT 16 (Montgomery)				
Del. William A. Bronrott (D)	R	R	R	R
Del. C. William Frick (D)	R	R	R	R
Del. Susan C. Lee (D)	R	R	R	R
DISTRICT 17 (Montgomery)				
Del. Kumar P. Barve (D)	R	R	R	R
Del. Jim Gilchrist (D)	R	R	R	R
Del. Luiz R. S. Simmons (D)	R	R	R	R
DISTRICT 18 (Montgomery)				
Del. Alfred C. Carr, Jr. (D)	R	R	R	R
Del. Ana Sol Gutiérrez (D)	R	R	R	R
Del. Jeff Waldstreich (D)	R	R	R	R
DISTRICT 19 (Montgomery)				
Del. Henry B. Heller (D)	R	R	R	R
Del. Benjamin Kramer (D)	R	R	R	R
Del. Roger Manno (D)	R	R	R	R
DISTRICT 20 (Montgomery)				
Del. Sheila Ellis Hixson (D)	R	R	R	R
Del. Tom Hucker (D)	R	R	R	R
Del. Heather Mizeur (D)	R	AB	R	R
DISTRICT 21 (Anne Arundel, Prince George's)				
Del. Barbara A. Frush (D)	R	R	R	R
Del. Joseline A. Peña-Melnyk (D)	R	R	R	R
Del. Ben Barnes (D)	R	R	R	R

HOUSE OF DELEGATES	HB 100	HB 122	HB 379	HB 792
DISTRICT 22 (Prince George's)				
Del. Tawanna P. Gaines (D)	R	R	R	R
Del. Anne Healey (D)	R	R	R	R
Del. Justin D. Ross (D)	R	R	R	R
DISTRICT 23 (Prince George's)				
Sub-District 23A				
Del. James W. Hubbard (D)	R	R	R	R
Del. Geron S. Levi (D)	R	R	NV	R
Sub-District 23B				
Del. Marvin E. Holmes, Jr. (D)	R	R	R	R
DISTRICT 24 (Prince George's)				
Del. Joanne C. Benson (D)	R	R	R	R
Del. Carolyn J.B. Howard (D)	R	R	R	R
Del. Michael L. Vaughn (D)	R	R	R	R
DISTRICT 25 (Prince George's)				
Del. Aisha N. Braveboy (D)	R	R	R	R
Del. Dereck E. Davis (D)	R	R	R	R
Del. Melony Ghee Griffith (D)	R	R	R	R
DISTRICT 26 (Prince George's)				
Del. Veronica L. Turner (D)	R	R	R	R
Del. Kris Valderrama (D)	R	R	R	R
Del. Jay Walker (D)	R	R	R	R
DISTRICT 27 (Prince George's, Calvert)				
Sub-District 27A (Prince George's)				
Del. James E. Proctor, Jr. (D)	AB	NV	R	AB
Del. Joseph F. Vallario, Jr. (D)	R	R	R	R
Sub-District 27B (Calvert)				
Del. Sue Kullen (D)	R	R	R	R
DISTRICT 28 (Charles)				
Del. Sally Y. Jameson (D)	R	R	R	R
Del. Murray D. Levy (D)	R	R	R	R
Del. Peter F. Murphy (D)	R	R	R	R
DISTRICT 29 (Calvert, Charles & St. Mary's)				
Sub-District 29A (Charles, St. Mary's)				
Del. John F. Wood, Jr. (D)	R	W	R	W
Sub-District 29B (St. Mary's)				
Del. John L. Bohanan, Jr. (D)	R	R	R	R
Sub-District 29C (Calvert, St. Mary's)				
Del. Anthony J. O'Donnell (R)	W	W	R	W
DISTRICT 30 (Anne Arundel)				
Del. Michael E. Busch (D)	R	R	R	R

# MSTA's 2009 General Assembly Scorecard



HOUSE OF DELEGATES	HB 100	HB 122	HB 379	HB 792
Del. Virginia P. Clagett (D)	R	R	R	R
Del. Ron George (R)	W	W	R	W
DISTRICT 31 (Anne Arundel)				
Del. Donald H. Dwyer, Jr. (R)	W	W	W	W
Del. Nicholas R. Kipke (R)	W	W	R	W
Del. Steve Schuh (R)	R	W	R	W
DISTRICT 32 (Anne Arundel)				
Del. Pamela G. Beidle (D)	R	R	R	R
Del. Mary Ann Love (D)	R	R	R	R
Del. Theodore J. Sophocleus (D)	R	R	R	R
DISTRICT 33 (Anne Arundel)				
Del. Robert A. Costa (R)	W	R	R	R
Del. James King (R)	W	W	R	W
Del. Tony McConkey (R)	W	W	W	W
DISTRICT 34 (Cecil, Harford)				
Sub-District 34A (Cecil, Harford)				
Del. Mary-Dulany James (D)	R	W	R	NV
Del. B. Daniel Riley (D)	R	R	R	R
Sub-District 34B (Cecil)				
Del. David D. Rudolph (D)	R	R	R	W
DISTRICT 35 (Harford)				
Sub-District 35A				
Del. H. Wayne Norman, Jr. (R)	W	W	R	W
Del. Donna M. Stifler (R)	W	W	R	W
Sub-District 35B				
Del. Susan K. McComas (R)	W	W	R	W
DISTRICT 36 (Caroline, Cecil, Kent, Queen Anne's)				
Del. Michael E. Smigiel, Sr. (R)	W	W	AB	W
Del. Richard A. Sossi (R)	W	W	W	W
Del. Mary Roe Walkup (R)	W	W	W	W
DISTRICT 37 (Caroline, Dorchester, Talbot, Wicomico)				
Sub-District 37A (Dorchester, Wicomico)				
Del. Rudolph C. Cane (D)	R	NV	R	R
Sub-District 37B (Caroline, Dorchester, Talbot, Wicomico)				
Del. Adelaide C. Eckardt (R)	W	W	W	W
Del. Jeannie Haddaway-Riccio (R)	W	W	W	W

HOUSE OF DELEGATES	HB 100	HB 122	HB 379	HB 792
DISTRICT 38 (Somerset, Wicomico, Worcester)				
Sub-District 38A (Somerset, Wicomico)				
Del. D. Page Elmore (R)	R	W	W	NV
Sub-District 38B (Wicomico, Worcester)				
Del. James N. Mathias, Jr. (D)	R	R	R	R
Del. Norman H. Conway (D)	R	R	NV	R
DISTRICT 39 (Montgomery)				
Del. Saqib Ali (D)	R	R	R	R
Del. Charles E. Barkley (D)	R	R	R	R
Del. Kirill Reznik (D)	R	R	R	R
DISTRICT 40 (Baltimore City)				
Del. Frank N. Conaway (D)	R	R	R	R
Del. Barbara A. Robinson (D)	R	R	R	R
Del. Shawn Z. Tarrant (D)	R	R	R	R
DISTRICT 41 (Baltimore City)				
Del. Jill P. Carter (D)	R	R	R	R
Del. Nathaniel T. Oaks (D)	R	R	R	R
Del. Samuel I. Rosenberg (D)	R	R	R	R
DISTRICT 42 (Baltimore Co.)				
Del. Susan L. M. Aumann (R)	R	W	W	R
Del. William J. Frank (R)	W	W	W	W
Del. Stephen Lafferty (D)	R	R	R	R
DISTRICT 43 (Baltimore City)				
Del. Curtis S. Anderson (D)	R	R	R	R
Del. Ann Marie Doory (D)	R	R	R	R
Del. Maggie L. McIntosh (D)	R	R	R	R
DISTRICT 44 (Baltimore City)				
Del. Keith E. Haynes (D)	R	R	R	R
Del. Ruth M. Kirk (D)	R	R	R	R
Del. Melvin L. Stukes (D)	R	R	R	R
DISTRICT 45 (Baltimore City)				
Del. Talmadge Branch (D)	R	R	R	R
Del. Cheryl D. Glenn (D)	R	R	R	R
Del. Hattie N. Harrison (D)	R	R	R	R
DISTRICT 46 (Baltimore City)				
Del. Peter A. Hammen (D)	R	R	R	R
Del. Carolyn J. Krysiak (D)	R	R	R	R
Del. Brian K. McHale (D)	R	R	R	R
DISTRICT 47 (Prince George's)				
Del. Jolene Ivey (D)	R	R	R	R
Del. Doyle L. Niemann (D)	R	R	R	R
Del. Victor R. Ramirez (D)	R	R	R	R

## SEPTEMBER 1: WE'RE CHANGING OUR NAME!

When delegates at the MSTA Representative Assembly voted last October to change the name of the Maryland State Teachers Association to the Maryland State Education Association, it was a historic moment, but one certainly in keeping with the Association's long tradition of inclusion and advocacy.

"The vote was one of deep significance for our members," said MSTA President Clara Floyd. "Above all, we are advocates for great public schools, and what makes a school great is the commitment of each and every member of that school's staff.

"Becoming MSEA says to our members, parents, school officials, elected officials and the public, that every school employee enjoys the benefits of our support—whether it is at the worksite or negotiations table, in Annapolis, or as champions for their professional growth."

## A HISTORY OF INCLUSION AND ADVOCACY

Among the most important dates in the long history of the Association are those that reflect a commitment to racial equality and the rights of all public school employees. MSTA has won important battles to secure the rights of education support professionals on issues such as due process, improved wages and working conditions, and collective bargaining for ESP on the Eastern Shore.

1866☞ First annual meeting of the Maryland State Teachers Association  
 1951☞ MSTA and all-black Maryland Educational Association merge  
 1968☞ Collective bargaining bill for teachers passes  
 1974☞ Enactment of first ESP collective bargaining law  
 1993☞ Expanded membership includes ESP  
 2002☞ Legislation expands bargaining rights for all education employees, including due process for all ESP.  
 MSTA wins first-ever bargaining rights for ESP on the Eastern Shore  
 2006☞ MSTA's Push for Pensions campaign succeeds  
 2008☞ MSTA delegates vote to change MSTA's name to the Maryland State Education Association  
 2009☞ September 1: MSTA becomes MSEA!

*President Clara Floyd  
and the MSTA Board of Directors  
invite you to our official kickoff event celebrating  
the historic name change of the  
Maryland State Teachers Association to the  
Maryland State Education Association*

TUESDAY, SEPTEMBER 1, 2009

4-8 P.M.

FOOD! FUN! MUSIC! PRIZES! SEE YOU THERE!

RSVP: [MSEAKICKOFF@MSTANEA.ORG](mailto:MSEAKICKOFF@MSTANEA.ORG)

MSEA HEADQUARTERS  
140 MAIN STREET, ANNAPOLIS, MD

# ARE EA!

## Mark your calendar for MSEA's 2009 Convention & Representative Assembly, October 15-17, in Ocean City!

It's a full-on two-day celebration of the best of your professional association. You'll find trainings and workshops, health information, exhibits, entertainment and more to fill your weekend. If you're a delegate representing your Local Association, add to your schedule special guests and events, caucuses, debates and votes during the annual Representative Assembly (RA) meetings.

"I invite every member to come to Ocean City to celebrate not only our name change, but also attend the workshops and activities we have carefully planned," said MSTA President Clara Floyd. "I hope to see every delegate elected by their Local Association—it's an honor to work on important RA business with you and further our mission of providing great public schools."

### SEPTEMBER 1 MSEA KICKOFF DON'T MISS THE FUN!

**"WE ARE MSEA" GALLERY** See member artwork celebrating MSEA

**LIVE MUSIC** Hear the all-member MSEA band

**NEW MSEA ADS** See the ads featured on TV, radio and online

**EXCITING DOOR PRIZES!**  
iTouch! Wii! \$200 Target gift card!

### Official launch of MSEA's exciting new website:

[www.marylandeducators.org](http://www.marylandeducators.org)! You'll find special kiosks along the main concourse and inside the RA Hall where you can tour the new website, ask questions, provide feedback, and enter fabulous prize drawings!

### Professional development workshops

Two days of FREE professional development include something for everyone—you'll meet dedicated teachers, paraprofessionals, support personnel, administrators and college students from all across Maryland.

**NEW THIS YEAR:** *Using Wikispace:* One of five technology workshops to engage your tech-savvy students; *I Can Do It!*: The widely praised two-day workshop on classroom management; *Effective Behavior Management, by Paras, for Paras:* Provides insight into student behavior; *Improve School Culture:* For principals, instructional coaches, and mentors; and *English Language Learners:* An addition to the well-received cultural competency strand.

### NEW! "We are MSEA" video

See your colleagues talk about what MSEA means to them.

### "We Are MSEA" Gallery

Enjoy members' creative interpretations of the historic name change.

### Exhibits

Two exhibition halls filled with education-related and other great booths.

### Live stage performances

It's never a dull moment with live performances by special guests.

### Women's Concerns Health Fair

Don't miss important health information and free screenings.

### Member Trade Show

Share your education innovations, crafts, products and more.

### Seacrets

Delegates! Dance the night away at MSTA's now-famous Friday night party at OC's hottest nightclub.

## HIGHLIGHTS

Visit **MSTA OnLine**, [www.mstanea.org](http://www.mstanea.org), often throughout the summer for MSEA 2009 Convention & Representative Assembly updates and additions, including a full workshop schedule with descriptions and a list of hotels offering educator discounts.

# LocalLine

HIGHLIGHTS FROM MSTA LOCALS



PGCEA President Donald Briscoe and more than 100 Local members and other supporters travelled to the county board meeting to rally for local education funding.

## Locals mobilize to hold counties' feet to the fire on education funding

Last month a total of eight counties requested a state waiver of their required local contributions to education funding (called maintenance-of-effort—MOE). Maintenance of effort ensures that counties include in their budget at least the same amount of money per pupil they did the previous year.

Thanks to the efforts of Local Associations and school boards in five of those counties, MOE waivers were dropped in Anne Arundel, Calvert, Charles, Frederick and Worcester. The outcome of three remaining applications for waiver, to be determined by the State Board of Education last month, was unavailable at press time.

## PGCEA members rally for school funding on Teacher Appreciation Day

Prince George's County Educators' Association (PGCEA) kicked off Teacher Appreciation Week last month with a celebration followed by a rally at the county council's budget hearing. Despite the pouring rain, over 100 members travelled by bus and car to present a petition signed

by more than 1,500 of their colleagues decrying the waiver of MOE proposed by County Executive Jack Johnson. PGCEA President Donald Briscoe and PGCEA directors Ken Haines, Yvonne Baicich and Theresa Dudley provided testimony.

## Worcester County campaign works to avert waiver

When the county commissioners proposed a waiver of MOE in April, it certainly didn't hurt that the Worcester County Teachers (WCTA) and Educational Support Professionals (WCESPA) associations were already poised to protest a devastating 3% cut in education funding.

With a multi-media campaign (co-sponsored by MSTA) in place, and support buoyed by strong student achievement data, the Locals had little trouble rallying members and parents. Add to that a hard-hitting letter to the State Board of Education detailing the county's healthy coffers and all the harm a waiver would do to student progress.

"Our members are concerned that they will have inadequate materials, too many students in their classrooms and too little classroom support," WCTA President Terry Springle told the

commissioners. "We are concerned that we will literally not be able to do our jobs."

Just as the WCTA/WCESPA radio and newspaper ads were ready to run, the commissioners withdrew the waiver request and agreed to approve a budget that preserved jobs and inflicted minimal cuts on county public schools.

## MSTA honors this year's National Board Certified Teachers

### Lt. Governor, State Superintendent among guests

MSTA welcomed more than 130 of Maryland's new National Board Certified Teachers and their guests to Annapolis recently to congratulate them on their crowning professional development achievement. The guests toured MSTA headquarters before being shuttled to the Annapolis Marriott Hotel for a reception and dinner.

Lt. Governor Anthony Brown and State Superintendent Nancy Grasmick joined MSTA President Clara Floyd in honoring the teachers for their commitment and accomplishment. "I am proud of every teacher every day," said Floyd, "but the significance of National Board Certification is great. I believe that increasing the number of National Board Certified Teachers in our state can have an important impact on student achievement and closing the achievement gaps."

Maryland now has 1,364 NBCTs. Included in these numbers are the 2006 National Teacher of the Year and the 2006 Presidential Award for Excellence in Mathematics and Science Teaching honorees.

For more information about National Board Certification, contact Geraldine Duval, MSTA School Quality, [gduval@mstanea.org](mailto:gduval@mstanea.org); 800/448-6782, x3641.



MSTA President Clara Floyd greets new NBCTs at MSTA's celebration in Annapolis.

## Attention retirees!

### Important update on your withholding

NEA is currently working to remedy an unintended consequence of the American Recovery and Reinvestment Act that could cause you a financial hardship. While NEA pushes for a legislative fix, MSTA urges all retirees to contact the State Retirement and Pension System (SRPS) immediately to increase your federal withholding.

### What happened?

The Internal Revenue Service issued new tax withholding tables to reflect the *Making Work Pay Credit* on earned income that was contained in the American Recovery and Reinvestment Act. Although pension benefits are not considered earned income and *not* subject to the *Making Work Pay Credit*, the IRS nevertheless instructed the payers of retirement benefits to use the new federal withholding tables. This will likely result in under-withholding on pension income, and you may find yourself unexpectedly owing taxes at the end of the year.

### Action needed!

Contact the State Retirement and Pension System immediately to increase your federal withholding. Such adjustment is critical to ensure that you will not owe unexpected taxes at the end of the year. *Remember: The only way you can change the withholding amount is to instruct the SRPS to increase the amount of your withholding.*

### NEA is working for you!

NEA believes that the IRS should allow the use of the old tables for

income that is not eligible for the *Making Work Pay Credit* and is actively working together with AFSCME, the National Council on Teacher Retirement, the National Association of State Retirement Administrators, and AARP urging the IRS to use the old federal withholding tables. In addition, NEA and its coalition allies are actively lobbying Congress and the Administration to take action averting potential problems with the *Making Work Pay Credit* and retiree pension recipients.

## Congratulations Calvert County!

Last month Governor O'Malley signed Senate Bill 560 into law. The bill allows the Calvert Education Association (CEA) to negotiate a "fair share" fee for non-members. Fair share, or "agency fee" pays for negotiating a contract and other Association services that benefit all employees of a bargaining unit.

"We worked long and hard to get fair share," said CEA President Debbie Russ. "Now everyone will pay for bargaining and maintaining our contract. This was always an issue of fairness. We hope now that all county teachers will recognize the benefits of membership and join CEA."

Calvert joins Allegany, Anne Arundel, Baltimore, Charles, Garrett, Howard, Montgomery, Prince George's and Washington counties where Locals have won legislation authorizing the collection of agency fee.

# datebook

## JUNE 2009

- 1 | MSTA Retired Advisory Council Annapolis
- 5 | MSTA Board of Directors Meeting
- 6 | NEA Pre-Convention Caucus PGCEA
- 11 | MSTA Urban Coordinated Bargaining Council (CBC)
- 22 | Brighter Futures: Maryland's Dropout Prevention Leadership Summit • See page 7
- 26-29 | NEA Student Leadership Conference San Diego
- 27-29 | NEA Retired Annual Conference San Diego
- 28-29 | NEA Joint Conference on Concerns of Minorities and Women San Diego
- 30 | NEA Board of Directors Meeting

## JULY 2009

- 1-2 | NEA Board of Directors Meeting
- 3-6 | NEA Representative Assembly San Diego
- 3 | Office closed
- 4 | Independence Day
- 13-15 | New Officers Advance! Towson
- 14-16 | Emerging Leaders Academy: Generation VI Towson
- 22-23 | Leadership & Organizational Development Institute St. Michaels
- 29-30 | Teaching & Learning: Professional Development Institute Cumberland

## AUGUST 2009

- 21 | Ramadan Begins

## SEPTEMBER 2009

- 1 | "We are MSEA" Official Kickoff Annapolis
- 2 | Partnering to Close the Achievement Gaps in the 21st Century Sponsored by MSTA See page 7
- 7 | Labor Day Office closed
- 8 | MSTA East CBC
- 10 | MSTA Urban CBC



## Managing the ADD classroom—when you're the one with ADD

**F**or Ellen\*, a Prince George's County's teacher with Attention Deficit Disorder\*\* (ADD), balancing her love of serving students with the huge amount of paperwork required as a special education teacher can be overwhelming. But even though her day-to-day tasks sometimes appear daunting, Ellen considers herself a step ahead as she works with her students' special challenges. "I have a disability, too," she says. "I'm able to share strategies I know work because I've used them myself."

Ellen discovered she had attention deficit disorder after she started teaching—her own hunch confirmed by a specialist. ADD, diagnosed so often in students in the past 20 years, is perceived differently in adults, and for educators, in particular, the stigma remains.

Yet experts say educators with ADD are among the most creative of classroom instructors—able to connect easily with students, and responsive to the ever-changing dynamics of the classroom environment. "People with ADD are used to thinking outside the box because they have to in order to make their lives run smoothly," says Maryland ADD coach Kim Collins. "Their flexibility and sensitivity help them to adapt their teaching style so that their students don't go through what they did as students."

Alicia\*, another educator with ADD, said, "It's kind of ironic—we have kids with 504 plans, and we have to follow them. What administrators don't seem to realize is that those students become adults. Well, I'm one of those adults."

As an adult high school teacher Alicia suffered from depression related to her ADD symptoms, which finally led to her diagnosis. She cites too many students (241) and too many papers to grade (two per student per week) as challenges. To add to her frustration, her doctor's orders requesting accommodations for her ADD are not taken seriously enough by administrators to provide the support she needs.

"It's always seemed a shame that educational professionals, whose job it is to understand and support students with ADD, have not yet developed that same level of support for teachers with ADD," said Dr. Kathleen Nadeau, director of the Chesapeake ADHD Center of Maryland. "If more school principals could recognize the special abilities of teachers with ADD and find ways to give them more support around paperwork, it would be a win-win for everyone."

As for Ellen, she finds success using coping strategies that give her a sense of satisfaction, even when completing the most mundane of tasks. "If I have a lot on my plate, I get an early start, keep a 'to do' list and check things off," she said. "And I make sure I have time for myself. It's okay to let your mind wander at times."

*\*Not her real name*

*\*\*ADD is a neurological syndrome that can cause difficulties with attention, organization and time.*

### CREATE YOUR OWN ADD-FRIENDLY CLASSROOM Your students will love it!

#### TIPS FROM A VETERAN TEACHER WITH ADD

- ☀ Get an early start every day.
- ☀ Create your own system for grading papers efficiently.
- ☀ Learn how your students learn. Give students a learning styles assessment and multiple intelligences survey.
- ☀ Use a large classroom calendar, noting units of study and project and assignment deadlines. Duplicate it for students' notebooks.
- ☀ Communicate with parents and students by email. Check out [www.schoolnotes.com](http://www.schoolnotes.com).
- ☀ Assign projects with specific deadlines for various parts or elements of the project.
- ☀ Distribute a weekly assignment sheet in a checklist format for students to keep track of assignments and deadlines.
- ☀ Provide samples of projects so everyone knows what is expected.
- ☀ Configure classroom to limit distractions and maximize student learning.
- ☀ Create mini lessons on time management and study skills. Check out the student-friendly *You Can Take Charge* published by Zane-Bloser.

For more ADD-friendly organizational tips, read Dr. Kathleen Nadeau's book, *ADD-Friendly Ways to Organize Your Life*.

## Washington County band director dispenses life's lessons— one task at a time

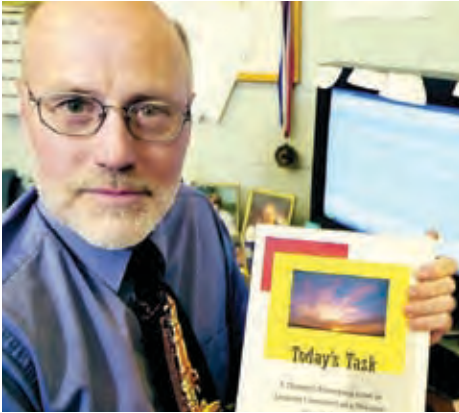


PHOTO: HAGERSTOWN HERALD-MAIL CO./JOE CROCIETTA

### Today—no, every day ...

Excerpted from a recent *Today's Task*,  
by Gary Rupert

#### *What do you teach?*

"Anything they are willing to learn!"  
I said. I then explained that my title is  
band director, but what I do is teach.  
The subject I teach depends on the  
student, the need and the opportunity.  
If they are late, then I teach the  
importance of being on time. If they  
act out, I teach about the importance  
of appropriate behavior. Oh yeah, I  
teach music, too!

In spring, nature renews itself. Each  
experience I share with students  
offers me an opportunity to help them  
renew themselves. As in nature, the  
scars of their past are still there, but  
their new growth will offer new and  
exciting opportunities for their future.

Today—no, every day, I encourage you  
to recognize that every experience in  
life is an opportunity for a rebirth.  
In that rebirth will be numerous  
opportunities to learn. And when  
you do . . . thank a teacher!

Not everyone starts their day contemplating life's most perplexing questions. But in the first few hours of every weekday morning, Smithsburg HS (Washington County) award-winning band director Gary Rupert has not only pondered those questions—he has written three intelligent, well-reasoned paragraphs and emailed them to a growing list of students, colleagues, friends and appreciative strangers.

It all began one morning three years ago when he overheard Katherine whining about one thing after another. The weather. Teachers. Her friends. Homework. Rupert asked her to make a note every time in the next 24 hours that she complained about something. By lunchtime, she came in shaking her head, amazed at how much time she spent being negative.

The next morning, the student came into his room with her list. Rupert had already been at his computer crafting his first Today's Task. "I asked her to take all those negatives and write down what the alternative behavior might have been and how she could be part of a solution. When she came back the next day, I had another one for her. The next day she asked for another and then another the day after that."

Rupert's musings struck a chord with Katherine and her friends—not the typical audience for adult-style lectures on life lessons and virtuous behavior. But Rupert is a teacher and a student.

On his office bookshelf sit books about management, relationships and leadership, including every one by famed UCLA basketball coach, John Wooden.

Through his studies, he's learned how to successfully connect with his students on a level that resonates with them academically and as a role model. Now an email blast, Today's Tasks (see sidebar) thoughtfully teaches lessons that can get lost in today's jam-packed daily schedules and in a context that is purposely student-friendly.

"Mr. Rupert makes a lot of sports analogies, so we really relate to him and to the Tasks," said junior Cameron Ebersole, a guitar player in the jazz band. "You can tell that he is confident and competent, so when he talks, we listen. He lets us know he has high expectations for us and that helps us realize our potential." Each Task ends with, "Today—no, every day . . ." and challenges students to think and act in positive and productive new ways.

Rupert bases his Tasks on something that has happened in the classroom, his observations of student interactions, or his own contacts with parents or colleagues. Judgments, he says, are very few. "I try not to take a position of right or wrong. It is what it is. I've had people tell me they disagree, and that's great. The idea is to encourage my students to think. If they've changed their behavior, or made a better choice, then the Task has done what it is intended to do."

Receive Today's Task email! Contact Gary Rupert, [RuperGar@wcboe.k12.md.us](mailto:RuperGar@wcboe.k12.md.us).

## We'll be back ... and so will the labor bill!



In a great show of character, MSTA recovered from that [the pension bill] defeat and successfully lobbied for passage the following year. I am confident that we'll do the same with the labor bill.

When the clock struck midnight on Sine Die, the final day of the Maryland legislative session, balloons and confetti cascaded down on House Speaker Michael Busch. The chamber was festive, but I was in no mood to celebrate. Time had run out in the House without a vote on our labor bill, the Fairness in Negotiations Act.

Many at MSTA were encouraged with our progress—this was the first time this bill designed to level the playing field at the contract negotiations table had passed the Senate. Only a week earlier it appeared dead: “We’ll work with you next year,” Senate leaders had told us, “there is too much on our plate right now.”

MSTA and Local leaders and staff responded by mobilizing a full-court press. After two days of negotiations with employer groups under Senate Finance Committee Chair Mac Middleton’s watchful eye, the bill passed the committee 8-3. Off it went to the Senate floor where, thanks to the leadership of President Mike Miller, the bill passed 31-13, just hours before the end of session.

Lead Senate sponsor Jamie Raskin characterized the Senate developments to the *Baltimore Sun* as “a big last-minute breakthrough.” But our excitement soon faded as the House spent its final hours considering other pending legislation.

Four years ago, our pension bill met a similar “close, but no cigar” fate. That bill had plenty of momentum in the closing days of the session but sputtered. Instead of passing benefit improvements, the General Assembly referred the bill to a study panel.

In a great show of character, MSTA recovered from that defeat and successfully lobbied for passage the following year. I am confident that we’ll do the same with the labor bill.

Even though we lost the labor bill, there were many wins (see pp. 8-13 for our 2009 General Assembly scorecard): ESP due process, accurate class size reporting, ensuring that teacher identification numbers won’t be used for evaluation purposes, the pre-K business plan bill, Calvert teacher agency fee, and defeat of the BOAST private school voucher bill. Most significantly, we protected our schools from serious funding cuts.

Our lobbying success is a result of our members’ grassroots activism. *Your* phone calls, emails and letters to lawmakers, visits to Annapolis, contributions to our Fund for Children and Public Education and election volunteer work make the difference. So when the 2010 legislative session rolls around, make sure to join our effort to pass this vital legislation once and for all!

**WHAT DO YOU THINK?**

Write David:  
MSTA, 140 Main Street,  
Annapolis, MD 21401  
dhelfman@mstanea.org

**Be a part of history!**

Join the biggest campaign in American history to win quality, affordable health care for all THIS YEAR!

**HEALTH CARE FOR AMERICA NOW DAY**

JUNE 25, 2009  
WASHINGTON, DC

11 a.m.  
National Rally on the Mall

12 p.m.  
March to the Capitol

1-5 p.m.  
Lobby Day on Capitol Hill

*RSVP! Buses are coming from all parts of Maryland!*

- 301/495-7004
- 410/685-7004 x19
- Email Matthew@ProgressiveMaryland.org

Log on now!

[www.HealthCareForAmericaNow.org](http://www.HealthCareForAmericaNow.org)

***Because Health Care Can't Wait!***

**In this tough economy, nothing is more important than protecting your job**

**Your dues dollars at work for YOU!**

You can be sure that every penny of your dues dollars goes to provide you and your colleagues with the job protections you deserve as a valued educator.

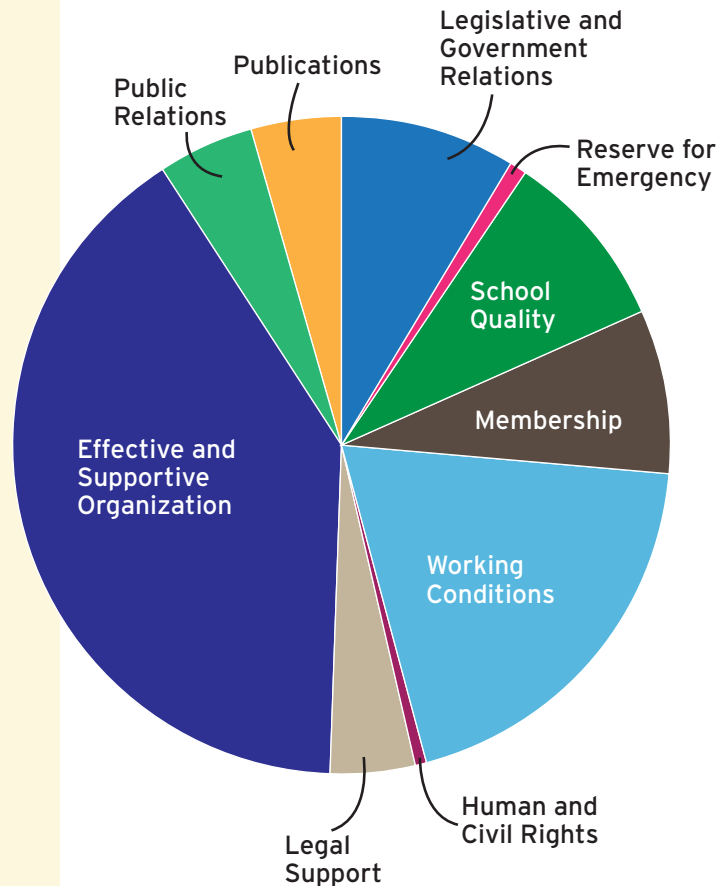
Everyone is pinching pennies these days. We're cutting back on everything from groceries and gas to movies and dining out. Your family and friends may be facing cutbacks or layoffs. So now, maybe more than ever in recent history, protecting your job is the most important thing you can do.

You're lucky. Having the protection of your employee union—NEA, MSTA and your Local Association combined—puts you among the safest of workers.

The clout of MSTA's 71,000 members is far reaching. Our widely respected influence in Annapolis is evident every January through April as we work with legislators for laws that protect public education, its students and employees (see the 2009 General Assembly Scorecard, pp. 8-13). Your membership provides you and your colleagues accomplished staff attorneys and skilled professional staff who, in cooperation with your Local Association, advocate for you on issues such as contract negotiations, working conditions (think class size and planning time), due process for discipline and dismissal, local education funding, and much more.

On a national level, NEA has been leading the charge to fix the *No Child Left Behind* law, fully fund NCLB and special education, and improve access to higher education. NEA Member Benefits offers some of the very best insurance, financial, investment and consumer discount programs available anywhere.

As an education employee, you are an essential public servant providing the most important of services to your community. Your job is to provide a world-class education to Maryland students in a productive and safe school environment. MSTA's job is to ensure that you have what you need to accomplish that critical mission.



**Did you know?**

In March 2008: 79% of union employees were covered by health insurance through their jobs vs. 52% of nonunion workers.

86% of union workers participated in pension plans vs. 51% of nonunion workers.

*Bureau of Labor Statistics, March 2008*

# Meet *Sally Gilles*



*When I majored in piano in college, I had no idea how many doors it would open for me. I thank my parents every day for making me practice! I'm still practicing for weekly church services.*

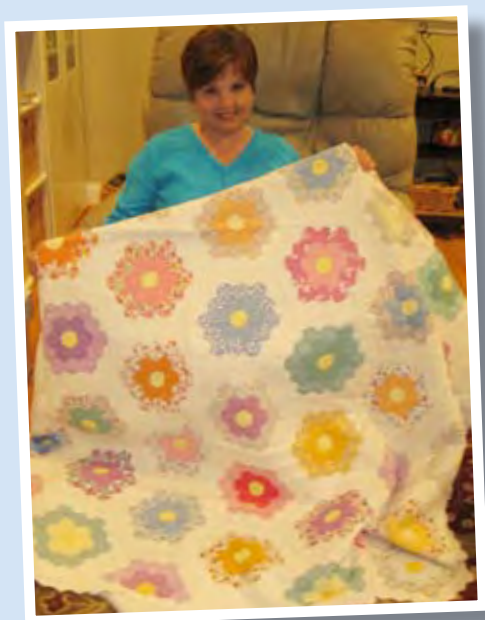
**Sally Gilles**  
**Media Aide • Rolling Knolls ES**  
*Anne Arundel County*

I've been an educator all my life. I've taught music in Queen Anne's County, given private piano lessons and coached children on how to audition for musical theatre. I love working in our school media center.

I met my husband Michael doing local community theater, and we've spent most of our 19 years together wondering how we managed to remember all those lines and lyrics! My favorite role by far is as mother to my terrific 15 year-old daughter, Katie.

Piano was my major in college, and it comes in handy for my job as church pianist each Sunday and as accompanist for the Rolling Knolls Chorus. In my spare time, I love to cook, quilt, hang with friends and shop!

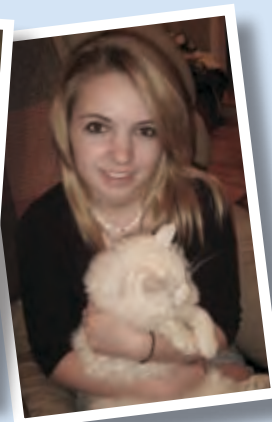
I enjoy everything I do. What I have treasured most are the many opportunities I've had to work with children and, through music, help them to grow into confident, happy adults.



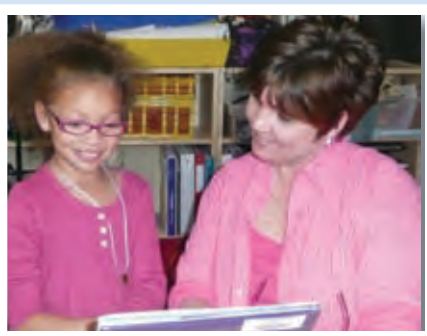
*This is one of my grandmother's Depression-era quilts. Her beautiful quilts inspired me to start making them myself.*



*I love cooking for my family and friends. Our favorite family meal is fondue with Caesar salad, and I make it often.*



*My daughter, Katie is a longtime volunteer for Cats 'R' Us, a local shelter for feral and abandoned cats. She's holding our adopted Geoffrey.*



*Our students love the media center. We have worked hard to make it a place to learn and a place to have fun!*

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

### MSTA BOARD OF DIRECTORS

#### President

Clara Floyd, Montgomery  
(O) 443/433-3672 800/448-MSTA

#### Vice President

Betty H. Weller, Kent  
(O) 443/433-3673 800/448-MSTA

#### Treasurer

Terry Borneman, Carroll  
(S) 410/751-3656 (H) 410/751-9584

#### Executive Director

David E. Helfman  
(O) 443/433-3676 800/448-MSTA

### NEA DIRECTORS AT LARGE

Abby Beytin, Baltimore County  
(S) 410/887-1714 (H) 410/833-4052

Gary Brennan, Frederick  
(O) 301/662-9077 (H) 301/845-4774

Anna-Maria Halstead, Carroll  
(S) 410/751-3075 (H) 410/840-9840

Vacancy

### AT-LARGE MEMBERS

Yvonne Baicich, Prince George's  
(S) 301/390-0260 (H) 301/567-6681

Cheryl Bost, Baltimore County  
(O) 410/828-6403 (H) 410/882-2604

Steve Brako, Frederick  
(S) 240/236-8637 (H) 301/471-9843

Bill Fisher, Charles  
(O) 301/392-0150 (H) 301/769-4738

Sidney Hankerson, Somerset  
(S) 410/651-0480 (H) 410/677-0566

Phyllis A. Parks Robinson, Montgomery  
(O) 301/840-7161 (H) 301/706-7769

Barry D. Potts, Carroll  
(O) 410/848-0983 (H) 410/374-6546

Wanda Twigg, St. Mary's  
(S) 301/475-0200 (H) 301/290-0450

Steve A. Yeash, Allegany  
(S) 301/729-6486 (H) 814/289-3441

### NEA DIRECTOR AT-LARGE FROM MARYLAND

Veronica Henderson, Baltimore County

### MSTA STUDENT PROGRAM

Jennifer Thompson, McDaniel College,  
President

### LOCAL PRESIDENTS

**Allegany** TCH: Deborah Pappas  
301/729-8280 ADM: James Raley  
301/689-5431 • ESP: Stewart Monroe, Jr.  
301/777-2570

**Anne Arundel** TCH: Timothy Mennuti  
410/224-3330 • ESP: Deborah Schaefer  
410/647-7900

**Baltimore County** TCH: Cheryl Bost  
410/828-6403 • ESP: Gloria Collins  
410/887-5943

**Calvert** TCH: Deborah Russ 410/535-2518  
ESP: Steven Brooks 410/535-2518

**Caroline** TCH & ESP: Charles Hunter  
410/479-2332

**Carroll** TCH: Barry D. Potts 410/848-0983  
ESP: Sharon Fischer 410/751-3230

**Cecil** TCH: Lori Hrinko 410/398-0713  
ESP: Robert Brown 410/996-8766

**Charles** TCH: Bill Fisher 301/392-0150

**Dorchester** TCH & ESP: Danielle Cox  
410/221-6388

**Frederick** TCH: Gary Brennan  
301/662-9077 • ADM: Elizabeth (Betsy)  
Little 240/236-3300  
ESP: Karen Blackwood 301/620-9217

**Garrett** TCH & ESP:  
Ann Ellis 301/334-2355

**Harford** TCH: Randy Cerveny  
410/838-0800 • ESP: Barbara Yost  
410/638-3817

**Howard** TCH & ESP: Annette DeLacy  
410/997-3440

**Kent** TCH: Terri Mullikin 410/708-8289  
ESP: Olythea Hunley 410/648-5132

**Montgomery** TCH: Bonnie Cullison  
301/294-MCEA

**Prince George's** TCH: Donald Briscoe  
301/736-2700 ESP: Faith Jones  
301/809-0472

**Queen Anne's** TCH & ESP:  
William Hackett 410/919-8597

**St. Mary's** TCH: Wanda Twigg  
301/737-2500 • ESP: Joe Shade  
301/737-2500

**Somerset** TCH & ESP: Dawn White  
410/651-0931; 410/651-1503

**Talbot** TCH & ESP:  
Tamara Keeler 410/763-6931

**Washington** TCH: Denise Fry 301/797-7682  
ESP: Janice Tucker 301/766-8289

**Wicomico** TCH: Linda Eberling  
410/749-2491 • ESP: Patricia Harrison  
410/546-0088

**Worcester** TCH: Terry Springle  
410/235-4878 • ESP: Nikki Jackson  
410/632-5130

### PRIMARY CONTACT STAFF

**Allegany** TCH: Steve Benson  
301/729-8280 • ADM: Dan Collins  
410/997-3440 • ESP: Louis R. Petronella  
301/268-2863

**Anne Arundel** TCH: Bill Jones, Mark  
Beytin, Michael Carrington, Sarah Johnson  
ESP: Brad Darjean 443/433-3635;  
410/224-3330

**Baltimore County** TCH: Bob Anzelc,  
Debbie Banaskiewicz, Natasha Eckart,  
Linda Kane, Ray Suarez 410/828-6403  
ESP: Kathy Wyatt 410/828-6403

**Calvert** TCH & ESP: Joseph Sella  
301/518-1376, Courtney Dowling  
301/542-9252

**Caroline** TCH & ESP: Theresa Miles  
443/988-8921

**Carroll** TCH & ESP: Harold Fox,  
Cheryl McLeod 410/848-0983

**Cecil** TCH: Denise Beattie 410/398-0713  
ESP: Denise Beattie 410/996-8766

**Charles** TCH: Meg MacDonald  
301/392-0150, Courtney Dowling  
301/542-9252

**Dorchester** TCH & ESP:  
Theresa Miles 443/988-8921

**Frederick** TCH: John Gates, Steve Lenzo,  
Marsha Meekins 301/662-9077 • ADM:  
Maletia Armstrong 800/448-MSTA  
ESP: John Gates 301/620-9217

**Garrett** TCH & ESP: Steve Benson  
301/334-2355

**Harford** TCH: Patricia Kohler,  
Susan Lesser 410/838-0800  
ESP: Susan Lesser 410/838-0800

**Howard** TCH & ESP: Marius Ambrose,  
Dan Collins, Cheryl McLeod,  
Mary Jo Neville 410/997-3440

**Kent** TCH & ESP: Mark Mench  
410/763-6923

**Montgomery** TCH: Tom Israel, Elaine  
Burks, Jerome Fountain, Jon Gerson,  
Jamal Miller, Jennifer Nguherimo,  
Paul Pinsky, Mary Pat Spon, Kim-Shawn  
Stansbury 301/294-MCEA

**Prince George's** TCH: Lewis Robinson,  
Dorothy Ray, Andrew Macluskie,  
Jephtha Nguherimo, Christian Rhodes,  
Jimalatice Thomas-Gilbert 301/736-2700  
• ESP: Richard Putney, Adolfo Botello,  
James Spears, Angela Thomas  
301/809-0472

**Queen Anne's** TCH & ESP: Mark Mench  
410/763-6923

**St. Mary's** TCH & ESP: Liz Purcell  
Leskinen 301/737-2500, Courtney Dowling  
301/542-9252

**Somerset** TCH & ESP: J.C. Parker  
410/749-2491

**Talbot** TCH & ESP: Mark Mench  
410/763-6923

**Washington** TCH & ESP: Thomas (Scott)  
Miller 301/797-7682

**Wicomico** TCH & ESP: Virginia Riggs  
410/548-1837

**Worcester** TCH & ESP: J.C. Parker  
410/546-9313

**MSTA Mid-Shore Regional Office**  
410/763-6923; 410/763-6931

### PROGRAM STAFF

140 Main Street  
Annapolis, MD 21401  
800/448-6782 410/263-6600  
MSTA OnLine www.mstanea.org

#### Executive

David E. Helfman, Executive Director;  
Angela Booker, Donna Holland,  
Maura Taylor

#### Center for Business, Policy, and Operations

Mark Dabkowski, Assistant  
Executive Director; Kathie Hiatt, Managing  
Director, Research and Membership  
Data Services; Jacqueline Blue, Andrea  
Chaney, Daniel Gottheimer, Lauren Hughes,  
Yolanda Jones, Penny Kafka, Carole  
Masciarelli, Melissa Robinson, Clayton  
Rutkauskas, Randolph Satchell, Laura  
Staudenmaier, Alan Stauffer

#### Center for Affiliates and Advocacy

Dale E. Templeton, Assistant Executive  
Director; Pat Alexander, Managing Director,  
Affiliate UniServ and School Quality;  
Jacqueline Harris, Managing Director,  
Organizing; Herman S. Whitter, Managing  
Director, Collective Bargaining and  
Affiliate Program Development; Maletia  
Armstrong, Geraldine Duval, Jan Erskine,  
Mary Kay Foley, Barbara France, Lynn  
James, Debra Nixon, Yusuan Smithson,  
Stacey Spencer, Marilynn Taylor

#### Center for Public Affairs

Daniel Kaufman, Managing Director,  
Communications and Program Services;  
Diana Saquella, Managing Director,  
Government Relations; Wendy Busse,  
Debra Garner, Amy Maloney, Randal  
Mickens, Casey Newton, Bob Rankin,  
Vanessa Resler, Delese Spriggs, Jan Ziska

#### Center for Legal Affairs

Susan Russell, Chief Counsel; Kristy

**actionLine**  
A PUBLICATION OF THE MARYLAND  
STATE TEACHERS ASSOCIATION  
AN NEA AFFILIATE

MSTA OnLine and MembersOnly  
access: www.mstanea.org

POSTMASTER: Send address changes to  
MSTA, 140 Main Street, Annapolis, MD  
21401-2020

EDITOR  
Casey Newton

GRAPHIC DESIGN  
Eastport Design

EDITORIAL ASSISTANT  
Vanessa Resler

140 Main Street  
Annapolis, MD 21401  
PHONE 800/448-6782  
FAX 410/263-7391



Nonprofit Org.  
U.S. Postage  
PAID  
Permit No. 4681  
Baltimore, MD

## — MSTA's FREE Weekly Enewsletter —

# FRONTLINE

These are challenging times for educators. FrontLine is the very best way to stay informed about the news, issues and trends that affect public education and your job.

### with **FrontLine** you'll get:

- The latest news for Maryland's education professionals
- The 5-Minute Activist: Contact your legislators and make a difference on issues that matter!
- Career-building trainings and workshops focusing on new teachers, classroom management, leadership and personal skill-building
- NEA Member Benefits, giveaways, personal finance tips, discounts and other savings
- MSTA events and activities, local happenings and more!

Don't miss another **FREE** opportunity for personal and professional growth.

**FRONTLINE**

*Sign-up Today!*  
— Visit [www.mstanea.org](http://www.mstanea.org) —

