

ActionLine

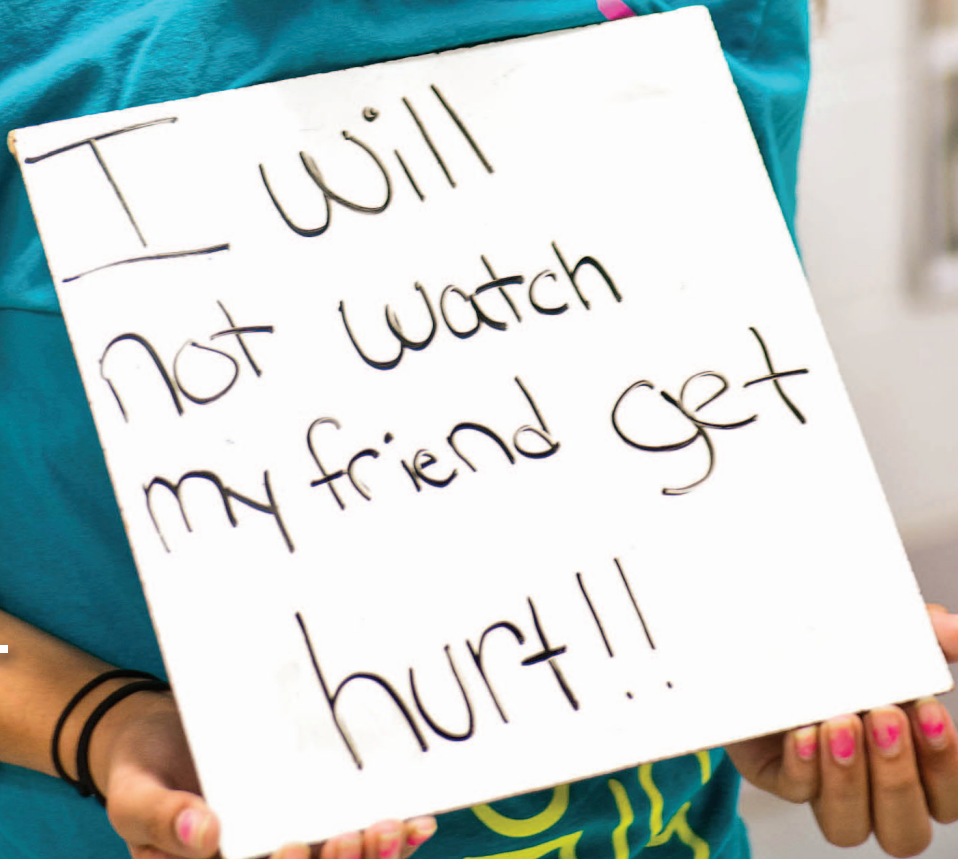
MARYLAND STATE EDUCATION ASSOCIATION • NEA

INSIDE:
INFOGRAPHIC:
Maryland's
return on
education funding

**MSEA ELECTION
2013: Online voting
for all members**

We're #1 AGAIN!

**SPECIAL
BULLYING
FEATURE**



**TAKE THE
SURVEY!**

More resources—
How would you
use them?

NEA Member Benefits supports you.



Before you make your next big decision, take a look at NEA Member Benefits. We provide support for every stage of your life. Turn to us first for trusted solutions and special savings—whether your kids are heading to college or you’re getting ready for retirement.

All you need to access these powerful resources is your NEA membership. It’s your exclusive pass to the NEA Member Benefits website, where you’ll find in-depth guides and expert advice on everything from getting a loan to checking your insurance coverage. You’ll also find members-only discounts to put more spending power behind your paycheck.

It’s all waiting for you and your family at neamb.com/learnmore. Register for benefits with just a few clicks. Or give us a call at 1-800-637-4636 for more information.

Build your support system now at neamb.com/learnmore

nea Member Benefits





8 IT BEGINS WITH ME

School-based anti-bullying efforts make a difference

Bullying happens every day in schools, offices, and workplaces. Our schools are working hard to educate students, staff, and parents on what bullying is and how to prevent the harm it causes targets, the bullies themselves, and bystanders. Learn how some of your colleagues are taking on the bully challenge.

ABOVE: Keerthi Vijayakumar, Kingsview Middle School, and her anti-bully pledge.

ON THE COVER: Nya Martinez is a part of the positive environment at Kingsview Middle School, Montgomery County.



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Look for the digital ActionLine icon throughout this issue, then visit marylandeducators.org/aldigital to see videos, take surveys, and get more information about the featured articles and events.

President's Message

Betty Weller, President

Your vote, your voice



We are a member-driven association, responsible for setting our direction and our future. It's up to us to create strong leadership teams that protect and promote public education and our professions. Please take the time to log on and cast your ballot.

In the past, the first *ActionLine* of the New Year has been filled with page after page of officer and delegate candidate profiles to help you decide who among your colleagues you'll support to become MSEA leaders and your representatives to the NEA convention.

But we've made a big change this year—we've moved voting online and are featuring bios only for MSEA's officer candidates in this issue. The entire slate of candidate profiles, including both officers and delegates, will be available on our MSEA Election site, marylandeducators.org/mseaelection2013.

This move online is a big change and comes on the heels of the new digital *ActionLine*. Why? Because it saves money and time. Moving such large print projects online is cost-effective, green, and efficient. It also allows us to use more space providing you with substantive, topical articles like this issue's feature on bullying. You can learn more about online voting and start prepping your ballot today by reviewing the officer candidates for this year on page 16.

I'm looking forward to a healthy increase in voting from every county and job classification. It's up to us to create strong leadership teams that protect and promote public education and our professions. Please take the time to log on and cast your ballot.

We have someone very special to thank for the legal oversight that's made online voting possible—Chief Counsel Susan Russell. Our legal team is one of MSEA's most valued and important departments. Their work includes job-related legal services and counsel, crafting legal language in local contracts and state law that helps educators do their jobs, and, of course, overseeing the integrity and efficiency of the MSEA elections process.

Susan has provided members with legal assistance and the association with expert guidance for more than four decades. From her pioneering work in establishing the Public School Labor Relations Board to her redrafting and revising the public school collective bargaining law—not once, but twice—Susan has always fought for MSEA's members. One of Susan's final legacies to MSEA will be her oversight of our transition from paper to electronic balloting for MSEA elections. In a career filled with looking out for what's best for MSEA's members, it's one more way that she's kept the interests and the future of the association foremost in her concerns.

But rest assured that the Legal Department will remain in steady hands. Deputy Chief Counsel Kristy Anderson, who has been with MSEA for 13 years, will step into the role of chief counsel. With attorneys Damon Felton and Saurabh Gupta, Kristy will continue providing MSEA members with the assistance they need, when they need it.

Check out my video in the digital edition of *ActionLine* to learn more about all that the Legal Department does for our members, how you can utilize their services, and to meet our incoming chief counsel!

Newtown

The tragic school shooting in Newtown, Connecticut has finally roused lawmakers across the country to action that many feel was too long in coming.

After the shooting, MSEA President Betty Weller wrote to Governor Martin O'Malley asking for action and offering support: "Though words may fail, we cannot now fail in our actions to guarantee that our schools are the safe haven that our students, educators, and communities expect.

"I know that you share this priority, and in the wake of Sandy Hook, I have reassured members and parents in Maryland that we will do everything in our power to keep our schools safe. Therefore, I am writing to offer my assistance and that of the Maryland State Education Association to you, your Cabinet, and the Maryland General Assembly."

The governor responded by announcing that he would introduce legislation making Maryland gun-licensing laws among the strictest in the nation. His plan includes school safety initiatives such as video surveillance, automatically locking doors, incorporating shatterproof glass and buzzer entry systems, a ban on assault weapons, digital fingerprinting, and new efforts to keep guns away from those with mental illness and a history of violence.



Watch Betty's video at marylandeducators.org/aldigital.

ActionLine asked Jennifer, Raoul, Carolann, and Butch: What is the biggest issue impeding your progress in the classroom?

WHAT KEEPS YOU FROM ACHIEVING YOUR GOALS AS AN EDUCATOR? Share it with your colleagues at marylandeducators.org/membervoices2013 and we'll include it in digital *ActionLine* and on the MSEA website!

Little funding for arts programs



The lack of funding for the arts and budget cuts means not implementing—and cutting—some of the programs in the fine arts and arts. With new scheduling like A Day/B Day and the introduction of new programs such as International Baccalaureate and more AP classes, we're losing a lot of students. So classroom programs and budget cuts are the most difficult situations impeding our progress in the arts, especially in vocal music and drama.

RAOUL DAGGETT Vocal Music and Drama Teacher, Crossland High School, Prince George's County, Member for 23 Years

Demands of new programs



I think right now, the demands for the new Common Core. We have great resources available to us, but scheduling the time to learn how to implement the progress is very difficult. We have support meetings and school meetings, but I think a lot of our time is being taken away from the classroom so that we can attend these meetings and put everything into place.

JENNIFER HOLLYWOOD-PROCTOR Classroom Teacher, Thunder Hill Elementary School, Howard County, Member for 15 Years

Demands on our time



I believe it's time management and the expectations that we have on our time. Given a supposed seven-and-a-half hour day, with case management for special educators, as well as preparing for lessons, team meetings, assessing data analysis, and more, it makes it nearly impossible to do your job in the time allotted.

The kids are always being assessed—and the depth of the learning is not there when all you want to do is keep testing them. Kids don't get taller by measuring their height all the time. You have to give them an opportunity to actually learn.

CAROLANN SHARPE Math and Special Education Teacher, Woodlawn Middle School, Baltimore County, Member for 8 years

Attendance and parental involvement



I think one is attendance, getting kids to come to school and parents to get them to school. The way the economy is now, parents are having to use the kids to do work around the house or take care of a sibling that's sick so the parents can work. The other issue we need to be successful is that there is involvement in the home. Accountability has been placed on the backs of teachers but nothing has been put on the student or the parents.

FLOYD "BUTCH" AZBELL Heating, AC, Ventilation, and Refrigeration Teacher, Worcester Technical High School, Worcester County, Member for 6 years



Visit marylandeducators.org/aldigital to watch videos of Jennifer, Raoul, Carolann, and Butch.

Starting LINE

News you need to know



FIVE YEARS IN A ROW! Maryland schools rank #1 in the nation

Well, it's happened again. *Education Week's Quality Counts 2013* report named Maryland public schools #1 in the nation for an unprecedented five years in a row.

In a special email message to MSEA members, Governor O'Malley wrote, "You are the reason why our students continue to achieve at record levels, why our graduation rates are the highest they've ever been, and why our high school students continue to lead the nation in Advanced Placement achievement."

"What's striking to me is that in the top three states—Maryland, Massachusetts, and New York—school employees are empowered through their unions to be strong partners in improving schools and student achievement," said MSEA President Betty Weller.

"I'm very proud of how our members have kept the focus on improving student achievement, honing professional practice, and creating safe, supportive schools for all of our children," Weller added. "This focus on supporting quality schools and effective teaching has been instrumental in Maryland's consistent recognition as a national leader."

Maryland received high marks on a range of measures, including K-12 achievement, school finance, and teacher quality, accountability, and support.

Visit edweek.org and click on Reports & Data for the full report.

Jones Elementary School staff and Principal Sara Pickens welcomed MSEA President Betty Weller, Governor O'Malley, and Speaker of the House Mike Busch for a press conference following the Education Week announcement that Maryland schools were #1 for the fifth year in a row.

MSEA connects 1,000 members to governor to support Maryland Meals for Achievement



NOKID HUNGRY
SHARE OUR STRENGTH

You know what a hungry student looks like in the morning. Tired.

Distracted. Quiet. That's why MSEA is a partner in the Maryland No Kid Hungry/Share Our Strength campaign. It connects kids in need with nutritious food and educates families about healthy affordable meals.

Last month, MSEA helped support Maryland Meals for Achievement (MMFA) and the First Class Breakfast program when more than 1,000 calls from MSEA members were connected to the governor's office to ask for continued funding for the programs in this next budget.

"Every educator knows these important programs make a difference for students and their success," said Vice President Cheryl Bost, MSEA's MMFA representative.

The Maryland Meals for Achievement program reduces barriers by making breakfast free for all students in the classrooms of select, high-need schools, but of the 813 schools that are eligible for MMFA, only 273 schools are currently participating. School breakfast advocates hope that will soon change. In his 2014 budget, Governor O'Malley asked for

TAKE A 5-MINUTE



MSEA is fighting for adequate school funding once again during this year's General Assembly.

If you had extra resources for your students, what would you use them for?

VISIT
marylandeducators.org/aldigital

an additional \$1.8 million to feed an additional 57,000 students.

You can help make that happen. Visit marylandeducators.org/schoolbreakfast to learn what you can do to help this additional funding get through the General Assembly.

Members are reading the new digital *ActionLine!*
HAVE YOU SIGNED UP?



LOG ON TODAY!
Visit marylandeducators.org/aldigital and sign up to receive every issue of digital *ActionLine!*



Read Across Maryland ALL MONTH LONG MARCH 1-31!



MSEA's focus on literacy is on a roll. We're still celebrating Dr. Seuss's birthday on March 2, but ever since Governor O'Malley proclaimed March Read Across Maryland month four years ago, MSEA has teamed up with librarians, educators, radio personalities, politicians, and actors focusing on the importance of reading with contests and plenty of online support. This year, we're rewarding students who enter our challenges with drawings for Kindle Fires and Amazon gift cards donated by MSDE and MSEA.

HAVE YOUR STUDENTS TAKEN THE 30/30 CHALLENGE?

MSEA's 2013 reading program challenges students to read 30 minutes a day for the entire month of March for a chance to win one of four Kindle Fires or one of four Amazon gift cards. Start planning now by visiting readacrossmaryland.org to download 30/30 Challenge Reading Logs for your students and for contest rules.



WE'RE CREATING RADICAL READERS SCHOOL BY SCHOOL!

Each year on March 1, Read Across Maryland's Radical Readers, MSEA's special middle school literacy program, kicks off in one school to promote literacy and make a difference in the reading success at a Title 1 school. This year, students and staff at Prince George's County's Charles Carroll Middle School are prepping for the Radical Readers challenge.

John Wesolowski, a language arts teacher at Charles Carroll, read about last year's Radical Readers and asked if the program could come to his school. "I want to engage our students in reading not only because we want them to read more, but because we want them to read for knowledge and enjoyment."

Thanks to language arts teacher John Wesolowski, MSEA's Radical Readers program is coming to Charles Carroll Middle School in Prince George's County.

Actor Tray Chaney and WKYS FM DJ Angie Ange team up again this year as celebrity spokespersons. "To have someone like Tray—who is from Prince George's—come to perform and talk about the importance of reading will mean a lot to the students," Wesolowski added.



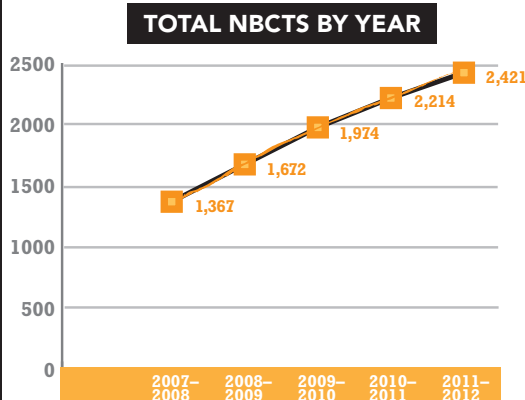
**ANNUAL
LEGISLATOR
BOOK DRIVE**
BENEFITS YOUR STUDENTS!
MAKE IT THE BEST YEAR EVER!

The Cat in the Hat will be wandering the halls of the State House gathering book donations from delegates and senators on March 1.

Visit readacrossmaryland.org to send your legislators a reminder to bring book donations to the State House on March 1. Let them know they'll be distributed to the school libraries in their district!

NATIONAL BOARD CERTIFICATION from start to finish

The number of National Board Certified teachers **DOUBLED** in Maryland in the past five years



Candidates for National Board Certification (NBC) and renewal certification spent January 26 gaining confidence and the support of colleagues and experts at MSEA's recent Jump Start Seminars. Trainers hosting the three winter Jump Start programs—Initial, Advanced, and Renewal—are National Board Certified Teachers (NBCT), including Maryland Teacher of the Year Rhonda Holmes-Blankenship, MSEA members, and MSEA NBCT staff.

MSEA member and National Board Certified fifth grade teacher Tammy Belisario, St. Mary's County, used the training as she worked toward certification and is now a certified NBC trainer. "As a candidate, the MSEA Jump Start program was instrumental to me succeeding and becoming certified," Belisario said. "The training allowed me to network with other candidates and it gave me

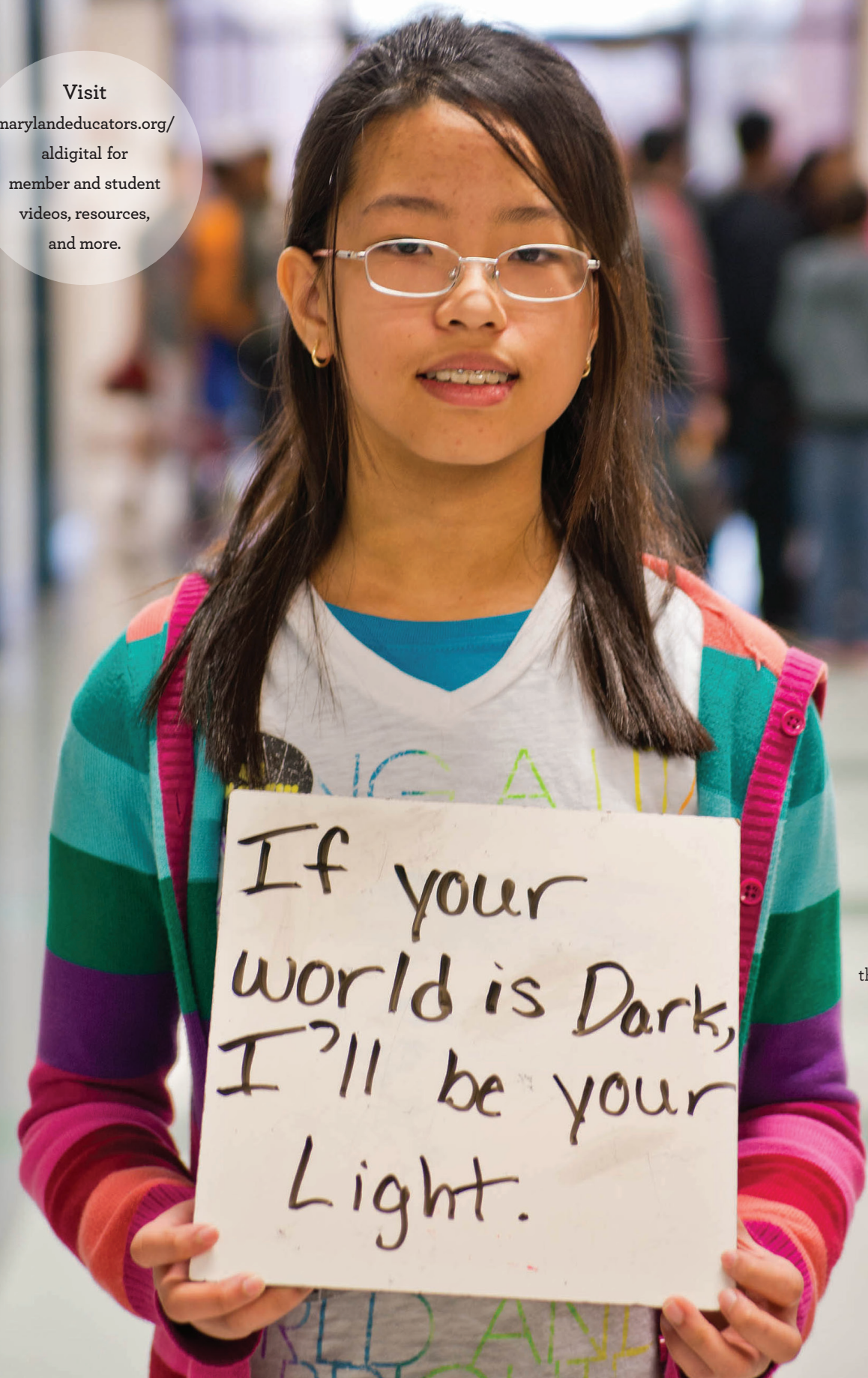
time to ask questions, critique my writing samples and videos, and reflect on my teaching practice.

"Now that I'm a trainer, I can give back and guide other teachers in their pursuit of National Board Certification," she added. "I love talking to other experienced teachers and helping them reflect on how their teaching impacts student achievement in their classroom."

You can learn more about MSEA's Jump Start program at marylandeducators.org/jumpstart.



Visit
[marylandeducators.org/
aldigital](http://marylandeducators.org/aldigital) for
member and student
videos, resources,
and more.



This page:
Kingsview
Middle
School student
Genevieve Tan
shares her
personal credo
about bullying.

Right, inset:
Kingsview
Middle School
students read
the anti-bullying
statements
posted in
their school
hallways.

IT BEGINS WITH ME

School-based anti-bullying practices make a difference

She's fat. He can't speak English. Her hair is weird. His glasses are dorky. She's easy. He sounds gay. Did you see her father's car? His ears are too big.

Next comes harassment on Facebook and Twitter. Knocking over lunch trays. Shoving. And worse.

Then, the tragic consequences for victims that we've heard about in the news and in our own schools—retaliation, drug abuse, cutting, depression, withdrawal, failing grades, illness, and sometimes even suicide.

For bystanders, the growing unease of guilt, helplessness, and anxiety that they could be next.

And, unless the bully's behavior is successfully addressed and corrected, the possibility of a criminal future is estimated, research says, at 60 percent by age 24.

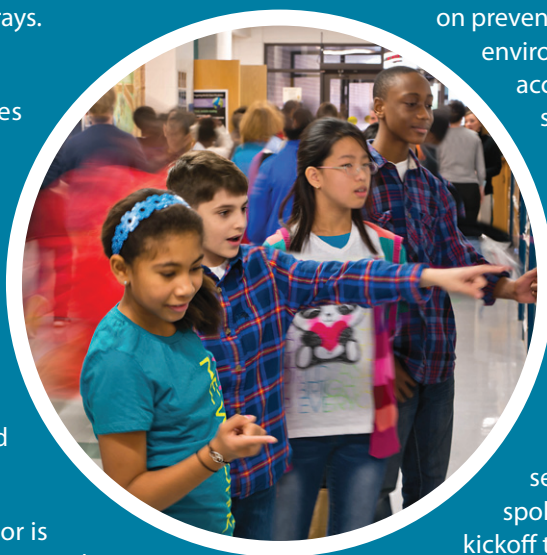
That's the thing about bullying, it affects everyone involved—bully, victim, bystander—and it's a negative experience all the way around. Recent events, including the shooting in California by a 16-year-old student, who

reportedly sought out the students he felt had repeatedly bullied him, and the suicides of straight and gay teens are cause for alarm.

To combat the bullying epidemic, the spotlight is on preventing bullying by creating school environments that value awareness, acceptance, and tolerance to help students gain the life skills they need now and in the future. And, thanks to MSEA members, it's working.

After reading Jodee Blanco's book *Please Stop Laughing at Us*, St. Mary's County member and media specialist Doreen Gantz contacted Superintendent Michael Martirano about an in-service featuring the author. Blanco spoke to staff at a county-wide kickoff to the school year and to middle school students.

At Elkton Middle School in Cecil County, school psychologist Abby Wagner and a team of educators, parents, and law enforcement professionals focus on cyberbullying, one of the most destructive kinds of bullying, head on.



Bullying is thought to be at its peak in middle school.

Unsupervised use of cell phones and computers rises dramatically. Students come together from different feeder schools. Parents often loosen the reins to encourage independence in their children.



Kingsview Middle School student, Emmanuel Azadze

"To combat bullying of any kind, an effective and comprehensive program has to be research-based, include students, staff, parents, and community stakeholders, and be delivered across grade levels and content areas," Wagner said. "A simple one-step program isn't enough."

Discussions at the classroom level are vital, Wagner says, for an anti-bullying program to work. "But what's exciting," she says, "is that we're also having these discussions in the hallways, in assemblies, in after school groups, and in school/parent partnership meetings. It's not a pre-packaged program, it's focused on our school needs."

"Our goal is to make positive changes in our school. We'll continue to survey our students and parents about bullying in our school and that data will inform how we can improve and adjust our program to reach as many students as possible," Wagner added.

MSEA is helping out, too. At anti-bullying assemblies, MSEA President Betty Weller and Vice President Cheryl Bost bring actor Tray Chaney, his rap "Mike Bully," and NEA's anti-bully pledge to students and staff. "We're here to support the meaningful and ongoing programs our members and students have created in their schools," Weller said.

"You can complement your school district resources with programs like NEA's Bully Free: It Starts With Me, and those of Teaching Tolerance and Pacer's National Bullying Prevention Center," Weller added, "to help plan special events and community programs."

After the assemblies, roundtable discussions with school staff and students, Chaney, and experts like Dr. Michael Ford, MSDE Behavior Specialist, examine the issue from the school level.

Students take personal responsibility

In middle school, where childhood and adolescence come crashing together, bullying is thought to be at its peak. Unsupervised use of cell phones and computers rises dramatically. Students come together from different feeder schools. Parents often loosen the reins to encourage independence in their children.

At Kingsview Middle School in Montgomery County, as in other schools across the state, the counseling team has taken the lead in creating a school environment where every educator and student is part of the anti-bullying culture.

The school-wide anti-bullying initiative at Kingsview this year encouraged students to focus on personal responsibility as the catalyst not only for prevention, but as a way to foster empathy and develop an awareness of



In Cecil County, Abby Wagner, school psychologist, and Jacob Zebley, social studies teacher, review a flyer inviting parents and students to a cyberbullying presentation.

the emotional well-being of their peers.

After teachers presented an anti-bullying guidance lesson that reached every student this fall, the counseling team asked students to write a personal statement on a white board about how they would help support each other and the school's anti-bullying culture.

The counselors then took photos of nearly the entire student body and the school staff holding their statements, and the pictures became a huge photo mural covering the walls of the school hallways. Like a rally, where the power of the group is greater than the individual, the impact of the more than 900 statements was affecting.

"The statements were eye-opening in their poignancy and had an obvious impact on those who read them," said resource counselor Heather Cohen, a member of the Montgomery County Education Association.

Classroom lessons and school-wide professional development are important, adds Cohen—they provide the definitions and information we all need to understand what bullying is, how to respond to it, and how it affects the school community. But the power of the mural at Kingsview is that each student described what they would do, on their own terms, to make life better for someone else, and in doing so had to think about what was generous, thoughtful, courteous, and civil behavior.



School staff and students at Kingsview Middle School. First row, left to right: Keerthi Vijayakumar; Nya Martinez; Genevieve Tan. Middle row: Emmanuel Azadze; Jan Moore, school counselor; Wymon Lee, science resource teacher; Joe Mutamba. Back row: Kristen Sullivan, English resource teacher; Christian Pawlowski.

I think you're perfect. I will give you HOPE. I won't walk away from you. I will not watch my friends get hurt. I won't judge you. The word BULLYING isn't in my vocabul

In U.S. surveys, lesbian, gay, and bisexual adolescents and adults have two to six times higher rates of reported suicide attempts compared to straight people.

Across the country, there is an epidemic of suicides among gay high school students. Rates are four times that of straight kids and studies show that 33 percent of all gay youth—versus 13 percent of straight kids—have attempted suicide at some point.

That's why most public high schools in Maryland host Gay Straight Alliance (GSA) groups like the one at Montgomery County's James Hubert Blake High. Allies 4 Equality was founded in 2002 when a student approached social studies teacher and MCEA member Mary Wagner and said, "You know, a school like ours should really have a Gay Straight Alliance."

"She was right," Wagner said, "Our school is an arts and humanities signature school and we have a diverse student body. But that didn't mean we didn't have some issues that needed to be addressed."

Wagner, who advises the group with English teacher Deena Barlev, says that in the past two years there has been passionate interest and an increase in activism, perhaps in response to the increase in gay youth suicides that are consistently related to bullying, and students' concern for themselves and their friends. This year,

Wagner often finds 30 students ready to support each other, share, and plan their next event.

So how does a school like Blake, with a strong and active GSA, respond when a student bullies someone he or she thinks is gay? "Our administration and security is very supportive," said Wagner. "When we needed support after a recent incident, our security officer responded, then came to our next meeting to explain what he was able to do and what he could do in the future."

Last year, Blake's Allies 4 Equality GSA received the first Gay Lesbian Straight Education Network's (GLSEN) national GSA of the Year Award. The award honors a student club that has demonstrated extraordinary leadership to ensure that all students in their school community feel safe and treated with respect regardless of their sexual orientation or gender identity/expression.

The club annually sponsors student-led actions including GLSEN's No Name-Calling Week in January and Day of Silence observance to raise awareness about harmful language and anti-LGBT bullying.

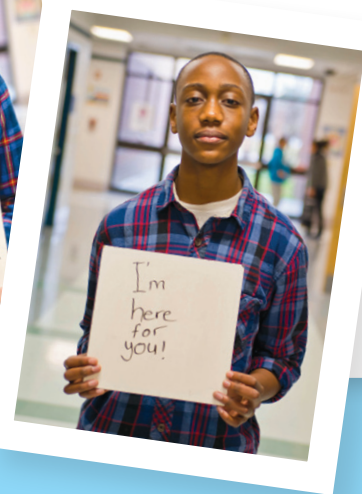
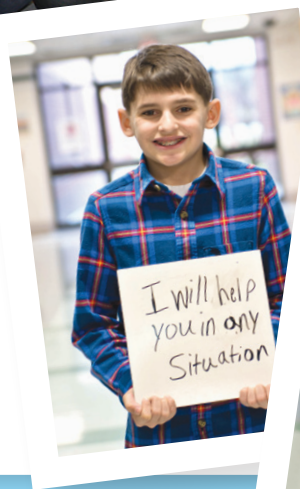
And the club created the Allie the Ally project to show support for LGBT youth. The paper doll has been sent across the country and around the world to people who take photos with Allie and send back messages of encouragement. You can find out where she's been on Facebook, Twitter, and Tumblr.

Allie the Ally, Blake's GSA mascot, played golf with Eva Longoria! Allie's been across the U.S.A. and around the world. Visit Allie on Facebook—facebook.com/AllieTheAlly.



▲ The Blake High School Allies 4 Equality Gay Straight Alliance, one of the state's oldest GSAs, won GLSEN'S first national GSA award in 2012.

► Students Christian Pawlowski at Kingsview Middle and Joe Mutamba hold themselves accountable for a positive school environment.



MSEA's Bullying Survey

Did you take the digital *ActionLine* survey about bullying in your school? Check out the results about the frequency of bullying in Maryland schools and if prevention, awareness, and consequences are making a difference.

1. Is the level of bullying in your school:

Less than it was 3 years ago	23%
The same as it was 3 years ago	37%
More than it was 3 years ago	40%

2. If less, to what do you attribute the decline?

A strong in-school bullying awareness campaign	42%
Stronger disciplinary policies when bullying occurs	16%
Character development curriculum	21%
Heightened awareness of staff, parents, district.	21%

3. If more, to what do you attribute the increase?

Unenforced disciplinary policies	74%
Fear of reporting	26%

4. Does most bullying occur inside or outside of your building?

Inside	51%
Outside	49%

5. If inside your building, where does most bullying take place?

Gym class	7%
Cafeteria	20%
Restrooms	3%
Hallways	70%

6. If outside your building, where does bullying take place?

School bus	37%
As students walk home	24%
On social media	33%
Texting	6%

Adult Bullying Takes a Toll

Bullying doesn't just affect children in school. Bullying behaviors occur in the workplace too, but often victims of workplace bullying are unwilling to speak up for fear of retribution and loss of their job. But the issue is gaining traction. Since 2013, 21 states (including Maryland) have introduced "Healthy Workplace" legislation. No laws have yet been enacted, and at press time the legislation showed no activity in the Maryland General Assembly.

In schools, adult-to-adult bullying can affect student behavior and legitimize student bullying tactics. Because of this, it is very important that school employees familiarize themselves with how to effectively deal with bullying.

Bullying wears a victim down. Psychological effects include stress, depression, mood swings, loss of sleep and fatigue, feelings of shame, guilt, embarrassment, and low self-esteem. Physical health conditions may also result, including post-traumatic stress disorder, reduced immunity to infection, stress headaches, high blood pressure, and digestive problems.

In the school setting, if a teacher or support professional is bullied it will most likely have a negative impact on their job performance and effectiveness and that translates into missed educational opportunities for children.

What can you do?

Familiarize yourself with bullying resources to increase the likelihood that you will recognize bullying when it occurs so that it can be properly dealt with. When you believe that you or someone you know is a

Workplace bullying is repeated mistreatment that takes one or more of the following forms:

- * Repeated use of insults
- * Verbal conduct that a reasonable person would find threatening or humiliating, including shouting
- * Sabotaging or undermining an employee's work performance
- * Assigning tasks with impossible deadlines
- * Removing areas of responsibility and assigning trivial tasks instead
- * Taking credit for someone else's idea
- * Spreading rumors
- * Constantly undervaluing effort
- * Persistent non-productive criticism

A word from MSEA's Legal Department about workplace bullying:

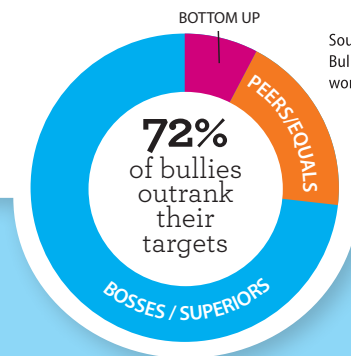
Bullying has, unfortunately, become an increasing concern among employees. When it occurs in the workplace, it leads to poor communication, reduced team collaboration, and an overall decrease in service and productivity, all of which negatively impacts the education of students.

If an employee is confronted with such a situation, they should contact the local association, which will assist in confronting the individual who is bullying and/or pursuing more formal avenues for redress. All boards of education have policies and procedures to investigate such concerns.

—Kristy Anderson, Deputy Chief Counsel

target of bullying, there are meaningful actions you can take to make a stand against bullying.

When bullying occurs, you are encouraged to contact your union representative. Seeking assistance from your representative is your right as a union member. Your union will assist you in understanding your legal rights. Language may be added to your collective bargaining agreement to allow an employee to file a grievance concerning severe bullying.



Source: Workplace Bullying Institute, workplacebullying.org

7. Which social media site has been the forum for the most cyber-bullying in your school?	
Facebook	82%
Twitter	18%
8. Has bullying and/or cyber-bullying resulted in any of the following outcomes at your school?	
Suicide	2%
Drop out	4%
Suspension	58%
Mediation	62%
Transfer to another school	27%
Police intervention	31%

9. Are you aware of adult bullying in your school?	
Peer to peer	22%
Administration to staff	41%
Supervisor to education support staff	12%
Faculty to education support staff	6%
Parent to staff	53%
10. Do you feel that you have adequate professional development to effectively combat bullying in your school?	
Yes	53%
No	47%

More resources—How would you use them? Take the new survey at marylandeducators.org/aldigital.

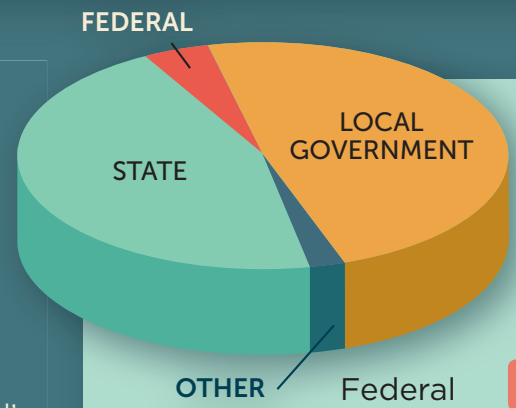
Return on

REAPING THE REWARDS

When Maryland's Bridge to Excellence Act—Thornton—passed in 2002, the *New York Times* called the legislation “historic.” Now, after 10 years, Maryland's public schools are thriving and *Education Week* has ranked our schools #1 in the nation for an unprecedented fifth year in a row. Fantastic!

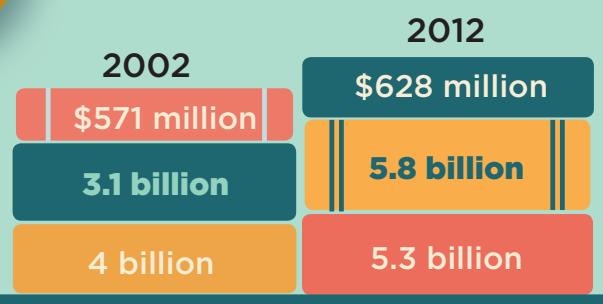
But despite the progress we've made, school funding is still below the levels recommended by Thornton—more than \$700 million on both the state and local levels. We've seen how this made an impact on larger class sizes, eliminated positions, and program cuts.

Be a strong advocate for our public schools. Check out this infographic to see where school funding comes from, the progress we've made, and how you can stand up for our schools.



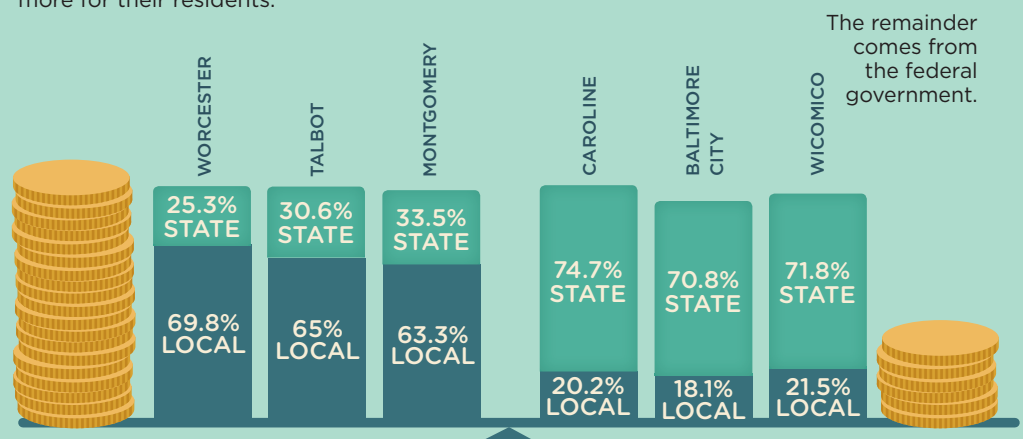
WHERE DOES THE FUNDING COME FROM?

With Thornton funding came record school investment and increased student achievement.



County allotments are based on wealth

Thornton brought funding equity to Maryland. Now, less wealthy counties receive more money from the state than wealthier counties, whose local coffers can provide more for their residents.



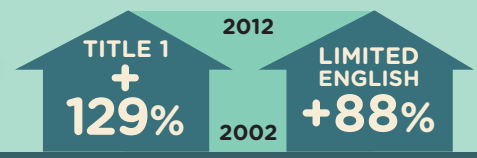
Local school funding protected!

Funding is now predictable and consistent thanks to 2012 Maintenance of Effort law.



A changed student population

Thornton funding means more money for high poverty, special ed, and limited English proficiency students.



Source: MSDE; Department of Legislative Affairs

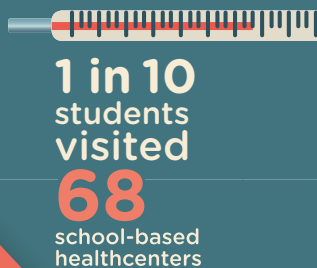
Education Investment

OF EDUCATION FUNDING

WHERE DOES IT GO?

STUDENT HEALTH & WELFARE

Maryland Meals for Achievement



SCHOOL IMPROVEMENTS

More courses taught by qualified teachers **+17%**

Focused career tracks
48 Career and Technology programs = more options for more students.

Tracking student progress
10-way data collection provides student demographics, programs, courses, and achievement.

2002-2012

School construction funding

1992-2001

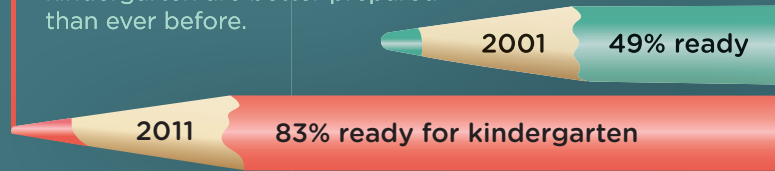
\$1.5
BILLION

\$2.5
BILLION

49 new buildings, renovations, and repairs

READY FOR SCHOOL!

Thanks to Thornton funding and full-day pre-K for disadvantaged students, children entering kindergarten are better prepared than ever before.



STUDENT ACHIEVEMENT



#1 student achievement growth (NAEP, 1992-2011)
—Harvard School of Government

#1 4th grade reading and math improvement, proficient level
#1 4th grade reading, basic level
#1 8th grade reading improvement, basic and proficient levels
—National Assessment of Educational Progress (NAEP)

#1 AP performance, 2008 -2012

87% graduation rate
THE HIGHEST EVER!



STAND UP!

Protect programs
Protect jobs
Protect class size
Protect student achievement

Visit marylandeducators.org/standup



ELECT NEW DIRECTORS AND DELEGATES

MSEA CONVENTION 2013

VOTE FOR NEA DIRECTOR AND DELEGATES TO THE 2013 NEA CONVENTION IN ATLANTA!

It's Maryland's NEA Directors and NEA Representative Assembly delegates who are among those who make sure Maryland members are a part of the important discussions that shape NEA policies and positions.

And beginning January 28, you'll be voting online for two of MSEA's four NEA directors who will represent you in Washington D.C., and some of the more than 40 MSEA delegates who will join 8,000 colleagues from across the country at the 2013 NEA Annual Meeting and Representative Assembly in Atlanta, GA, July 1-6.

This year, MSEA's NEA Directors worked with other directors from around the country to promote education issues in the nation's capital. They lobbied on Capitol Hill on issues like the fiscal cliff and what it meant for students and educators, and they continue to work as leaders as states move toward Common Core State Standards and other important classroom issues, including school vouchers, class size, and more.

Maryland delegates joined 8,000 colleagues from across the country last July to discuss, debate, and vote on NEA's position on a number of important classroom, school, and public education issues that affect member and student success.

Last year, through the action of nearly 100 new business items, delegates supported a multi-year plan for full funding of IDEA, equitable internet access for students, several anti-bullying initiatives, and a Disaster Crisis Fund to assist states that suffer natural disasters. Other issues considered included a partnership with other labor groups to develop pro-collective bargaining policies and laws to combat legislative attacks, a constitutional amendment to reverse Citizens United, and a media push to publicize that the maximum student/teacher per day contact ratio should not exceed 150 students.

Meet the candidates for NEA Director on the following pages

Meet the candidates for NEA Delegate to the NEA Convention at

Visit marylandeducators.org/mseaelection2013.

VOTE ONLINE

JANUARY 28-FEBRUARY 25

marylandeducators.org

You'll need your MSEA member ID. You can find it on the back cover of this issue of *ActionLine*, on the same line as your name. You can also find it on your MSEA membership card or you can ask your association building representative. You'll also need the last four digits of your Social Security number.

VOTE IN 3 EASY STEPS!

1. Click the blue MSEA Elections button on the right side of the home page under Take Action. You can also click the large rotating picture on the homepage.
2. Sign in using your member ID and last four digits of your Social Security number.
3. Vote for your candidates.

DON'T FORGET! You can review all the candidates running in this year's election at marylandeducators.org/mseaelection2013.

MEET THE CANDIDATES FOR NEA DIRECTOR

WHAT DOES AN NEA DIRECTOR DO?

NEA's Board of Directors consists of at least one director from each state affiliate, plus an additional one for every 20,000 active members. With 70,000 members, MSEA has four NEA directors. NEA directors are also members of MSEA's Board of Directors.

TWO TO BE ELECTED • THREE-YEAR TERM • 9/1/2013 – 8/31/2016



GARY BRENNAN

Position: Teacher/Local Association President

Local: Frederick County Teachers Association

Member: MSEA 26 years/NEA 26 years

Association Position: *Local:* President, treasurer, building representative. *MSEA:* Board of Directors, Legislative Committee (chair), Budget Committee. *NEA:* Board of Directors, Representative Assembly delegate.

Public education is the most important equalizer of opportunity in our communities and great public schools are the right of every child. Workers, including those of us in the public sector, have a right to collective bargaining which should not be encroached upon by politicians or policy makers. These are the driving tenets of my association activism.

As educators we have a responsibility to bring our experience, and knowledge to the public policy debates around these issues. Educators must reframe the debate so support for public education and collective bargaining are not Republican v. Democrat or left v. right issues, but instead receive support from the broad majority of Americans.

I'm running for reelection to the NEA Board of Directors because I want to continue to work with colleagues across the state and the nation to improve this discussion and accomplish the goals of the united education profession.

NEA CANDIDATES CONTINUED



ONLINE NOW!

IT'S FAST AND EASY AT

marylandeducators.org/mseaelection2013

JANUARY 28–FEBRUARY 25

Dates to remember

JANUARY 28 Voting begins online

FEBRUARY 25 Deadline for receipt of online ballots

MARCH 8 Election results validated by MSEA Nominations and Bylaws Committee

MARCH 11 Results posted on marylandeducators.org/mseaelection2013

WHAT IF THERE'S A RUNOFF? Visit the website for a schedule and candidate information, or see the March/April issue of *ActionLine*.

TWO TO BE ELECTED • THREE-YEAR TERM • 9/1/2013 – 8/31/2016



MAVIS ELLIS

School: Springbrook High School

Position: Teacher/Pupil Personnel Worker

Local: Montgomery County Education Association

Member: MSEA 23 years/NEA 23 years

Association Position:

Local: Board of Directors, Human and Civil Rights Committee (chair), Representative Assembly. *MSEA:* Board of Directors, Human and Civil Rights Committee (chair). *NEA:* Board of Directors, Board of Directors Mid-Atlantic Caucus (co-chair), Resolutions Committee.

As an experienced member of the NEA Board of Directors, I have advocated on policies that govern our union ... how our dues dollars should be spent, what educational issues should be supported or not supported and how to keep our members more actively involved.

I have lobbied on public education policy issues that impact children and all educators ... teachers, ESP, specialists and other MSEA members. We are the education experts and our voices must be heard!

I am a committed leader willing to work tirelessly to make sure educator issues are fully and equitably addressed while always keeping in mind the students and families we serve. I ask for your vote in January so that I may continue to serve Maryland educators as an NEA Director for Maryland.



BETSY JOHNSON

School: Argyle Magnet Middle School

Position: Teacher

Local: Montgomery County Education Association

Member: MSEA 6 years/NEA 6 years

Association Position:

Local: Middle School Board of Directors, treasurer, Labor Management Collaboration Committee.

Working with my MCEA local in the capacity of Board of Directors, Middle Schools, MCEA, Treasurer, MCEA, LMCC (labor management), and MCEA, Chair of Community Outreach & Public Relations, has provided me the opportunity to serve all members and continue to preserve workers' rights.

It gives me great pleasure to fight for the issues that matter most to Marylanders, and make major steps in preserving our union. Maintaining collective bargaining rights is a fight that we must not lose.

Our Union deserves to have strong working people like myself. I would indeed, serve you well as NEA Director.

Visit marylandeducators.org/mseaelection2013.

VOTE ONLINE TODAY!

TWO TO BE ELECTED • THREE-YEAR TERM • 9/1/2013 – 8/31/2016



DOUG LEA

School: Deep Run Elementary School

Position: Teacher

Local: Howard County Education Association

Member: MSEA 24 years/NEA 24 years

Association Position:

Local: Treasurer, director, committee chair. *MSEA:* RA delegate, emerging leader. *NEA:* National Teaching Fellow, RA delegate, Teacher Quality staff.

If you allow me to represent you, I promise to bring your perspective to the Board. I understand the politics at NEA. I learned how things work and how things get done by spending a year at NEA headquarters as the NEA Teaching Fellow.

Day after day I worked closely with NEA staff and governance on a variety of policy issues. I was core staff to NEA's Commission on Effective Teachers and Teaching where we crafted a vision for the future of our profession and for the NEA.

The Commission's work was instrumental in shaping NEA's major focus on Leading the Profession. The vision: We don't need a seat at the table. We should own the table.

Legislation, professional development, teaching and learning conditions and the misuse of standardized testing are just a few issues facing us. I would be honored to represent you. Your support would be greatly appreciated!



JOSEPH WEBB

School: Suitland High School

Position: Teacher

Local: Prince George's County Educators' Association

Member: MSEA 15 years/NEA 40 years

Association Position:

Local: Treasurer, Board of Directors, RA delegate. *MSEA:* RA delegate.

"EDUCATION IS OUR HOPE FOR A BETTER TOMORROW." When Joseph Webb accepted the nomination for NEA Director, he sallied forth upon another quixotic quest that could reconstruct American education for the next quarter-century. Because Joseph Webb exemplifies new nobility in leadership and a new sense of pride, his candidacy gives voters a clear choice.

MSEA conventions and NEA conventions are memorable forums where this nationally recognized scholar, educator, poet, essayist, lecturer, parliamentarian, and raconteur clearly and passionately articulates TRUTH.

He endows MSEA's electorate with legitimate justification for voting. Joseph Webb invites all MSEA colleagues, "Let us link our heart and minds together and relentlessly pursue/create this pristine 'BETTER TOMORROW' wherein the only acceptable standards are dedication to SERVICE, and commitment to EXCELLENCE." "I shall help to shape this nation so every future generation will have a land where all are free of ignorance and poverty." ...AGAPE...

Visit marylandeducators.org/mseaelection2013.

VOTE ONLINE TODAY!

Inside MSEA

David Helfman, Executive Director

Our vision for your security



If you were hired in the last few years, it's likely that you haven't received a step increase each year. Due to the recession, many counties are still paying their second and third year teachers the starting salary found on step one. Without step increments it is harder for you to keep up with growing costs for groceries, gas, and your family.

"20/20" represents great eyesight. It's what we all wish we had—clear vision without corrective lenses or Lasik surgery.

There's another 20/20 within sight—the year 2020. Although our vision of that year is a little cloudy, we can rest assured of one thing: the education profession will look very different in the seven years between now and then.

Not only will we have a different president, governor, curriculum, and assessments, but the education workforce will be very different. Boomers are retiring, and younger educators and career changers are coming on board. It's the simultaneous "graying" and "greening" of the profession.

No matter where you are in your career—green, gray, or somewhere in between—MSEA is fighting for your interests at the bargaining table and in Annapolis.

Let's focus on the "greener" educators first, especially the young people who are starting families, trying to buy that first house, and working to establish some financial security. If you were hired in the last few years, it's likely that you haven't received a step increase each year. Due to the recession, many counties are still paying their second and third year teachers the starting salary found on step one. Without step increments it is harder for you to keep up with growing costs for groceries, gas, and your family.

That's not how we retain top-notch educators, and, as we emerge from the recession, it's not a sustainable path forward for our schools. MSEA is committed to ensuring adequate funding at the state and local levels to restore the integrity of the way that we pay our educators. That means unfreezing salary scales and making sure that you have the financial security you need to pursue the career you've chosen.

Clearly, unfreezing salary scales makes a difference not only to young educators, but to all school employees. But if you're like me and a bit on the "grayer" side, you're especially concerned about the stability of your retirement and your pension.

For years, the General Assembly underfunded the pension system through the "corridor method," which allowed them to put less money into the fund than recommended by the actuaries. MSEA will be working hard this year to phase out this short-sighted method. Success means that we will eliminate the conditions that stressed the pension fund and caused the General Assembly to reduce benefits in 2010. It will insure that the retirement fund can keep the promises made to all our members, lay the groundwork for a fully funded pension system, and eventually turn the conversation to one of benefit enhancements rather than reductions.

Whether you're in your 5th, 15th, or 50th year on the job, MSEA is here for you. To get to where we want to be in 2020, we must pursue a clear vision of how we can recruit, retain, and support the outstanding educators that you'll find in every school in Maryland.

MSEA RELEASES POSITION PAPERS ON VOUCHERS AND CHARTER SCHOOLS

Last year, MSEA helped pass legislation that protected \$2.6 billion in local school funding and repaired a broken maintenance of effort law that posed an annual threat to students and their schools. We helped clarify that issue for members, legislators, and friends of education with a position paper.

This year, we've tackled two issues that frequently arise in the General Assembly—charter schools and school vouchers.

Here's what the PTA said about vouchers in "Rejecting the BOAST Bill, Vouchers, and Neo-Vouchers:"

"Vouchers will not ensure parental 'choice.' Private and religious schools may deny applications for enrollment for any reason. The 'choice' in choice programs lies with private school administrators, not with parents. Many private schools do not enroll students with disabilities, non-native English speakers, and students can be removed without due process at any time." —*Maryland PTA*

In "Protecting Maryland's Charter School Law," MSEA urges support for one of the the strongest charter school laws in the country:

"Maryland's charter school law encourages innovation and respects autonomy, fits the needs of a local school district, and ensures that high standards are met and all school employees are protected under collective bargaining agreements. The law strikes the right balance between local control and accountability and innovative instruction."

READ THE PAPERS AT
marylandeducators.org/boast
and marylandeducators.org/charterschools



Visit marylandeducators.org/aldigital to hear Dean Kenderdine, Executive Director of the State Retirement and Pension System, discuss the importance of ending the corridor method—and how it affects you!



ARE YOU A RETIRED EDUCATOR?

REGISTER TODAY FOR MSEA'S RETIRED ADVISORY COUNCIL ANNUAL WORKSHOP



MSEA-RETIRED MEMBERS! HELP ELECT THREE MEMBERS TO YOUR SEVEN-SEAT MSEA RETIRED ADVISORY COUNCIL.

Three seats open

Three-year term • August 1, 2013 – July 31, 2016

CAST YOUR BALLOT MARCH 15–APRIL 15
marylandeducators.org/retiredelection2013

MSEA-RETIRED ADVISORY COUNCIL ELECTION 2013

HOW TO NOMINATE A CANDIDATE

- Complete the Nomination Form below.
- Submit form by mail or fax. Submit photo by mail or email. No faxes or Xeroxed photos accepted.

For more information, visit marylandeducators.org/retiredelection2013, or contact Kristy Anderson, Deputy Chief Council, kanderson@mseanea.org.

DEADLINE: FEBRUARY 18, 2013

SEND NOMINATION FORM TO: MSEA Nominations & Credentials Committee, Attn: Susan Nolan, 140 Main Street, Annapolis, MD 21401 Fax: 410/263-5730

MSEA-RETIRED ADVISORY COUNCIL Nomination & Intent and Biography Form

Name _____

Street Address _____

City _____ State _____ Zip _____

Home Phone _____ Cell Phone _____

Local Association (Pre-retirement) _____

MSEA Member: _____ Years: _____ Ethnic Group: _____

Association Positions Held (Limit: 3 per category):

■ Local: _____

■ MSEA: _____

■ NEA: _____

Personal Statement: Attach a statement not exceeding 25 words. Statements over 25 words are subject to deletion.

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

Date _____ Signature of Nominee _____

APRIL 25, 2013

Join your retired educator colleagues at MSEA's Annual Retired Educator's Workshop to hear special guest Laura Feldman, grassroots manager, National Committee to Preserve Social Security and Medicare, speak on the politics of aging.

In addition to Feldman, you'll hear expert presenters on topics such as elder law, computer technology, preventive health, stress management, and more.

Register online at marylandeducators.org/retiredworkshop, or contact Barb France, 443/433-3654, bfrance@mseanea.org.

REGISTRATION DEADLINE: April 12, 2013.

LOCATION: DoubleTree Hotel, 5485 Twin Knolls Rd, Columbia, MD, 21045; 410/997-1060.

"More money is spent on Viagra and breast augmentation than Alzheimer's research. So, in 20 years we will have a lot of perky bodies who have no idea what to do with them."

Laura Feldman, National Committee to Preserve Social Security and Medicare

important dates

JANUARY

- 19 Martin Luther King, Jr. Breakfast and Minority Recognition Awards *Martin's Crosswinds, Greenbelt*
- 21 Martin Luther King, Jr. Day *MSEA office closed*
- 26 National Board Jump Start Seminars
- 28 MSEA Election *Online voting begins*
MSEA West CBC
- 30 Retired Advisory Council Annual Lobby Day *MSEA Headquarters, Annapolis*

FEBRUARY

- 8-9 NEA Board of Directors Meeting
- 12 MSEA East CBC
- 14 MSEA Urban CBC
- 18 Retired Advisory Council Election *Deadline for nominations*
Presidents Day
- 22 MSEA Board of Directors Meeting
- 23 ESP Day *DoubleTree Hotel, Annapolis*
- 25 MSEA Election *Deadline for receipt of ballots*

MARCH

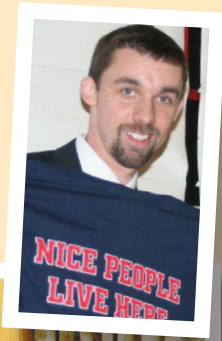
- 8-9 National ESP Conference *Louisville, KY*
- 12 MSEA East CBC
- 14 MSEA Urban CBC
- 15 Retired Advisory Council *Online voting begins*
- 15-16 MSEA Board of Directors Meeting
- 25-27 Passover
- 29-
April 1 MSEA office closed

APRIL

- 1 MSEA office closed
- 8 Sine Die *General Assembly adjourns*
- 9 MSEA East CBC
- 11 MSEA Urban CBC
- 15 Retired Advisory Council *Deadline for receipt of ballots*
- 18 MSEA Southern CBC
- 19-20 MSEA Board of Directors Meeting
- 25 Retired Advisory Council Annual Workshop *DoubleTree Hotel, Columbia*
- 27 Membership Workshop *DoubleTree Hotel, Annapolis*

Meet Brian Jones

"Nice people live here" is the slogan of my hometown, Rock Hall, MD. This picture was me handing out tee shirts as a Town Council Member at our Annual Appreciation Dinner.



One of my favorite pictures, my mom and sister. They have been a huge inspiration in "My Life".



My best friend! My dog Sam. Also my alarm clock every morning at 6 a.m.! He is a beagle/lab mix and full of energy.

Students learning about different parts of the computer and researching how to repair them. This is a computer that they will eventually assist with repairing to deploy back in the operational machines.



Enjoying my time as volunteer firefighter, in this picture I was taking on a new task of learning how to pump the apparatus.



DJ Brian Jones working the Kent County Middle School 8th grade dance, with best friend and coworker Carol Bramble in the background.



Visit marylandeducators.org/aldigital to watch Brian's video!

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



MSEA Board of Directors

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Betty H. Weller, Kent
(O) 443/433-3673 800/448-6782

Vice President

Cheryl Bost, Baltimore County
(O) 443/433-3677 800/448-6782

Treasurer

Bill Fisher, Charles
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Executive Director

David E. Helfman
(O) 443/433-3676 800/448-6782

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Gary Brennan, Frederick
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Steven Brooks, Calvert
(O) 410/535-7865 (H) 410/414-8011

Michael Davis, Howard
(C) 301/740-4426

Mavis Ellis, Montgomery
(S) 301/989-5451 (H) 410/715-4488

At-Large Members

Richard Benfer, Anne Arundel
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Joe Coughlin, Baltimore County
(S) 410/627-9155

Theresa Mitchell Dudley, Prince George's
(H) 301/237-2822

Anna Gannon, Howard
(H) 410/446-9879

Lori Hrinko, Cecil
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Ted Payne, Carroll
(H) 410/654-4956

Doug Prouty, Montgomery
(H) 301/587-9149

Deborah Schaefer, Anne Arundel
(C) 410/294-9688

MSEA Student Program

KeShanda Golden, Bowie State University

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301/777-2570 • ESP: Marlene Sallerson
301/777-2926

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301/392-0150

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301/620-9217

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Kent TCH: Melissa Maenner
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Montgomery TCH: Doug Prouty
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Prince George's TCH: Kenneth Haines
301/736-2700 • ESP: Shirley Adams
301/809-0472

Queen Anne's TCH & ESP: Elaine McNeil
410/758-2850

St. Mary's TCH: Anna Laughlin
301/737-2500 ext. 300 • ADM: Alexander C.
Jaffurs 301/475-4252 • ESP: Terrie Butt
301/737-2500 ext. 300

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Talbot TCH & ESP: Andrew Burke
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• ESP: Ann Marie Hines 301/766-8146

Wicomico TCH & ESP: Kelly Stephenson
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Worcester TCH: Helen Schoffstall
410/632-5270 • ESP: Nikki Jackson
410/632-5270

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Carroll TCH: Dan Chambers,
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ADM: Mary Jo Neville 410/997-3440
ESP: John Gates 301/620-9217

Garrett TCH & ESP: Evan West
301/729-8280

Harford TCH: Larry Ginsburg,
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ESP: Larry Ginsburg 410/838-0800

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410/763-6923

Montgomery TCH: Tom Israel,
Jerome Fountain, Jon Gerson, Andrea
Giunta, Andrew Macluskie, Jennifer
Nguherimo, Paul Pinsky, Mary Pat Spon
301/294-MCEA

Prince George's TCH: Lewis Robinson,
Susan Lesser, Jamal Miller, Jephta
Nguherimo, Dorothy Ray, Jimalatice
Thomas-Gilbert 301/736-2700 • ESP:
Daniel Besseck, Adolfo Botello, Angela
Thomas 301/809-0472

Queen Anne's TCH & ESP: Keith Wright
410/763-6923

St. Mary's TCH & ESP: Liz Purcell
Leskinen, Courtney Dowling
301/737-2500 ext. 300 • ADM: Meg
MacDonald 301/392-0150

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

Talbot TCH & ESP: Keith Wright
410/763-6923

Washington TCH: Thomas (Scott) Miller
301/797-7682
ESP: Cheryl McLeod 301/797-7662

Wicomico TCH & ESP:
Marinus van Kuilenburg 443/859-7073

Worcester TCH & ESP: J.C. Parker
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