

# The EASMC Extra!

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## TEACHER RECOMMENDED CANDIDATES

President/VP	Senator Obama/Senator Biden
Congress	Congressman Steny Hoyer
Board of Education	District 2- Cathy Allen District 4- Mary Washington
Member At-Large	Gary Kessler



### Support Question #2



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## The Candidate Recommendation Process

During election season, we are often asked how a candidate receives our "recommendation." This process is outlined in NEA/MSTA/EASMC policy and is generally the same process, but is carried out at all three levels of the organization. The candidates must complete a written questionnaire and be interviewed by the Steering Committee of the organization. All of the questions on both the questionnaire and in the interview are education related questions. They may have to do with funding, collective bargaining issues, programs, or laws. The committee members at the local (EASMC) level are selected by the President. CEASMC also has representatives on the committee and they are also selected by the CEASMC President. Once a candidate has completed both a questionnaire and an interview, the committee discusses the candidates and makes a decision about recommendation. The committee's recommendations are taken to the EASMC Board of Directors for approval. The decision from the Board is then taken to the EASMC Representative Assembly for a vote. The Representative Assembly has final say in the recommendation and it may disagree with and then change the recommendation from the Board of Directors.

EASMC uses this process in making decisions about who to recommend in County Commissioner, Board of Education, and state Delegate and Senate races. MSTA uses the process for candidates for Congress, and NEA uses the process when deciding who to support for President. If a candidate at any level chooses NOT to complete a questionnaire or to take part in an interview, they can not be considered for recommendation. In the current presidential election cycle, all of the Democratic candidates went through the process with NEA. The only Republican to do so was Governor Mike Huckabee. Governor Huckabee also came and spoke to the NEA representative Assembly in Philadelphia in 2007, as did all of the Democratic candidates.

If you have questions about this process or if you are interested in serving on the Steering Committee that interview and make the initial recommendations to the EASMC Board of Directors, please contact us at [wtwigg@mstanea.org](mailto:wtwigg@mstanea.org).

#### BOD Contacts:

- Wanda Twigg- EASMC President, [wtwigg@mstanea.org](mailto:wtwigg@mstanea.org)
- Liz Purcell Leskinen- MSTA UniServ Director, [lleskinen@mstanea.org](mailto:lleskinen@mstanea.org)
- Courtney Dowling- MSTA UniServ Director, [cdowling@mstanea.org](mailto:cdowling@mstanea.org)
- Dawn Pipkin- EASMC Vice-President, [dtpipkin@smcps.org](mailto:dtpipkin@smcps.org)
- Jan Emerson- EASMC 2nd Vice-President [jbemerson@smcps.org](mailto:jbemerson@smcps.org)
- Betsy Hundert-Secretary [bahundert@smcps.org](mailto:bahundert@smcps.org)
- Tom Galligan-Treasurer [ttgalligan@smcps.org](mailto:ttgalligan@smcps.org)
- Karen Myers- MAL-Elem [kamyers@smcps.org](mailto:kamyers@smcps.org)
- Anna Laughlin- MAL-General [amlaughlin@smcps.org](mailto:amlaughlin@smcps.org)
- Billy Breslin- MAL-Secondary [wfbreslin@smcps.org](mailto:wfbreslin@smcps.org)
- Don Asher- MAL-A&S [dfasher@smcps.org](mailto:dfasher@smcps.org)
- Harold Siskind-MAL Retired [siskind@verizon.net](mailto:siskind@verizon.net)
- Jennifer Tippet, Admin. Assistant, [jtippet@mstanea.org](mailto:jtippet@mstanea.org)

## Welcome New Members

- ♦ Manjot Bains-Shepard, Green Holly Elementary
- ♦ Jacqueline Dunham, Leonardtown High
- ♦ Shawn Knott, Lettie Dent Elementary
- ♦ Matthew Taggart, Great Mills High



"One Voice for Educators"

## Child Abuse and Neglect Allegations Series Part 13: Civil Suits

### Commonly Asked Questions:

#### **Can a civil suit be filed against me as a result of allegations of child abuse or neglect?**

Yes, and you may be at risk of such a suit being filed for many years. While Maryland has a three-year statute of limitations for most civil actions, you should be aware that this deadline can be much longer depending on the age of the child at the time of the alleged incident. The three-year period does not commence until the child reaches 18 years of age. Thus, while a parent's claim for losses stemming from the alleged incident would have to be filed within three years of the event, in most circumstances the child's claim does not have to be filed until his or her 21st birthday.

#### **If I am served with a civil suit concerning an alleged incident of child abuse or neglect, what should I do?**

There are very specific deadlines for filing a response to a civil suit, and there are very serious potential penalties for you if that deadline is missed. Therefore, if you are served with a civil suit in such a situation, you should do two things immediately:

1. Take a copy of the suit papers to your Local Association. The Local Association will forward the papers to the MSTA attorneys for processing to the NEA Educators Employment Liability insurance company for a determination of coverage. You will then be contacted by the insurance company.
2. Give a copy of the suit papers to your principal (or direct superior if you are not school-based) and ask the principal to see that they are promptly sent to the office of the attorney for the local board of education.

## SAVE THE DATE

### 5th Annual Legislative Breakfast

Date: Saturday, January 10, 2009

Time: 8:30am-10:30am

Where: J.T. Daugherty Center in Lexington Park

We are looking forward to sharing our legislative priorities with you. An official invitation will follow, but please mark your calendars.

## Advertise Your Business Here!

Attention all Association member business owners! EASMC will print small advertisements, based on the availability of space, in our monthly newsletters. If you would like to promote your business, please email your ad to Jennifer Tippet at [jtippet@mstanea.org](mailto:jtippet@mstanea.org) before the 25<sup>th</sup> of the month.



## Association Representative Incentive Program

To encourage attendance at the monthly RA, the EASMC Board of Directors instituted the AR incentive program. If a building is represented at 8 of 9 monthly RA's, the AR is eligible for a trip to Ocean City during the MSTA Convention. EASMC will pay for 2 nights of hotel accommodations and give a small stipend for fuel costs. This year, Jeanne Taylor, BBES; Beverly Scroggins, LPES; Sheila Coon, RES and Rick Condle, LMS all received the incentive! The dollar value of this incentive was almost equivalent to the cost of yearly EASMC local dues! A few other AR's also won the incentive, but they were elected delegates to the convention. Will your building be represented at 8 of 9 meetings this year? Why not keep your building informed by attending monthly meetings and win a free trip to Ocean City in the process?



# MSTA Convention 2008



## A BIG Thank You!

Many thanks are due to the following leaders who attended the MSTA Convention in Ocean City to represent our membership in the decision making for MSTA. EASMC was well represented with 18 delegates. These dedicated leaders heard speeches from Governor O'Malley, Dennis Van Roekel, NEA President and Frank Kratovil, candidate for Congress. Delegates debated and voted on 2 Bylaw amendments and 11 new business items, in addition to a few Resolution changes.

- Wanda Twigg...EASMC President
- Dawn Pipkin...LMS
- Jan Emerson...SRMS
- Betsy Hundert...OES
- Tom Galligan...SRMS
- Anna Laughlin...LMS
- Billy Breslin...LHS
- Karen Myers...WMES
- Don Asher...Bethune
- Harold Siskind...Retiree
- Peg Johnson...SRMS
- Mary McNey...OES
- Michelle Price...WMES
- Jessica Tomcsik...PPES
- Ginny Fusaro...EMS
- Linda Richardson...TCES
- Lisa Cointot...TCES
- Melinda Kearns...DES



## A Name Change for Teachers

The Maryland State Teachers Association, which represents the majority of teachers in the state, voted at the annual convention in Ocean City to change its name. It will become the Maryland State Education Association (MSEA). A two thirds vote was required for passage and it was overwhelmingly supported. The name change is to go into effect during the 2009-2010 membership year. The Executive Director said this will likely occur on September 1, 2009.

For those of you who are groaning out loud right now and asking why the name that has been used for 140 years isn't good enough, MSTA does have its reasons. It says in a press release that its membership is now composed of paraprofessionals, administrators, bus drivers, cafeteria workers, guidance counselors and all the other staff that helps educate children every day. The name change makes us more inclusive and brings us in line with the NEA.

## Negotiations Update

It's negotiations time again! EASMC and SMCPs will be exchanging proposals on November 13, 2008. Our negotiation's sessions are scheduled as all day sessions on November 20 and December 11. (Please note the changes in the dates of negotiations as we work with SMCPs to address our needs during these difficult economic times). Your negotiations committee has been hard at work since last February collecting survey data, incorporating ideas, and writing the proposed language. Our Committee and Team Chair this year is Brian Rose of BBES. Other team members are Liz Purcell Leskinen, Chief Negotiator; Wanda Twigg, Ex-Officio; Luanne Ruonavar, GMHS; and Peg Johnson, SRMS. Many thanks to Brian, the team and committee for their dedication to improving the working conditions of our members! Wish them well!

Since we know that the state will be sending a smaller increase in funding to the county this year because of the budget situation, we will be looking to the county commissioners to provide more assistance. Please let your commissioners know how much you need their support this year and every year whenever you see them.

## Company Picnic Revisited!

After much consternation and thought, the EASMC/CEASMC/SMCPs Company Picnic planned for October 13 was cancelled. We heard from many members who were upset at the timing of the event, the stress associated with another event, and the economic climate. Given the low number of responses we had we decided to postpone the event until sometime next school year. Your building AR should be asking you what you would like to see in a picnic or other social gathering. Please participate in that discussion, so we can plan an event that folks would really like to attend. The games were never meant to be mandatory, but rather a voluntary, fun way to spend some time with colleagues! What kind of event would YOU like to attend?



## Click & Save "Buy-lights" for November

**Stretch your dollars in tough economic times!**

**NEA Click & Save**, the online buying service for NEA members, highlights select retailers and merchants each month. These featured "**Buy-lights**" are available throughout November.

**Avenue You:** Save up to 15% on beauty products

**Cooking.com:** \$40 off orders over \$300

**Blackberry:** Exclusive savings on Blackberry Smartphone's

**Blockbuster:** Save 50% on your first month with Blockbuster Online

**KitchenAid:** Up to 80% off select KitchenAid countertop appliances



Join the more than 50,000 NEA members already registered for NEA Click & Save. Go to [neamb.com/clickandsave](http://neamb.com/clickandsave) today!

## Mark Your Calendars!

- ◆ Nov. 4 Election Day- Schools closed
- ◆ Nov. 10 Report Cards distributed
- ◆ Nov. 11 Veteran's Day- Schools closed
- ◆ Nov. 12 SMCPs BOE Meeting and EASMC RA
- ◆ Nov. 14-15 MSTA BOD Meeting
- ◆ Nov. 18 Southern MD CBC Meeting
- ◆ Nov. 20 Negotiations Meeting
- ◆ Nov. 25 SMCPs BOE Meeting
- ◆ Nov. 26-28 Thanksgiving Holiday- Schools closed
- ◆ Dec. 2 EASMC BOD Meeting
- ◆ Dec. 3 End of Interim
- ◆ Dec. 9 EASMC RA Holiday Party



## EASMC Representative Assembly:

### Do you know what's really happening in EASMC & SMCPs?

Is your school or site represented at the monthly RA? Is your building getting all the latest information and updates about what's happening across the system and within the Association? Would 3 or 4 of you be willing to share the responsibility of attending the RA on the second Tuesday of the month? It's work to get representation at every meeting, but the benefits are well worth the effort! Let us know how we can assist you in getting representation for your site!

### Was your site represented at the RA on October 14th?

<b>BBES</b>	Brian Rose, Jeanne Taylor	<b>LMS</b>	Rick Condle
<b>Bethune</b>	Don Asher	<b>LMDES</b>	Sabra Szczglowski
<b>CHS</b>	Karl Pence, Nancy Lewis, Alice Willingham	<b>LPES</b>	Beverly Scroggins
<b>DES</b>	Melinda, Kearns	<b>MES</b>	Pam Hammer
<b>FCTC</b>	Joe Lynch, Bonnie Skinner	<b>OES</b>	Betsy Hundert, Mary McNey
<b>HES</b>	Cyndi Stahr, Kimberly Schrader	<b>PHES</b>	Mary Albee-Tullberg
<b>LHS</b>	Melissa Lawrey, Megan Shelton, Ilene Cohen, Nesrin Gibb	<b>PPES</b>	Jessica Tomcsik, Renee Campbell
<b>L' town Ofc.</b>	Courtney Mohammed	<b>RES</b>	Sheila Coon
		<b>TCES</b>	Linda Richardson
		<b>Retiree</b>	Don O'Neal

## Extra Pay for Extra Duty Process

In order for an extracurricular activity to be considered for extra pay within the negotiated agreement, the proper form must be completed and turned into Human Resources. Then, the EPED committee which is made up of representatives of SMCPS and EASMC meets and discusses each application form based on the description given on the form. Activities are weighted as high, medium, or low priority and salary is determined by a point system based on the number of hours worked, the number of students being supervised, and if you are the sole adult in charge or if the responsibility is shared. If the committee decides to assign a point value to an activity, the activities then have to be approved by the Board of Education. This usually occurs sometime during the negotiations process.

If you would like to have an activity considered for EPED for this negotiations cycle, please complete the form and get a copy to Dr. Weiland in Human Resources as soon as possible. EASMC also recommends sending a copy to us here at the Southern Maryland Higher Ed Center.

If you currently receive EPED and believe that the compensation is inadequate based on an increased number of hours, students supervised, or change in responsibility, please complete a new form and re-submit to the above named people. EASMC appreciates that many are working very long hours for inadequate compensation. Please help us help you by going through the process! If you have questions, please contact us here at the EASMC office by emailing [wtwigg@mstanea.org](mailto:wtwigg@mstanea.org) or call 301-737-2500, ext. 300.

## Preparing for Retirement? Five Compelling Reasons to Save More

According to the organization Americans for Secure Retirement, Americans' retirement security is at risk. Beyond the obvious conclusion that we are not saving enough, here are five factors that give pause to think about your plan for retirement.



- ◆ We are living longer. One in three 65-year-old women will live into their 90s. Your retirement income may need to last for 25-30 years, maybe more.
- ◆ We are spending more in retirement. The average retirement age of NEA members is 59. If you retire early, that means you will have to fund those extra retirement years.
- ◆ Social Security falls short. If you're eligible for Social Security, it will only provide a portion of your retirement income needs. Your state pension will also help, but supplemental retirement savings may be necessary to maintain your lifestyle in retirement.
- ◆ Rising healthcare costs. Inflation alone depletes your retirement savings, but coupled with healthcare costs that outpace inflation, your retirement savings can take a real hit.
- ◆ Market volatility. The current national financial crisis underscores how changes in the economy can affect retirement savings. A large downward swing in investment results as you near or enter retirement can significantly impact how long your retirement savings will last.

There are two good sources for help in working through these issues and developing a plan for your retirement. First, the [Five Minute Retirement Checkup](#) is a quick and easy online calculator that will give you a snapshot of your retirement readiness. Whether you're getting close to retirement or decades away, the [Five Minute Retirement Checkup](#) can help you assess your retirement savings progress.

A more thorough, hands-on approach is to seek help from an NEA Valuebuilder® representative. These knowledgeable people can help you make a plan for retirement and provide strategies and investments to help you meet your individual financial goals for retirement. To find an NEA Valuebuilder representative near you, contact the NEA Valuebuilder National Service Center at 1-800-NEA-VALU (632-8258).

## School Connectedness = Dropout Prevention: It's Everyone's Responsibility

**Have you taken the Dropout Prevention Survey online?  
The MSTA Human and Civil Rights Committee Wants to Hear From You!**

NEA has sounded the alarm about a dropout crisis and we want to hear what's happening in your school. Visit MSTA OnLine at [www.mstanea.org](http://www.mstanea.org) and click on the dropout survey on the home page. It takes just a few minutes! Results will be published in a spring issue of ActionLine.

**GREAT PUBLIC SCHOOLS**  
for **EVERY CHILD**



Liz Purcell Leskinen  
UniServ Director



**Question:**

When I graduated from my Masters Degree program, I had accumulated 15 additional credits above and beyond that required for the award of my degree. However, the SMPCS Human Resources Department refuses to move me to the next column over on the pay scale. How can they get away with this and is it a violation of the negotiated agreement?

**Answer:**

First, there's the issue of credit accumulation towards certificates and certificate renewal. These two areas are not subjects of bargaining and MSDE (through the Maryland Code) dictates the guidelines for eligibility of credits in these cases. The following is an excerpt from section 13A.12.01.02 of the Code of MD Regulations (COMAR).

.02 Definitions.

- A. In this subtitle, the following terms have the meanings indicated.
- B. Terms Defined.
  - (1) "Acceptable credit" means content or professional education course work earned after the conferral of the bachelor's or higher degree as provided in Regulation .05C of this chapter.

In order to save time and avoid long delays for its staff, SMCPSP personnel attend MSDE training so that they can make their best attempt to review an employee's file and predict the outcome in terms of certification, but this is only a preliminary assessment. MSDE has the final say. If SMCPSP's preliminary findings differ from that of MSDE's, then there is a SMCPSP adjustment to match the MSDE outcome.

Second, there's the issue of changing lanes between and beyond the major MSDE certification milestones; this area is negotiable since it is a salary issue. It has been a longstanding SMCPSP practice to count only those credits obtained after the bestowal of the Master's Degree or APC, not credits gained concurrently or previously. This practice is consistent with MSDE guidelines and thus, is the established practice across the state. While the guidelines for credit accrual are not specified (one way or the other) in the negotiated agreement, the current practice was agreed to by the Association and SMCPSP decades ago and has been applied consistently ever since.



**Question:**

I've heard some of my colleagues (members) talk about the need for "fair share" and that they are getting frustrated that we don't yet have fair share. What is it and how would it help me?

**Answer:**

We couldn't agree with your colleagues more; they are exactly right - a "fair share" representation fee IS fair! However, enactment of a fair share fee, also called a representation fee or an agency fee, requires legislation. And, of course, legislation changes require legislators who will support it. EASMC has been working hard to help our elected officials understand this inequity (some do and some don't) and we certainly can use the help of both you and your colleagues, so here's the scoop.

Currently EASMC is required by law to negotiate and enforce a contract that covers all certificated personnel, regardless of whether or not they are EASMC members who contribute financially by paying member dues. There is a substantial cost to reach and enforce collective bargaining agreements yet these costs are unfairly borne strictly by EASMC members. Nonmembers receive the same benefits and rights as do members yet they do not pay for the cost of achieving or maintaining them. For example, nonmembers receive the salary increases and benefits that have been negotiated by EASMC. Nonmembers also benefit from contract administration and enforcement, which establish precedent on disputes and secure improvements or benefits for all certificated employees, not just for the employee who raised the issue. EASMC must also pay its share of binding arbitration costs regardless of whether an employee is a member or not (doing so would subject EASMC to a Duty of Fair Representation lawsuit under the state collective bargaining law).

If the required legislation were passed, it would allow EASMC to negotiate with the Board of Education of St. Mary's County to establish this fair share fee. It would NOT force any employee to join EASMC. Instead, it would simply allow EASMC to negotiate a provision that all certificated employees who decline to join EASMC would pay just their "fair share" of the cost of benefits that they already receive free of charge. Since over 80% of St. Mary's County certificated educators choose to be EASMC members, it is clearly unnecessary to force EASMC membership.

So please spread the word and help us educate members, nonmembers, and other stakeholders in the education community about the need for a fair share representation fee!

