



# The EASMC Extra!

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*"One Voice for Public Educators"*



## 6th Annual Legislative Breakfast

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

# Save The Date

Date: Saturday, January 9, 2010  
Time: 8:30am-10:30am  
Where: Lenny's Restaurant  
23418 Three Notch Road, California, MD 20619



Co-sponsored by EASMC, CEASMC, CEA, and CAESS



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## EASMC Joins the 21<sup>st</sup> Century

Have you checked out the new EASMC website yet? Did you know we are on Facebook now? If not, check us out at [www.easmc.net](http://www.easmc.net) and our Facebook site. The EASMC website has photos of EASMC events, introduces you to our leaders, answers some frequently asked questions about our contracts, and much more. You can also find the recent negotiated agreement, information on legislation and lobbying, and information on our attorney referral program.

Another benefit of membership is the ACCESS program that has literally saved some people the entire amount of their dues.

Check out ACCESS on the website too. All you need is your membership number and you can find all the discounts available under ACCESS.



### BOD Contacts

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- ♦ Dawn Pipkin- EASMC Vice-President, [dtpipkin@smcps.org](mailto:dtpipkin@smcps.org)
- ♦ Tom Galligan- Treasurer [ttgalligan@smcps.org](mailto:ttgalligan@smcps.org)
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- ♦ Liz Purcell Leskinen- MSEA UniServ Director, [lleskinen@mseanea.org](mailto:lleskinen@mseanea.org)
- ♦ Jennifer Tippet, Admin. Assistant, [jtippet@mseanea.org](mailto:jtippet@mseanea.org)

\*Please note email address changes for Wanda, Jen & Liz



## Flex Spending Accounts (FSAs)

Open enrollment for the new Hirsch Flex Spending Accounts (FSAs) is the first two weeks in November. Information sessions were held this last week of October. If you were unable to attend one of the information sessions and would like more information, we suggest you call or email Heather Huff

in the SMCPS insurance office at 301-475-5511, ext. 182 or at [hrhuff@smcps.org](mailto:hrhuff@smcps.org). This benefit was negotiated for you to begin in 2011. It is through the hard work and tenacity of the SMCPS insurance and fiscal services offices that this has moved along so quickly. We now have access to a benefit that can save us all money on medical and dependent care expenses, if used properly. You save money since this is taken out pre-tax and therefore the amount of money you pay tax on is decreased. The flexibility of the "debit card" type system with the account makes it easy to track what you have spent and what you have left in your account. Please be cautious in making this decision for the first time. Please ask for assistance if you need it. Remember, any money left in your account at the end of the year is deferred to the system.

# Welcome New EASMC Members For 2009-2010

Baldwin, Kathryn	White Marsh Elem Sch	Koehler, Margaret	Leonardtwn High Sch
Bennett, Alyssa	Spring Ridge Middle Sch	Konek, Amber	Esperanza Middle Sch
Brickey-Goldsmith, Joseph	Margaret Brent Middle Sch	LaGamba, Kathryn	Dynard Elem Sch
Bridges, Kelly	Leonardtwn High Sch	LaRocque, Christopher	Lexington Park Elem Sch
Buckner, Betty	Green Holly Elem Sch	Lawrence, Aubrey	Piney Point Elem Sch
Caperones, Christina	White Marsh Elem Sch	Lynch, Bianca	Great Mills High Sch
Cardone, Rio	Lexington Park Elem Sch	Mattingly, Kelly	Dynard Elem Sch
Charles, Linda	Chopticon High Sch	McCarthy, Dawn	Banneker Elem Sch
Clapp, Joanne	Chesapeake Charter Sch	McCarthy, Katie	Esperanza Middle Sch
Cloninger, Nicole	Fairlead Academy	Miller-Pankiewicz, Jane	Ridge Elem Sch
Concepcion, Erlinda	Evergreen Elem Sch	Morgan, Madison	Banneker Elem Sch
Corcoran, Thomas	Chopticon High Sch	O'Brien, Devon	Leonardtwn Middle Sch
Crisp, Morgan	Piney Point Elem Sch	Ojo, Agathachristy	Spring Ridge Middle Sch
Crowder, Sarah	Leonardtwn High Sch	Owen, Mary	Greenview Knolls Elem Sch
Davis, Abby	Fairlead Academy	Owens, Rebecca	Esperanza Middle Sch
Delamarter, Barbara	Park Hall Elem Sch	Perigo, Hygeia	Esperanza Middle Sch
Delmar, Bridgett	Evergreen Elem Sch	Priest, Deborah	Chopticon High Sch
DeLuca, Sarah	Fairlead Academy	Raymor, Lavonne	Oakville Elem Sch
Ebanks, Claudette	Evergreen Elem Sch	Re, Terry	Margaret Brent Middle Sch
Eberle, Kristen	White Marsh Elem Sch	Russell, Ruth	Lettie Marshall Dent Elem Sch
Elm, Kristen	Great Mills High Sch	Rycraft, Denise	G.W. Carver Elem Sch
Erb, Eric	Lexington Park Elem Sch	Schiefer, Andrew	Piney Point Elem Sch
Fahrner, Pamela	Lexington Park Elem Sch	Scott-Smith, Kathleen	Forrest Center
Fancella, Paul	Lettie Marshall Dent Elem Sch	Shedd, Gregory	Chopticon High Sch
Ferko, Elizabeth	Lexington Park Elem Sch	Solomon, Robin	Leonardtwn High Sch
Finan, Kelly	Evergreen Elem Sch	Stearns, Marnette	Town Creek Elem Sch
Frill, Kristen	Lettie Marshall Dent Elem Sch	Stephenson, Sarah	Esperanza Middle Sch
Fry, Kathryn	Esperanza Middle Sch	Tira, Jillian	Leonardtwn High Sch
Gleisner, Jodi	Leonardtwn Middle Sch	Walewski, Margaret	Chopticon High Sch
Green, Morgan	Banneker Elem Sch	Warren, Avril	Leonardtwn High Sch
Griffo, Caitlin	Banneker Elem Sch	Warren, Karen	Margaret Brent Middle Sch
Haas, Hannah	Esperanza Middle Sch	Watkins, Deborah	Piney Point Elem Sch
Haney, Nancy	Spring Ridge Middle Sch	Weaver, Bret	Great Mills High Sch
Hankison, Marie	Oakville Elem Sch	White, Ashley	Leonardtwn High Sch
Harris, Joey	Banneker Elem Sch	Wishbow, Alexandria	Spring Ridge Middle Sch
Hayden, Lynsey	Dynard Elem Sch	Woods, Ruby	Great Mills High Sch
Heatwole, Amanda	Leonardtwn High Sch	Yeatman, Kristen	Town Creek Elem Sch
Holland, David	Spring Ridge Middle Sch	Zweimiller, Paula	Town Creek Elem Sch



*Emerging Leaders Generation V Class receives graduation certificates and portfolios on Saturday, October 17, 2009 at the MSEA Convention.*

*Training team leader Jima Thomas Gilbert is center front; Kristy Lynch, Alethia McCullough, Bonnie Skinner are on row two; Gina Nesmith, Nikki Logsdon, Joe Coughlin, Sylvia Boswell, Erskine Moss, Cindy Waugh, and Karen Searles are on the back row. Not pictured are Troy Diane Felactu, Erica Goodridge, Jill Vander Hook, Kathleen Porier, and Ravi Pallilamari.*



## Legislative Committee Announcement

Members, if you enjoy politics or if you would like to see first hand what goes into endorsing a candidate or getting a pro-education piece of legislation passed in Annapolis, then we have a great opportunity for you! The Legislative Committee has a large slate of projects that we will be working on throughout the next two years and we can use as many hands as we can get. We will be meeting on Nov. 19 at 4:30 p.m. at SMHEC. If you would like to get involved, contact our chair: Anna Laughlin at [amlaughlin@smcps.org](mailto:amlaughlin@smcps.org).



## Mark Your Calendars!

- Oct. 28- SMCPS BOE
- Oct. 31- Happy Halloween
- Nov. 2- EASMC BOD
- Nov. 3- SMC BOCC
- Nov. 6-7- MSEA BOD
- Nov. 9- EASMC Negotiations Committee
- Nov. 10- SMCPS BOE
- Nov. 10- EASMC RA
- Nov. 11- Veteran's Day
- Nov. 15-21- American Education Week
- Nov. 18- State of County Public Schools Luncheon
- Nov. 19- Southern CBC
- Nov. 19- EASMC Legislative Committee
- Nov. 24- SMCPS BOE
- Nov. 25-27- Thanksgiving break
- Dec. 1- EASMC BOD
- Dec. 8- EASMC RA and Holiday Party



## MSEA Convention

For the first time in history the Maryland State Education Association met for the Representative Assembly in Ocean City, Maryland. While it was really the 141<sup>st</sup> meeting, this year had great significance as the first RA under our new name. Everyone attending the RA received a t-shirt with the new logo and color scheme to help with the branding and visibility of the Maryland State EDUCATION Association.

The over 800 representatives from across the state weathered a nor'easter, and debated and voted on four proposed bylaw amendments, multiple resolution changes, and 14 new business items. Representatives also voted to endorse the candidacy of Martin O'Malley and Anthony Brown for re-election as Governor and Lt. Governor, as well as Frank Kratovil for re-election to the House of Representatives from the Eastern Shore. Speeches were heard from the Lt. Governor, the Governor, Representative Frank Kratovil, and the Teacher of the Year for Maryland and Garret County,

MSEA member Jennifer Burdock-Rankin. Check out the video of the Governor's comments on our endorsement on our EASMC website. Go to [www.easmc.net](http://www.easmc.net).

Delegates to the convention were also able to visit the exhibit hall, and health fair, lobby their state representatives to the General Assembly, and network with other educators at both the President's Reception on Thursday evening and the Seacret's party on Friday evening. We think a fun time was had by all! All delegates were asked to donate \$50 to the MSEA Fund for Children and Public Education. Anna Laughlin took the lead on this for EASMC while Dawn Pipkin, our Vice President, lead the delegation. First time delegate Melissa Kiernan kept the delegation in the loop with the thoughts of the EASMC president through text messaging. Bonnie Skinner of the FCTC attended graduation for the MSEA Emerging Leaders Academy as well (see separate story and photo in this edition).

As members of EASMC, you were represented at the RA by Dawn Pipkin, LMS; Tom Galligan, SRMS; Linda Miedzinski, EMS;

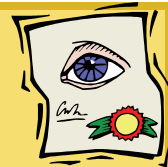
Melinda Kearns, DES; Bonnie Skinner, FCTC; Billy Breslin, LHS; Harold Siskind, Retired member; Michelle Price and Karen Myers, WMES; Melissa Kiernan, LHS; Ginny Gretton, EMS; Anna Laughlin, LMS; and Luanne Ruonavar, GMHS. EASMC President Wanda Ruffo Twigg attended as Ex-Officio delegate for EASMC and as a member of the MSEA Board of Directors. If you see these fine representatives, please thank them for representing you very well and for taking the time from their families and classrooms to attend the convention in Ocean City. Without the active participation of our members, your voices would not be heard in the decision making process for MSEA.

**THANK YOU**





## Bigger Smiles, Better Vision - with the NEA Dental and Vision Insurance Program!



NEA Member Benefits has teamed with Security Life Insurance Company of America to help NEA members protect their smiles and their vision! The new NEA Dental and Vision Insurance Program provides NEA members and their immediate families access to several dental plans and optional vision insurance.

Members may choose a dental plan based on their family configuration and budget: single, single plus partner, single plus children, and family dental and vision insurance coverage. Preventive care such as routine exams, cleanings, and x-rays is included in the plans, as is coverage for major restorative procedures. Members may also select a plan where they choose their own dentist or the option to participate in a PPO network.

The optional vision insurance provides substantial coverage for exams, lenses, frames, and contact lenses, and access to a large network of national chain and independent vision care providers.

To find out more about this important coverage for you and your family, go online to [www.neamb.com/home/1208\\_4495.htm](http://www.neamb.com/home/1208_4495.htm) or call 1-866-984-7730, Monday - Friday, 8:00 a.m. - 7:00 p.m., ET.



### Two Great Magazines, One Low Price - Only until December 31st!

Order **Redbook** and **Good Housekeeping** today to receive both of these popular magazines – aimed at helping today's modern woman achieve balance with her family, career, and home – for just \$20! That's a savings of \$4.00 off our already low NEA Magazine Service member rates. Go to [www.neamag.com/combo](http://www.neamag.com/combo) to place your personal order or to give these great magazines as a gift. But hurry, offer expires December 31, 2009!



Happy Halloween!

## Negotiations Update

By: Brian Rose,  
Negotiations Chair

The negotiations subcommittees will meet on Monday, November 9<sup>th</sup> at 4:30 p.m. in the Southern Maryland Higher Education Center. We will be designing this year's survey, which will focus on monetary issues and other points of the contract to be negotiated this year. Also, we will brainstorm ideas to communicate to the Board of County Commissioners that we need increased school funding.

The percentage of money budgeted for our school system has been declining for over a decade. In good economic times and bad, our County Commissioners have demonstrated that public education is not a priority. We cannot just sit in our school buildings and complain that we had our steps frozen last year. Instead, we need to demand that our County Commissioners provide the funding we need.

All are invited to join our negotiations subcommittees.

## 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 three or four 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 Tuesday, October 13th?

<b>BBES</b>	Brian Rose, Murphy Holley
<b>CPCS</b>	Joanne Clapp
<b>CHS</b>	Nancy Lewis, Alice Willingham
<b>DES</b>	Zenia Wallish
<b>FA</b>	Meddo Swaby
<b>FCTC</b>	Wendy Farrell
<b>GMHS</b>	Elizabeth Yokley, Judi Stokes
<b>GKES</b>	Debbie Henry, Mary Hafner
<b>LHS</b>	Melissa Kiernan, Lindsay Littleton, Ilene Cohen
<b>LDES</b>	Kimberly Edwards
<b>LPES</b>	Beverly Scroggins
<b>PHES</b>	Mary Albee-Tullberg
<b>PPES</b>	Michaela Davis-Rigney
<b>RES</b>	Florence Grayson
<b>TCES</b>	Lisa Cointot, Sue Kownacki
<b>WMES</b>	Michelle Price, Karen Myers



## ***Why does MSEA get involved in political action?***

**Politics is the art of policy making.**

Policy makers — politicians, elected officials, and those appointed by them — are the people directly responsible for the following aspects of your job.

<b>POLICY MAKERS</b>	<b>IMPACTS</b>
Congress	<i>Chapter I (Title I) funding</i>
President & Congress	<i>Amount of federal school aid</i>
State Board of Education	<i>Length of school year</i>
State Board of Education & State Department of Education	<i>Certification standards Mandatory classes Course content</i>
Budget as determined by governor and General Assembly, County and Local Board of Education	<i>Class size</i>
As determined by the governor, General Assembly (state aid to education), county officials and Local Board of Education	<i>School budget</i>
Governor, General Assembly, Local Board of Education, elected county officials	<i>Your fringe benefits</i>
General Assembly, Local Board of Education, elected county officials	<i>Employee collective bargaining rights and due process</i>
Governor, General Assembly	<i>Social Security participation Corporal punishment policies Worker's compensation Unemployment Compensation Licensing fees Tax credits for school supplies</i>
Governor, General Assembly, Congress	<i>Tuition tax credits Health and safety standards</i>
Governor, General Assembly, Maryland State Education Retirement and Pension System Board	<i>Retirement benefits</i>
Local Board of Education	<i>Your salary Duty-free lunch Length of workday Health/Dental insurance benefit</i>

***NEED WE SAY MORE!!***



Liz Purcell Leskinen  
UniServ Director

## Just Ask Liz



### Question:

What are the protocols and safety mechanisms in place for student interns? Since classes are supposed to be taught by highly qualified teachers, are interns given some sort of temporary status of "certified"? Can they be left alone with students? Can they be left to independently provide instruction that is not under the direct supervision and direction of a highly qualified teacher?

### Answer:

SMCPS Regulation LEA-R, Guidelines for Student Teaching, references Article 6-108 (currently 6-107) of the Education Article of the Maryland Annotated Code, which states the following.

#### c) Authority of student teachers. -

- (1) While the student teacher is assigned as a student teacher, he shall be given the same authority as if he were a certificated employee of the county board to which he is assigned.
- (2) The authority of the student teacher extends to:
  - (i) Every aspect of student management or discipline;
  - (ii) The handling of records of students; and
  - (iii) Any other aspect of authority granted to a certificated employee of a county board.

Regulation LEA-R also lists the professional qualifications and characteristics of the cooperating teacher as well as the responsibilities and expectation of the cooperating teacher, principal, and supervisors, all of whom have very specific roles in ensuring high quality instruction for students and the successful professional development of the student intern. This regulation can be reviewed at the following link: <http://www.smcps.org/offices/boe/policies/Approved/L-%20Education%20Agency%20Relations/LEA%20-%20Student%20Teachers%20and%20Student%20Internships.pdf>

### Question:

Where do I get a copy of new contract for teachers?

### Answer:

You can pick up a hard copy from the main office at your site. I'm also glad to email you an electronic copy (pdf) for your convenience if you email me a request, and it's also available on both the SMCPS and EASMC web sites ([www.easmc.net](http://www.easmc.net)).

### Question:

I'm hearing that our current leave policy has drastically changed. For instance, I heard that an employee would be prohibited from taking a day off before a three-day holiday. Also, the employee would be prohibited from taking a professional day off. For extremely important events, the employee would have to get a two-week waiver from Linda D. and only for extenuating circumstances. These two points are certainly drastic to me. Can you tell me the new updated information about it?

### Answer:

We discussed this topic in detail at both ratification meetings and fortunately, your information is inaccurate! You may still take off the day before or after a holiday or on a professional day, but you must submit your leave request to Linda Dudderar or Brad Clements (as appropriate based on your assignment) two weeks in advance. The intent is not to disallow leave, but to ensure advance planning for the purposes of obtaining substitutes and facilitating quality professional development. For example, if you know that you will not return from a family reunion until the second day of school, there is no reason not to secure approval well in advance to ensure time to acquire a good sub.

If you are ill or have a personal **emergency** on any of these days, you may still call in using Sub Finder. The changes described above apply to nonemergency personal leave on the specified days only. All other types of leave requests and personal leave requests (for days other than those specified) will be processed by your principal or the same party as before. There is simply a procedural change for personal leave requests for the day before or after a school holiday, the first or last day of the school year, and staff development days. Please let us know if you experience any problems in this regard.

### Question:

Counselors are up in arms over the change in structure that places them under instruction rather than student services. Although there is language in COMAR that requires schools to have a counseling program, it has been suggested off-handedly that if we don't prove our worth, then we may not be needed. I don't think that's the intent of the re-organization, but it really hasn't been made clear to us why the change and what the plan is, so many of us feel threatened and out of sorts. Could you possibly ask the question so that our concerns are addressed?

### Answer:

I contacted Dr. Martirano directly and he was very surprised and sorry to find out that our counselors could have ever received or developed this kind of negative impression. He said that the converse is actually true and provided the following explanation.

*I have realigned our efforts to be more responsive to ever changing dynamics of the needs of our students. I made the change based upon the value and role that our counselors play in the advisement process. They are valuable staff members in the process of building relationships with students and advising them to take courses that will stretch their intellectual abilities. As everyone knows, I want more students placed in rigorous courses. At the same time, I do not want ANY student dropping out of school. Counselors are an integral part in defining the success for our students. Counselors are natural builders of relationships with our students... an approach to which I greatly ascribe. Since my arrival in SMCPS, counselors have "proven their worth." I have great respect for them. Placing counselors in the Department of School Administration, Accountability and Advisement actually elevates the role that counselors play in determining the success of ALL our students. I truly value the contributions that counselors make to our school system. The change in the structure acknowledges the strong importance of their job.*

I hope that Dr. Martirano's words bring you the reassurance, confidence, and calm necessary to move forward with peace and pleasure! Please let us know if you have any other concerns in this regard.