

May/June 2016



**UPCOMING  
EVENTS...**

- Friday, August 26th  
EACC Crab Feast  
Charles County  
Fairgrounds  
3:30-8:00 PM

**INSIDE:**

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## Ruth Ann Hall Student Champion Recognition

On April 19, 2016, twenty- four Student Champions received the Ruth Ann Hall Champion Scholar Recognition at the Board of Education meeting. Ruth Ann’s husband, Bob Hall, was with us at the ceremony to celebrate the achievements of the students. A HUGE thank you to everyone who nominated students for this recognition!

The Ruth Ann Hall Champion Scholar Award was established by the Education Association of Charles County (EACC) as a memorial to Ms. Ruth Ann Hall, a past President of the EACC. Ms. Hall was an English/Language Arts teacher in Charles County Public Schools for over twenty years and was a passionate advocate for children and public education. She was a recipient of the Agnes Myers Washington Post teacher of the year award. Ms. Hall was a dedicated educator and was respected and loved by her students.

In her memory, EACC has established this award for middle school students, since her last assignment was at Mattawoman Middle School. While serving as President of EACC, Mrs. Hall became the first President to be “full time” release in Charles County. Ruth Ann developed Leukemia and fought a brave and long battle with the disease. She passed away in 1999.

In her memory and as a tribute to her love of her students and her tireless efforts as an advocate for both teachers and students, the EACC created the Ruth Ann Hall Champion Student Recognition. Students are nominated by their teachers and selected by a committee to receive this award; the committee selects winners based on dedication to schoolwork, improvement, and positive attitude towards learning. This award recognizes those students who have worked hard, despite facing difficulties, and have persevered to become champions in their own right and therefore worthy of recognition.

2016 Ruth Ann Hall Champion Student Recognition Winners:



Theodore G. Davis MS

- \* Jayren Dawkins (7th grade)
- \* Lelany Wells (8th grade)
- \* Jared Kutsushi(8th grade)
- \* Keylin Marquez Dubon (8th grade)

John Hanson MS

- \* Josh Dixon(8th grade)

Matthew Henson MS

- \* Jessica Wilson (6th grade)
- \* Louis “Lou” Bassett(6th grade)
- \* Jaylah Fields (6th grade)
- \* Raell J. Moreland (8th grade)

Mattawoman MS

- \* Ayanna Ross (8th grade)
- \* Aiden Lehn (8th grade)
- \* Gary Boykin (8th grade)

Piccowaxen MS

- \* Kayla Windsor (7th grade)
- \* Kailee Marshall (7th grade)
- \* Julie Hutson (7th grade)

General Smallwood MS

- \* Kalei Marable (8th grade)
- \* Morganne Douglas (8th grade)
- \* John Bogart (8th grade)

Milton M Somers MS

- \* Antonio (Tony) Baker (6th grade)
- \* Katie Maljak(7th grade)
- \* Christopher Walker (8th grade)

Robert D. Stethem

- \* Gerald Wade(8th grade)

Benjamin Stoddert MS

- \* Christopher Combs (6th grade)
- \* Ahmari White(6th grade)

*“If you can’t fly then run, if you can’t run then walk, if you can’t walk then crawl, but whatever you do you have to keep moving forward.”*

- Martin Luther King, Jr.

*“Education  
is the most  
powerful  
weapon  
which you  
can use to  
change the  
world.”*

—Nelson  
Mandela

## Unit II Members: Inclement Weather Policy

Over the last several months there has been confusion among the Unit II members as to how Article XIII(E) affects Unit II employees during periods of inclement weather. Article XIII (E) states: “Except where it is administratively necessary, Unit I and Unit II employees will not be required to report to work when schools are closed for students due to inclement weather. In the event of an early dismissal due to inclement weather, Itinerant teachers will not be required to travel between their assigned schools.” There have been several e-mails, individual conversations and conversations with the BoE as to how Article XIII(E) is to be applied.

As a result of these conversations the BoE produced an inclement weather chart that explains reporting requirements for work. Provided here is a brief explanation of the chart.

**Delayed School Openings – one or two hours:** 12 month employees are to report on time. All other employees report to work based on the delayed start time.

**Schools Closed for Students with No Code:** Employees who are 10, 10.5 and 11 month do not report to work. Twelve (12) month employees who are assigned to the Central Office report on time, unless a work from home option has been made availa-

ble. This option will vary between departments and assignments. Twelve (12) month Principals and Vice Principals have the option to report to work on time, or work from home with approval.

**Code Red or Blue:** Unless designated essential personnel, employees do not report to work.

**Code 1 or Code 2:** Only 12 month employees follow the Code System. Central Office/BoE based 12 month employees report either 1 or 2 hours late according to the Code. School Based personnel have the option to report 1 or 2 hours late according to the code, or school based personnel may work from home. Liberal Leave is in effect.

The BoE has predetermined that employees assigned to the Central Office/BoE are administrative necessary employees (as outlined in Article XIII) in order to keep Central Office open. At the discretion of their department, Central Office/BoE employees may work from home on school closing and code days, but once again this is at the discretion of their department. Unit II employees who exercise their option to work from home do not have to use any form of leave. All you have to do is notify your supervisor.

There has also been some confusion as to what liberal leave is. Liberal Leave is not new to the system and was in place before this school year. Liberal Leave “is unscheduled leave that employees may take in the event weather, or a similar emergency, prevents them from coming in to work as usual.” Liberal Leave is not a separate leave bank. When utilizing Liberal leave your appropriate leave bank (annual, personal, or compensatory time) will be charged, or you can take leave without pay for the absence. Employees must notify their supervisors if they intend to use Liberal Leave.

Also, if you utilize Liberal Leave you will be charged for all hour’s absence including any delayed start times. As an example, if your normal reporting is 8:00am and there is delayed opening for 2 hours which means the opening time is now 10:00am. Should you wish to take the entire day off (or a portion thereof) you will be charged the delayed opening time, plus any additional time you took off.

Hopefully this clarifies the inclement weather policy.

—Daniel Besseck  
UniServ Director Unit II

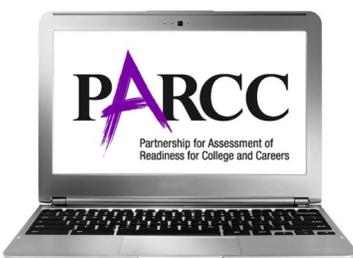
## Parconline.org — A Site All of Us Can Use

The Maryland College and Career Readiness Standards have been implemented in schools across the state and PARCC assessments have been given for 2 years. As MSDE works to set accountability standards for school systems, schools, students and teachers, we need to stay abreast of the resources available to us. Have you

visited parconline.org? In addition to practice PARCC assessments and a plethora of information about the tests, there are numerous resources available for educators to make sense of the scores and help explain what the scores mean to teachers, students, parents and other community stakeholders. Before you go back to school in the fall, take

a couple minutes to visit parconline.org. I am sure you will find something you can use to help your students be as prepared as possible for their PARCC assessments in 2017.

—Leslie Schroeck  
MSEA Common Core  
Leadership Cadre  
Representative



## Make Your SLOs Meaningful Next Year

Another round of SLOs have been written, implemented, reviewed and scored. The scores have been added into the student growth portion of your evaluation score as required in the EACC Negotiated Agreement. But did you know that SLOs were not initially developed as a way to evaluate teachers? They were simply intended to improve teaching and learning. Over the years, the Community Training and Assistance Center (CTAC) has gathered evidence to show that there is a statistically significant relationship between SLO quality and increases in student growth.

MSEA has partnered with MSDE and CTAC to provide extensive training

to the MSEA SLO Leadership Cadre and school district leaders on writing high quality, rigorous SLOs that will lead to better instruction and increased student growth. In this training, we learned that focusing on a few key elements in an SLO can make it better and help teachers increase student growth. Those elements are:

- Data Review and Baseline Evidence (question 2 - Describe and explain the process and information used to create this SLO.)
- Student Population (question 3 - Describe and explain the student group(s) selected for this SLO.)

- Instructional Strategies (question 8 - Describe and explain the key instructional strategies selected for implementation to support students in reaching the growth target for this SLO.)

So, next fall when it is time to write your SLOs, don't just do it to "get it done." Instead, focus on the 3 key areas above to write an SLO that will help you improve teaching and learning in your classroom.

--Leslie Schroeck  
MSEA Common Core  
Leadership Cadre  
Representative



## Membership Committee: Teacher Appreciation Week

The Membership Committee was proud to once again organize numerous events during Teacher Appreciation Week 2016 to recognize the commitment of all of the educators in Charles County.

Unfortunately, Mother Nature did not cooperate on the day of the scheduled Family Picnic and we were forced to cancel it due to forecasted thunderstorms. We are hoping that everyone who wanted to attend this event plans to attend the Crab Feast in August.

The rest of Teacher Appreciation Week turned out great, with lots of educators (both members and non-members) showing up at all of the events.

On Monday of that week, nearly 200 educators participated in our ice cream social at Cold Stone Creamery in Waldorf. The same can be said for our frozen yogurt

social on Friday of that week at Sweet Frog in La Plata. Obviously educators love their frozen treats!

Tuesday of that week, EACC held our first annual Trivia Night. Several groups from various schools participated in the three round competition. Congratulations to the teams from Lackey High School (1st place), Dr. Brown Elementary (2nd place) and Thomas Stone High School (3rd place) who walked away with cash prizes at the end of the night.

Wednesday of that week was our first Paint Night, which was completely filled and was a huge suc-



cess! A special thanks goes to Gale-Bailey Elementary Art Teacher, Veronica McFadden, for doing a great job of teaching and leading all of the participants in the event. We will definitely plan more paint nights in the future, as this was a very popular activity that filled-up quickly.

Thursday of that week was our Cinco de Mayo Happy Hour at Martini's where lots of members and non-members alike enjoyed a Mexican-themed fiesta. Happy Hours are always a popular event!

We look forward to planning many more events in the future. Please let us know if you have any ideas or would like to be a part of this Committee.

Committee Chair:  
Kathy Reamy

Contact:  
kreamy@ccboe.com

## Public Relations Committee: Words Do Matter

The Public Relations Committee, Committee Chairs and interested members met in January to determine how it could accomplish its charge of putting education forward in a positive manner.

The main theme discussed was that of "Together We Can" and what that should mean to each member and how to put it into meaningful action for each EACC member. The team

used their experiences to recall what the EACC meant to them at various times in their careers and how to capture that experience in a relevant way for today's members.

The team explored many various methods of defining and refining a message so that it could be something that is easily understood by the public (i.e. MSEA's "Less Testing" cam-

paign) as well as messages that can be specifically targeted to micro-audiences. It was powerful to work through this process and realize that often the message we try to send is not the one that is received by the intended target. Advertising campaigns of companies show how effectively powerful a single word could be.



Team members also learned about the various media methods available for utilization in delivering a media message. Members learned about everything from using Twitter for spreading word quickly about events to utilizing print media for longer, more specific campaigns. Many new methods, such as earned media (newspaper and radio) were discussed as vehicles to effec-

tively develop attention for the campaign or issue that the EACC is working on.

The most important part of the training was being reminded of the most powerful method of spreading a message; a well-informed member. A single voice may be easily overpowered, but the combined voices of our members united in a single purpose can never be overpowered. Together WE can.

Committee Chair:  
Joe McMahan

Contact:  
jmcmahan@ccboe.com

**...the most powerful method of spreading a message; a well-informed member.**

*"A good teacher can inspire hope, ignite the imagination and instill a love of learning."*

—Brad Henry

## EACC and CCPS Reach Tentative Agreement

The EACC and CCPS concluded negotiations in mid-May. The contract is good for three years (July 1, 2015 through June 30, 2018), however there are several articles that we agreed to negotiate each year for the duration of the contract (Article 30 Duration and Severability); Article 15 Salaries, Article 16 Extra Pay for Extra Duty, and Article 18 Insurance.



In addition to those three articles, there is an agreement in the contract that states that each side can

choose one additional article to open (Article 30 Duration and Severability). The EACC chose to open Article 13 Work Hours and Workload and CCPS chose to open Article 24 Evaluation.

The EACC and CCPS also had a Memorandum of Understanding (MOU) regarding salary errors that was agreed upon in October and it needed to be incorporated into the contract. The MOU language was incorporated to Article 14 Personnel Employment Provisions. Nothing else was changed in Article 14.

The EACC held two ratification meetings in June, FOR MEMBERS ONLY, so that members could hear more specific details regarding negotiations and the tentative agreement and ask questions. At the end of each of the ratification meetings, only those MEMBERS present were able to vote by paper ballot on ratifying the contract.

If you have any questions, please contact Courtney Dowling, EACC/MSEA UniServ Director and EACC Chief Negotiator at [cdowling@mseane.org](mailto:cdowling@mseane.org).

# Hot Deals and Discounts from NEA Member Benefits

Time to celebrate Dads and Grads! NEA Click & Save, the online discount buying service for NEA members, highlights select retailers and merchants each month. Check out these featured "Buy-lights" for June!\*

*\*Note: Up-to-date information on merchant discounts, shipping terms and WOW Points appears on the NEA Click & Save Web page at [www.neamb.com/clickandsave](http://www.neamb.com/clickandsave) and may change at any time.*

### **Diamondback Bicycles**

Get great prices on all types of bicycles for sport and pleasure; free shipping on all orders

### **Sports Authority**

Enjoy big discounts on sporting goods; free shipping on orders of \$49 or more

### **Things Remembered**

Savings on personalized gifts to celebrate life's moments

### **Shari's Berries**

Enjoy the original gourmet dipped strawberries; special savings on orders of \$39 or more

### **Brooks Brothers**

Exclusive savings on Brooks Brothers corporate wear-to-work program, on wardrobe essentials and new arrivals

### **NEA MB Entertainment Store**

Exclusive member pricing on world-class performances and entertainment including Broadway shows, movie tickets, and deals at SeaWorld, Six Flags, Universal Studios and LEGOLAND

### **NEA MB Electronics Store**

Get member pricing and earn WOW Points on merchandise from name brands like Panasonic, Samsung, Dell and Canon

### **1800Flowers.com**

Enjoy discounts on floral arrangement or gourmet gift basket from 1800Flowers.com or 1800Baskets.com. NEA

members get 20% off their purchase! For more information and to place your order, go to [www.neamb.com](http://www.neamb.com) and look for 1800Flowers.com under the Discounts tab.

### **Hertz Travel Discounts**

NEA members save up to 25% off car rentals all year from Hertz plus can enjoy combinable bonus offers for extra savings! Save an EXTRA \$25 off weekly rentals by booking 5 days or more with most car classes. Use NEA Discount Codes CDP# 50655 and PC# 104650 when booking in advance. Get a FREE Day on weekly rentals by booking 7 days or more with most car classes. Use NEA Discount Codes CDP# 50655 and PC# 104473 when booking in advance. Save \$5 per day, up to

\$15 off weekend rentals by booking 1 weekend day or more with most car classes. Use NEA Discount Codes CDP# 50655 and PC# 104591 when booking in advance. Reserve your Hertz car rental at [www.neamb.com/hertz](http://www.neamb.com/hertz) or by calling 800-654-3131 and referencing your CDP# 50655. See offers for complete details, terms and conditions.

Be sure to check C&S often for unadvertised, limited time offers, including discount dining certificates from Restaurant.com. Join the 393,600 NEA members already registered for NEA Click & Save. Go to [www.neamb.com/clickandsave](http://www.neamb.com/clickandsave) or <http://www.neamb.com/shopping-discounts/nea-click-and-save-retail-discounts.htm> and start saving today!



**2016**  
**EACC Annual Crab Feast!**

**FRIDAY, AUGUST 26th - 3:30PM - 8PM**  
**CHARLES COUNTY FAIRGROUNDS**  
8440 FAIRGROUND RD, LA PLATA MD 20646

- Admission includes all the crabs; hot dogs, hamburgers and sides you can eat!
  - Draft beer will be sold for \$1.00 each (max. 4).
  - All tickets must be preordered by August 18th.
- Each employee may bring 1 guest who is not a CCPS employee, but they must enter the crab feast gate together.
- You must have your **school ID & your ticket** to enter the Crab Feast.
  - You must be 21 years or older to enter the gate.

**On Sale**  
**May 2nd-**  
**August 18th**

**Tickets -\$20 until June 20th!**  
**Get them early and save!**  
**June 21st tickets will be \$30!**

[www.teameacc.org](http://www.teameacc.org)  
CLICK THE EVENT REGISTRATION TAB





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## Executive Board Members

### President

Linda McLaughlin [lmclaughlin@mseanea.org](mailto:lmclaughlin@mseanea.org)

### Vice President

Joe McMahan [jmcmahan@ccboe.com](mailto:jmcmahan@ccboe.com)

### Treasurer

Dan Brady [dbrady@ccboe.com](mailto:dbrady@ccboe.com)

### Secretary

Margot Savoy [msavoy@ccboe.com](mailto:msavoy@ccboe.com)

### Members-At-Large

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Mary Finneran [mfinneran@ccboe.com](mailto:mfinneran@ccboe.com)

Veronica McFadden [vmcfadden@ccboe.com](mailto:vmcfadden@ccboe.com)

Denise Pratt [dpratt@ccboe.com](mailto:dpratt@ccboe.com)

Kathy Reamy [kreamy@ccboe.com](mailto:kreamy@ccboe.com)

Leslie Schroeck [lschroeck@ccboe.com](mailto:lschroeck@ccboe.com)

### Retired Member

Charlene Haynie [chaynie53@aol.com](mailto:chaynie53@aol.com)

## Government Relations (GR) Committee Corner

We have had another successful year Lobbying in Annapolis! We were able to visit Annapolis for four out five of our scheduled nights and we had about 12 EACC members for each night we met with State Legislators. Our elected officials need to hear from us, because it is our stories that help make a difference in their decisions. I want to say a big thank you to everyone who participated in our Lobby Nights:

- Barbara Anderson
- Carmen Belanger
- Jody Bell
- Mary Boyd
- Traci Davis
- Alexis Eaton
- Cheryl Ervin

- Bill Fisher
- Franco Foraci
- Joe Giorsetto
- Debra Haan
- Heather Hartman-Jansen
- Bethanie Kern
- Suzanne Miles
- Andy Ogle
- Cazie Pitts
- Denise Pratt
- Rachel Proctor
- Bill Reamy
- Margot Savoy
- Leslie Schroeck
- Deen Stewart
- Tom Turro
- Ronnie Wells

Congratulations to Tom Turro who won the drawing for the Kindle Fire for attending.

For more information about MSEA's legislative agenda check out the hot issues page at [www.marylandeducators.org](http://www.marylandeducators.org). Can't wait to see you all next year!

Committee Chair:  
Veronica McFadden

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[vmcfadden@ccboe.com](mailto:vmcfadden@ccboe.com)

