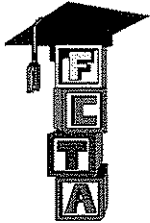


# ASSOCIATE

Frederick County Teachers Association



Phone: 301-662-9077  
www.myfcta.org

## PRESIDENT'S MESSAGE

### Union! Yes!

One question I get asked every so often is if it is appropriate to call FCTA a union. I have heard this question answered by others who believe it is not, because we use Association in our name and do not have the legal right to strike. I have even been asked if it would be insulting to call FCTA a union. My answer to these questions is that FCTA is a union and that the union label is not an insult but something to be proud of. My answer is that I am in solidarity with my colleagues and stand united with them in advocating for our profession, our students and the idea that every child in our county, state and nation is entitled to access to a great public school staffed by highly qualified, adequately compensated and appropriately supported educators who have autonomy in their classrooms. I reply that the power of front line educators to make their voices heard by the administrators and politicians, who control so much of our work, is through collective bargaining and united action.

As we begin another school year I want to stress FCTA's mission, which is **to represent our members and support them in their efforts to educate each student in the Frederick County Public School System.** We do this through united action, by negotiating and enforcing our contract, by advocating for public educators and public education, by defending against attacks from those who want to take away our rights to collectively bargain and to undermine the work we do.

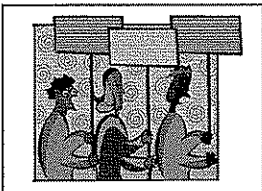
FCTA members through our union stand against school board members like "Jimmy" Reeder who call us greedy when we actually received a pay cut, and *Frederick News-Post* columnist Marta Mossburg who called us thugs and claimed that when we exercise our democratic rights we are tyrants and bullies. We also stand against bureaucrats and politicians at all levels of government who dream up senseless education "reforms", knowing that it is real educators who will actually have to teach children despite their interference. We are a union because we know best what educators and students need to be successful and we fight for these things regardless of those who want us to stay quiet and just feel lucky to have a job.

However, for the union to be most effective, we need every member to be active and to join the fight. FCTA is a democratic organization, run by the members and the colleagues they elect to represent them. Every member has a voice in our actions and our goals and every member has a role to play in our success. FCTA cannot and will not be successful without member support. I will be working with building representatives this year to get your feedback and hear your ideas; I will be visiting buildings to talk with you directly. I will be working with the UniServ Directors and the Board of Directors to be sure that we are meeting the needs of all our members; and lastly I will be asking for your direct help. Being a part of FCTA is more than just paying dues. It is recognizing that **WE are FCTA** and that our collective wisdom and action makes us strong.

Yours in solidarity, *Gary*

## Issue Highlights

Mission & Goals	2
Email List	2
Contract Changes	3
Annual Picnic	5
MSEA Convention	6
Important Contact Information	7
FCTA Calendar	8



## FCTA Seeking Education Activists!

Immediate openings available for passionate, knowledgeable, and energetic visionaries interested in team building and a collaborative approach to problem solving; assertiveness and creativity a plus. Well respected professionals with a sense of humor, integrity and strong communications skills encouraged to apply. A background in the education profession and a commitment to organizing your colleagues required.

Arrogant, close-minded, whiny individuals need not apply.

All serious applicants will be accepted.

No salary or benefits; activists will be paid in improved working conditions and the knowledge they are doing something to improve FCPS as a school system and an employer; schedule and duties extremely flexible.

Contact the FCTA office at 301.662.9077 or email [gbrennan@mseanea.org](mailto:gbrennan@mseanea.org) if interested.

## Are YOU on our Email Distribution List Yet?

Are you on FCTA's email distribution list? FCTA is trying to go green and will be sending future news letters, surveys and other communications electronically. Please send or update any changes to your personal and/or FCPS email address to [rjones@mseanea.org](mailto:rjones@mseanea.org).

## THE MISSION AND GOALS OF FCTA

The Mission of FCTA is to represent our members and support them in their efforts to educate each student in the Frederick County Public School System

As professional educators, the members of FCTA constantly work to promote and encourage educational success for all students. To that end, these are the goals of the Frederick County Teachers Association:

- ✓ Providing our members and their students, a working environment that is safe and conducive to quality instruction
- ✓ Promoting the highest level of professional practice in the classroom while identifying and eliminating barriers to effective teaching and learning
- ✓ Securing for our members a salary and benefits package worthy of their professional dedication as educators
- ✓ Ensuring that each member has appropriate representation in all matters related to the exercising of his or her duties and responsibilities as educators
- ✓ Pursuing at the local, state and national level, educational policies which establish and maintain programs and services supporting quality public education
- ✓ Instilling a belief that quality learning is dependent upon educators who are respected and acknowledged as professionals by the community
- ✓ Increasing public appreciation of teaching as a career choice

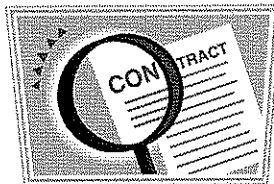
In striving to achieve these goals, FCTA will establish and maintain collaborative relationships to build a community committed to the educators and students of Frederick County.

Go to [www.educationvotes.nea.org](http://www.educationvotes.nea.org) and join the website created to keep NEA members informed and involved in the political events and issues facing educators.

"There's a direct relationship between the ballot box and the bread box, and what the union fights for and wins at the bargaining table can be taken away in the legislative halls."

Walter Reuther - President of the United Auto Workers (UAW) 1946-1970

## Know Your Contract:



## Important Changes to the 2011-14 Negotiated Agreement

FCTA members should be aware of the following changes to the new three year contract between the Board of Ed and FCTA. These changes were advocated by our negotiations team based on input from members. The best way to assure that these new provisions are followed is for members to be aware of them. If your administrator or supervisor fails to follow this new language please contact your building representative.

### *Salaries-Article V, Section K, 3*

**“For the 2011-12 school year only, the Board will provide a 1.5% supplement to each teacher’s annual salary on a pay period basis to offset the mandatory 2% increase in the employee’s mandatory contribution to the state pension system.”**

This provision provides an increase of 1.5% to your yearly salary applied to each pay check. The money is to help offset the 2% increase in your pension contribution. The increase is for the 11-12 school year and is not a recurring salary increase.

### *Maintenance of Classroom control and Discipline-Article IX, Section A*

**“...At the request of the teacher, an administrator will communicate the status of a disciplinary action of a student in the teacher’s classroom within two (2) work days of the request.”**

Administrators should already be communicating disciplinary actions based on referrals back to the teacher in a timely manner. This language provides the teacher with a contractual basis for getting this information when it is not forthcoming. Upon teacher request an administrator has two days to notify the teacher about the status of a referral. It does not require that all discipline occur within 2 days of the referral or the request, it requires that teachers be kept informed as the referral is processed.

*Insurance-Article XVII, Section B, 3*

**Deceased Spouse Insurance Coverage**

Upon the death of an employee or retiree, dependents of that employee or retiree shall have the option to enroll in the health and/or dental insurance programs in place at the time of the employee's or retiree's death. Participation requirements include the following:

- Employee/Retiree completed 10 years of service with FCPS.
- Employee/Retiree carried dependent medical/dental benefit coverage at the time of death.
- Surviving dependent has no access to employer provided medical/dental insurance.
- Surviving dependent responsible for full cost of medical/dental premiums.
- New dependents may not be added to the policy

This is new language. Surviving spouses of FCPS employees or retirees did not have any access to staying on the FCPS insurance plan before this language.

*Sick Leave Bank-Article XXI, Section J*

**Non-FCTA members shall be charged an administrative fee of \$200 for each sick leave bank request processed.**

For years non-members have gotten the same access to the sick leave bank while members paid for the administrative costs through their dues. Now, non-members will have to pay an appropriate fee so that members are not underwriting their use of the Bank. The fee is charged for each request for a grant of days and is payable whether or not the grant is approved. The fee is paid directly to FCTA.

*FCPS-FCTA Family Crisis Leave Exchange-Article XXII*

**Rules**

**3. Maximum grant shall be sixty (60) workdays.**

**5. Contributors are limited to a maximum contribution of two (2) earned days in any individual case.**

Increases the maximum grant from 50 to 60 days and allows colleagues to contribute up to 2 days (from 1) for someone using the exchange.

*Temporary Leaves of Absence-Article XXV, Section A, 1*

**Each ten-month, eleven-month, and twelve-month teacher shall be credited annually with three (3) days to be used for personal leave.**

Increases personal leave from 2 to 3 days a year (sick leave remains unchanged from previous contract).

*Limitation of Duties-Article VI, Section I*

**Teachers on leave are not expected to obtain substitute coverage for classroom or related activities.**

When teachers call in for any kind of leave (personal, sick, professional, association, etc) they are not responsible for finding coverage for duties such as bathroom, cafeteria, recess or bus duty. It is the responsibility of the administration, not the teacher; to be sure duties are covered.

---

## **Sick Leave Bank Enrollment**

**Teachers wishing to enroll in the Sick Leave Bank must join by October 1<sup>st</sup> or within 30 days of employment with FCPS.** Contact the FCTA office for a Sick Leave Bank enrollment form. Sick Leave Bank membership carries over from year to year. Teachers already enrolled in the Sick Leave Bank do not need to re-enroll.

**Important Change in Contract Language on Sick Leave Bank Administration:**

Starting July 1, 2011 non-FCTA members of the Sick Leave Bank will be charged an administrative fee of \$200 per sick leave bank grant request. This contractual change is to underwrite the cost to FCTA of processing the claims of non-FCTA members.

**MEMBERS OF FCTA WILL NOT BE CHARGED THIS ADMINISTRATIVE FEE.**

## *FCTA Fall Picnic!*

Free to all FCTA Members, New Teachers and Their Families!  
**Friday – September 16 – 4:30 P.M. - Sundown**  
Walkersville Community Park  
(Kenneth Dr.-Walkersville)

### **Food & drink , fun, fellowship and great prizes!**

Don't miss out on this fantastic member event  
See you building rep for more information



## Know a Non-Member? Sign Them Up!

At almost 90% FCTA has one of the highest membership rates in Maryland. The teachers of Frederick County know that when we stick together and work for the common good it benefits all educators and our students.

Do you know someone on your team, in your department or down the hall who is not a member? Take the time to invite them to join and be a part of the most active professional association in Frederick County. Remind them that FCTA represents all teachers, guidance counselors, media specialists, teacher specialists, speech and language pathologists, therapists, social workers and athletic directors in Frederick County in contract negotiations and enforcement. All FCPS teachers should be a part of FCTA and a personal invitation from a colleague like you may be just what a non-member is waiting for!



Become a fan of FCTA on Facebook. Find out about upcoming FCTA events by doing something you do everyday --- just logging into your FB account. Search "Frederick County Teachers Association" Then click on the "Become a fan button".

## FCTA Delegate Positions Still Open

### FCTA Delegate Positions Still Open for the 2011 MSEA Convention

Positions are available for members to serve as an FCTA delegate to the 2011 MSEA Convention to be held October 21 & 22 in Ocean City. Under FCTA's Bylaws unfilled delegate positions can be filled by a vote of the Representative Assembly at the September meeting. Nominations for these vacancies can be made by contacting FCTA President Gary Brennan before the September 1st meeting. Nominations can also be made from the floor of the September Rep Assembly. Delegates receive a stipend to attend the convention and must attend a pre-convention caucus of our delegates after the October FCTA Rep Assembly and all business meetings during the 2 day Rep Assembly. Interested? Questions? Contact FCTA President Gary Brennan at [gbrennan@mseanea.org](mailto:gbrennan@mseanea.org) or (301) 662-9077.

**2011 MSEA  
Convention**  
OCTOBER 21-22 OCEAN CITY

Exhibits  
Workshops  
**Business**



*Take the Pledge!*

I agree to be identified as a caring adult who pledges to help bullied students. I will listen carefully to all students who seek my help and act on their behalf to put an immediate stop to the bullying. I will work with other caring adults to create a safe learning environment for all the students in my school.

### Reap Your EAP Benefits

**REAP YOUR EAP BENEFIT** FCPS replaced Business Health Services with the Deer Oaks confidential employee assistance program (EAP), effective July 1. Free to all benefits-eligible employees and their dependents, new features include:

- Up to 4 confidential counseling sessions
- Childcare and eldercare resources
- Child/parenting support services
- College resources/check list
- Financial and legal issues assistance
- Retiree assistance up to 6 months post retirement

Deer Oaks EAP is available 24 hours/day, 365 days/year, toll-free: 1-866-327-2400. There are also online tools: [www.deeroaks.com](http://www.deeroaks.com) (login and password are FCPS). FCPS is committed to the health and well-being of employees and your family members and encourages use of this important benefit

## Important Contact Information

### 2011-12 FCTA Governance and Staff

#### **Officers:**

Gary Brennan, *President*, FCTA Office  
[gbrennan@mseanea.org](mailto:gbrennan@mseanea.org)  
Missy Dirks, *Vice President*, Brunswick Elementary  
Patty Madert, *Treasurer*, Kemptown Elementary  
Shirley McDonald, *Secretary*, Windsor Knolls Middle

#### **Board of Directors:**

Glenn Blanchard, Tuscarora High  
Kathleen Carmack, Gov. TJ High  
Jessica Fitzwater, Oakdale Elementary  
Paul Guerin, Hillcrest Elementary  
Justin Heid, Walkersville Elementary  
Gary Kaetzel, New Market Middle  
Mel Kidd, Walkersville Middle  
Elizabeth Paul, Heather Ridge School  
Robin Shortall, Urbana High

#### **Staff:**

John Gates, *MSEA UniServ Director*  
[jgates@mseanea.org](mailto:jgates@mseanea.org)  
Steve Lenzo, *MSEA UniServ Director*  
[slenzo@mseanea.org](mailto:slenzo@mseanea.org)  
Marsha Meekins, *MSEA UniServ Director*  
[mmeekins@mseanea.org](mailto:mmeekins@mseanea.org)  
Rogene Jones, *Office Manager*  
[rjones@mseanea.org](mailto:rjones@mseanea.org)  
Holly Changuris, *Receptionist*  
[hchanguris@mseanea.org](mailto:hchanguris@mseanea.org)

### Contact Information

**FCTA Web Page** – [www.myfcta.org](http://www.myfcta.org) and on *Facebook*  
At Frederick County Teachers Association

**FCTA Office** – (301) 662-9077 **Fax** – (301) 662-9205  
FCTA President, UniServ Directors, Attorney Referral Program, Housing Information, Grievance/Appeal Questions, Sick Leave Bank, Family Crisis Leave, Workers' Compensation Questions, Allegations of Child Abuse (against member), Observation/Evaluation Concerns, Contract Questions

**Certification Office** – (301) 644-5110

**Child Abuse/Neglect Hotline** – (301) 694-2464

**FERKO (Credit Union)** – (301)662-7266

**Benefits Office (Insurance)** – (301) 644-5112

**Leave of Absence** – (301) 644-5097

**Payroll** – (301) 644-5044

**Retirement Coordinator** – (301) 644-5112 A-L  
(301) 644-5096 M-Z

**Tuition Reimbursement/Course Approval** –  
(301) 644-5098

**Maryland State Education Assoc. (MSEA)** –  
(800) 448-6782, [www.marylandeducators.org](http://www.marylandeducators.org)

**National Education Association (NEA)** –  
(202) 833-4000. [www.nea.org](http://www.nea.org)

**NEA Member Benefits** - [www.neamb.com](http://www.neamb.com)

**NEA Dues Tab Life Insurance** – (800) 637-4636

**Maryland State Dept. of Education** – (410) 767-0100

### 2011-12 UniServ Assignments

#### **John Gates\***

Brunswick Elementary, Brunswick Middle, Middletown Primary, Middletown Elementary, Middletown Middle, Middletown High, Myersville Elementary

*\*Also assigned to Frederick Association of School Support Employee members in all buildings*

#### **Steve Lenzo**

Catoctin High, Centerville Elementary, Central Office, Deer Crossing Elementary, Emmitsburg Elementary, Glade Elementary, Gov. Thomas Johnson High, Green Valley Elementary, Kemptown Elementary, Lewistown Elementary, Liberty Elementary, Linganore High, Monocacy Middle, Monocacy Valley Montessori, New Market Elementary, New Market Middle, North Frederick Elementary, Sabillasville Elementary, Spring Ridge Elementary, Thurmont Primary, Thurmont Elementary, Thurmont Middle, Twin Ridge Elementary, Urbana Elementary, Urbana Middle, Urbana High, Whittier Elementary, Windsor Knolls Middle, Wolfsville Elementary, Yellow Springs Elementary

#### **Marsha Meekins**

Ballenger Creek Elementary, Ballenger Creek Middle, Brunswick High, Career and Technology Center, Carroll Manor Elementary, Crestwood Middle, Frederick High, Gov. Thomas Johnson Middle, Heather Ridge School, Hillcrest Elementary, Lincoln Elementary, Monocacy Elementary, New Midway Elementary, Oakdale Elementary, Oakdale Middle, Oakdale High, Orchard Grove Elementary, Parkway Elementary, Rock Creek School, Tuscarora Elementary, Tuscarora High, Valley Elementary, Walkersville Elementary, Walkersville Middle, Walkersville High, Waverly Elementary, West Frederick Middle and Woodsboro Elementary.



## FCTA Fall Calendar



August 16	FCTA New Teacher Luncheon and Membership Drive
August 19	FCTA Board of Directors Retreat
August 22-26	Professional Development and Teacher Work Days
August 24	Board of Education Meeting, 6:00 p.m. Central Office Building
August 29	Students First Day
September 1	FCTA Representative Assembly; 4:30 p.m. Gov. TJ High
September 5	<b>Labor Day - FCTA Office Closed</b>
September 8	FCTA/FCPS Education Reform Council FCTA Government Relations Committee Meeting
September 14	Board of Education Meeting, 6:00 p.m. Central Office Building
September 16	FCTA Member and New Teacher Picnic - Walkersville
September 22	FCTA Board of Directors
September 26	Board of Education Meeting, 6:00 p.m. Central Office Building
September 29	<b>Rosh Hashanah - Schools Closed</b>
September 30	<b>2 Hour Early Dismissal-Teacher Work Time</b>
October 6	FCTA Representative Assembly; 4:30 p.m. Gov. TJ High
October 12	Board of Education Meeting, 6:00 p.m. Central Office Building
October 13	FCTA Government Relations Committee Meeting
October 18	<b>Evening Parent Conferences-Elementary Only</b>
October 19	<b>Evening Parent Conferences-Elementary, Middle and High</b>
October 20	<b>Afternoon Parent Conferences-Elementary, Middle and High</b>
October 21	<b>State and Regional Educational Training-Schools Closed</b>
October 21 & 22	MSEA Convention and Representative Assembly-Ocean City
October 24	Board of Education Meeting, 6:00 p.m. Central Office Building
October 27	FCTA Board of Directors
November 3	FCTA Representative Assembly; 4:30 p.m. Gov. TJ High
November 4	<b>Teacher Work Day</b>
November 9	Board of Education Meeting, 6:00 p.m. Central Office Building
November 10	FCTA/FCPS Education Reform Council FCTA Government Relations Committee
November 13-19	<b>American Education Week</b>
November 16	National Education Support Professionals Day
November 17	FCTA Board of Directors
November 21	Board of Education Meeting, 6:00 p.m. Central Office Building
November 23	<b>2 Hour Early Dismissal-Teacher Work Time</b>
November 24&25	<b>Thanksgiving Break-FCTA Office Closed</b>