

Negotiations Continue

Career Opportunities One Focus

The negotiations teams met several times during December, and will be meeting again Wed, Jan. 10th, Tuesday, the 16th and Saturday the 20th. A key focus for one negotiations subcommittee, 'Leadership and Career', has revolved around creating a "Career Lattice".

The purpose of a 'Lattice' is to provide teachers with multiple opportunities to take on leadership responsibilities without abandoning direct classroom work.

Proposals under discussion include creating a 'lead teacher' status. Lead Teacher designation would serve as an entryway to professional opportunities – and increased remuneration – in both new teacher leadership positions and for new duties.

The Joint Career Lattice Design Team, which has been developing the plan, has also discussed Lead Teacher status as a standardized qualification to pursue positions such as Consulting Teacher, Staff Development Teachers, Resource Teachers, and Instructional Specialists, among others. The application and review process for Lead Teacher designation would be overseen by a joint teacher-administrator panel. Discussions also include using this process as a gateway to selection for certain opportunities and projects – and additional salary – in high needs schools.

Bargaining also continues on other issues, including health care and planning time. "It is critical that we establish a better process for MCEA

SHORT TAKES

Time for Grading & Planning

Monday, January 22 is the professional day (non-student day) earmarked for end-of-semester grading. If grading and grading preparation does not consume the entire day, teachers may do individual planning. No staff meetings are to be scheduled on this day.

Workshop on Building a Personal Budget: Jan. 16

In another of MCEA's workshop series, co-sponsored with the Mont. Co. Teachers Federal Credit Union (MCTFCU), teachers will learn about the "Five Step Spending Plan," including how to set realistic goals, ways to track spending, and budget busters that destroy spending plans. Plan ahead by reserving space for the workshop, **Tuesday, Jan. 16 at the MCEA Conference Center**. To reserve space for the **3:30 – 5:30 p.m.** event, RSVP to Joan Renne at MCEA: 301-294-6232 or jrenne@mcea.nea.org.

members to have more control over changes in their schools' master schedules," said MCEA President Bonnie Cullison. "It is also clear" Cullison said, "that MCPS needs a better system for ensuring efficient and appropriate implementation of its assessment programs. Too many of the problems facing our members are being caused by assessment practices – including testing prep – that are simply not supported with time or resources."

All issues agreed to by the teams will go back to the full membership for a vote, including the already tentatively agreed to salary language.

TEACHER TIP

Let It Snow

(grades kindergarten – 6)

Are your students talking about the first measurable snowfall (or maybe bemoaning global warming)? In order to capture their anticipation, try scattering window clings of snowflakes and snowmen on your easel dry erase board with the title 'Let it Snow.' Then read several poems about snow to the students and together, brainstorm words that could be used to describe snow. Then, using words that tell how snow looks, feels, falls, etc., Write them on the board. Then have students write snow stories, descriptive paragraphs or poems about snow. The visual aid might just prompt some truly original writings. Window clings are inexpensive and can be found on a variety of themes so you might even want to expand their use.

New Year's Resolutions

(Language Arts, grades 6-8)

The New Year is a good time to talk about – or even write – long-term goals. How about using 'resolutions' as a jumping-off point for discussion? Bring up the topic of resolutions with your class and ask about the benefits of making long-term goals and the advantages of planning and documenting them. Then provide them with some official-looking paper and have them write down their academic and/or behavioral goals for the remainder of the school year and then sign them with their full name. You can then collect the papers and return them the last week of school. If framed in a serious way, it can be a good lesson in goal setting and accountability.

These tips were gathered from "Works4me" an NEA on-line program. For additional tips, e-mail to lyris@list.nea.org. Then in the message block, type: subscribe Works4me (with no punctuation)

ON THE JOB

April 1 Deadline for Long Term Leave Applications

(The contract provides for a number of long term leaves. All of the leaves listed below require a completed application [and, in some cases, additional documentation] by April 1.)

Long-Term Unpaid Personal Leave. This leave was established to provide a year long unpaid leave for employees with at least five years of service "to explore other (non-teaching) careers, pursue individual interests, travel, or other personal options." (*Art. 30, Sec. R.*) **Application, however, must be made by April 1.** Restrictions? Only that you cannot work for a public or private school during the duration of the leave; and you must be in good standing at the time of the request. You can maintain your health insurance, but must pay the full cost.

Professional Leave. A very limited number of "Academic Study" leaves are approved each year for employees with at least seven years of service. This leave provides for 50-60% of salary and

full benefits while pursuing an approved plan of academic study for up to one year. The one restriction is that upon completion, the recipient returns to MCPS for at least two years (50% salary during leave) or at least three years (60% salary during leave). **The written application and planned program of study must be submitted before April 1.**

Leave for "Professional Improvement" is similar to "Academic Study" leave except that no salary is provided and a greater number of applications are approved. MCPS does make all of its normal contributions towards both benefits (health, etc) and retirement during the leave period. Applicants must have at least three years in MCPS and guarantee at least one year of employment upon returning from the leave. MCEA encourages members to apply for this as soon as possible. A similar leave is available for teachers with only one year of service in MCPS. However, MCPS does not make its normal contributions to the benefits package and there is no required contractual obligation of teaching following the leave.

More information on these and other leaves can be found on pgs. 69-77 in the negotiated agreement. To request a long-term form, go to: http://www.mcps.k12.md.us/departments/forms/pdf/430-1A_2.pdf



TRADEWINDS

MCEA's Classified Ad Service

Tradewinds Submission Policies

Ads may only be submitted by MCEA MEMBERS or Representation Fee Payers, and must be noncommercial in nature. Service ads will only be run for services provided by MCEA members. Ads may be faxed (301-309-9563) or e-mailed to tradewinds@mcea.nea.org, and must contain your name, home phone number, and school/worksites.

MCEA reserves the right to reject any ads or edit or delay any ads submitted due to space limitations. Tradewinds can also be found online at www.mcea.nea.org.

Inclusion of any services, programs or goods in the *Tradewinds* does not imply endorsement by MCEA nor does MCEA assume any liability for any item included in the *Tradewinds*. For information or questions, call MCEA at 301-294-6232.

DEADLINE to submit ads for the next issue: January 15th.

FOR SALE

04 VW Golf TDI GLS 5 SPD: 27K miles, powerful, warranty update, silver hatchback, sunroof, alloy wheels. Moving, reduced below bluebook, firm \$14,500. Barbara 301-814-2878.

03 Eddie Bauer Ford Explorer: 46K miles, loaded inspected asking \$14K call Ed @ 443-535-0043.

01 Hyundai Tiburon Coupe 2D: 22K, auto, leather int, sunroof, loaded, inspected, garaged and one owner. Asking \$8K call Rita @ 301-424-0470.

Couch: Antique Victorian couch, dark wood/blue fabric \$300 OBO. Contact Cathy @ 301-943-0446.

Couch: Pale yellow, great for a liv rm \$100 OBO, call 301-869-7864.

Fur Coats/Jackets: Lama fur, dark brown w/hat, other coat tan, ladies size 10, \$150 ea, call 301-460-0751.

Gourmet Foods: Order products that are easy to make, need only 1-2 ingredients, and are reasonably priced. Right to your door! Chuck 301-460-4552.

Guitar: Fender classical guitar CG-11E w/case, has built-in elec pickup, \$150 OBO; Fender electric-acoustic guitar DG10CE asking \$150. Al 703-848-2548.

Health Chair: Homedics Antigravity Massage Chair with heat option \$200 call 301-775-0192.

Hope Chest: Fully lined w/cedar 53x22. Can be used to store sweaters, blankets, etc \$100, call Barb @ 301-871-2686.

House: Calverton (MtgY Cty) 3br/2.5ba, finished basement with an office. 1/3 acre lot, big deck, walkout covered patio. Hardwood floors in main level, all appli-

ances no more than 5 years old. Call 301-572-8016.

House: Upper Marlboro MD 5br/3.5ba, brick front, 2 car garage, fully finished basement, 2 level deck, fireplace, stainless steel appliances, new carpet, 1+ acre wooded lot in quiet neighborhood. Asking \$570K call Monica @ 202-258-2977.

Motorcycle Suit: Spartan, blk, size med, one piece, rain/cold \$100, call 301-460-0751.

Misc: Sofa, Queen slper \$75; Lenox "Madison" 9 crystal goblets w/platinum band \$15 ea; Thomas "Medallion" 1 place setting white w/platinum band \$30 call Lisa @ 301-762-4228.

Misc: Rascal motorized chair \$500; glass/wrought iron rectangle table w/4 chairs \$100. call B Frazier 301-871-4214.

Misc: Triple candle holder-pewter \$10; glassware \$.50 & up; set of 5 "I Love Lucy" tapes \$10; 14 cds Baby Einstein \$80; baby clothes \$1 and up (3 mo-3T); brown baby shoes w/snaps \$3; Jack LaLaine Juicer \$70; "What to Expect..." 2 vol \$16; blue terry cloth robe \$15; medical dictionary \$7 call Nomi 301-528-3887.

Misc: Tea/coffee set, German Arzbürg china, serves 6, floral design \$100; table/4 chairs, white caned chair seats, table 4x2.5 \$125; 2 accessory chairs, high back arm chairs, cherry wood frame, salmon fabric \$75 ea, call 301-460-0751.

Misc: Small IKEA kitchen table/2 chairs \$85; contemporary 8 bottle wine rack \$15; Direct TV satellite dish \$10; 4 Direct TV Receiver Boxes w/Remotes \$20 ea; New Memorex Double Layer DVD Recorder \$35; new HP DeskJet Color Printer \$40; IOMEGA 100MB Zip Backup Disk Drive w/ 3 Zip Disks \$20; extra Zip Disks \$2 ea; Black Ice Defender Firewall Software \$5. 301-775-0192.

Misc: Plastic patio table with 4/chairs \$35; sewing machine (Brother) does zigzagging \$40; two 5x8 carpets \$25 ea, hunter green, beige-diamond shape around the sides and Char Broil Grill \$50 call Colette @ 301-924-5716.

Piano: Knabe made, Baby Grand Piano, 60 inches, 1954. Original ivory keys, walnut \$6k, call Dick - 240-793-9250.

Tires: 2 tires/w rims P206/75R15 M-S \$100 call 301-258-0363.

TV: Sony 32" color TV/remote, 1 yr old \$300. John 301-987-8190/301-509-9396.

Utility Trailer: 4x 8 folding bed, 2 ft side rails. Hauls 1K lbs. Stores in 12 inches of space asking \$150 call 301-990-0522.

WANTED

Secure garage space to store a running vehicle. Willing to share a 2 car garage. Upcounty preferred call Brian @ 301-257-4765.

SERVICES OFFERED

Custom Furniture/Cabinets:

Built-in cabinets, bookcases, hutches, mantels and more. Personal service, attention to detail, call Steve @ 301-502-8624.

DJ: Professional DJ for parties, weddings, special occasions. call Matt @ 301-437-4944.

Entertainment Services: DJ, Photographer or Videographer. We can provide services for all events. MCEA mbrs get 10% discount, call Matt @ 301-482-1404.

Fitness Training: Start the year off right and get in shape! Call 301-529-6289 for info. Discounts for MCPS employees.

Legal Services: Discounted fees for MCPS employees by fellow teacher and attorney. Estate Planning, Incorporations, General Business Matters, Powers of Attorney, Wills and Name changes, call Mike Bready 301-330-5011.

Legal Services: Reduced fees for fellow MCPS employees. Family law, wills, bankruptcy, misc. Eve & wknd appts. Judi Bluefeld Amick @ 301-279-7817.

Magician: Entertainment/great fun for your special party! Amazing magical illusions, lots of audience participation! Great time for all ages! MCPS disc call Wendy @ 301-738-2127.

Medical House Calls: Board certified family practice physician call Dr. Norm Balog @ 301-879-0179/301-448-9495.

Photography: Professional coverage of weddings, bar/bat mitzvahs & special events. Portrait, commercial work also avail call 301-545-0117.

Real Estate: Home purchase/refinance loans. Free appraisals for MCPS teachers/staff. Reduce monthly payments, take equity/cash out, debt consolidation. Payment options: Interest only, 30/40/50 yr mtges; buy/build/refinance call Lesley 240-430-0003.

Tutoring Services: MCPS ESOL teacher available to tutor students who need addtl assistance in learning English. Germantown/Gaithersburg area. Reasonable rates call Mrs Rivera @ 301-528-3887.

Wedding Photography: Discounted for MCPS employees call 240-388-1412.

VACATION RENTALS

North Myrtle Beach SC: 2 units-duplex beach rentals. Each unit, 3br, spacious kit, lr, dr, slps 10-12, ½ block beach & shopping district. NP.

Wooded lot and priv drive, call 301-320-6543/240-461-1842.

Yellowstone National Park:

Paradise Valley Montana TH. Slps 6, 2/ba fully stocked kit, 3 miles to Chico to Springs Resort, free passes to Hot Spring Pools, horseback riding, river rafting. For info call 301-742-4286/301-593-4186.

FOR RENT

Apartment: 2br/1ba basement apt in Silver Spring, avail immed, kit, \$800/mo incl util. Call Sara @ 202-498-0324.

Apartment: Basement apt five min from Seneca Valley HS (Germantown) fireplace, hanging closet, storage closet, glass dble doors, room located next to storage/laundry room, full bath, shared kitchen \$650/mo+ ½ util. Call Nomi 301-528-3887. Separate room avail in June. Couples welcome. Work references required.

TH: Silver Spring/Colesville area 3br/1ba/1.5ba, pool \$1600/mo. Avail immed, call 301-572-4429.

Roommate: 1br/1ba avail in 2br/2ba apt in Reston VA, newly renovated. Complex features workout room and pool, plenty of free parking. Bus to West Falls Church Metro Station, N/S call 301-467-5815.

Roommate: Share TH in Gaithersburg. Master br w/walk-in closet. W/D, pking, convenient to Mtgy Village Ave, Mid-County Hwy, I-270 and Metro. Mo-to-mo or 6 mo lease avail, N/S \$500/mo + ½ util, avail immed call 301-385-6721.

Roommate: Silver Spring, N/S F teacher to share 3 br Glenmont TH w/MCPS teacher. Plenty of pking, convenient to busline and Metro, and use of all household amenities. \$825/mo + 30% of util, avail immed call 240-997-2272.

Roommate: Share 2br condo in Bethesda, near Mtgy Mall and I-270 \$875/mo+util call Ann @ 240-687-0908.

Roommate: Silver Spring, NS F teacher to share 3br TH w/MCPS teacher. On bus line to either Silver Spring or Wheaton metro. Furnished master br/ba avail. Rsvd prkg space, use of all household amenities \$725/mo+1/3 util. Discount for fellow teachers. Avail immed call Lynn @ 201-367-4971.