



School News

MD ranks first in education

The Maryland public school system was ranked number one by *Education Week*, a leading education newspaper, for the second consecutive year. *Education Week* examines data in six critical categories: student performance; state education policies; state accountability and standards; teacher effectiveness; work on school readiness; high school reform; and preparation for college and the workplace.

Travel, Conference Reports

The 2010 rate for mileage is \$.50 a mile. The 2010 mileage reports are available on the forms section of the CCPS Web site. The vendor number for employees has also been changed. Use 90 in front of your employee identification number as your vendor number.

Federal Taxes

The Internal Revenue Service (IRS) has released new Federal tax withholding tables for 2010. These changes take effect with the Jan. 15 paycheck. To adjust withholding deductions, submit a new Federal withholding form, W-4, to payroll. This form is available on the forms section of the CCPS Web site.

Coming Soon

Schools and offices closed

Schools and offices will be closed Monday, Jan. 18, in observance of Dr. Martin Luther King Jr.'s birthday.

Semester break

Schools will be closed for students only on Friday, Jan. 22, for semester break.

Two-hour early dismissal

The next two-hour early dismissal is Wednesday, Jan. 27.

School system meets employee contract obligations

The Charles County Board of Education voted Tuesday to provide eligible employees step increases, effective immediately and retroactive to July 1, 2009. The change affects 73 percent of employees.

The vote closes this school year's negotiations, which did not provide for any raises in July, but were left open for renegotiation in January to discuss step and scale increases. No cost of living (COLA) raises were provided. Negotiations were completed earlier this week with the school system's two bargaining groups, the Education Association of Charles County (EACC), which represents certificated employees including teachers, and the American Federation of State, County and Municipal Employees (AFSCME), which represents support or classified employees.

"The Board has always bargained in good faith and felt it was important to honor the commitments made in June. We reviewed our financial situation in January as negotiated," said Board Vice Chairman Donald Wade. "We were successful in adjusting our spend-

ing in an effort to generate savings and provide employees with step increases, which are required by contract and based upon the number of years of employment. Staff generated savings through employee turnover, hiring lags and not filling non-classroom positions," Wade said.

The Board, through its negotiations team, came to the following agreements, which implement the base negotiated agreements without a COLA:

- All eligible AFSCME-group employees will be placed on the proper step and grade, which will be made retroactive to July 1, 2009.
- All eligible EACC-group employees will be placed on the proper step level, retroactive to July 1, 2009. The final phase of teacher scale compression will be put in effect and is also retroactive to July 1, 2009.

The contract agreed upon in June stated that AFSCME and the EACC reserved the right to bring forth proposals for mid-year salary adjustments in January 2010.

See Renegotiation, Page 3

Board of Education elects chairman, vice chairman

The Board of Education of Charles County elected Roberta Wise as chairman and Donald Wade as vice chairman at its Jan. 12 meeting. The Board elects a chairman and vice chairman each January. The officers serve one-year terms.

The election reversed the roles for Wise and Wade. Wise has served as vice chairman for the past three years and Wade has served as chairman.



Wade

Wise is a first-term Board member, first elected in November 2006. She is a retired Charles County Public Schools teacher with 34 years of experience. A former Charles County Public Schools Teacher of the Year, she also received the *Washington Post* Agnes Meyer award for outstanding teachers in 1991. For most of her career, she served as a mathematics teacher at Henry E. Lackey High School. She was a coordinator of the Educational Partnership Team and a math resource teacher before retiring in 1999. Mrs. Wise was a member of the Charles County Planning



Wise

See Election, Page 2



Notebook

On the cover

Pictured on the cover are employees from J.C. Parks Elementary School. Pictured, from left, are: Arin Bonner, kindergarten teacher; Denise Pratt, vocal music teacher; Erik Siuta, fourth-grade teacher; and Pelestene Rogers, technology facilitator.

Watson selected as MD Fellow

Marjorie Watson, a special education instructional assistant at Theodore G. Davis Middle School, was recently named a Maryland State Service Learning Fellow for the 2009-10 school year by the Maryland State Department of Education (MSDE).

Watson has served as the student service learning coordinator at Davis since 2007, and has implemented a variety of service projects for students, including the construction and installation of birdhouses on the North Point High School, Davis and William A. Diggs Elementary School campuses, and a student-led schoolwide recycling initiative.

Service Learning Fellows are selected for their abilities to create exemplary service-learning experiences for their students and provide expertise and assistance to their peers. MSDE selects up to 15 new fellows annually and highlights their achievements in an awards ceremony held each spring.

SSP seeks 2010 Fellows

The Society for Science and the Public (SSP) is seeking applicants for its second annual Fellows Program. The program is open to high school science and mathematics teachers who serve under-resourced students. The goal of the program is to provide training resources to teachers to guide their students in producing high quality scientific research projects.

Candidate requirements include demonstrated interest in research, teaching credentials, evidence of science participation with students, excellent written and oral communication skills, and attendance of the Fellows Institute in Washington, D.C., July 26-30.

The application, and additional program information, is available at <http://www.societyscience.org/outreach/application>. Deadline is Friday, Jan. 15.

Dr. Mudd students start the new year with a fresh look

A group of students at Dr. Samuel A. Mudd Elementary School began the new year on Monday, Jan. 11, with a new attitude, and a fresh haircut, thanks to three barbers from the Bryans Road Barber Shop.

Dr. Mudd Vice Principal Laurie Brown-Abdelmageed, otherwise known as "Dr. A" by students and staff, invited barbers Brian Powell, Charles Garris and Ollie Oliver to visit the school to provide free haircuts to boys in grades kindergarten through fifth. "I take my son to see them and they always talk about how they give back to the community. I thought this would be a great way for them to give back to the school community and for our students to benefit," Brown-Abdelmageed said.

Students were sent home with permission slips last week to benefit from the free hair cut, and a group of 13 boys participated. The boys were excited, yet nervous, to get their hair cut. But, the nerves did not show as each boy sat pa-

tiently and quietly during his haircut. Garris even expressed how well the boys did. "These kids are so good. They even sit better than some grown men," he commented.



Dr. Samuel A. Mudd Elementary School fourth grader Damon Ashton, II, left, sits patiently, and happily, as he receives a haircut from Bryans Road-based barber Brian Powell, left. Powell, along with two other local barbers, visited the school Monday to provide free hair cuts to boys as a way to give back to the community.

Brown-Abdelmageed arranged for the barbers to visit the school earlier in the school year, and was thankful they donated their time to the school and students, although they had suffered a recent hardship. Days after agreeing to give the free haircuts, their shop, New Horizon Barber Shop, fell victim to a fire and burnt down. Powell said their new location, Bryans Road Barber Shop opens next week.

Brown-Abdelmageed said she plans to hold a similar event at the school in the future and open the opportunities for girls to participate. "Every school does what they need to do to benefit their community. This is what I wanted to do for our students and I am fortunate that they came to our school today. The kids had a great time and enjoyed themselves," she said.

Election

Continued from Page 1

Commission for six years and served as the vice chairperson for three of those years.

Wade is a three-term Board member and was first elected in 1998. He is a lifetime resident of Charles County and has served as Thomas Stone High School's SAC president and helped bring the JROTC programs to Charles County. Col. Wade spent 30 years on active duty and was a professor of aerospace studies at three universities. He was a teacher, a department chairperson and a faculty advisor to 21 JROTC units in Prince George's County before retiring in 2006. He was a member of the Charles County Board of Zoning Appeals, and is a distinguished graduate of the University of Maryland, College Park ROTC program and the University of Maryland, Eastern Shore.

Renegotiation

Continued from Page 1

The Board agreed to reduce spending as much as possible throughout FY10 and to channel these savings into employee compensation as its priority.

The cost to implement the step increase is \$3.9 million. The change affects 1,467 of 2,201, or 67 percent of employees covered by the EACC contract. It affects 826 of 931, or 89 percent of employees covered by the AFSCME contract. Members of the superintendent's executive staff are not eligible for increases.

Step and scale increases are being provided through one-time money generated through internal savings. Both bargaining groups were alerted to possible actions that may occur if next year's budget revenues do not meet certain levels. Actions may include: layoffs, furloughs, increased class size and/or scale reductions and health care modifications.

Charles County Public Schools joins 13 other Maryland school systems that awarded longevity steps this school year and several others that are also considering implementing mid-year step increases. Charles County was one of 14 Boards of Educations that did not give a COLA this year. Statewide, the average COLA awarded to employees in the other 10 school systems is 1.5 percent for fiscal year 2010.

The cost of implementing the contract does not require any new funding or financial commitment from the Charles County Commissioners. Funding by the county would remain at the minimal maintenance of effort level established by law.

How will this affect you?

In February, human resources will send out new assignment sheets, as well as a copy of the current assignment sheet, to all employees. To find out if you have advanced a step or grade, please compare the two assignment sheets. Nearly 73 percent of all employees are eligible for a step or level increase.

Eligible employees will receive the increase starting with the Feb. 26 paycheck. There will be a catch-up period when employees receive additional money in their paycheck, as the retroactive portion of the step increase is evenly divided and included in the remaining paychecks this school year. The additional retroactive pay ends with the first paycheck for the 2010-11 school/contract year. All employees receive 26 paychecks a year.

12-month employees: the retroactive portion of the increase will be evenly divided over the remaining nine pay periods of the 12-month contract that ends June 30.

11-month employees: the retroactive portion of the increase will be evenly divided over the remaining 11 pay periods of the 11-month contract. The new contract begins with the first paycheck in August.

10.5- and 10-month employees: the retroactive portion of the increase will be evenly divided over the remaining 13 pay periods of the 10.5- and 10-month contracts. The new pay period begins for this group with the first paycheck in September.

CCPS, Space Foundation offers free sessions to teachers in all content areas

Interested in learning about rockets, space transportation, black holes or if there is life on Mars? Sign up for the Space Discovery Institute, offered this summer through Charles County Public Schools' (CCPS) partnership with the Space Foundation.

The institute is available only for Charles County Public Schools teachers and certificated staff, and will be held at North Point High School. The six, weeklong sessions focus on astronomy, biological and physical research, Earth systems science, lunar/mars exploration, rocketry and space technologies in the classroom. There are 50 spaces available per session and participants can sign up for more than one session. The sessions run from 8:30 a.m. to 3 p.m., and are as follows:

- **Lunar/Mars Space Exploration and Base Construction** – July 19-23; this session covers what it will take to establish and maintain human life on the moon or Mars. Participants will design and build a model of a theoretically functioning sustainable lunar or Mars base.
- **Rocketry** – July 19-23; participants will design and construct classroom rockets, including pop, water and solid-fueled rockets, to learn about Newton's Laws of Motion and the physics of flight. This session also highlights an overview of the history of space exploration.
- **Earth Systems Science** – July 26-30; participants will learn about Earth's geological history by studying weathering, erosion, natural disasters and global climate change. This session includes field trips and area field studies for a hands-on approach to the course.

- **Biological and Physical Research** – July 26-30; this session explores advanced life support systems being developed on the International Space Station to keep astronauts safe from hazards of space travel. Participants will learn how to incorporate these ideas into the classroom.

- **Astronomy Principles for the Classroom** – Aug. 2-6; participants will study the motions of the universe through kinesthetic astronomy, black holes, dark matter, cosmology and astrobiology. This session also includes an evening stargazing field trip and a trip to Goddard Space Flight Center.

- **Space Technologies in the Classroom** – Aug. 2-6; this session examines uses of space technology and transportation, design, robotics, communications, space power and space structures. Participants will also take a field trip to Goddard Space Flight Center and construct a programmable robot.

The free sessions are open to CCPS teachers across all subjects and grade levels. Participants also have the option of completing sessions for graduate credit. All courses will be taught by Space Foundation staff and include a light breakfast and lunch.

To sign up for a session or for additional information, call Monique Varlas, instructional specialist for STEM, at 301-934-7287 or e-mail mvarlas@ccboe.com.

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Charles County Public Schools
301-932-6610
301-934-7220
Fax: 301-932-6651

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Charles County Public Schools

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The mission of Charles County Public Schools is to provide an opportunity for all school-aged children to receive an academically challenging, quality education that builds character, equips for leadership, and prepares for life, in an environment that is safe and conducive to learning.

Personnel

Apply for positions online at www.ccboe.com/hur. Positions are open until filled unless otherwise noted. All teaching positions require a bachelor's degree and MSDE certification requirements.

Job Openings

Long Term Substitute Teacher, Support – High school level, 10-month position.

Special Education Instructional Assistant, Inclusion – Dr. Samuel A. Mudd Elementary School, 10-month position. Apply by Jan. 19.

Job Placement Clerk – Jesse L. Starkey Administration Building, 12-month position. Apply by Jan. 20.

Building Service Worker – North Point High School, 12-month position. Apply by Jan. 25.

Building Service Assistant Manager – Henry E. Lackey High School, 12-month position. Apply by Jan. 25.

Instructional Specialists – Future openings at all levels, 11-month positions.

Title I Instructional Specialist for Technology – Jesse L. Starkey Administration Building, 11-month position.

ing, 11-month position.

Principals – Future openings at all levels, 12-month positions.

Vice Principals – Future openings at all levels, 11- and 12-month positions.

Special Education Infants & Toddler Teacher – F.B. Gwynn Educational Center, 10-month position.

Life Skills Teacher – William B. Wade Elementary School, 10-month position.

English Teachers – Openings at Westlake and Thomas Stone high schools, 10-month positions.

Family & Consumer Science Teacher – High school level, 10-month position.

Gifted Education Resource Teachers, Middle school – Future openings, 10-month positions.

Speech Language Therapists – Openings at all age levels, 10-month positions.

Physics Teacher – High school level, 10-month position.

Gifted Education Resource Teacher – Future openings, all levels, 10-month positions.

Reading Resource Teachers – Future openings, all levels, 11-month positions.

Science Teacher – Benjamin Stoddert Middle School, 10-month position.

Reading Recovery Teacher – Location to be determined, 10-month position.

Library & Media Specialist – Elementary school level, 10-month position.

Special Education Teacher for Science – Benjamin Stoddert Middle School, 10-month position.

Special Education Teacher for Social Studies – Benjamin Stoddert Middle School, 10-month position.

High School Instructional Resource Teacher – Jesse L. Starkey Administration Building, 12-month position.

Special Education Teacher of the Emotionally Disturbed – F. B. Gwynn Educational Center, 10-month position.

Long Term Substitute Teacher, Certified – High school level, 10-month position.

NJROTC Instructor – Westlake High School, 10-month position.