



THE ASSOCIATE

President's Message

Frederick County Teachers Association works to advocate, empower, and organize members to ensure an excellent and equitable public education in Frederick County. That is the vision statement of our association that guides our collective work.

Our association work goes beyond the traditional union work of negotiating a fair contract. FCTA members are working on a range of issues that impact your work and our students. Some highlights can be found in the articles and announcements found in this newsletter. Most of this work is done through our committee structure (by your fellow members). The Leadership Development committee has planned professional development opportunities that have been requested by you. In addition to the two flyers included in this Associate, look for PD opportunities on technology and reaching our EL students in the near future. The Human and Civil Rights Committee has been planning their year around three areas of support for teachers and students: 1. Diversity Ambassadors Program -DAP (see info on page 4), 2. LGBTQ+ Subcommittee, and 3. Restorative Practices initiatives that is a collaboration between FCTA, FCPS and FCASA. The training started with four of our middle schools and is currently being expanded to the TJHS and THS feeder patterns at all three levels. The Membership Committee started this year welcoming over 250 new hires to FCPS. In addition to the Back-to-School picnic, this committee is planning several social events for members including Happy Hours and another bus trip to New York City. There are many other ways FCTA is working to help create the best teaching and learning environment we can, but we are always open to hearing new ideas from our members so please reach out me. Together we can help ensure a great public school for every child.

New Sick Leave Bank Enrollment

The purpose of the Sick Leave Bank (SLB) is to provide sick leave to contributors to the bank after their accumulated sick leave has been exhausted with the goal of returning the member to active status. Such leave from the bank is issued in cases of prolonged, catastrophic or incapacitating personal illness, injury or quarantine of the member during the regularly scheduled duty day.

Deadline to Enroll is October 1, 2017

If you joined SLB in a prior year, you do not need to re-enroll. Check the box at the bottom of your paycheck to confirm your enrollment status. The annual contribution of one sick day will be deducted from the October 15 pay period. Membership forms and information can be found on the FCTA website www.myfcta.org



**Join us for an
UnConference**

EdcampFCTA

SAVE THE DATE:
NOVEMBER 4, 2017
8:30AM-12:00PM

FREDERICK HIGH SCHOOL

FOR MORE INFORMATION AND TO
RESERVE YOUR TICKET VISIT:
BIT.LY/EDCAMPFCTA

FREDERICK COUNTY TEACHERS
ASSOCIATION
FIRST ANNUAL EDCAMP!

STAY INFORMED

Future editions of the FCTA newsletter will be in the digital format. They will be sent to every member through email. This is an email going to a large distribution list so sometime the FCPS email server sends it to your junk mail folder. Please check your junk email folder if you are not getting our communications (the last one was sent 8/30/17). If you right click on an email in the junk folder and mark it as “not junk,” future emails from the same address shouldn’t end up in the junk folder. If you find you are still not getting the emails please contact the FCTA office to make sure we have the correct email in our distribution list.

Sign Up for 2017-2018 Committees

One of the most important ways for members to be involved in FCTA is through participation on one (or more) of our standing committees. Our committees are essential to the success of the association and ensure that we meet the needs of our members. The FCTA Board encourages active involvement in the Association. Please look over the committee descriptions and see where your talents and interests best fit.

The committees that still have openings are listed below please email Missy Dirks at mdirks@mseanea.org if you are interested.

Committee Descriptions

Budget - develops the annual FCTA budget for consideration by the Board and Rep Assembly. Meets 3-4 times in winter/spring.

Government Relations - recommends endorsements; raises PAC funds; promotes positions on legislative matters; works with candidates during elections. Meets monthly.

Human and Civil Rights - works to recognize/promote the human rights of educators and students. Includes Restorative Practices, Diversity Ambassadors Program and LGBTQ. Meets monthly.

Leadership Development - develops programs to assist educators in personal/professional development; develops leadership programs. Meets monthly.

Membership/Social - promotes membership recruitment/retention; organizes FCTA picnic and other social events. Meets year round.

Negotiations - develops FCTA negotiation positions/bargaining plan. This committee includes, but is not limited to, the Team that represents FCTA during negotiations. Meets fall-winter. (Team meets in Spring)

Retiree - develops a plan to recruit, inform and engage retired FCTA members in activities of the association.

@LDC_FCTA

2017-2018
**ELEVATE THE PROFESSION:
EMPOWERING AND ENGAGING
EDUCATORS**

LEADERSHIP DEVELOPMENT COMMITTEE

Join us for a session on
**START YOUR YEAR OFF WITH A BANG!!
CLASSROOM/BEHAVIOR MANAGEMENT**

TUESDAY, OCTOBER 17TH
4:30-6:00PM

All FCTA members are welcome to attend
this session at the FCTA Office
(1 Worman's Mill Court,
Frederick, MD 21702)

Sign up at
www.tinyurl.com/LDCFCTA

**RAFFLES, FREEBIES, FOOD &
DRINKS PROVIDED**

Social Networking: Tips from MSEA’s Legal Team

By now, most of us know that social networking sites allow you to create a profile about yourself that you can share with others. Profiles include personal information and interests, plus educational and professional information. Social networking pages, like MSEA’s on Facebook (facebook.com/marylandeducators), are also a great tool for multi-way communication and can help people quickly organize around specific issues.

EDUCATORS ON SOCIAL MEDIA—DOs AND DON’Ts

Do: Be aware that users can search for you by anything in your profile (your employer, university, etc.). Control who sees your page. Set your privacy settings so only “friends” can review your information. Stay away from sites that cannot be closed to the public.

Do: Monitor comments that are posted to your page. Delete any with inappropriate language or content. Monitor your friends’ Facebook photographs. If someone “tags” you in an inappropriate photograph, remove the tag and ask that the photo be taken down. On Facebook, disable the Google search function.

Do: Use common sense when you’re using social media.

Don’t: Accept anyone who you do not know as a friend.

Don’t: Post negative information about your students or school administrators. This includes information that can easily identify a student or administrator.

Don’t: Join groups that may be considered unprofessional or inappropriate, and leave any such group that you are already a member of.

Don’t post: Vulgar or obscene language, materials, photos or links that may be considered inappropriate or unprofessional.

WHAT YOU SHOULD KNOW

Employees with tenure rights can be suspended or discharged only if, in a due process hearing, the school district can show misconduct, willful neglect of duty or incompetence. In the context of off-duty conduct, including posting on social networking sites, many courts have required a showing that such conduct has or will likely impact on the employee’s ability to perform his/her job in order to uphold employee discipline.

Employees may mistakenly believe that the First Amendment protects their right to post anything they want to on social networking sites. Unfortunately, school employees have limited free speech rights. Specifically, employee speech is not entitled to First Amendment protection:

1. If the employee is merely speaking about matters of personal concern, e.g., social activities, partying, personal gripes, etc.; or
2. If school officials believe that the employee’s speech might disrupt the workplace or interfere with their job performance.



CONTRACT CLOSE-UP

Printed copies of the 2017-2020 Negotiated Agreement have now been distributed to all schools. Use the expanded index to help you to familiarize yourself with it.

This edition of the Associate we are highlighting:

Article IX, Teacher Evaluation pages 15-17

In the past, the contract had an article on teacher evaluation and an addendum on teacher evaluation which sometimes made it hard to find information. Now it is all consolidated into this one place. There are four main sections: Observation Process, Evaluations, Professional Remediation Plan and Personnel File.

Turn to this section if want to know answers to questions such as... How many times will I be observed this year? Can I be observed the day before Thanksgiving? How do I respond in writing to my evaluation?

New language which was negotiated last year created the right to have an announced observation.

Section B Observation Process.

8. At least one observation in an evaluation year will be announced with the opportunity to have a pre-conference. The notice of the observation may provide a range of time up to a week during which the observation may occur.

Make yourself familiar with this article so that you understand your rights and responsibilities in the observation and evaluation process.



DIVERSITY AMBASSADORS PROGRAM

What is DAP?

- DAP provides social and professional opportunities for new and veteran ethnic minority teachers in Frederick County
- DAP encourages the recruitment and retention of ethnic minority teachers
- DAP helps teachers form personal relationships with other teachers and the community in a relaxed environment

How do I get more information?

Contact FCTA

Jen Nguherimo: jengnuherimo@mscanea.org

Dawn Lynch: dawn.lynch@fcps.org

Frederick County Teachers Association

www.myfcta.org

Facebook: Frederick County Teachers

Twitter: @myfcta

DAP Meet and Greet

**Come see what DAP is all about and
meet other ethnic minority teachers
from around FCPS.**

Monday, September 25, 2017

4:30pm – 6:30pm

FCTA Office

Food and Drinks will be served.

NEED A NOTARY?

CALL THE FCTA OFFICE TO SPEAK WITH
FRANCINA BALDI, OUR OFFICE
MANAGER. SHE IS A NOTARY PUBLIC
AND WILL BE HAPPY TO NOTARIZE
DOCUMENTS FOR MEMBERS AT NO COST.



BoE Policy 443

Creating Welcoming and Affirming Schools for
Transgender and Gender Nonconforming Students

Not sure what Policy 443 means for you in
your classroom or in your school? You are not
alone. The LGBTQ+ subcommittee is holding
a training on Policy 443 to help educators
understand their role in make sure our
schools are welcoming for all our students.

Tuesday, Oct. 24, 2017

4:30 pm

FCTA Office



UPCOMING DATES

September

- 25 Diversity Ambassadors Program
Social, FCTA Office, 4:30pm
- 27 Building Rep Training, FCTA
- 27 Board of Education meeting 6 pm

October

- 2 Human and Civil Rights Committee
FCTA office, 4:30pm
- 5 FCTA Representative Assembly
Governor TJHS, 4:40pm
- 10 Leadership Development
Committee FCTA office, 4:30pm
- 11 Board of Education meeting 6 pm
- 12 Government Relations Committee
FCTA office, 4:30pm
- 12 Membership Committee
FCTA office, 4:30pm
- 17 Elevate the Profession PD
Start Your Year Off with a Bang!
FCTA office 4:30 - 6 pm
- 24 Policy 443- What Does it Mean?
FCTA Office, 4:30pm
- 25 Board of Education meeting 6 pm

DID YOU KNOW?

Your MSEA card is your key to great discounts.

(Can't find your MSEA Card - You can find your membership number on the address label of your
MSEA ActionLine Magazine or contact the FCTA office)

Visit **www.neamb.com** to get discounts such as:

- movie tickets and restaurants
- auto, home, and pet insurance
- plane tickets, cruises, and rental cars
- tickets to theme parks and other attractions
- and even car buying discounts



2017-2018 UniServ Areas

These are primary contacts; however, Missy, John, Jen and Nicola will be available to all buildings.

<p>Nicola van Kuilenburg</p> <p>Feeder Areas: Brunswick Catoctin Middletown Tuscarora Walkersville</p>	<p>Ballenger Creek Elementary Ballenger Creek Middle Brunswick Elementary Brunswick Middle Brunswick High Career & Technology Center Carroll Creek Montessori Carroll Manor Elementary Catoctin High Central Office Crestwood Middle</p>	<p>Emmitsburg Elementary Glade Elementary Heather Ridge Lewistown Elementary Middletown Elementary Middletown Primary Middletown Middle Middletown High Myersville Elementary New Midway Elementary Orchard Grove Elementary Rock Creek Sabillasville Elementary</p>	<p>Thurmont Elementary Thurmont Middle Thurmont Primary Tuscarora Elementary Tuscarora High Valley Elementary Walkersville Elementary Walkersville Middle Walkersville High Wolfsville Elementary Woodsboro Elementary</p>
<p>Jen Nguherimo</p> <p>Feeder Areas: Frederick Governor Thomas Johnson Linganore Oakdale Urbana</p>	<p>Centerville Elementary Deer Crossing Elementary Frederick Classical Charter School Frederick High Gov. Thomas Johnson High Gov. Thomas Johnson Middle Green Valley Elementary Hillcrest Elementary Kemptown Elementary Liberty Elementary</p>	<p>Lincoln Elementary Linganore High Monocacy Elementary Monocacy Middle Monocacy Valley Montessori New Market Elementary New Market Middle North Frederick Elementary Oakdale Elementary Oakdale Middle Oakdale High</p>	<p>Parkway Elementary Spring Ridge Elementary Twin Ridge Elementary Urbana Elementary Urbana Middle Urbana High Waverley Elementary West Frederick Middle Whittier Elementary Windsor Knolls Middle Yellow Springs Elementary</p>

STAY IN TOUCH

FCTA Officers

President: Missy Dirks mdirks@mseanea.org
 Vice President: Jonathan Araujo jonathand.araujo@gmail.com
 Secretary: Casey Day caseylday@gmail.com
 Treasurer: Justin Heid justinmheid@gmail.com

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John Gates jgates@mseanea.org
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FCTA Board of Directors

Lynda Baker
 Charlie Berry
 Toni Border
 Elizabeth Dudley
 Chris Hause
 Sherry Haydel
 Samantha Hoague
 Casey Keenan
 Chris Stefanizzi-Greenwood

www.MyFCTA.org

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