



Charles County Public Schools honored 2,030 seniors on June 2 and June 3 during graduation ceremonies for five high schools. Valedictorians for the Class of 2008 are: front row, from left, Ashin Shah of Thomas Stone High School; Abe Massad of La Plata High School; Elisabeth Stevens of Westlake High School; Eric Leadbetter of Maurice J. McDonough High School; and Lacy Rhiannon Thomas of Henry E. Lackey High School. Salutatorians for the Class of 2008 are: back row, from left, William Le of Stone; James Shijie Shen of La Plata, Courtney Grenke of Westlake, Kamal Baig of McDonough, and Laura Snow and Erika Prate of Lackey. See the graduation story on page 2 for more information on the Class of 2008.

Groups reach tentative agreements on raises

The Board of Education and representatives of the school system's two employee groups – the Education Association of Charles County (EACC), representing teachers and school administrators, and the American Federation of State, County and Municipal Employees (AFSCME), representing support professionals – have reached tentative agreements that provide for 3.5 percent pay raises and changes in prescription co-pays. The Board and union representatives are expected to sign contracts on June 10.

The agreements were reached following the announcement by the Charles County Commissioners that the Board of Education would receive a \$9.5 million increase, which is \$3 million less than requested by the Board.

The contract with the EACC provides for a 3.5 percent cost-of-living raise (COLA) for teachers, and administrative and supervisory

staff, in addition to normal increments for experience. Extra duty pay also increases 3.5 percent. Salary scale adjustments are included in the agreement. Certificated staff on the teacher scale now reach the top of the scale in 20 years.

The AFSCME agreement provides for a 3.5 percent COLA for all classified employees. Additionally, AFSCME negotiated an increase in tuition reimbursement for classified employees, which places it on parity with the amount certificated employees receive. "AFSCME members would like to thank Superintendent (James) Richmond, his staff, and the elected school board for their efforts during negotiations. They tried to meet the needs of employees and students at a time when resources were limited," said Keith Fowler, AFSCME president.

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Retirement contributions

Contributions to the State Teacher's Pension System will change from 4 to 5 percent. Deductions will be made over 26 pay periods instead of 20. These changes will begin with the July 3 pay check.

Tuition reimbursement

Tuition reimbursement for all employees must be submitted no later than June 30 for courses completed during the 2007-08 school year, which is July 1, 2007, to June 30, 2008. If grade slips or official transcripts are not available by the deadline, requests must still be submitted by June 30, and reimbursement will be held until original grade slips, transcripts and documentation of tuition fees are submitted to human resources.

Classes starting after July 1 will be charged to the 2008-09 tuition reimbursement allotment. All courses must be pre-approved by human resources.

Certificated employees with tuition reimbursement questions and have last names beginning with A-K should call 301-934-7243; certificated employees with last names beginning with L-Z should call 301-934-7241. Support employees should call 301-934-7232.

Resignation deadlines

The resignation deadline for all tenured teachers is July 15, at 5 p.m. Support staff must provide at least a two-week resignation notice. All resignations must be turned into the human resources department. Call 301-934-7255 for



National certification

Michelle James, a guidance counselor at Mt. Hope/Nanjemoy Elementary School, and Kathleen Poirier, a counselor at Daniel of St. Thomas Jenifer Elementary School, recently received national certification from the National Board for Certified Counselors, bringing the number of CCPS nationally certified counselors to nine.

School News mailings

The communications department publishes *School News* every other Friday, which coincides with pay days. During the summer months, limited printed copies are provided to each school. The newsletter is posted on the staff services page of the school system website, www.cchoe.com.

Copies are mailed only upon request. If you would like a copy mailed, please e-mail your name and address to Shelley Buter at sbuter@cchoe.com.

Donations for soldiers

Charles County Public Schools employees are collecting personal items, such as toiletries, for wounded soldiers. Donations will be accepted in the fall at Arthur Middleton Elementary School, to the attention of Debra Haan. Items can include travel-sized shampoo, soaps, lotions and toothpaste.

On the cover

Pictured on the front cover are employees from La Plata High School. Pictured, from left, are: Earl Swann, building service manager; Helen Shannon, principal's secretary; Michelle Revells, resource teacher; and Michelle Bingham, social studies teacher.

Students graduate; earn \$27.2 million in scholarship offers

Charles County Public Schools honored 2,030 seniors on June 2 and June 3 during graduation ceremonies for five high schools. Students in the Class of 2008 were offered more than \$27.2 million in scholarships.

Valedictorians and salutatorians were announced late last week at awards ceremonies.

Henry E. Lackey High School has a valedictorian and co-salutatorians. Lacy Rhiannon Thomas of Waldorf is the valedictorian and salutatorians are Erika Prate of White Plains and Laura Snow of La Plata. Thomas plans to attend the University of Maryland, College Park where she will major in mathematics. Prate will attend Salisbury University and major in biology. Snow will major in animal and poultry science at Virginia Tech.

La Plata High School's valedictorian is Abe Massad of La Plata and salutatorian is James Shijie Shen of Waldorf. Massad plans to attend the University of Maryland, College Park and major in engineering. Shen is headed to Northwestern University in Chicago, IL,

where he will major in economics.

Eric Andrew Leadbetter of White Plains is Maurice J. McDonough High School's valedictorian, and Kamal Baig of La Plata is salutatorian. Leadbetter and Baig both plan to continue their education at the University of Maryland, Baltimore County. Leadbetter will major in computer science and Baig has not declared a major, but is considering pre-medicine or engineering.

Representing Thomas Stone High School are Ashin Shah of Waldorf as valedictorian and William Le of Waldorf as salutatorian. Shah will attend Harvard College in Cambridge, MA, where he plans to major in social anthropology or government. Le will attend the University of Pennsylvania to major in biological basis of behavior.

Westlake High School's valedictorian is Elisabeth Stevens of Waldorf and salutatorian is Courtney Grenke of Waldorf. Stevens plans to major in political science and history at Jacobs University Bremen in Germany. Grenke plans to attend Liberty University in Virginia and major in nursing.

Agreements

From page 1

To help fund the COLA, Superintendent James E. Richmond directed his executive staff to cut non-essential items in areas that did not directly impact the classroom or full-time personnel. Staff made reductions of \$2.6 million, which included part-time wages, supplies, staff development, travel, food expenditures, technology replacements and maintenance.

As part of negotiations, the employee groups agreed to a change in the co-pay on prescriptions. Co-pays will increase from \$2

to \$5 for generic drugs and from \$5 to \$10 for brand names for employees on the PPN and Indemnity plans. Employees on the HMO plans are unaffected as they already pay these amounts for prescriptions. The change also helped make the 3.5 percent COLA possible, said Bill Fisher, EACC president.

Other changes include an additional day of annual leave for 12-month employees. The inclusion of 10 early dismissal days in the calendar are designated for teacher planning to address work load concerns.

Board agenda -- June 10, 2008

Executive session -- 12 p.m.

Call to order -- 1 p.m.

Action item

- EACC/AFSCME signing

Superintendent's update

Reports and information items

- Correspondence
- EACC update
- Crime Solvers
- CIP update
- Full-day kindergarten schematic
- Bridge Plan
- Budget update
- Ethics regulation amendment

Unfinished business

New business/future agenda items

- New business
- FY2009 budget adjustment
- Future agenda items

Recognition -- 4:15 p.m.

Public Forum -- 6 p.m.

Action items

- Minutes
- Personnel
- Out-of-county tuition rates
- Educational Facilities Master Plan
- 2009-2010 calendar
- Textbook: Career & Technology

Board to honor retirees for years of service, work with children

The Board of Education will honor employees who have retired since June 30, 2007, and those who have already announced their retirements at the end of this school year during a ceremony on June 12, 5 p.m., at the Jesse L. Starkey Administration Building. Retirees are listed by name, last position held, location, and years of service.

- Karen Allison, mathematics teacher, Thomas Stone High School, 40
- Shirley Arnold, elementary teacher, Eva Turner Elementary School, 38
- Barbara Barton, special education instructional assistant, J. P. Ryon Elementary School, 20
- Arlene Bennof, special education teacher, T. C. Martin Elementary School, 37
- Cassandra Blacktree, principal, J. C. Parks Elementary School, 38
- Kathleen Blanche, specialist in early childhood education, Jesse L. Starkey Administration Building, 33
- Garth Bowling, Jr., principal, La Plata High School, 34
- Joyce Bowman, food service worker, Dr. Gustavus Brown Elementary School, 11
- Michael Brown, vice principal, Henry E. Lackey High School, 32
- Catherine Brownlee, secretary to the principal, Malcolm Elementary School, 29
- Lionel Carroll, building service assistant manager, Starkey Building, 15
- Linda Charbonneau-Hughes, reading recovery teacher, Gale-Bailey Elementary School, 37
- Lydia Colston, guidance counselor, La Plata, 40
- Cynthia Corbett, special education teacher, John Hanson Middle School, 37
- Norma Davis, English teacher, Stone, 37
- Patricia Disney, special education instructional assistant, Dr. Samuel A. Mudd Elementary School, 7
- Sue Ford, special education teacher, F.B. Gwynn Educational Center, 27
- Susan Fowler, principal, Daniel of St. Thomas Jenifer Elementary School, 33
- Patricia Gallagher, secretary for the department of instruction, Starkey Building, 34
- Gayle Gepert, instructional specialist, Turner, 36
- Steven Grimes, science teacher, Maurice J. McDonough High School, 32
- Patricia Grove, English teacher, Stone, 31
- Julia Habash, mathematics teacher, Theodore G. Davis Middle School, 34
- Deborah Hall, elementary teacher, Malcolm, 28
- Charles Henson, JROTC Instructor, Stone, 14
- Juanita Hepler, media specialist, Benjamin Stoddert Middle School, 24
- Kathleen Hettel, reading resource teacher, Mary H. Matula Elementary School, 33

- Phillip Hill, general maintenance worker 2, Radio Station Annex, 30
- Bridgett Jochum, elementary teacher, William B. Wade Elementary School, 22
- James Johnson, special education teacher, Westlake High School, 32
- Lynn Kennedy, speech therapist, Turner, 32
- Brenda Korrow, instructional specialist, Martin, 32
- Dody Kundreskas, instrumental music teacher, Mt. Hope/Nanjemoy Elementary School, 37
- Jerome Lyles Sr., building service manager, Starkey Building, 37
- Maureen MacPherson, secretary to special education, Starkey Building, 10
- Rose Matthews, building service worker, Ryon, 18
- Jean Mudd, career technician, La Plata, 19
- Linda Norcross, media instructional assistant, Milton M. Somers Middle School, 15
- Cynthia Nwokekeh, speech therapist, Mattawoman Middle School, 30
- Wendy O'Brien, elementary teacher, Wade, 39
- Joan Organ, secretary to student services, Starkey Building, 28
- Mary Ann Padgett, food service worker, Stoddert, 28
- Susette Panitz, media specialist, Martin, 40.5
- Loretta Peterson, elementary teacher, Walter J. Mitchell Elementary School, 33
- Claudine Pitts, food service worker, Matula, 19
- Robert Pitts, science teacher, Stone, 37
- Rudolph Posey, Jr., building service manager, Matula, 16
- Jane Quigley, elementary school teacher, Martin, 37
- Robert Rausch, instrumental music teacher, Somers, 29
- Linda Salley, instructional specialist, Robert D. Stethem Educational Center, 36
- Gloria Saloky, secretary, Stone, 20
- Mervin Savoy, Indian education instructional assistant, Starkey Building, 27
- Constance Short, secretary to the principal, Mudd, 30
- Cynthia Sigafoose, elementary teacher, Wade, 31
- Catherine Smith, Cooperative education coordinator/teacher, McDonough, 36
- Sarah Smith, language arts teacher, Somers, 33.5
- Donald Smith, Sr., electrician 2, Radio Station Annex, 21
- James Smoyer, electrical engineer, Radio Station Road Annex, 31.5
- Susan Sofield, career technician, La Plata, 21
- Margaret Stafford, coordinator of career & technology education, Starkey Building, 33
- Michelle Summers, food service manager, Westlake, 16
- Christine Swank, social studies teacher, Stoddert, 15
- Penelope Turner, Reading Recovery teacher, Arthur Middleton Elementary School, 17
- Loretta Williams, kindergarten instructional assistant, Mudd, 22
- Joseph Woodland, building service assistant manager, Ryon, 31
- Sandra Yates, secretary to the principal, Stoddert, 36.5

Personnel

Apply for positions at www.ccboe.com/hur, or in writing to the personnel office. Positions are open until filled unless otherwise noted. All teaching positions require a bachelor's degree and MSDE certification requirements.

Job openings

Food Service Workers – Openings at all schools; three-hour, 10-month positions.

Secretary – Jesse L. Starkey Administration Building, 12-month position. Apply by June 6.

Special Education Instructional Assistant – F.B. Gwynn Educational Center; 10-month position. Apply by June 6.

Life Skills Instructional Assistant, Title I – Gale-Bailey Elementary School; 10-month position. Associate of arts degree, 48 college credit hours, or a passing score on the PRAXIS ParaPro Assessment required. Apply by June 11.

Kindergarten Instructional Assistant – William B. Wade Elementary School; 10-month position. Apply by June 12.

Secretary to the Principal – Matthew Henson Middle School; 12-month position. Apply by June 13.

Building Service Worker – Henry E. Lackey High School, 12-month position. Apply by June 13.

NJROTC Instructors – Openings available at Westlake and La Plata high schools; 11-month positions.

Pupil Personnel Worker – Schools to be determined; 11-month position; master's degree in pupil personnel or related field required. Apply by June 16.

Drafting and Design Teacher – North Point High School; 10-month position. Bachelor's degree in technology education or related area required.

Electronics Teacher – North Point High School; 10-month position. Bachelor's degree in electrical engineering or other related area required.

Charles County Public Schools is interviewing for future openings in the following areas:

- Mathematics teachers – middle and high school
- Library and media specialists – all levels
- Spanish teachers – high school
- Science teachers – middle and high school
- Vocal music teachers – all levels
- Instrumental music teachers – all levels
- Speech language therapists – all age levels
- IEP facilitators – all age levels
- ESOL teachers – all schools
- Special education teachers – all age levels

- Reading Resource Teachers – all middle schools

Extra pay positions

Maurice J. McDonough High School has the following openings:

- Assistant varsity boys' basketball coach
- Head freshman boys' basketball coach
- Head junior varsity wrestling coach
- Head varsity field hockey coach
- Head junior varsity field hockey coach
- Head junior varsity volleyball coach
- Head outdoor track coach
- Assistant outdoor track coach

Call Principal Jervie Petty, 301-753-1755, to apply.

Thomas Stone High School has the following opening:

- Assistant cross-country coach.

Call Principal L.C. Martin, 301-753-1756, to apply.

Staff notes

EACC to hold crab feast

The Education Association of Charles County (EACC) plans to hold its annual crab feast Friday, Aug. 22, at the Charles County Fairgrounds. The event is open to all employees. Visit the EACC website, www.eaccmsta.com, for more information. Tickets are \$20.

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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.