

EDUCATION ASSOCIATION OF CHARLES COUNTY

UPCOMING EVENTS

- Friday, January 26
Happy Hour
3:00-7:00 p.m.
Martini's (White Plains)
- Monday, January 29
Monday, February 5
Monday, February 26
Lobby Night in Annapolis
4:30-8:00 p.m. (Meet at
Mattawoman-Beantown
Rd. Park & Ride)
- Tuesday, January 30
EdCamp/Unconference
5:00-7:00 p.m.
Stoddert Middle School
- Wednesday, January 31
Screenagers
6:30-8:00 p.m.
St. Charles High School
- Thursday, February 1
GR Committee Meeting
5:30-7:00 p.m.
EACC Office
- Wednesday, February 7
Executive Board Meeting
5:00-6:30 p.m.
EACC Office
- Wednesday, February 7
IPD Committee Meeting
5:00-6:30 p.m.
EACC Office
- Wednesday, February 14
Rep Assembly
5:00-7:00 p.m.
Gwynn Center
- Tuesday, February 20
Paint Night
5:00-7:30 p.m.
Martini's (White Plains)
- Wednesday, February 21
Education Town Hall
6:00-8:00 p.m.
La Plata Firehouse
- Friday, February 23
Burnout
5:00-6:30 p.m.
Mattawoman MS

Beacon

January/February 2018

Welcome 2018! from Linda McLaughlin,
EACC President



As we begin 2018, I'd like to look at the role of advocacy. Robin Williams said, "No matter what people tell you, words and ideas can change the world." Your words have power and can affect great change. The CCPS Board of Education held Town Halls to hear educators' input, and the changes could be seen. Because of one of the CCPS Town Halls, there was a committee created to review the discipline matrix, and changes were made. That may still be a "work in progress," but our voices were heard and things happened.

In 2017 the Kirwan Commission began holding hearings and listening to the concerns of stakeholders across the state with the aim of revamping the funding formula for education, to discern the needs of our state's schools to provide adequate funding and resources for our education system.

One of the major concerns voiced by our educators here in CCPS is discipline. EACC heard the concerns of our members and brought them to CCPS, with the suggestion of Restorative Practices as a philosophy and set of strategies for building relationships. CCPS has had trainings last spring and last summer, and now there is a cadre of trained trainers in CCPS. Your voices were heard.

But wait, there's more. At the MSEA Convention, Sean Heyl from McDonough HS and Linda McLaughlin, EACC President, submitted New Business Item 17-08, which was focused on changing the language in COMAR Discipline article. The intent of this NBI was to provide language changes so that the State Board of Education would have to change the way they see discipline, as well as providing for (in writing) ways for the local Boards of Education to be more part of the process of discipline and for administrators to not have their "hands tied" as much.

Many people have asked for the text of the NBI we put forth. NBI 17-08 (not passed): "MSEA shall include in their legislative agenda and lobby for changing §7-305 of the Education Article of the Annotated Code of Maryland to empower teachers, principals, and local

boards to provide ongoing professional development on the adverse consequences of school exclusion, justice system involvement, effective classroom management strategies, including restorative practices, cultural sensitivity training and developmentally appropriate disciplinary methods that promote positive and healthy school climates. This would empower teachers, principals, and local boards to address student behaviors that would pose a threat to school safety or to the physical safety of other students, staff, adults, or members of the school community, or that creates a disruption to other students' learning opportunities. The legislation should require local boards of education to adopt policies that require the participation of the school counselor or other mental health professionals as designated by the local board of education. As a last resort, in the absence of any other restorative options, responses could include out of school removal/referral options."

The NBI did not pass, but a margin of 18 votes, which is incredibly slim. The conversation around discipline has been started and is not over. We will continue to lobby our legislators for resources and language in legislation to help with discipline. Your voices will be heard.

We continued our path of advocacy for educators and education at our annual EACC Legislative Reception. The EACC Legislative Reception was on December 13, 2017, and we had a lot of elected officials in attendance. We had Senate President Mike Miller, State Senator Mac Middleton, State Delegates CT Wilson, Susie Proctor and Edith Patterson. Commissioner President Peter Murphy and Commissioner Ken Robinson joined us as well. From the Board of Education, we had Chairman Mike Lukas, Vice-Chair Barb Palko and Board members Ginny McGraw and Margaret Marshall. Sherriff Troy Berry was in attendance as well, though we ran out of time to ask him any questions. Your EACC building reps have received notes from the Q&A session at the Reception, and will hopefully share them with you.

Thank you to everyone who sent in emails to Leslie Schroeck and Court-

ney Dowling with negotiations proposal ideas, who came to Negotiations Committee meetings and who answered the Negotiations survey that was sent out. Your ideas and voices are an important part of the process and your advocacy is appreciated. Negotiations between CCPS and EACC have begun. We are hopeful that beginning the process earlier this year will allow us to approach the Commissioners with a Tentative Agreement that has been ratified between EACC and CCPS.

January 10, 2018 was the opening of the Legislative Session of the Maryland General Assembly. EACC's GR Committee has scheduled Lobby nights so that YOU, our members, can come with us to Annapolis and lobby our legislators on concerns and issues that matter to you. Your opinions, experiences and first-hand stories from you will resonate with them. They do not know what is going on daily in our schools unless we tell them. Our Lobby Night are January 29, February 5, February 26, March 12, and March 26. You can sign up to come to Annapolis with us on the EACC webpage, www.teameacc.org under the "Register for Events" tab.

Silence does not lead to change. We need to stand up and speak out for what we as educators need. As Martin Luther King, Jr. said: "Our lives begin to end the day we become silent about things that matter." We matter. Our students matter. Our profession matters. We are the "experts in the room," we know what will work, we know what our schools need to be successful. We need to be that voice that elected officials hear, and keep hearing.

As you look forward to what 2018 has in store and make plans for the new year, consider a resolution to yourself and to our profession. Speak up. Speak out. We matter. Our voices can make a difference.

*"Educating
the mind
without
educating
the heart
is no
education
at all."*

—Aristotle



From Randy Mickens, UniServ Director

The weather is turning cooler, the leaves are displaying their beautiful fall foliage and making their way to the ground, and holiday music, commercials, and sales promotions are in full swing, all in sync with the ramping up of school year. For educators, this season of merriment and giving also arrives with its familiar and unique education tasks: giving tests and assessments, grades and report cards, and giving thanks for a long winter break.

'Tis the season to make lists of "to-dos" and "to-don'ts". EACC is also making a few lists. There is much to be thankful for this year. There is also much to look forward to in the new year. As you make holiday plans with family and friends, followed by resolutions to do our "new and improved" best next year, we want to share with you what's on the horizon for the EACC.

This school year will provide numerous opportunities to join EACC in supporting educators, their students, and public education. EACC will kick the new year off with the opening of the Maryland General Assembly 2018 legislative session, which begins on January 10 and continues for 90 days. This session the General Assembly begins consideration of the recommendations of the Kirwan Commission. The Kirwan Commission has been meeting for the past 18 months to review and discuss what it will take to adequately fund public education in the years ahead. The EACC leaders and members, along with other local associa-

tions, recently testified before the Commission at a regional public hearing to discuss the needs of our students and the challenges educators face daily in their schools. As the session opens, we will need to continue to engage our legislators on the importance of this funding. This will be a heavy lift for legislators and our continued engagement will be critical to the success of this effort.

The EACC will be inviting members to join us as we engage the community in this conversation to support public education through house parties and other community events that will take place throughout the remainder of this year and into the new year. This will be in addition to our annual legislative reception and regular lobby night trips to Annapolis during the session. In February, the EACC will host an Education Town Hall meeting with the County Commissioners to discuss and hear from them on education issues important to educators in the county. We hope you can find time to join your colleagues and become an advocate for your profession at any or all of the upcoming events.

Next year is an election year in Maryland which also has significant ramifications for public education. Elections will be held for statewide offices from the Governor, Attorney General and Comptroller, to the state House of Delegates and Senate, to local offices for county

commissioner and school board races. I don't have to tell you the tremendous impact that those who hold these seats have over public education policy and funding, like the state implementation of the federal Every Student Succeeds Act (ESSA) and its mandates on testing and accountability of students and educators.

To this end, the EACC will also be engaged in interviewing and recommending candidates for election to those many seats at the state and county level. Through its Government Relations committee and Endorsement Interview Team, members will be vetting candidates and their positions on education issues to recommend those who will support educators, students, and public education. In the current political climate, public education faces many challenges from cases before the U.S Supreme Court to attempts to undermine and privatize public education. The decision-makers elected next year, will shape public education through policy well into the future. Educators have a powerful tool in this election.... it's your "Teacher Voice!!" We use it all the time in our classrooms. Now is time we move from the classroom to our communities and use our collective "teacher voices" to talk about public education to our families, friends and neighbors.

History of Maryland's Collective Bargaining Law for Educators

As educators, you are always looking to expand your knowledge. That is why you take professional development and education courses throughout your careers to stay on top of issues in your field. In this issue of the Beacon I want to take a different approach and provide you a brief educational overview of the evolution of collective bargaining rights in Maryland for educators.

Maryland first past statewide collective bargaining rights for teachers in 1968. The bargaining law authorized school boards and unions to meet and negotiate "on all matters that related to salaries, wages, hours and other working conditions." Over the next 34 years the State Board of Education and Maryland Courts would interpret and enforce the collective bargaining law. During these years the State Board of Education was increasing unfavorable decisions and narrowing the scope of bargaining to merely salary and wages. Scope of bargaining refers to what the employer and union can and cannot negotiate. Because of these unfavorable rulings, the Maryland State Education Association (MSEA), with support of the local education unions, began its

efforts to amend the collective bargaining law.

In April 2002, then Governor Parris Glendening signed into law Senate Bill (SB) 223, which significantly revised the education bargaining law for both certificated and support employees. One of the most significant aspects of this new law was that it extended bargaining rights to education support personnel to many Eastern Shore counties who had previously been denied bargaining rights. The amendment also revised the scope of bargaining which statutorily entitled unions to negotiate a wide array of topics that the State Board of Education had previously ruled as illegal subjects of bargaining. Even with these statutory changes the State Board of Education continued to issue unfavorable rulings. Over the next 8-years, MSEA and local education unions continued to pursue changes in the bargaining law to level the labor relations playing field. In 2010 the bargaining law was amended creating the "Public School Labor Relations Board (PSLRB)." The PSLRB was given specific duties, one of which was to interpret the collective

bargaining law. The PSLRB began issuing decisions that contradicted prior State Board of Education decisions involving the collective bargaining law. Local board of education challenged the PSLRB's authority. Maryland's highest court, the Court of Appeals would go on to affirmed the authority of the PSLRB to interpret and enforce the education collective bargaining law. This meant that the State Board of Education, and their prior decisions, were no longer the body that interpreted the collective bargaining law. While today's education labor relations have improved since 1968, there is still more work to do to level the playing field. Consider becoming involved in the EACC. Your input as a member and activist will not only help improve collective bargaining rights, but also the education system.

(Information for this article was adapted from MSEA's History of Collective Bargaining.)

—Dan Besseck
Unit II UniServ Director

Negotiations Committee Update

The process of negotiating the entire contract for 2018-19 has begun. Thanks to everyone who came out to the three Negotiations Committee meetings and completed the negotiations survey. The EACC Bargaining Team has reviewed all member proposals that were submitted to us and we also reviewed the survey results, as these items help us to create our proposal to present to CCPS' Bargaining Team.

The EACC and CCPS began negotiating on Monday, December 18 and have a second date scheduled for Wednesday, December 20. The goal is to reach a tentative agreement before Superintendent Hill submits her budget proposal to the County Commissioners in January 2018. Once EACC And CCPS reach a tentative agreement, we will hold informational meetings, for members, to share the details of the tentative agreement. Then, we will have members vote electronically to ratify (accept) the tentative agreement. The funding source for the school system is the local County Commissioners... they hold the power to fund the tentative agreement that the EACC and CCPS

negotiate in good faith. Your union will be working hard in order to get the funding the school system needs to adequately run an effective and successful school system. Our EACC Building Reps will be sharing information on how you can get involved in securing the funding

needed, so please keep your eyes and ears open for these events.

Committee Chair:
Leslie Schroeck

Contact:
lschroeck@ccboe.com



Back row (L to R): Andrew Shanbarger (Jenifer ES), Frank Steenburn (Stoddert), Leslie Schroeck (LPHS) and Tammika Little (Lackey)
Front Row (L to R): Aimee Holmes (EACC Administrative Assistant), Courtney Dowling (EACC Chief Negotiator) and Linda McLaughlin (EACC President)

From Chelsey Herrig-Paine, Past NEA Students Program Chair

To celebrate NEA's American Education Week, I was lucky enough to speak on a panel about a recent report that NEA published. The panel discussion focused on the professional continuum and the supports needed to reach the status of an accomplished educator. This report is more than just a report. It is designed to

help us advocate for our needs as well as a tool to support the newest educators entering the profession. The resource can be found at this link: <http://www.nea.org/assets/docs/Great%20Teaching%20and%20Learning%20Report.pdf>. Additionally, there was a second session designed specifically for

our Education Support Professionals. This panel really hit home on the fact that our educational support professionals really make a big impact on our schools and our students. They too need resources and supports to be successful. Check out their report at this link. <http://www.nea.org/esppgc>

IPD Committee Update

On November 3-4, the IPD Committee spent two busy days with early career educators, introducing them to EACC, MSEA, and some professional development topics chosen by them. 13 Sparks successfully completed the program. We look forward to having their becoming more engaged with the teaching profession and EACC!

In January, look for your IPD Committee to put on an EdCamp. EdCamp is an organic professional development opportunity that relies on the experts in our classrooms - You! Also known as an Unconference, EdCamp is an opportunity to share ideas, information, and, in turn, learn from one another. Keep an eye out for more information.

Our next meeting is February 8, 2018.

Committee Chair:
Heather Hartman-Jansen

Contact:
hhartman-jansen@ccboe.com

*"Education
is a gift
that none
can take
away."
—American
Proverb*

EACC-Retired Committee Update

Thinking about retiring? Already turned in your paperwork to retire? Contact the EACC to find out how to continue your membership into retirement, remaining involved and enjoying the camaraderie of your colleagues. Also EACC-R will be hosting a workshop March 27th at Stoddert

Middle School from 5:00 - 7:30. A meal will be provided. Go to www.TeamEACC.org to register.

Committee Chair:
Charlene Haynie

Contact:
chaynie53@aol.com



Early Career Educator Team Update

The Early Career Educator Team would like to thank all 0-6 year teachers who took the survey sent out in November. Your feedback is helping us plan our first Monthly Meetup (M&M). The first M&M will be in January. Please look for more information later this month. If you have any questions, would like to get involved, or ideas for the future, please email us at eeccofcc@gmail.com.



Team Leaders:
Melissa Carpenter and
Chelsey Herrig-Paine

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eeccofcc@gmail.com
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Public Relations (PR) Committee Update

The PR Committee is spearheading a couple of projects we'd love members to get involved in. Are you a history buff or like to help those in need? Then we have a project for you!

For our history lovers, we are working on developing a campaign to inform the community of the impact that unions have made on education and the working conditions for educators in Charles County. The Committee will be meeting

again on March 15th to work on this campaign.

For those who want to help people in need, we are organizing a variety of community service projects that we need members to get involved with. These projects include a canned food drive,

school supply drive, the "Walk to END Homelessness", and helping to build transitional housing for the homeless.

If any of these important projects sound like something you would like to get involved in, please contact EACC or Kathy Reamy at kreamy@ccboe.com.

Committee Chair:
Kathy Reamy

Contact:
kreamy@ccboe.com



Hot Deals & Discounts from Member Benefits

Enjoy an active winter season! **NEA Click & Save**, the online discount buying service for NEA members, highlights select retailers and merchants each month. Check out these featured **"Buy-lights"** for February!*

**Note: Up-to-date information on merchant discounts, shipping terms and WOW Points appears on the NEA Click & Save Web page at www.neamb.com/clickandsave and may change at any time.*

LLBean:

Find quality apparel and reliable equipment for all your outdoor pursuits. Enjoy up to 50% off and 1X WOWPoints, plus get free shipping and free returns.

Best Buy:

Get your fitness on with a Samsung Gear Fit2 Pro Fitness Watch from Best Buy. Features include Bluetooth functionality to receive texts and calls, music storage for workout playlists, and water resistant in pool and shower. Earn 300 WOWPoints on your purchase.

Movie Tickets:

Save up to 30% off on movie tickets to Regal, AMC, LOEWS, United Artists and other theatres, plus earn 1X WOWPoints.

nea Click & Save

www.neamb.com/clickandsave

Keds:

The icon of casual footwear (since 1916) now offers substantial savings on Taylor Swift-designed shoes. You'll also get 4X WOWPoints on your purchase!

Jump-start Your Taxes:

Get ahead of the game this year with deals on tax preparation software from companies like H&R Block and Turbo Tax. Offers will vary throughout tax season.

1800FLOWERS:

Love is in the air, so be sure to surprise your 'special someone' on Valentine's Day with a gorgeous floral arrangement or tantalizing gourmet gift basket—and get 20% off your order—from 1800Flowers.com and 1800Baskets.com. For more info and to place your order, go to www.neamb.com/flowers.

Be sure to check Click & Save often for unadvertised, limited time offers, including discount dining certificates from Restaurant.com. Join the 429,100 NEA members already registered for NEA Click & Save.

GE Appliances:

Save BIG during the GE Appliances Store President's Day Sale with 10% off orders over \$799 and free delivery! NEA members receive free delivery on orders over \$399 everyday! Plus, don't miss out on additional rebate savings on Profile and Café brand appliances. Visit the GE Appliances Store at www.Shop4GE.com for offer details.

NEA Vacations Cruise Sale:

The world's most popular cruise lines from Carnival to Norwegian to Royal Caribbean are unleashing another wave of cruise deals from February 5th-9th. Visit NEA Vacations for exact details. www.neamb.com/travel/nea-vacations.htm

NEA Car Rental Program:

Driving to the ski resort or relative's house for a long weekend? Don't put the unnecessary miles and wear and tear on your own car. Rent a car, van or SUV through the NEA Car Rental Program. Choose from the five rental partners, including Alamo, Dollar, Enterprise, National and Hertz. Each company ensures a selection of benefits to meet your needs. To find out about these special program benefits for NEA members, go to www.neamb.com/carrental.

*"A teachers
affects
eternity;
he can never
tell where
his influence
stops."*

—Henry
Brooks
Adams

American Historian



When the Weekend Isn't Enough Time to Recover Anymore

Full Time Teachers are Leaving Teaching



■ Continued Teaching (83.33%) ■ Left Teaching (16.67%)

Many leave because they are burned out!



Who should join us?

You are feeling stressed

You are always tired
(even when you first
wake up)

You forget things & can't
pay attention

You are always (or never)
hungry

Your body aches all the
time

You get sick a
lot

You are feeling
depressed/anxious

Save the Date:



5- 7:30pm
Mattawoman MS
Cafeteria



Margot Savoy, MD, MPH, FAAFP, FABC, CPE, FAAPL, CMQ

Chair & Associate Professor, Department of Family & Community Medicine
Katz School of Medicine at Temple University

Hosted by the EACC Minority Affairs/Human and Civil Rights Committee

FREE to EACC members/\$10 non-members – Register at <http://teameacc.org/register-for-events/>

Recommended Steps If You Are Assaulted by A Student

1. Write the student up with a referral with specific details regarding the assault. Use the word "assault" if that is how you experienced it. Do not sugar-coat it.
2. Complete an accident form or incident report indicating that you were hurt, how you were hurt, and by whom. If you feel the action towards you was an assault, however minor, do not let anyone else characterize it as otherwise or make you feel silly for taking action to protect yourself and your students.
3. Send an email to your principal stating the following and send the EACC UniServ Director assigned to your school a copy of that email (with student names redacted in my copy).

- You have been assaulted by a student.
- You have completed the referral documentation.
- You have completed an accident/accident report (attach it).
- You request assault leave (time off with pay) for the rest of the day and the following day to recover and seek medical advice (do not leave the site without ensuring administrative approval and classroom coverage, of course!).
- You request that the student receive consequences per the student handbook derived from CCPS policies and regulations.
- You request a conference with administration before the student is returned to your room to discuss how the referral was addressed, CCPS supports that will be put in place to ensure safety in your classroom, and use of the IEP process to determine if the student has an appropriate placement and/or if BIP modifications/IEP accommodation modifications are warranted.
- File a Worker's Comp. report whether or not you need additional time off right now (you could have accumulative injuries or latent symptoms, emotional or physical).
- See the doctor on your day off.
- File a police report and/or criminal charges even though something may or may not be done depending on the student's age and special education status.
- Document the time spent addressing behaviors versus instruction.
- Conference with your administration upon your return or the student's re-

turn to discuss how the referral was addressed, CCPS supports put in place to ensure safety in your classroom, and use of the IEP process to determine if the student has an appropriate placement and/or if BIP modifications/IEP accommodation modifications are warranted.

- If appropriate, file a WRITTEN request with the EACC to request a change of placement for the student and/or the IEP Facilitator for a BIP revision/IEP accommodation modification.

If you have been assaulted by a student, the EACC can work with the Superintendent to have that student permanently removed from your classroom. Please reach out to the EACC for support on this. You also qualify for "assault leave" under our Negotiated Agreement:

ARTICLE 21 OTHER LEAVES

F. An employee who is absent from work as a result of an assault as defined by Board policy and has occurred as a result of a work-connected incident which is not compensated by Workers' Compensation, shall be granted administrative leave. In the event the teacher shall be subsequently awarded a Workers' Compensation allowance, while also receiving a salary on administrative leave, that teacher shall tender the Board with all such Workers' Compensation payments.

It is important to remember that the Board of Education also has a Superintendent's Rule (policy) that defines what assault is and what you must do to qualify for "assault leave." Please note the bolded and underlined language below.

Superintendent's Rule 4736.1

If an employee is absent due to physical disability that results from an assault while in the scope of board employment, the employee shall be kept on full pay status instead of sick leave during the period of absence.

- In order to be eligible for assault leave, the employee:
- Must have been acting within the scope of employment; and
- Must have been subjected to an assault, which is defined as an intentional physical touching or threat of physical touching by another individual; and
- Must have suffered a physical disability that prevents the employee from being able to fulfill the essential job functions of the employee's position, with or without reasonable accommodations; and
- Must be filed as a Workers' Compensation claim.

Time missed as a result of an assault may qualify the employee for leave under the provisions of the Family and Medical Leave Act (FMLA).

Accidental injuries, minor injuries, non-physical injuries, self-imposed injuries, and injuries resulting directly from any action for which the employee may be subjected to discipline (including misconduct in office and immorality) shall not qualify the employee for assault leave.

In order to access assault leave, the employee must follow the Employees Workers' Compensation guidelines, including completing an Employees Incident/Injury/Illness Report. In addition, the employee must provide documentation and a signed statement to the Office of Human Resources that justifies the use of assault leave. The Office of Human Resources may require the employee to provide a certificate and any updated certificate from a licensed physician that states the nature and duration of the disability. The Office of Human Resources may also require the employee to undergo a medical examination by a licensed physician at any time during the leave period to determine the employee's capability of resuming the duties of the employee's position or of a temporary alternative duty assignment.

The assault leave shall be payable for the period of recovery up to a maximum of one calendar year provided there is a reasonable expectation that the employee will return to the employee's position with or without reasonable accommodations, or to another assignment as determined by the Superintendent or designee. If it is determined that the employee cannot return prior to the end of the one year term, the benefit shall terminate and the employee shall be entitled to any benefits awarded under Workers' Compensation. At any time, the employee may request a voluntary transfer to an alternative position for which the employee is qualified, retire (if eligible), or resign.

The employee shall maintain contact with the Superintendent or designee during the leave and shall provide updated medical and other case related pertinent information and the expected date of return to work as soon as it has been determined.

-Courtney Dowling
UniServ Director



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Retired Member

Charlene Haynie chaynie53@aol.com

Government Relations (GR) Committee Corner

The GR Committee is involved in political activities and helps members become strong advocates for public education.

The 2018 elections are just around the corner and the Government Relations Committee has been hard at work. On November 6th, EACC hosted its first ever Elections Open House, where the EACC endorsement process was explained. Beginning this year there is now an EACC Endorsement Team that consists of members who bring a wide range of experience to the table. The Endorsement Team is comprised of the EACC President, EACC GR Chair, an early career educator (less than 6 years of experience), an experienced career educator (more than 6 years of experience), a Unit II member, and an EACC retired member. This team will be tasked with interviewing all

candidates, including friendly incumbents, who have returned their questionnaires by the set due date.

The recommendations of the team for General Assembly candidates will be forwarded to MSEA's Fund for Children and Public Education Steering Committee. EACC does not endorse state senate/state delegate candidates – those endorsements come from MSEA (as voted on by the MSEA Board of Directors), with the local's recommendations taken into account in the process.

Once the interviews for County Commissioner and Board of Education candidates have concluded the Endorsement team will

deliberate and vote on recommendations, which will then be presented to the Representative Assembly in April to approve or amend.

Committee Chair:
Veronica Golden

Contact:
vgolden@ccboe.com

