

## Sayers, Margery

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**From:** Alyssa Pearson <alyssa\_pearson@hcpss.org>  
**Sent:** Thursday, January 30, 2020 11:26 AM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

If we lose these RST/MST positions, my goals as an educator are going to change significantly. I look up to my MST, Maria Merrill, so much! She is such an amazing leader with such a presence in our building and two others in the county. You would be taking away opportunities for aspiring math leaders. I have always wanted to work alongside John SanGiovanni and his math department. I have always wanted to assist my colleagues with teaching math and supporting students. However, if you take this position away, you are also taking away my goals as a math leader in this county. I have interned in this county and taught for six years and counting. I want to be able to grow in my teaching position and I have always aspired to become a Math Support Teacher. I was absolutely devastated last year when I found out that so many RST and MST positions were cut. My heart broke and I felt like I had lost a sense of direction. I didn't know what to do, I didn't know what my goals were anymore. It has been a very frustrating year for me as I try to figure out what my future holds. Hearing this news that these RST/MST positions aren't in the budget was devastating. I can't lose hope and I can't just let my dreams of becoming a MST diminish. I want to become a MST in Howard County. I want these positions to be available. I want these support systems in place for teachers and for our students. These positions are so critical and I have seen the amount of good that has come from them, especially coming from a Title 1 school like ours (Laurel Woods Elementary). Please don't lose hope. Please do something to make sure that these amazing positions aren't done taken away from aspiring math and reading leaders like myself.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Alyssa Pearson

Alyssa Pearson

[alyssa\\_pearson@hcpss.org](mailto:alyssa_pearson@hcpss.org)

7119 SILVERLEAF OAK RD

ELKRIDGE, Maryland 21075



## Sayers, Margery

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**From:** Betsy Fetchko <betsy\_fetchko@hcpss.org>  
**Sent:** Wednesday, January 29, 2020 9:14 AM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Please fund our schools sufficiently, so that we can do our jobs!

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Betsy Fetchko  
betsy\_fetchko@hcpss.org  
3624 Joycin Ct  
Ellicott City, Maryland 21042

## Sayers, Margery

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**From:** Sharon Williams <sharon\_e\_williams@hcpss.org>  
**Sent:** Wednesday, January 29, 2020 8:38 AM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

[INSERT YOUR OWN STORY]

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Sharon Williams  
sharon\_e\_williams@hcpss.org  
7620 Woodpark Lane  
Columbia, Maryland 21046

## Sayers, Margery

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**From:** Rachel Raful <Rachel\_Raful@hcpss.org>  
**Sent:** Wednesday, January 29, 2020 7:37 AM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I am a special educator working in the regional Primary Learner (PL) program. This year we have This is my tenth year teaching special education. For my entire career, I have been working with students with autism and extreme behaviors, first as a behavior intervention teacher at a comprehensive school with a self contained autism program, then at a separate public day school for students with significant behavior needs. I had not been seriously injured by a student until I came to Howard County Public Schools 3 years ago. I have seen peers be injured. I have had a concussion from a student who pushed me against a wall. I was alone in a room with him. I do not remember what happened between the time that he pushed me and when other staff entered the room. Not only was I injured, but I could not safely supervise this student. He could have left the building. He could have thrown a chair (he had a history of doing this) and hurt me further or broken a ceiling tile and hurt h himself. I was out for a week.

I also have had 2 staff members get concussions. On one occasion, a student without a history of aggressive behavior (who we later learned had not had his medication that morning), walked over to a staff member who was sitting on the floor, took her head between his hands, and head-butted her head-to-head. She was out for a week. In the second case, a student grabbed my staff member by the hair by her scalp, and head-butted her head-to-head multiple times. She was out for three months. At the end of last school year, I got positional vertigo from the same student doing the same thing to me. I had 6 days (including the weekend) between the end of the school year and the start of ESY. Time I wanted to spend

taking my fairy tale obsessed five year-old to Dutch Wonderland. Time I wanted to spend taking him to the lake by my house and playing in our backyard. Instead, my husband and mom took turns watching him because I could not walk without getting so dizzy I would bump into walls. I could not safely drive for 2 weeks.

I still have scars on my face from where a student scratched me. I backed away from him the entire length of my room. Another adult was in my room, but she was not trained and did not know what to do.

My staff and I have had numerous trainings in Safety Care and protective strategies for working with aggressive students, but we cannot always use them if we are also trying to protect the other children around us. I have seen peers be injured. They have had their hair pulled, faces and arms scratched, and been bitten more than once. It may sound like I am a bad teacher. It may sound like my staff is lazy or undertrained. But we can only be in one place at a time. Everyone has to eat. And if we do not have enough support, we cannot adequately support our students and the peers they work with.

I have missed countless hours of lunch and planning to keep children safe. If I do not do this, my students will leave the room or even the building. My students will grab or scratch other students. Skipping this time is not a choice. I already work an hour outside of my contract day and missed planning and lunch time mean I stay even longer, missing even more time with my family.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,  
Rachel Raful

Rachel Raful  
Rachel\_Raful@hcpss.org  
Maryland  
Highland, Maryland 20777

## Sayers, Margery

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**From:** Deanna Prather <info@email.actionnetwork.org>  
**Sent:** Tuesday, January 28, 2020 7:53 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

My name is Deanna Prather. I have been teaching for 12 years. Of the 12 years, I have spent 8 of them in Howard County. Of the 12 years, I spent 11 teaching first grade, and this year, I am teaching third grade.

In first grade, I averaged 25 students a year. Per <https://www.hcpss.org/schools/enrollment-reports/> it states that the student/teacher ratio is 1:19. I HAVE NEVER HAD 19 students in my class. NEVER.

In third grade, I have 31 students. I have had those 31 students since day 1 of school year 2019-20. Per that same Howard County website, it states the third grade ratio is 1:25. I have 6 more students than what is stated. As an employee I understand every classroom needs 31 students and upon the registration of that 32nd student we would then gain another teacher. So let's do the math. We have 6 teachers. If each teacher has 31 students, and 1 more third grade student enrolls, that makes a total of 187 students. If we then divide this number by 7 (because now we have an additional teacher) that puts 27 students in 5 of the classrooms, and 26 students in 2 of the classrooms, and the ratio that the county claims, is still NOT MET. Do you think pasting that ratio for people to see is a bit misleading? I am now making it my priority to let every person know that the county is misleading and inaccurate with their presentation of numbers.

Now let's get to the heart of the issue. The county suggests classroom teachers should use small group instruction as best practice. I agree. The county also recommends having 3 reading groups. If I had three reading groups, I would have 10-11 students in a reading group. That IS NOT small group instruction, that is small CLASS instruction. I have 31 reading journals, 31 writing journals, 31 science journals, 27 math journals, and 59 science journal that my students work in on a daily basis. I imagine, that in order for students to achieve their best, they would need feedback. How would one person give feedback on daily basis? Let me tell you, one person CANNOT give feedback on a daily basis. One person can't even give feedback on a weekly basis. What the county is saying to me is that they don't value their students OR teachers.

Another "best practice" the county suggests is conferencing with students, in reading AND writing. I have done this one time this year. I met with each individual student to go over their reading responses, so that they could ask questions and I could give feedback. Take a guess at how long it took me. SEVEN DAYS! A whole week and a two additional days. In order for me to conference with those students. I had to give the rest of the class something to do, we call that busy work. Not instruction, but busy work. Work that may strengthen their skills, but ultimately keeps them busy so I can meet with their classmates. Loss of instruction for seven days, so that I can conference with students, is unacceptable. Is that the kind of education that makes us proud? Or are we not really worried about that? I should mention, those conferences were reading conferences. I only have 40 minutes to teach writing, so forget conferencing altogether for writing. It would take more than 2 weeks of writing instruction. So my question to you... how do you expect a teacher of 31 students to know their students as learners.

Some nights I come home and reflect on my day. What went well, what didn't. More often than not, I reflect on whether or not I spoke to every child in the room. I say good morning to every child that walks through my door. But there is more to a teacher/student relationship. How does one person get to know 31 little people every single day? If that doesn't seem like a difficult task to you, its because you have never taught 31 8 year olds before. If you are an introverted, quiet child, you WILL get left in the dust. It is absolutely unfair to the kids. Its unacceptable for the county to think its ok for one adult to manage 31 8 year olds. And then, post on the world wide web that the county's ratio is 1:25. What a joke.



Lets now add some IEPs, 504s, and behaviors to the mix. Now, I am also charged with making sure IEP hours are being met, students are receiving their pull outs, instructional levels are being met...the list doesn't end.

Let's add the kids who need reading support. Now I have to make sure those students' needs are being met.

If we are being realistic, I have a total of 6 hours of planning, on a good week. I have to plan 9 lessons for each day (vocab, reading, 3 small groups, writing, 2 math, science). I can't plan all of those lessons in one hour. I also now have to find time to meet with the special educator, guidance counselor, reading support teacher and my own team. Let's not forget, I also have to prepare the lessons with materials.

Additionally, I have to grade. I guess the expectation is that my family time should be used to grade my students work. Another way to devalue me as an educator. It's one thing if I am choosing to take work home, it's another when it becomes the expectation.

This is out of hand. I will not continue to do this. My teaching philosophy is not this. It doesn't align with what I am faced with every single day. I should be able to meet all of my students needs. Not only some. Not only the loudest. Not only the low achievers. I should be able to meet the need of every single student that sits in front me.

Finally, as I reflect back to the start of this school year, I remember sitting in the staff pep rally and listening to Dr. Martirano talk. He seemed to be very concerned about the number of students who drop out and he compared reading to imprisonment. I believe he stated that if a child cannot read by the third grade, he/she has a much greater chance of dropping out and/or entering into the prison system. Now, if this is true, and we are truly concerned, how would ONE teacher be able to ensure that all of his/her students are reading efficiently by the end of the year? The answer to that is: they don't. The teacher can not effectively guide that many students, at 8 years old, to give them the tools they need to be successful. Therefore, I feel like the county wants to point fingers rather than helping solve problems. Its almost as if the county wants us to feel bad that we (teachers) aren't reaching some of these students, but then pack our classrooms to the max.

I need to know that this will not continue. Parents need to know that a teacher/ student ratio that says 1:27 (if class sizes increase by 2 students) really means that it's quite possible for their child to sit in a classroom with 33 other kids, under the supervision of one adult. And if

their school has enough enrollment to hire another teacher, it's quite possible their child's class still won't reach that ratio.

As a teacher, it is my opinion that no money should ever be budgeted until salaries of the true teacher/student ratios are determined. If the class is too big, then everything else is a waste. Class size should be the very first priority because that is where the student spends the most of their day and receives the majority of instruction. EVERYTHING else is a bonus. An intervention outside of the class doesn't work if a teacher can't teach properly inside of the class.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,  
Deanna Prather

Deanna Prather  
d18shoes@aol.com  
9500 Glen Ridge Dr  
Laurel - 20723 (\$5.99 - Delivery), Maryland 20723

## Sayers, Margery

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**From:** Sarah Ramstrom <info@email.actionnetwork.org>  
**Sent:** Tuesday, January 28, 2020 4:58 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I am a fourth grade teacher at Laurel Woods Elementary School, a title 1 school, in Howard County. My class consists of 23 students, 7 of which have IEP's, 1 that has a 504, and 5 that are higher level ESOL students. Being that I am new to teaching ESOL students and that I am basically a first year teacher that was hire in the middle of the last schol year, I do not know what I would have done without the help of Kelli Byle and Maria Merrill, our MST/RST. They have both taught me so much in terms of how to better instruct these English Language Learners in both Math and ELA. Losing these two key members of our school community and classroom communities would have a highly negative impact on what teachers gain from professional developments with each of them every other week.

Another key to student success in my classroom is Special Education support. Laurel Woods is lacking special education support, especially during this time when we have 15-20 new incoming Special Education students/new referrals school wide.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Sarah Ramstrom

Sarah Ramstrom

s\_ramstrom@yahoo.com

5002 Dorsey Hall Drive B5

Ellicott City, Maryland 21042

## Sayers, Margery

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**From:** Lizabeth Smull <Lizabeth\_Smull@hcpss.org>  
**Sent:** Tuesday, January 28, 2020 4:27 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I work in the classroom where students are struggling because of their disabilities and need the support of the Para Educator in the room. Sometimes there isn't time to reach everyone because of the size of the classroom.

We need you to act now. Educators and Para Educators are reaching a breaking point. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Lizabeth Smull

Lizabeth Smull

Lizabeth\_Smull@hcpss.org

9465 catfeet court

columbia, Maryland 21045

## Sayers, Margery

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**From:** Antwaine Jenkins <antwaine\_jenkins@hcpss.org>  
**Sent:** Tuesday, January 28, 2020 3:56 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

There are several stories I could tell in an attempt to compel you to bring your attention to the budget concerns that are in our county currently. But the reality is that we need money, appropriately and sufficiently allocated in order to continue to provide high quality lessons and the attention our students need to compete globally with other countries. We cannot do this without money. Please consider us and address the lack of funds in crucial areas.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and and think of all of us who support our county's children.

Sincerely,  
Antwaine Jenkins

Antwaine Jenkins  
antwaine\_jenkins@hcpss.org  
20 Enchanted Hills Rd-Apt 201  
Owings Mills, Maryland 21117



## Sayers, Margery

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**From:** Linda Donatich <linda\_donatich@hcpss.org>  
**Sent:** Tuesday, January 28, 2020 3:42 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

When I first started working for HCPSS as a full time employee in 2007, I was a student assistant in Special Education in a couple elementary schools for a few years. Then I was a Special Education Para-educator in an elementary school for a year, and now for the past ten years I have been a Special Education teacher in one of the Education Centers with high schoolers. Over the years my position has changed and the student population I work with has changed. However, one thing has not changed, the short-staffed, stressful, pressure-filled job environment. NO, I take that back! It has changed! It has become monumentally worse. Over the years, more has been asked of the special ed staff with fewer and fewer resources (staff and materials). Inevitably, something must 'give'. Staff are getting injured, stressed, stretched to the max (physically and mentally). It's been taken for granted too long that dedicated Special Ed staff, who find this to be not just their job but their vocation, will 'put up with it'. But, believe it or not, special ed staff are just human, though many may seem to be super-human. If we really 'practice what we preach', as in January 27th ESP Winter Conference 'Committing to a Culture of Dignity: Leading as an Agent of Dignity, and follow and believe the 'Dignity Matters Pledge'; 'As agents of dignity, we recognize the importance of treating ourselves, each other, and the communities we serve in a way that honors their value and worth and the significant role they play in each others' lives'. ESP's must be paid justly, a budget must be created that supports us all for the benefit and success of our precious students.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Linda Donatich

[linda\\_donatich@hcpss.org](mailto:linda_donatich@hcpss.org)

9215 Marydell Rd

Ellicott City, Maryland 21042

## Sayers, Margery

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**From:** Catherine Koch <catherine\_koch@hcpss.org>  
**Sent:** Tuesday, January 28, 2020 3:06 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I have taught in Howard County for 10 years at the same Title I School. I have learned a lot in the time that I have been working here, but I struggle to bring my best self to work every day, based on the increased demands. Please fully fund the requests for increased general and special educator positions in our county. Replacing a special education teacher with a para educator, TE or SA simply puts staff that is not as well trained with our neediest students and is not a solution. We could reduce the number of staff members who do not work directly with students. It is great to have support for teachers, but if we have large class sizes with students whose needs are not met that is not a helpful way to allocate staff!

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Catherine Koch  
catherine\_koch@hcpss.org

12 S Potomac St.  
Baltimore, Maryland 21224

## Sayers, Margery

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**From:** Rebecca Beall <rebecca\_beall@hcpss.org>  
**Sent:** Tuesday, January 28, 2020 1:37 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I am a life long Howard County (Columbia) resident, a product of the Howard County Public School system, a parent of a Howard County public school system child, and a Howard County public school employee. I am also a very committed and interested community member. As is evident, I have a great investment in the Howard County Public School System, and the quality of education in Howard County.

As an elementary school public special educator, the state of our schools is appalling. We are in a crisis. In my school, I am the teacher of students who are disabled and vulnerable. There is, currently, not enough trained staff people in our school to provide even adequate service, let alone excellent service. I have NEVER this school year had the contractually guaranteed planning time necessary for planning state of the art instruction for my students. I have missed over half of my contractually guaranteed lunch periods as well, because of a lack of staff. This is a horrible situation for me, for my students, for my school, and honestly, for HCPSS. I am exhausted, demoralized, and frustrated. Honestly, I am one of the most qualified, committed and skilled educators, and I am considering leaving Howard County. If there is not some dramatic changes, this county will continue to lose our greatest talents. This cannot be acceptable to you.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us. It is time to be

brave and make historically correct decisions to find other revenue streams, including the unpopular, yet very, very necessary increase in taxes. Please, be courageous. For our children, our future.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Rebecca Beall

Rebecca Beall

[rebecca\\_beall@hcpss.org](mailto:rebecca_beall@hcpss.org)

5456 Endicott Lane

Columbia, Maryland 21044



## Sayers, Margery

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**From:** Megan Van Pelt <Megan\_Van\_Pelt@hcpss.org>  
**Sent:** Tuesday, January 28, 2020 12:53 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Under-staffing equates to larger class sizes and larger caseloads for special educators, placing educators in a position where we are faced with a dilemma: Do we eat lunch, or do we meet the needs of our students? Along with the majority of my colleagues, we choose to meet the needs of our students.

The expectations of educators, whether explicit in our contract or not, requires spending non-contractual time working with students during our lunch period, supporting our students in the cafeteria, and working with our students before and after school. The students we work with during non-contractual times are often the furthest behind, but of even more significance, are the most marginalized of our student population. These are the students I moved across the country to serve. Following graduate school at the University of Utah I had my choice of schools across the US. I was passionate about teaching in a diverse environment to close the gaps between students who have IEPs and those in the general education setting. I purposely chose Maryland and feel privileged to be an educator in Howard County. I am grateful to work alongside colleagues that share my same passion under a phenomenal and supportive administration, however, each year student needs grow larger and staffing fails to reflect student needs.

Understaffing reduces the quality of instruction that is required in order to close the gap that has been created by a disability and circumstances that are beyond my students' control.

Many of the students that we provide services for also struggle with social emotional well being. Through their own observation and comparison to their peers, many have already deemed themselves as inadequate. Implementing IEPs provides a stable foundation for them to put aside their feelings of inadequacy and begin to rebuild and gain confidence, a vital component for academic success. Unfortunately, as the caseloads grow and staffing dwindles it is impossible to create a stable individualized environment where students gain confidence and begin the productive struggle needed to close the educational gaps that exist between them and their grade level peers. In order to provide an environment conducive for success, I would have to work every evening and weekend, in addition to working through lunch, staying late and coming in early. By a conservative estimate, I am already missing 3 lunch periods per week and 1-2 planning periods per week. We make home visits. We buy our students winter coats. We stand beside our students when they experience loss or the trauma of having a SWAT team enter their home in the middle of the night.

We are struggling as a school system to meet the needs of our students who struggle the most, while at the same time still remain one of the top school systems in Maryland for students who are in the general education setting. We must start investing in the students who need us the most and increase teachers in the areas where we are currently falling short. Our students deserve a quality education and equitable learning environments where their needs are being considered and met. I am here advocating for them so that we can change the trajectory of their futures from struggle to success, and it all starts here with you and the decisions that you make. Our students deserve better, they deserve the best and we can provide that environment if we are given the staffing to make it happen.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Megan Van Pelt, M.Ed.  
Special Educator  
8th Grade English Language Arts  
Wilde Lake Middle School

Megan Van Pelt  
Megan\_Van\_Pelt@hcpss.org  
8953 C Early April Way  
Columbia, Maryland 21046

## Sayers, Margery

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**From:** Aimee Kandelman <aimee\_kandelman@hcpss.org>  
**Sent:** Tuesday, January 28, 2020 9:55 AM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

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Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

As an adjunct member of the special education team, I have the privilege of both being considered part of special education teams as well as being able to have some objective/distanced perspective (as my position officially resides within the Office of Program Innovation and Student Well-Being, formally known as "Student Services"). Over the past 17 years, having worked in multiple schools at all levels (high, middle, elementary, and RECC), I have sadly been witnessing changes in special education service delivery, due mainly in part to staffing levels not keeping pace with increasing student enrollment. This year, in particular, our school had 18 students with IEPs move in before the start of the school year. We were mercifully granted an additional teacher, but until that happened, and due to some extreme student behaviors, we had entire grades of students not getting their service hours met - which ultimately cost the county money in compensatory service obligations. But even with that additional staffing, there is still difficulty with meeting all student needs on a daily basis. And DSE would ask, why? With an additional teacher, the staff/student ratio should now be acceptable. But it's not. On any given day, we are not likely to be fully-staffed, because people get sick, their personal kids get sick, people have to attend trainings, people are in meetings, etc. Further, sometimes kids' needs are greater on some days than others, so we are constantly rearranging and responding. And that's really the key. We are always responding and never planning/being proactive, so we always come up short. Finally, in addition to just meeting student's needs on a daily basis, there is the paperwork. It is never-ending and there are legalities to all of it. But if teachers are teaching all day or in meetings

and/or covering for someone else, there are literally not enough minutes available to then complete all the paperwork to document all of the meetings and behaviors and goals and objectives for every student - particularly when caseloads are in the teens per teacher - unless teachers work all night and all weekend and that is not acceptable. The current staff/student ratio is not doable and not sustainable. I am watching amazing teachers get more burned out and disheartened by the minute, not to mention students not making the progress they could and the paperwork that may lack completeness or accuracy (or may not get done at all), opening up the county to potential litigation.

We are begging for people to listen. Our staff deserve better, because without them, nothing happens. And our students - our neediest students - not just deserve better, they deserve to have their needs met even most minimally on a routine basis, which sometimes doesn't happen because there just aren't enough hands available and not enough minutes in the day.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Aimee Kandelman  
aimee\_kandelman@hcpss.org  
6907 Meadowlake Rd  
New Market, Maryland 21774

## Sayers, Margery

---

**From:** Gloria Harriston <GLORIA\_HARRISTON@hcpss.org>  
**Sent:** Tuesday, January 28, 2020 7:56 AM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

[INSERT YOUR OWN STORY]

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Gloria Harriston  
GLORIA\_HARRISTON@hcpss.org  
9704 Basket Ring Road  
Columbia, Maryland 21045



## Sayers, Margery

---

**From:** Carol Eassa <CAROL\_EASSA@hcpss.org>  
**Sent:** Monday, January 27, 2020 10:09 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Our para educators get pulled for extra duties every single day. This takes away from interventions and extra support for the students that cannot do without. (It has been proven to be successful these students need the extra help)

Special educators are spread so thin it is simply ridiculous and unfathomable.

My colleagues as well as myself are reaching a breaking point and MANY are talking about leaving the profession because of the physical stress and illness it is causing them and their families. We simply cannot keep up with the changes and the pace in which they are happening.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Carol Eassa

26 year teaching veteran



Carol Eassa  
CAROL\_EASSA@hcpss.org  
5852 Richards Valley Road  
Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** Suzanne Ludicke <suzanne\_ludicke@hcpss.org>  
**Sent:** Monday, January 27, 2020 9:17 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Suzanne Ludicke  
suzanne\_ludicke@hcpss.org  
11445 Iager Blvd  
Fulton, Maryland 20759

## Sayers, Margery

---

**From:** Allison Venuti <allison\_venuti@hcpss.org>  
**Sent:** Monday, January 27, 2020 8:55 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

I would attend the budget hearing tomorrow night if I could, but I am busy trying to finish my IEP quarterly progress reports by Wednesday's deadline. At least for this week's hearing, this message will have to suffice.

We desperately need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable. I am a special educator in Howard County, and I have been in this role for 13 years. I testified at the Board of Ed meeting on November 7th to raise awareness of the countless issues we're facing in special ed each and every day. I appreciate that Vicky Cutroneo took me up on my offer and came out to shadow me for a day. I also appreciate Dr. Martirano's proposed budget that is allocating much needed funding and staffing for special ed. But now we need your help! We need your support for this budget. We need you to help us secure funding and staffing for our most vulnerable students. Please don't let them down!

I desperately need you to act now. Educators all across the county are reaching a breaking point, and they are leaving, making a terrible situation even worse. I myself am one of these educators on the verge of breakdown. The demands and stress of this job have had such a negative impact on my physical and mental health, that for the 5th consecutive year I am trying to transfer to be a general education teacher in the county. Over the past few years I haven't been able to transfer out of my special education position, so I've carried on as a special educator. However, I have completely reached my breaking point, and if I don't get a general ed position for the 2020-2021 school year I intend to resign from the county at the end of this school year. I know you care about education, and I need your leadership to

expand revenue streams and build a budget to support us, so that no other special educator finds himself/herself in the same position as me.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Allison Venuti  
HCPSS Special Educator & Instructional Team Leader

Allison Venuti  
[allison\\_venuti@hcpss.org](mailto:allison_venuti@hcpss.org)  
4110 Turf Run Circle  
Randallstown, Maryland 21133

## Sayers, Margery

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**From:** Olivia Jeffers House <OLIVIA\_JEFFERS\_HOUSE@hcpss.org>  
**Sent:** Monday, January 27, 2020 8:03 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Our special education teams are stretched to the max and as a result, students are suffering and we are failing them due to budget cuts. Our regular class sizes are astronomical. Our third grade team is busting at the seams. Some classrooms have as many as 30 students with I.E.P.'s How is this situation good for anyone? We are also dealing with students with behaviors concerns. Then, you tie in huge class sizes, teachers are feeling frustrated, overwhelmed, overworked, and stressed.

We need you to act now. Teachers are reaching a breaking point, and they are leaving the profession, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us, please.

When the budget is in your hands, think of me and my story, and think of all of us, your backbone who support our county's children.

Sincerely,

Olivia Jeffers House

Olivia Jeffers House

OLIVIA\_JEFFERS\_HOUSE@hcpss.org

8215 Knights Way  
Pikesville, Maryland 21208

## Sayers, Margery

---

**From:** Sandra Myers <sandra\_myers@hcpss.org>  
**Sent:** Monday, January 27, 2020 7:29 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,  
Sandra Myers

Sandra Myers  
sandra\_myers@hcpss.org  
5002 Dorsey Hall Drive Unit C4  
Ellicott City, Maryland 21042



## Sayers, Margery

---

**From:** Zsuzsana Mason <zsuzsana\_mason@hcpss.org>  
**Sent:** Monday, January 27, 2020 7:07 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I have taught in the county now for 18 years and have three children in the system. I can be completely honest in saying each year is seems more and more challenging to meet the increased demands of our students as well as adversely impacting my own children's experience. The high quality education I want to provide to my students and for my own children to receive is in dire straits and we need you to make reasonable, responsible decisions to help our students and that starts with funding our schools and giving ample staffing to all schools.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Zsuzsana Tamasi Mason

Zsuzsana Mason  
zsuzsana\_mason@hcpss.org

6468 Julie Ann Drive  
Hanover, Maryland 21076

## Sayers, Margery

---

**From:** Beth Barkley <beth\_barkley@hcpss.org>  
**Sent:** Monday, January 27, 2020 6:58 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

After 23 years in the profession, I have been told that there isn't any MOI money to buy pencils and notebook paper. Pencils and paper!!

The computers we have require so much troubleshooting, that most times class is over before we can get started, so wonderful interactive lessons, that we are encouraged to use, need to be converted to paper and pencil.

I can think of no other profession where the most basic supplies must be purchased by their employees.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Beth Barkley

Beth Barkley  
beth\_barkley@hcpss.org  
13460 Sorghum Ct.  
Highland, Maryland 20777

## Sayers, Margery

---

**From:** Lee Tanis <lee\_tanis@hcpss.org>  
**Sent:** Monday, January 27, 2020 6:54 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,  
Lee Ann Tanis

Lee Tanis  
lee\_tanis@hcpss.org  
904 Longbow Road  
Mount Airy, Maryland 21771

## Sayers, Margery

---

**From:** Tara Terry <TARA\_TERRY@hcpss.org>  
**Sent:** Monday, January 27, 2020 6:50 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Class sizes are increasing which is making it very challenging to meet the individual needs of my students as well as to make personal connections with each student. My budget for groceries for food labs get cut each year yet my class sizes are increasing. Middle school students need the hands on experiences in my classroom. I shouldn't be worried about using fresh fruits and vegetables for recipes and knife skills. These are basic life skills that are essential to the success of our future.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Tara Terry

Tara Terry  
TARA\_TERRY@hcpss.org  
7527 Rain Flower Way  
Columbia, Maryland 21046





## Sayers, Margery

---

**From:** Amber Taylor <Amber\_Taylor@hcpss.org>  
**Sent:** Monday, January 27, 2020 6:44 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,  
Amber Taylor

Amber Taylor  
Amber\_Taylor@hcpss.org  
3903 Milford Mill Road  
Baltimore, Maryland 21244

## Sayers, Margery

---

**From:** Amber Taylor <Amber\_Taylor@hcpss.org>  
**Sent:** Monday, January 27, 2020 6:43 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

[INSERT YOUR OWN STORY]

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Amber Taylor  
Amber\_Taylor@hcpss.org  
3903 Milford Mill Road  
Baltimore, Maryland 21244

## Sayers, Margery

---

**From:** Emily Goldhammer <Emily\_Goldhammer@hcpss.org>  
**Sent:** Monday, January 27, 2020 6:34 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

I work at Cradlerock Elementary School as a special education teacher. Due to staffing, many of our students on a daily basis are not receiving the services that they are legally required to get. I am often dealing with student behaviors instead of running the instructional groups that my students need to make progress. In addition, our school has many students who require CAS throughout their day. They have the most challenging behaviors, and yet we still have untrained TEs that are providing this service. When I recently requested that I meet with my TEs before school for some additional training that was encouraged by my principal, I was told that special ed did not have the money to pay them to come in before their contract hours. They need this training to be able to support our students, and it is unacceptable that we cannot provide it. We need trained staff to work with our students! I do not want to give up on my students or my school, but the amount of stress and mental and physical exhaustion that occurs daily is taking an extreme toll.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,  
Emily Goldhammer

Emily Goldhammer  
Emily\_Goldhammer@hcpss.org  
1220 Blair Mill Rd.  
Silver Spring, Maryland 20910

## Sayers, Margery

---

**From:** Kenya Watkins <Kenya\_Watkins@hcpss.org>  
**Sent:** Monday, January 27, 2020 6:14 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

ESP staff is under paid and over worked we need more money

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,  
Kenya Watkins

Kenya Watkins  
Kenya\_Watkins@hcpss.org  
10440 Swift Stream Place  
Columbia, Maryland 21044

## Sayers, Margery

---

**From:** Sara Weiser <sara\_weiser@hcpss.org>  
**Sent:** Monday, January 27, 2020 6:12 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

As a general educator working in an inclusion classroom, I see first hand every day how our special educators struggle to meet the needs of their students with the limited staff that they have. They are dedicated and caring, and give every moment of their time to serve their students, but with one special educator serving 8 incredibly different children in two classrooms, each of whom need something different in order to truly meet their learning needs and IEP goals, it's impossible.

We have children who we know would benefit from receiving intervention individually or in a group of two, but they must be served in a group of four because otherwise there isn't enough time in the day or a trained special educator available to deliver the intervention. We have children being distracted by other children simply because it's not possible without an additional staff member to separate them for their interventions.

Our special educators are invested deeply in the success of every student, and they work hard to provide the best instruction possible within the constraints of our staffing. Additional staffing would allow us to move closer toward being the school system we aspire to be, in which every student succeeds.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Sara Weiser

[sara\\_weiser@hcpss.org](mailto:sara_weiser@hcpss.org)

4803 Wilwyn Way

Rockville, Maryland 20852



## Sayers, Margery

---

**From:** Amber Naden <Amber\_Naden@hcpss.org>  
**Sent:** Monday, January 27, 2020 6:02 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

This is my 16th year teaching and my 3rd in Howard County. My first year was amazing except for the fact that I was surplused. I managed to stay, but then got surplused again last year. I did not find out I was able to stay at my school until August 1st. The amount of stress this has caused has been devastating. This school year is very different. I have two high needs special ed children in my class that require one on one supervision. We do not have enough special educators to meet this need. If one person calls out or needs to attend an IEP meeting, I am not always able to have someone with me. I can not go on with lessons planned without help or the children will try to leave or put themselves in dangerous situations that require my immediate supervision. I'm exhausted and drained. I am reaching a breaking point, that will very likely be passed if class sizes are increased or if we lose the very slim special ed resources we have.

We need you to act now. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Amber Naden  
Worthington Elementary  
Kindergarten

Amber Naden  
Amber\_Naden@hcpss.org  
7856 Foxfarm Lane  
Glen Burnie, Maryland 21061

## Sayers, Margery

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**From:** Janet Browning <janet\_browning@hcpss.org>  
**Sent:** Monday, January 27, 2020 5:42 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Every. Single. Day staff are scrambling to cover positions. Primarily special educators and paras, but also teaching staff as there just aren't enough substitutes available. Class sizes are too large and we are falling behind in our overall technology needs.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Janet Browning

Janet Browning  
janet\_browning@hcpss.org  
7407 Pinkwood  
Columbia, Maryland 21046

## Sayers, Margery

---

**From:** Victoria Borowy <VICTORIA\_CHANDA@hcpss.org>  
**Sent:** Monday, January 27, 2020 5:41 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and think of all of us who support our county's children.

Sincerely,  
Victoria Borowy

Victoria Borowy  
VICTORIA\_CHANDA@hcpss.org  
1628 Trestle Street  
Mount Airy, Maryland 21771

## Sayers, Margery

---

**From:** Natalie Pretzello <NATALIE\_PRETZELLO@hcpss.org>  
**Sent:** Monday, January 27, 2020 5:39 PM  
**To:** CouncilMail  
**Subject:** RE: HCPSS FY21 Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Last year, we faced devastating cuts across the board. It is so hard for educators to do their jobs when they are worried every day, as many were last year from January through May, about whether or not they would still have a job for this school year. Please do not cut any teaching positions, from music and GT to special ed, paras, and classrooms. Please reinstate as many who were cut last year as you can, from math support to tech. Please add as many special educators, paraeducators, classroom teachers, as you can. All our kids deserve to have all the services we can offer. Try to keep class sizes the same, if you can. (They are already huge!)

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

When the budget is in your hands, think of me and my story, and think of all of us who support our county's children.

Sincerely,

Natalie Pretzello  
NATALIE\_PRETZELLO@hcpss.org

10741 Glen Hannah Drive  
Laurel, Maryland 20723

## Sayers, Margery

---

**From:** Kathryn Branstad <kebranstad@gmail.com>  
**Sent:** Wednesday, January 22, 2020 7:10 PM  
**To:** CouncilMail  
**Subject:** Funding for School Year 2021

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Members of the Howard County Council-

I know that your job is a difficult one, balancing the desires and needs of so many students, families, employees, and stakeholders against the reality of a changing fiscal landscape. However, I would like to write to you in support of both the gifted-and-talented education program and school music and related arts programs.

Cutting funding to either program would be devastating to students like mine, who find the enrichment provided by the G/T and arts programs vital for their educational aspirations. The G/T classes and supplemental education programs provide deeper, broader, and richer opportunities to advanced learners, keeping them better engaged and excited about striving a bit further. Music and related arts programs afford new learning opportunities and encourage neural development. The kids also love learning skills that will bring them lifelong happiness.

Please keep this in mind when it is time to make budget cuts and allowances.

Respectfully,  
Kathryn Branstad  
Parent of students at Lisbon Elementary School and Glenwood Middle School



## Sayers, Margery

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**From:** Nancy Putman <Nancy\_Putman@hcpss.org>  
**Sent:** Sunday, January 19, 2020 6:59 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

I have been a special education teacher for 31 years. I have always proudly stated that if I had to do my career over again I would not change my decision to go into special education. Now, that has changed. The demands and stress are too high. I recently advised a special education teacher out on maternity leave, who was considering returning to work, to switch to general education. I love teaching, but will be retiring because it has become too difficult.

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Nancy Putman  
Special Education Teacher  
Manor Woods Elementary

Nancy Putman  
Nancy\_Putman@hcpss.org  
3913 Sharp Rd  
Glenwood, Maryland 21738

## Sayers, Margery

---

**From:** Lilia Kaplan-Robbins <liliakaplanrobbins@gmail.com>  
**Sent:** Saturday, January 18, 2020 1:05 AM  
**To:** CouncilMail  
**Subject:** Please fully fund the BOE'S Budget Every Year/continued funding of G/T Program

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Council members,

I am a resident of Howard County with two children in the HCPSS.

I am writing to request that you help and support to fully fund the BOE Budget for Fiscal Year 2021 and/or find a way to bring in revenue to fully fund the BOE's Budget every year.

Last year, Technology program was ruthlessly reduced/cut by 50% due to a lack of funding. As a result, students at my children's school have/given less time now to learn things that are important and vital in their daily life, such as dealing with and avoiding cyberbullying, predators and disclosure of personal information.

What is being currently taught that has replaced that immeasurably valid technology class time is information the students (my children including) already learned a few years ago!!

What a waste of everyone's time, and even more important, mind! Instead of expanding education, we are effectively shrinking it.

Please do not let this happen again. The world-wide competition of being the leader of cutting-edge technologies is fierce and is on going with no slowing down in site. In order to keep our leader position, we need to and must prepare our children better than we do. Enhance and expand these type of programs, and strive to provide our children with the best education possible.

Let the children's potential soar, stop limiting them.

I urge you to find a way to fully fund the BOE'S budget for a brighter and more successful future of our children and therefore our country.

Thank you,

Lilia Kaplan-Robbins

## Sayers, Margery

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**From:** luo wenbo <luowenbo@yahoo.com>  
**Sent:** Thursday, January 16, 2020 9:50 AM  
**To:** CouncilMail  
**Subject:** Please fund the BOE's Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Council members,

I am a resident of Howard county and my older daughter is the HCPSS.

I am writing to request that you help fully fund the BOE Budget for Fiscal Year 2021 and/or find a way to bring in revenue to fully fund the BOE's Budget every year.

Last year, technology program was reduced to 50% due to lack of funding. As a result, students at my daughter's school have less time to learn things that important for their daily life, such as how to avoid cyberbullying. And, what's being taught now to replace the technology class is something they already learned in Kindergarten, although my daughter is already a fifth grader. What a waste of time!

Please do not let this happen again. The world-wide competition of being the leader of cutting-edge technologies is fierce. In order to keep our leading position, we need to prepare our children better by providing them the best education we can.

I urge you to find a way to fully fund the BOE'S budget for the future of our children and our country.

Thank you,

Wenbo Luo

## Sayers, Margery

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**From:** Lin Zhou <lynnlz2002@yahoo.com>  
**Sent:** Thursday, January 16, 2020 12:10 AM  
**To:** CouncilMail  
**Subject:** Please fully fund the BOE'S Budget Every Year

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Council members,

I am a resident of Howard county and my older daughter is the HCPSS.

I am writing to request that you help fully fund the BOE Budget for Fiscal Year 2021 and/or find a way to bring in revenue to fully fund the BOE's Budget every year.

Last year, technology program was reduced to 50% due to lack of funding. As a result, students at my daughter's school have less time to learn things that important for their daily life, such as how to avoid cyberbullying. And, what's being taught now to replace the technology class is something they already learned in Kindergarten, although my daughter is already a fifth grader. What a waste of time!

Please do not let this happen again. The world-wide competition of being the leader of cutting-edge technologies is fierce. In order to keep our leading position, we need to prepare our children better by providing them the best education we can.

I urge you to find a way to fully fund the BOE'S budget for the future of our children and our country.

Thank you,

-Lin Zhou

## Sayers, Margery

---

**From:** Sunmy Brown <s\_brown0304@yahoo.com>  
**Sent:** Tuesday, January 14, 2020 6:51 PM  
**To:** Ball, Calvin; CouncilMail  
**Subject:** HCPSS Operating Budget--Conduct Independent Audit of Operating Budget

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Dr. Ball and Howard County Council,

After the most recent 2021 Operating Budget Proposal made by Dr. Martirano, Superintendent of Howard County Public Schools, I am asking you to move forward with an independent audit of the school system's operating budget proposals and how the money is being spent year after year.

When I look at other operating budgets of neighboring school districts such as Montgomery County and Prince George's County, these two school districts have the highest teacher salaries in the state. Furthermore, MCPS operates a total of 206 schools, PGCPSS a total of 208 schools, and HCPSS has a total of 77 schools. Last year, the approved operating budgets for these school districts were as follows:

MCPS-2.68 billion  
PGCPSS-2.18 billion  
HCPSS-901.3 million

When Prince George's County has 131 more schools than Howard County and has teacher salary scales almost \$10,000 more than HCPSS teachers who are starting out in the profession, how is it they operate on much less than the Howard County Public School System?

My biggest concern is that the Howard County Public School System isn't being a good steward of taxpayer money nor allocating the appropriate funds where they need to be year after year.

I know each of you care deeply about maintaining the quality of schools in the Howard County Public School System.

Please do the right thing and move forward with an independent audit. We must ensure that our taxpayer dollars are being used in the most effective and efficient manner possible.

I thank you for your consideration.

Best Regards,  
Sunmy Brown  
Ellicott City, MD



## Sayers, Margery

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**From:** Aubrey Adams <info@email.actionnetwork.org>  
**Sent:** Friday, January 10, 2020 1:43 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Aubrey Adams  
yoggaub@yahoo.com  
4521 Greencove Cir.  
Sparrows Point, Maryland 21219-2361



## Sayers, Margery

---

**From:** Erin Bourque <ERIN\_PYNE@hcpss.org>  
**Sent:** Friday, January 10, 2020 12:29 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Erin Bourque

Erin Bourque  
ERIN\_PYNE@hcpss.org  
Maryland  
Hanover, Maryland 21075

## Sayers, Margery

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**From:** Judy McFarland <info@email.actionnetwork.org>  
**Sent:** Thursday, January 9, 2020 9:18 AM  
**To:** CouncilMail  
**Subject:** [SUSPECTED SPAM] We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Judy McFarland  
judyspillows@outlook.com  
91 Federal Drive  
Mechanicsburg PA, Pennsylvania 17050

## Sayers, Margery

---

**From:** Amanda Meister <amanda\_meister@hcpss.org>  
**Sent:** Wednesday, January 8, 2020 4:14 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Amanda Meister  
amanda\_meister@hcpss.org  
5830 Bonnie View Lane  
Elkridge, Maryland 21075

## Sayers, Margery

---

**From:** Sunmy Brown <s\_brown0304@yahoo.com>  
**Sent:** Wednesday, January 8, 2020 3:00 PM  
**To:** CouncilMail  
**Cc:** Ball, Calvin  
**Subject:** Dunloggin Middle School: Renovation cannot wait until 2028

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council and Dr. Ball,

Please do not delay the renovation and additions needed at Dunloggin Middle School. This project was originally slated for completion by 2019. There has not been any significant renovation made to this school since it's original construction in 1973. Please accelerate the completion of DMS and do not postpone the construction until 2028. If the school district truly believes in equity for all, then improving the infrastructure needs to HCPSS schools must be a top priority.

I ask each of you to take a step into Dunloggin Middle School and compare the condition of the building to other middle schools in the county and see for yourself how dire this renovation is for the community, students, and staff. This cannot wait.

Thank you for your consideration.

Regards,  
Sunmy Brown  
Ellicott City, MD

## Sayers, Margery

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**From:** Stephanie Moscati <Stephanie\_Moscati@hcpss.org>  
**Sent:** Wednesday, January 8, 2020 2:17 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Stephanie Moscati  
Stephanie\_Moscati@hcpss.org  
3712 Benson Avenue  
Halethorpe, Maryland 21227



## Sayers, Margery

---

**From:** Heather Gainey <heather\_gainey@hcpss.org>  
**Sent:** Wednesday, January 8, 2020 11:34 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely, Heather Gainey

Heather Gainey  
heather\_gainey@hcpss.org  
Maryland  
Catonsville, Maryland 21228

## Sayers, Margery

---

**From:** Judeth Tittle <judeth\_tittle@hcpss.org>  
**Sent:** Tuesday, January 7, 2020 9:58 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Judeth Tittle

Judeth Tittle  
judeth\_tittle@hcpss.org  
1164 River Bay Rd  
Annapolis, Maryland 21409



## Sayers, Margery

---

**From:** Brian Brewer <info@email.actionnetwork.org>  
**Sent:** Monday, January 6, 2020 11:43 PM  
**To:** CouncilMail  
**Subject:** [SUSPECTED SPAM] We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us. Adding 2 million dollars for transportation because of your redistributing plan, while this crisis escalates is absolutely negligible.

Sincerely,

Brian Brewer  
bbrewer2323@gmail.com  
6117 Covington Rd  
Columbia , Maryland 21044

## Sayers, Margery

---

**From:** Susan Toler <susan\_toler@hcpss.org>  
**Sent:** Tuesday, January 7, 2020 6:24 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

I am a general education teacher (previously a special education teacher) in Howard County. I am one of the inclusion teacher kindergarten teachers in our grade. I'm here to tell you how broken our system is. We are the teachers on the front line with these children and ask one thing... please do your jobs and support our children!

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely, Susan Toler

Susan Toler  
susan\_toler@hcpss.org

9003 Manordale Ln  
Ellicott City, Maryland 21042

## Sayers, Margery

---

**From:** Ashley Tippie <info@email.actionnetwork.org>  
**Sent:** Monday, January 6, 2020 11:58 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Ashley Tippie  
ashleytippie96@yahoo.com  
7108 Winter Rose Path  
Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Kimberly Graham <info@email.actionnetwork.org>  
**Sent:** Monday, January 6, 2020 11:58 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Kimberly Graham  
kimrenee711@hotmail.com  
14311 RUNABOUT CT APT 12  
LAUREL, Maryland 20707-6158

## Sayers, Margery

---

**From:** Carrie Pfeifer <Carrie\_Pfeifer@hcpss.org>  
**Sent:** Monday, January 6, 2020 11:30 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Carrie Pfeifer - Special Educator

Carrie Pfeifer  
Carrie\_Pfeifer@hcpss.org  
7652 Kindler Rd  
Laurel, Maryland 20723



## Sayers, Margery

---

**From:** Shelley Ziegler <SHELLEY\_DUSTIN@hcpss.org>  
**Sent:** Monday, January 6, 2020 9:58 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Shelley Ziegler

Shelley Ziegler  
SHELLEY\_DUSTIN@hcpss.org  
15617 Riding Stable Rd  
Laurel, Maryland 20707



## Sayers, Margery

---

**From:** Scott Callahan <scott\_callahan@hcpss.org>  
**Sent:** Monday, January 6, 2020 7:59 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Scott Callahan  
scott\_callahan@hcpss.org  
7372 Eden Brook Drive Apt. 511  
Columbia, Maryland 21046

## Sayers, Margery

---

**From:** Christinia Armstrong <carmstrong@hcpss.org>  
**Sent:** Monday, January 6, 2020 6:38 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help! Our schools and staff are in an ever-increasing, daily struggle to meet the needs of our students. We are finding it more difficult to assist our most vulnerable students due to a lack of adequate staffing - both in special education and related arts. Our staff's numerous talents, time & dedication are being taxed to the breaking point, both emotionally and physically. Our families are suffering as well, because we are forced to dedicate significant amounts of personal time to continue to meet the demands of our jobs.

We need to:

1. change to the way we staff based on student needs, caseloads, and number of classes.
2. expand funding required to ensure these staffing ratios are implemented.
3. ensure all staff have the training and support needed to delivery integrated services with fidelity.
4. allow additional staffing in related arts when classes are added in late August/early September.

We need you to act now! Our educators are reaching a breaking point, opting to leave our County or education all together seeking employment with more reasonable terms. Our health - both mentally and physically - is at risk. Increase cases of anxiety and stress-related health issues are palpable.

We know you care about educating our students. We need your leadership to expand revenue streams and build a budget to support US. Supporting US will lead to enhanced education for our students in all areas.

Respectfully,  
Mrs. C. Armstrong

Christinia Armstrong  
carmstrong@hcpss.org  
8721 Hummingbird Ct.  
Laurel, Maryland 20723

**Sayers, Margery**

---

**From:** Kelly Edwards <info@email.actionnetwork.org>  
**Sent:** Monday, January 6, 2020 4:44 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Kelly Edwards

Howard County Educator and parent of child in Howard County special education system

Kelly Edwards

theposhbaglady@gmail.com

8705 Fairhaven Pl

Jessup, Maryland 20794

## Sayers, Margery

---

**From:** heather.urner@yahoo.com  
**Sent:** Monday, January 6, 2020 1:12 PM  
**To:** Yungmann, David; CouncilMail  
**Subject:** RE: Howard County Teachers

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

My name is Heather Urner

I live at 10212 Hickory Ridge Rd Apt 203 Columbia MD 21044

Maybe informal is a way to start. Instead of this is why BOE and County Council don't formally speak. If you meet as you say than you would know why they need the funds they do, you would know deferred maintenance you would know more if you spoke with them as you say and you wouldn't have replied with this email format. We can't keep redistricting and in all the Council meetings I've gone to never has a council member gave alternatives, but BOE and the Superintendent seems to try. You set their funds. The deficit is there, the schools have never gone beyond MOE where you could actually give more. The passed budget wasn't enough the stats show it. That's why parent say fully fund the schools. Why can there not be yes I will step up, but they, but they, but they.

Thank you

Heather Urner

On Mon, Jan 6, 2020 at 12:59 PM, Yungmann, David  
<[dyungmann@howardcountymd.gov](mailto:dyungmann@howardcountymd.gov)> wrote:

Reaching out: You must have missed that I've called on the BOE to meet with us monthly to which the BOE has declined. I meet with certain members of the BOE and senior leadership routinely. All of my Council colleagues are trying to find ways to collaborate with HCPSS despite the BOE's formal lack of cooperation.

Fund in full: It sounds like you would choose to raise taxes in order to increase the school system funding. You're not alone in that opinion. Please keep in mind though that only 1/3 of County tax payers have kids in the school system, we are already the highest taxes county in the State and our funding is already tied for the highest in the State.

State funding changes: Those changes will be coming but it looks like Howard Co is already spending more than what will be required. It will hit other counties that spend much less than we do hard.

Thanks for your emails Heather.

David Yungmann  
Howard County Council – District 5  
(410) 313-2001  
<https://cc.howardcountymd.gov/Districts/District-5>

-----Original Message-----



From: [heather.urner@yahoo.com](mailto:heather.urner@yahoo.com) <[heather.urner@yahoo.com](mailto:heather.urner@yahoo.com)>

Sent: Monday, January 6, 2020 12:28 AM

To: Yungmann, David <[dyungmann@howardcountymd.gov](mailto:dyungmann@howardcountymd.gov)>; CouncilMail <[CouncilMail@howardcountymd.gov](mailto:CouncilMail@howardcountymd.gov)>

Subject: Re: Howard County Teachers

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

My name is Heather Urner

I live at 10212 Hickory Ridge Rd Apt 203 Columbia MD 21044

The comment ties to being responsive, open to hearing and understanding. You ask so quickly and openly for me to further explain to understand, where is that reach out to the BOE. They made mistakes, no one denies this, but to respond in hoping for a more collective working in the budget session with examples of why you won't be open minded is a saddening answer. Of course workers would want health care. Understanding clearer that the school system needs more funding beyond MOE to fund the celebrated school system, why you get parents saying fund in full. Ask these questions to the BOE, go to other meetings beyond and find out. The State has in the works recalibrated equations on funding for all the counties, parents are reading and trying to see how this relates to them, amongst all the work schedules and kid schedules, and what's wrong with wanting to do more to get the knowledge to give better outcomes. Telling a county resident you will pay more in taxes for what you want. I probably will have to regardless. Why wouldn't I want to pay more into a better future. I feel like I explained it, I wish you would want to hear from the BOE as much as because the discussion could bring the county closer to positive innovator methods to bring more middle ground in the standings of education, the teacher's union, seeing what other local collectives need to thrive.

Thank you

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On Sunday, January 5, 2020, 11:24:12 PM EST, Yungmann, David <[dyungmann@howardcountymd.gov](mailto:dyungmann@howardcountymd.gov)> wrote:

Heather, I don't understand your comment below but do want to be responsive to it. Can you further explain it?

David Yungmann

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(410) 313-2001

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In FY 2020 and FY 2021, HCEA members (and non-members covered under reciprocity) will receive annual wage increases of between 4% and 5% (that's 8%-10% over two years). This increase dwarfs the wage increases in the rest of county government and is 3-4 times the private sector. These wage increases will add close to \$45 million/year to HCPSS costs. Even with that level of increase, HCEA is unwilling to consider any compromise on health insurance. That Fund has been losing money for years and is now in the hole by close to \$40 million, yet the union's position is that it's not their responsibility and they're not interested in giving up anything to help solve the problem. A plan with no deductible is ridiculous and the employer funding more than 80% of the excessive cost is not remotely sustainable given that the cost is rising by over 10% annually and was way over budget in FY 2019.

Now we're receiving dozens of form emails before a budget has even been presented. HCEA leadership is not helping its cause as it has become the stakeholder least willing to solve problems through compromise and collaboration. It seems to prefer bombarding us with cause of action emails. Does "fully fund education" mean spending more than other successful school systems? People call on us to "fully fund" as if we are holding back money. Every penny of your tax dollars are allocated to county departments and HCPSS. Should we raise taxes or cut other government departments?



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I hope this provides some context and alternative perspective to what the union puts out. It looks to be another bitter budget season which is a shame.

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Sent: Thursday, January 2, 2020 7:37 PM  
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Thank you

Heather Urner

Howard County  
Maryland  
Howard County teachers union files class action grievance about 'staffing crisis'

The Howard County Education Association alerted its members Thursday that the union had filed a class action grievance “to sound the alarm about the staffing crisis” within the school system.

“The Grievants, who are mostly special educators, have missed their contractually required planning and lunch due to the extreme and emergent daily demands at their schools,” the grievance states.

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“Educators across our school system do not receive their required planning and lunch time several days per week, the impact of which is consequently felt by the most vulnerable children in our school system.”

The grievance, signed by more than 70 educators, is the “largest class grievance we have ever filed,” Joshua Guy Lenes, a union representative, said in an interview Thursday.

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Why Data Management Is Critical to Manufacturing Success Data has become a powerful driver of the Manufacturing 4.0 transformation.

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“It impacts not only the 70 people who signed, but likely hundreds more who are missing their lunch and planning time every day,” said Lenes, who was one of those who signed.

[More Maryland news] Second Baltimore resident charged in July shooting of Eldersburg Daltile employee » During any given school day, special educators respond to student crises, attend and lead Individualized Education Program meetings, and manage other responsibilities, according to the grievance. General educators also serve special education students and are “experiencing the downstream impacts of the school system’s crisis in special education.”

Filed Dec. 20 to Howard County schools Superintendent Michael Martirano, the grievants, both general education and special education educators, represent 33 of the district’s 77 schools.

“It’s significant because it’s affecting all of our educators and students,” said Colleen Morris, union president.

“I think that screams for the crisis because it reaches across all grade levels [and it’s] reaching across the whole county, north, south, east, west. I think that’s the most significant.”

The grievance comes after four special education staff members testified during a Nov. 7 school board meeting. The four warned that special educators in the school system are reaching a breaking point because of underfunding and understaffing by the county.

[More Maryland news] Carroll’s first baby of 2020 a likely future runner named with laughter in mind » The school

system's office of staff relations has received the grievance, a schools spokesman confirmed.

The grievance states, "We want to be clear that this crisis extends beyond school administrators, and that we believe they are doing everything in their power to support our staff and students. But even they cannot be in two places at once, and they cannot keep up with the extreme demands faced by our school system."

A grievance hearing, including all grievants and Martirano, is expected to take place later this month. During the hearing, the school system will hear the grievance and make a ruling. Lenes doesn't expect the school system to rule against the grievance.

All union members are being encouraged to participate in a letter campaign to the County Council and the Howard County Board of Education to urge them to work together and fix the staffing problem, Lenes said.

Latest Howard County

Howard County teachers union files class action grievance about 'staffing crisis'

1h

Howard County resident Cynthia Penny-Ardinger appointed to Maryland Transportation Authority board 4h

Chair of Maryland Prescription Drug Affordability Board to host forum Monday at Ellicott City senior center 4h

Xenia Greek Kouzina in Columbia takes local fine dining to new levels

8:00 AM

Top things to do in Howard County in January and February

7:00 AM

"We are very, very worried this problem can get worse," Lenes said. "I hope we can highlight the gravity of this issue."

## Sayers, Margery

---

**From:** Kelly McNeill <info@email.actionnetwork.org>  
**Sent:** Friday, January 3, 2020 12:54 PM  
**To:** CouncilMail  
**Subject:** [SUSPECTED SPAM] We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Kelly McNeill  
kellrenfro@yahoo.com  
13775 Frederick Rd  
West Friendship, Maryland 21794



## Sayers, Margery

---

**From:** Jody Lagola <info@email.actionnetwork.org>  
**Sent:** Friday, January 3, 2020 7:12 PM  
**To:** CouncilMail  
**Subject:** [SUSPECTED SPAM] We sounded the alarm. Now we need you to act.

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Sincerely, Jody Lagola

Jody Lagola  
jodylagola@gmail.com  
8547 Skipjack Place  
Pasadena, Maryland 21122

## Sayers, Margery

---

**From:** Kwabena Davis <info@email.actionnetwork.org>  
**Sent:** Saturday, January 4, 2020 7:40 AM  
**To:** CouncilMail  
**Subject:** [SUSPECTED SPAM] We sounded the alarm. Now we need you to act.

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Sincerely,

Kwabena Davis  
kwabena.davis@gmail.com  
6344 Arbor way  
Elkridge , Maryland 21075

## Sayers, Margery

---

**From:** Rachel Pino-Elliott <info@email.actionnetwork.org>  
**Sent:** Saturday, January 4, 2020 8:02 AM  
**To:** CouncilMail  
**Subject:** [SUSPECTED SPAM] We sounded the alarm. Now we need you to act.

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Sincerely,

Rachel Pino-Elliott  
rpinoell@gmail.com  
14171 Aldora Circle  
Burtonsville, Maryland 20866



## Sayers, Margery

---

**From:** Allie Palmer-Stiffler <info@email.actionnetwork.org>  
**Sent:** Saturday, January 4, 2020 9:45 AM  
**To:** CouncilMail  
**Subject:** [SUSPECTED SPAM] We sounded the alarm. Now we need you to act.

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Sincerely,

Allie Palmer-Stiffler  
Allie.Palmer9@gmail.com  
614 Foxwood Dr  
Glen Burnie, Maryland 21060

## Sayers, Margery

---

**From:** Linda Stewart <info@email.actionnetwork.org>  
**Sent:** Saturday, January 4, 2020 8:55 PM  
**To:** CouncilMail  
**Subject:** [SUSPECTED SPAM] We sounded the alarm. Now we need you to act.

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Sincerely,  
Linda Stewart

Linda Stewart  
Lmstewart2@gmail.com  
3122 Saint Charles Place  
Ellicott City, Maryland 21042

## Sayers, Margery

---

**From:** Karol Moore <karol\_moore@hcpss.org>  
**Sent:** Monday, January 6, 2020 6:55 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

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Sincerely,

Karol Moore  
karol\_moore@hcpss.org  
3734 Ligon Rd  
Ellicott City, Maryland 21042

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**Sent:** Monday, January 6, 2020 12:28 AM  
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Howard County  
Maryland  
Howard County teachers union files class action grievance about 'staffing crisis'

By Jess Nocera  
Baltimore Sun Media |  
Jan 02, 2020 | 5:50 PM

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"The Grievants, who are mostly special educators, have missed their contractually required planning and lunch due to the extreme and emergent daily demands at their schools," the grievance states.  
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Why Data Management Is Critical to Manufacturing Success Data has become a powerful driver of the Manufacturing 4.0 transformation.

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The grievance comes after four special education staff members testified during a Nov. 7 school board meeting. The four warned that special educators in the school system are reaching a breaking point because of underfunding and understaffing by the county.

[More Maryland news] Carroll's first baby of 2020 a likely future runner named with laughter in mind » The school system's office of staff relations has received the grievance, a schools spokesman confirmed. The grievance states, "We want to be clear that this crisis extends beyond school administrators, and that we believe they are doing everything in their power to support our staff and students. But even they cannot be in two places at once, and they cannot keep up with the extreme demands faced by our school system."

A grievance hearing, including all grievants and Martirano, is expected to take place later this month. During the hearing, the school system will hear the grievance and make a ruling. Lenos doesn't expect the school system to rule against the grievance.

All union members are being encouraged to participate in a letter campaign to the County Council and the Howard County Board of Education to urge them to work together and fix the staffing problem, Lenos said.

Latest Howard County

Howard County teachers union files class action grievance about 'staffing crisis'

1h

Howard County resident Cynthia Penny-Ardinger appointed to Maryland Transportation Authority board 4h

Chair of Maryland Prescription Drug Affordability Board to host forum Monday at Ellicott City senior center 4h

Xenia Greek Kouzina in Columbia takes local fine dining to new levels

8:00 AM

Top things to do in Howard County in January and February

7:00 AM

"We are very, very worried this problem can get worse," Lenos said. "I hope we can highlight the gravity of this issue."

## Sayers, Margery

---

**From:** heather.urner@yahoo.com  
**Sent:** Sunday, January 5, 2020 8:48 PM  
**To:** Yungmann, David; CouncilMail  
**Subject:** Re: Howard County Teachers

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

My name is Heather Urner

I live at 10212 Hickory Ridge Rd Apt 203 Columbia MD 21044

This reply does not sound like an open mind for hope for this budget session towards togetherness, or understanding why the viewpoints are they stand. Or what changes County Council themselves can do. Paying is already what we do and we have paid more and there is no way we will never not pay more and to pay more for the future to be better than the past well so be it because I will already keep paying. This response sounds full of defeat before it's even started. That in itself is the sadness.

Thank you

Heather Urner

On Sunday, January 5, 2020, 07:42:19 PM EST, Yungmann, David <dyungmann@howardcountymd.gov> wrote:

Thank you for your email.

The reason why we question budget requests is because Howard Co schools are funded at the same level as Montgomery Co and well above all other neighboring counties. What's happening in the management of HCPSS that every year the union and HCPSS are threatening cuts despite funding and annual increases at the same level or more than adjacent counties? Is HCEA and HCPSS just using the teachers and the public every year to squeeze every penny they can get from the system? It's our job to ask these questions and to make sure your tax money is spent effectively.

In FY 2020 and FY 2021, HCEA members (and non-members covered under reciprocity) will receive annual wage increases of between 4% and 5% (that's 8%-10% over two years). This increase dwarfs the wage increases in the rest of county government and is 3-4 times the private sector. These wage increases will add close to \$45 million/year to HCPSS costs. Even with that level of increase, HCEA is unwilling to consider any compromise on health insurance. That Fund has been losing money for years and is now in the hole by close to \$40 million, yet the union's position is that it's

not their responsibility and they're not interested in giving up anything to help solve the problem. A plan with no deductible is ridiculous and the employer funding more than 80% of the excessive cost is not remotely sustainable given that the cost is rising by over 10% annually and was way over budget in FY 2019.

Now we're receiving dozens of form emails before a budget has even been presented. HCEA leadership is not helping its cause as it has become the stakeholder least willing to solve problems through compromise and collaboration. It seems to prefer bombarding us with cause of action emails. Does "fully fund education" mean spending more than other successful school systems? People call on us to "fully fund" as if we are holding back money. Every penny of your tax dollars are allocated to county departments and HCPSS. Should we raise taxes or cut other government departments?

Regarding collaboration, our new County Council asked that the quarterly joint meetings with BOE change to monthly. The current Chair of the BOE refused stating that the BOE members already need to attend too many meetings. I will be filing a resolution to create a joint commission that meets monthly but the BOE will need to agree as the Council has no authority to force them to meet with us.

I hope this provides some context and alternative perspective to what the union puts out. It looks to be another bitter budget season which is a shame.

David Yungmann  
Howard County Council – District 5  
(410) 313-2001  
<https://cc.howardcountymd.gov/Districts/District-5>

-----Original Message-----

From: heather.urner@yahoo.com <heather.urner@yahoo.com>  
Sent: Thursday, January 2, 2020 7:37 PM  
To: CouncilMail <CouncilMail@howardcountymd.gov>  
Subject: Howard County Teachers

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Yes, Howard County Education Association, issued a grievance to the Superintendent, but they know that the action doesn't stop with the Board of Education. The County Council needs to bridge with the Board of Education with regards to understanding their role in expanding needs of the union. Also in general it's a situation where the Council needs to connect more, work sessions to with the Board of Education to see why what happens, happens. When it always seems like the interaction is after the decision, that's a problem. When you complain why the Board of Education is asking for a particular budget, that's a red flag, a big signal that you don't interact enough to know the who, what when where why that number is being asked. Instead of automatic replies where it says well this is this local government entities problem, how about local government comes together and realize it's the collective's problem, the umbrellas of local government needs to access their role to be a part of the solution. I hope that we can get to progress where we say we know that we have an need to fully fund education, we know why the Board needs this budget, the Superintendent needs this budget, we have all been communicating and will continue to not just to say transparency but actually act with transparency and we are going to keep Howard County leading in Education, because MOE is not how you do that.

Thank you

Heather Urner

Howard County  
Maryland

Howard County teachers union files class action grievance about 'staffing crisis'

By Jess Nocera  
Baltimore Sun Media |  
Jan 02, 2020 | 5:50 PM

The Howard County Education Association alerted its members Thursday that the union had filed a class action grievance "to sound the alarm about the staffing crisis" within the school system.

"The Grievants, who are mostly special educators, have missed their contractually required planning and lunch due to the extreme and emergent daily demands at their schools," the grievance states.

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"Educators across our school system do not receive their required planning and lunch time several days per week, the impact of which is consequently felt by the most vulnerable children in our school system."

The grievance, signed by more than 70 educators, is the "largest class grievance we have ever filed," Joshua Guy Lenex, a union representative, said in an interview Thursday.

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"It impacts not only the 70 people who signed, but likely hundreds more who are missing their lunch and planning time every day," said Lenex, who was one of those who signed.

[More Maryland news] Second Baltimore resident charged in July shooting of Eldersburg Daltile employee » During any given school day, special educators respond to student crises, attend and lead Individualized Education Program meetings, and manage other responsibilities, according to the grievance. General educators also serve special education students and are "experiencing the downstream impacts of the school system's crisis in special education."

Filed Dec. 20 to Howard County schools Superintendent Michael Martirano, the grievants, both general education and special education educators, represent 33 of the district's 77 schools.

"It's significant because it's affecting all of our educators and students," said Colleen Morris, union president.

"I think that screams for the crisis because it reaches across all grade levels [and it's] reaching across the whole county, north, south, east, west. I think that's the most significant."

The grievance comes after four special education staff members testified during a Nov. 7 school board meeting. The four warned that special educators in the school system are reaching a breaking point because of underfunding and understaffing by the county.

[More Maryland news] Carroll's first baby of 2020 a likely future runner named with laughter in mind » The school system's office of staff relations has received the grievance, a schools spokesman confirmed.

The grievance states, "We want to be clear that this crisis extends beyond school administrators, and that we believe they are doing everything in their power to support our staff and students. But even they cannot be in two places at once, and they cannot keep up with the extreme demands faced by our school system."

A grievance hearing, including all grievants and Martirano, is expected to take place later this month. During the hearing, the school system will hear the grievance and make a ruling. Lenes doesn't expect the school system to rule against the grievance.

All union members are being encouraged to participate in a letter campaign to the County Council and the Howard County Board of Education to urge them to work together and fix the staffing problem, Lenes said.

Latest Howard County

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8:00 AM

Top things to do in Howard County in January and February

7:00 AM

"We are very, very worried this problem can get worse," Lenes said. "I hope we can highlight the gravity of this issue."

## Sayers, Margery

---

**From:** Jeannie Leoutsakos <info@email.actionnetwork.org>  
**Sent:** Sunday, January 5, 2020 1:10 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

Please take this grievance seriously. My son is is currently awaiting home and hospital because the staff at his overcrowded elementary school are no longer able to be proactive in managing his needs as they had done successfully for two years prior. Instead, they switched to a reactive, punishment-based model which has been disastrous. The staff are visibly on edge, and it creates a death spiral of more behaviors, more punishment, rinse and repeat. In two months, two years of hard-fought progress has disappeared. My son is now refusing to attend school, has nightmares, and cries when we drive past his school on the way to our house. Special needs kids (my son is autistic) are the canaries in the coal mine. They have been the first to be affected by the situation in our schools, but the effects will cascade down, and will eventually be felt by all.

Sincerely,

Jeannie-Marie Leoutsakos

Jeannie Leoutsakos  
i.dream.of.jeannie@gmail.com  
2813 Millers Way Drive  
Ellicott City, Maryland 21043



## Sayers, Margery

---

**From:** Sandra James <info@email.actionnetwork.org>  
**Sent:** Sunday, January 5, 2020 7:27 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Sandra James  
sowhatirun@gmail.com  
4501 DUNTON TERRACE, UNIT H  
PERRY HALL, Maryland 21128

## Sayers, Margery

---

**From:** Grace Morris <info@email.actionnetwork.org>  
**Sent:** Saturday, January 4, 2020 10:36 PM  
**To:** CouncilMail  
**Subject:** Vulnerable students

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Grace Morris  
sgandjmo@gmail.com  
5980 Avalon Drive  
Elkridge , Maryland 21075

## Sayers, Margery

---

**From:** Susan Harvey <susan\_harvey@hcpss.org>  
**Sent:** Saturday, January 4, 2020 3:18 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Susan Harvey

Susan Harvey  
susan\_harvey@hcpss.org  
1908 Harcourt Ave  
Crofton, Maryland 21114

## Sayers, Margery

---

**From:** Virginie Dujols <info@email.actionnetwork.org>  
**Sent:** Saturday, January 4, 2020 12:31 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Virginie Dujols  
climorome@hotmail.com  
1675 woodstock rd  
Woodstock, Maryland 21163

## Sayers, Margery

---

**From:** Melissa Robertson <Melissa\_Robertson@hcpss.org>  
**Sent:** Saturday, January 4, 2020 9:52 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Melissa Robertson  
Melissa\_Robertson@hcpss.org  
7239 Steamerbell Row  
Columbia, Maryland 21045



## Sayers, Margery

---

**From:** Audrey Estrain <audrey\_estrain@hcpss.org>  
**Sent:** Saturday, January 4, 2020 9:48 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Audrey Estrain  
audrey\_estrain@hcpss.org  
5019 Judicial Way  
Frederick , Pennsylvania Maryland



## Sayers, Margery

---

**From:** Joe Quirk <joseph\_quirk@hcpss.org>  
**Sent:** Saturday, January 4, 2020 8:32 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Joe Quirk  
joseph\_quirk@hcpss.org  
10228 Scaggsville Rd  
Laurel, Maryland 20723

## Sayers, Margery

---

**From:** Donna OKane <donna\_okane@hcpss.org>  
**Sent:** Saturday, January 4, 2020 7:22 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Donna OKane  
donna\_okane@hcpss.org  
8483 Timberland Circle  
Ellicott City , Maryland 21043

## Sayers, Margery

---

**From:** Toni Warner <info@email.actionnetwork.org>  
**Sent:** Saturday, January 4, 2020 6:33 AM  
**To:** CouncilMail  
**Subject:** Help Special Education teachers.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leaders,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Toni Warner

Parent of a Special Needs Student

Toni Warner

toni.m.warner@gmail.com

8705 Fairhaven Pl

Jessup, Maryland 20794

## Sayers, Margery

---

**From:** Samantha Filipiak <info@email.actionnetwork.org>  
**Sent:** Friday, January 3, 2020 11:12 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Samantha Filipiak  
smfilipiak@hotmail.com  
5831 Richardson Mews Square  
Halethorpe, Maryland 21227

## Sayers, Margery

---

**From:** Kaitelyn Clingerman <info@email.actionnetwork.org>  
**Sent:** Friday, January 3, 2020 10:52 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Kaitelyn Clingerman

Kaitelyn Clingerman  
k.m.cling@gmail.com  
5304 cedar lane  
Columbia, Maryland 21044



## Sayers, Margery

---

**From:** Casie Lanigan <info@email.actionnetwork.org>  
**Sent:** Friday, January 3, 2020 9:49 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Casie Lanigan  
casie2085@hotmail.com  
5392 mad river lane  
COlumbia, Maryland 21044



## Sayers, Margery

---

**From:** Greg Walsh <gwalsh1@umbc.edu>  
**Sent:** Friday, January 3, 2020 6:42 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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Sincerely,

Greg Walsh  
gwalsh1@umbc.edu  
9684 Horsham Drive  
Laurel, Maryland 20723

## Sayers, Margery

---

**From:** Robin Barnes <info@email.actionnetwork.org>  
**Sent:** Friday, January 3, 2020 6:27 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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Sincerely,

Robin Barnes

HOCO Public School Parent of 5

Robin Barnes

robinebarnes4912@gmail.com

4413 Brittany Dr, Lynchburg, VA 24515

Ellicott City, Maryland 21043-6019

## Sayers, Margery

---

**From:** Amy Young-Buckler <info@email.actionnetwork.org>  
**Sent:** Friday, January 3, 2020 5:55 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Amy Young-Buckler  
National Board Certified Teacher  
Howard County Public School parent

Amy Young-Buckler  
youngbuckler@gmail.com  
9347 Sharp Antler  
Columbia, Maryland 21045



## Sayers, Margery

---

**From:** Lindsey Wiedel <info@email.actionnetwork.org>  
**Sent:** Friday, January 3, 2020 5:14 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Lindsey Wiedel

Former HCPSS Special Educator

Lindsey Wiedel

lwiedel88@gmail.com

1315 Walnut Ave

Baltimore , Maryland 21227

## Sayers, Margery

---

**From:** Erin Soulen <Erin\_Soulen@hcpss.org>  
**Sent:** Friday, January 3, 2020 3:42 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Erin Soulen  
Erin\_Soulen@hcpss.org  
Maryland  
Mount airy, Maryland 21771



## Sayers, Margery

---

**From:** Roy Rosnik <roy\_rosnik@hcpss.org>  
**Sent:** Friday, January 3, 2020 2:58 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Roy Rosnik  
roy\_rosnik@hcpss.org  
13434 Chris Mar Court  
Highland, Maryland 20777

## Sayers, Margery

---

**From:** Kathy Osborne <info@email.actionnetwork.org>  
**Sent:** Friday, January 3, 2020 10:00 AM  
**To:** CouncilMail  
**Subject:** [SUSPECTED SPAM] We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Kathy Osborne

Kathy Osborne  
kathyosborne1@gmail.com  
9230 Hobnail Court  
Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Mandy Crawley <MANDY\_WALTON@hcpss.org>  
**Sent:** Friday, January 3, 2020 10:32 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

As an educator with 16 years experience and 14 of those years being in special education I can tell you I am at a crossroads with being a special educator. Each year it is getting worse and harder to stay in this job.

It has been said families move to Howard County for better special education services. I no longer believe the hype of that statement since I see what is going on behind the scenes. In fact, as a new mother I find myself questioning whether I would send my daughter to public school.

It may seem extreme but seeing the lack of resources and funding resulting in a lack of services for the most vulnerable students and seeing the look of stress and knowing of the emotional toll it takes on teachers, including myself, breaks my heart. In fact, a few years back I was diagnosed with generalized anxiety disorder that is 85% job induced and yet I remain because I truly love my colleagues.

We can no longer meet the ever-increasing demands. We are unable to deliver special education services with fidelity. We are unable to plan for effective instruction when are planning time is consumed by IEP meetings and behavior crises. We cannot effectively do our job when we are understaffed.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Mandy Crawley  
Special Educator

Mandy Crawley  
MANDY\_WALTON@hcpss.org  
7824 Otterbein Way  
Hanover, Maryland 21076

## Sayers, Margery

---

**From:** Stacey Duvall <STACEY\_DUVALL@hcpss.org>  
**Sent:** Friday, January 3, 2020 10:31 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Stacey Duvall

Stacey Duvall  
STACEY\_DUVALL@hcpss.org  
15312 Galaxy Drive  
Woodbine, Maryland 21797

## Sayers, Margery

---

**From:** Jennifer Moon <JENNIFER\_MOON@hcpss.org>  
**Sent:** Friday, January 3, 2020 10:06 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Jennifer Moon  
JENNIFER\_MOON@hcpss.org  
13231 Highland Rd.  
Highland, Maryland 20777



## Sayers, Margery

---

**From:** Sharada Modur <info@email.actionnetwork.org>  
**Sent:** Friday, January 3, 2020 8:59 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Sharada Modur  
sharadamodur@gmail.com  
5634 April Journey  
Columbia, Maryland 21044

## Sayers, Margery

---

**From:** Michelle Lamon <info@email.actionnetwork.org>  
**Sent:** Friday, January 3, 2020 8:21 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Michelle Lamon  
Retired Spec Ed HCPSS Paraeducator

Michelle Lamon  
mlamon50@gmail.com  
211 Bentley Hill Dr  
Reisterstown, Maryland 21136



## Sayers, Margery

---

**From:** Tasha Brison <tasha\_brison@hcpss.org>  
**Sent:** Friday, January 3, 2020 8:12 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Tasha Brison

Tasha Brison  
tasha\_brison@hcpss.org  
307 Shannon Forest  
Glen Burnie, Maryland 21060

## Sayers, Margery

---

**From:** Matthew Daniello <matthew\_daniello@hcpss.org>  
**Sent:** Friday, January 3, 2020 7:54 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Matthew Daniello  
matthew\_daniello@hcpss.org  
13203 Collingwood Terrace  
Silver Spring, Maryland 20904

## Sayers, Margery

---

**From:** Wendy Heger <info@email.actionnetwork.org>  
**Sent:** Thursday, January 2, 2020 3:34 PM  
**To:** CouncilMail  
**Subject:** [SUSPECTED SPAM] We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Wendy Heger  
wendyheger@gmail.com  
7416 Rigby place  
Elkridge, Maryland 21075



## Sayers, Margery

---

**From:** Lori Scott <info@email.actionnetwork.org>  
**Sent:** Thursday, January 2, 2020 7:47 PM  
**To:** CouncilMail  
**Subject:** [SUSPECTED SPAM] Special education staff need your help!!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable students in special education.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing behavioral and educational demands.

This will require both a change to the way we staff based on student needs, acuity and caseloads. We must expand funding required to ensure adequate staffing ratios are implemented. We also need to ensure all staff have the appropriate behavioral and educational training to support the delivery of services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams, build a budget to support highly trained and a successful staffing model in special education in Howard County!

Sincerely,  
Lori Scott

Lori Scott  
loriscottrn1@yahoo.com  
5312 Aerie Ct  
Clarksville, Maryland 21029



## Sayers, Margery

---

**From:** Elizabeth Diaz <ELIZABETH\_DIAZ@hcpss.org>  
**Sent:** Friday, January 3, 2020 6:46 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Elizabeth Diaz

Elizabeth Diaz

ELIZABETH\_DIAZ@hcpss.org

Maryland

Columbia, Maryland 21044

## Sayers, Margery

---

**From:** Stephanie Reid <info@email.actionnetwork.org>  
**Sent:** Friday, January 3, 2020 12:37 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Stephanie Reid

Stephanie Reid  
stephaniemichellereid@gmail.com  
9540 Wandering Way  
Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Kristen Beach <kbeach@hcpss.org>  
**Sent:** Thursday, January 2, 2020 10:24 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Kristen Beach  
kbeach@hcpss.org  
8410 Woodward street  
Savage, Maryland 20763

## Sayers, Margery

---

**From:** Amy Brewster <info@email.actionnetwork.org>  
**Sent:** Thursday, January 2, 2020 9:49 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

Our teachers and students need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way HCPSS staffs based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. HCPSS also needs to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support our teachers and our students- all of them.

Sincerely,

Amy Brewster  
12315 Fawn River Way  
Ellicott City, MD 21042

Amy Brewster  
abrewster01@yahoo.com



12315 Fawn a River Way  
Ellicott City, Maryland 21042

## Sayers, Margery

---

**From:** Bonnie Bricker <info@email.actionnetwork.org>  
**Sent:** Thursday, January 2, 2020 9:38 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Bonnie Bricker  
bonbricker@gmail.com  
6479 Park Forest Circle  
Elkridge , Maryland 21075

## Sayers, Margery

---

**From:** Lloyd Lemle <Lloyd\_Lemle@hcpss.org>  
**Sent:** Thursday, January 2, 2020 9:23 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

I am saddened to tell you that in the last three weeks, I have learned of three special educators and one general educator that have retired because of stress and health related issues that have developed from a lack of support in the classroom.

What is really ironic is that one of these teachers was the teacher of the year last year and a teacher of color. How can we recruit and retain teachers when we are putting their health at risk with the impossible tasks we have given them? Let's also remember the educators that will now have to do more with their absence. In the end, educators will leave but what will happen to our students? They are our future and all are being effected.

I wrote to Dr. Martirano and told him this is our fault--- but, it is not ours alone---- it is all of ours. We all believe in education. Please help us realize the slogan "improve not move" that our community chanted a month ago.

Sincerely,  
Colleen Morris

Lloyd Lemle  
Lloyd\_Lemle@hcpss.org  
6432 Quiet Night Ride  
COLUMBIA, Maryland 21044

## Sayers, Margery

---

**From:** Dina Sutton <dina\_sutton@hcpss.org>  
**Sent:** Thursday, January 2, 2020 9:12 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

I personally have been in Special Education in Howard County Schools for many many years. Over the past couple years my job went from feeling like I was doing so many great things to feeling like I was failing in so many ways. I have experienced mental and physical stressors so severe that I have had to call out of work or leave early on numerous occasions. I ended up seeking medical treatment and therapy. This job is by far not an easy one, but my personal life and health has taken a huge turn for the worst over these past years and I can't help but associate a lot of the issues with the amount of stress my job as a Special Education Paraeducator has put on me. I love what I do dearly, but there is not enough trained, knowledgeable and passionate staff to fill in the gaps. We are being pulled to help with crisis

situations so often that academics just is not part of the job anymore and it has become very heart breaking to watch and be apart of. I can only hope that things in Howard County will change soon. So many amazing and dedicated educators are leaving the county or transferring to different positions due to the stress we undergo and mental and physical abuse happening in our schools.

Please hear us and help us! We need you!

Sincerely,  
Dina Sutton

Dina Sutton  
dina\_sutton@hcpss.org  
609 W Cedar Hill Rd  
Brooklyn Park, Maryland 21225

## Sayers, Margery

---

**From:** Lisa Martinez <lisa\_martinez@hcpss.org>  
**Sent:** Thursday, January 2, 2020 9:08 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Lisa Martinez

Special Educator

Lisa Martinez

[lisa\\_martinez@hcpss.org](mailto:lisa_martinez@hcpss.org)

2917 Florence Rd

Woodbine, Maryland 21797



## Sayers, Margery

---

**From:** Laura Attridge <laura\_attridge@hcpss.org>  
**Sent:** Thursday, January 2, 2020 8:48 PM  
**To:** CouncilMail  
**Subject:** Staffing

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

I am a 28 year HCPSS veteran who is concerned about the demands on special education staff. The work load and expectations are becoming unmanageable across the county. The number of special education students and the degree of their disabilities are increasing and staffing is not increasing proportionately.

Fixing this situation will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Laura Attridge

Laura Attridge  
laura\_attridge@hcpss.org  
9245 Seawind Court  
Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Victoria Brown <info@email.actionnetwork.org>  
**Sent:** Thursday, January 2, 2020 8:38 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Victoria Brown  
Special Educator

Victoria Brown  
vickilbrown32@gmail.com  
10 Valley Ridge Loop, Cockeysville, MD, United States  
Cockeysville, Maryland 21030

## Sayers, Margery

---

**From:** Amy Lee <info@email.actionnetwork.org>  
**Sent:** Thursday, January 2, 2020 8:04 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Amy Lee  
ladylink5@yahoo.com  
3045 Hickorymede Ct  
Ellicott City, Maryland 21042-2327

## Sayers, Margery

---

**From:** heather.urner@yahoo.com  
**Sent:** Thursday, January 2, 2020 7:37 PM  
**To:** CouncilMail  
**Subject:** Howard County Teachers

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

My name is Heather Urner

I live at 10212 Hickory Ridge Rd Apt 203 Columbia MD 21044

Yes, Howard County Education Association, issued a grievance to the Superintendent, but they know that the action doesn't stop with the Board of Education. The County Council needs to bridge with the Board of Education with regards to understanding their role in expanding needs of the union. Also in general it's a situation where the Council needs to connects more, work sessions to with the Board of Education to see why what happens, happens. When it always seems like the interaction is after the decision, that's a problem. When you complain why the Board of Education is asking for a particular budget, that's a red flag, a big signal that you don't interact enough to know the who, what when where why that number is being asked. Instead of automatic replies where it says well this is this local government entities problem, how about local government comes together and realize it's the collectives problem, the umbrellas of local government needs to access their role to be a part of the solution. I hope that we can get to progress where we say we know that we have an need to fully fund education, we know why the Board needs this budget, the Superintendent needs this budget, we have all been communicating and will continue to not just to say transparency but actually act with transparency and we are going to keep Howard County leading in Education, because MOE is not how you do that.

Thank you

Heather Urner

Howard County  
Maryland  
Howard County teachers union files class action grievance about 'staffing crisis'

By Jess Nocera  
Baltimore Sun Media |  
Jan 02, 2020 | 5:50 PM

The Howard County Education Association alerted its members Thursday that the union had filed a class action grievance “to sound the alarm about the staffing crisis” within the school system.

“The Grievants, who are mostly special educators, have missed their contractually required planning and lunch due to the extreme and emergent daily demands at their schools,” the grievance states.

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“Educators across our school system do not receive their required planning and lunch time several days per week, the impact of which is consequently felt by the most vulnerable children in our school system.”

The grievance, signed by more than 70 educators, is the “largest class grievance we have ever filed,” Joshua Guy Lenés, a union representative, said in an interview Thursday.

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“It impacts not only the 70 people who signed, but likely hundreds more who are missing their lunch and planning time every day,” said Lenés, who was one of those who signed.

[More Maryland news] Second Baltimore resident charged in July shooting of Eldersburg Daltile employee » During any given school day, special educators respond to student crises, attend and lead Individualized Education Program meetings, and manage other responsibilities, according to the grievance. General educators also serve special education students and are “experiencing the downstream impacts of the school system’s crisis in special education.”

Filed Dec. 20 to Howard County schools Superintendent Michael Martirano, the grievants, both general education and special education educators, represent 33 of the district’s 77 schools.

“It’s significant because it’s affecting all of our educators and students,” said Colleen Morris, union president.

“I think that screams for the crisis because it reaches across all grade levels [and it’s] reaching across the whole county, north, south, east, west. I think that’s the most significant.”

The grievance comes after four special education staff members testified during a Nov. 7 school board meeting. The four warned that special educators in the school system are reaching a breaking point because of underfunding and understaffing by the county.

[More Maryland news] Carroll’s first baby of 2020 a likely future runner named with laughter in mind » The school system’s office of staff relations has received the grievance, a schools spokesman confirmed.

The grievance states, “We want to be clear that this crisis extends beyond school administrators, and that we believe they are doing everything in their power to support our staff and students. But even they cannot be in two places at once, and they cannot keep up with the extreme demands faced by our school system.”

A grievance hearing, including all grievants and Martirano, is expected to take place later this month. During the hearing, the school system will hear the grievance and make a ruling. Lenés doesn’t expect the school system to rule against the grievance.

All union members are being encouraged to participate in a letter campaign to the County Council and the Howard County Board of Education to urge them to work together and fix the staffing problem, Lenes said.

Latest Howard County

Howard County teachers union files class action grievance about 'staffing crisis'

1h

Howard County resident Cynthia Penny-Ardinger appointed to Maryland Transportation Authority board 4h

Chair of Maryland Prescription Drug Affordability Board to host forum Monday at Ellicott City senior center 4h

Xenia Greek Kouzina in Columbia takes local fine dining to new levels

8:00 AM

Top things to do in Howard County in January and February

7:00 AM

"We are very, very worried this problem can get worse," Lenes said. "I hope we can highlight the gravity of this issue."



## Sayers, Margery

---

**From:** Megan Sauter <Megan\_Sauter@hcpss.org>  
**Sent:** Thursday, January 2, 2020 7:27 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Megan Sauter

Megan Sauter  
Megan\_Sauter@hcpss.org  
Maryland  
Catonsville, Maryland 21228

## Sayers, Margery

---

**From:** Lauren Bhatia <info@email.actionnetwork.org>  
**Sent:** Thursday, January 2, 2020 7:17 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Lauren Bhatia  
laurenwismans@gmail.com  
6348 Burnt Mountain Path  
Columbia, Georgia 31045

## Sayers, Margery

---

**From:** Laura Davis <laura\_davis@hcpss.org>  
**Sent:** Thursday, January 2, 2020 7:05 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Laura Davis

Laura Davis  
laura\_davis@hcpss.org  
703 Woodbine Crossing Road  
Mount Airy, Maryland 21771

## Sayers, Margery

---

**From:** Elizabeth Schultz <info@email.actionnetwork.org>  
**Sent:** Thursday, January 2, 2020 6:47 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Elizabeth Schultz

Elizabeth Schultz  
eablom@hotmail.com  
3784 College Ave  
Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** Wajeeha Malik <info@email.actionnetwork.org>  
**Sent:** Thursday, January 2, 2020 5:06 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Wajeeha Malik  
Wajeeha.ch@gmail.com  
10105 Wincopia Farms Way  
Laurel , Maryland 20723



## Sayers, Margery

---

**From:** Gloria Downs <info@email.actionnetwork.org>  
**Sent:** Thursday, January 2, 2020 4:47 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Gloria Downs  
gloriadowns4@gmail.com  
9733 Evening Bird Lane  
Laurel, Maryland 20723



## Sayers, Margery

---

**From:** Theresa Webster <theresa\_webster@hcpss.org>  
**Sent:** Thursday, January 2, 2020 3:55 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear County Council Members,

We need your help. Teachers and staff in Howard County Schools are struggling to meet the needs of our students, especially our most vulnerable. The stellar reputation of a Howard County education is at risk.

Teachers and staff are working harder than ever but cannot meet the needs of all of our students. I often give up my lunch and planning to assist in covering classes, small groups, or individual students as needs arise. This has happened so often this year that I no longer plan to have a lunch break. It is a treat when I get one.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity and assure appropriate instructional programs are used to meet needs of individual children, not expecting all kids to learn the same way.

We need you to act now. Educators are reaching a breaking point. Many are leaving, either retiring earlier than planned or leaving for other careers. This terrible situation is getting worse. We know you care about education and the wellness of the students. We need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Theresa A. Webster

Theresa Webster  
theresa\_webster@hcpss.org

2105 Mt. Hebron Drive  
Ellicott City, Maryland 21042

## Sayers, Margery

---

**From:** Jennifer Crayton <Jennifer\_Starr@hcpss.org>  
**Sent:** Thursday, January 2, 2020 2:53 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to deliver integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Jennifer Crayton

Jennifer Crayton  
Jennifer\_Starr@hcpss.org  
1414 Village Oaks Court  
Mount Airy, Maryland 21771

## Sayers, Margery

---

**From:** Anne Dudrow <anne\_dudrow@hcpss.org>  
**Sent:** Thursday, January 2, 2020 2:43 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Anne Dudrow  
anne\_dudrow@hcpss.org  
11630 Scaggsville Road  
Fulton, Maryland 20759

## Sayers, Margery

---

**From:** Laura Nelson <Laura\_Nelson@hcpss.org>  
**Sent:** Thursday, January 2, 2020 2:28 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Laura Nelson

Laura Nelson  
Laura\_Nelson@hcpss.org  
Maryland  
Catonsville, Maryland 21228

## Sayers, Margery

---

**From:** Aimee Kandelman <aimee\_kandelman@hcpss.org>  
**Sent:** Thursday, January 2, 2020 2:09 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Aimee Kandelman  
aimee\_kandelman@hcpss.org  
6907 Meadowlake Rd  
New Market, Maryland 21774



## Sayers, Margery

---

**From:** Jaclyn Bryant <Jaclyn\_Bryant@hcpss.org>  
**Sent:** Thursday, January 2, 2020 2:08 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable. The special education staffing crisis has a waterfall effect and causes students in general education to lose out on instruction as well. This is not equitable, and cannot continue. Staff give their hearts and skills every day to their students, taking away time from their own families to do so, but we cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Jaclyn Bryant  
Jaclyn\_Bryant@hcpss.org  
1134 Circle Dr  
Halethorpe, Maryland 21227

## Sayers, Margery

---

**From:** Jennifer Retterer <info@email.actionnetwork.org>  
**Sent:** Thursday, January 2, 2020 1:58 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Jen Retterer, NBCT  
Howard County Educator and Parent

Jennifer Retterer  
jen.retterer@gmail.com  
11216 Green Dragon Ct.  
Columbia, Maryland 21044



## Sayers, Margery

---

**From:** Natalie Pretzello <NATALIE\_PRETZELLO@hcpss.org>  
**Sent:** Thursday, January 2, 2020 1:57 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Natalie Pretzello  
NATALIE\_PRETZELLO@hcpss.org  
10741 Glen Hannah Drive  
Laurel, Maryland 20723

## Sayers, Margery

---

**From:** Virginia Stickles <info@email.actionnetwork.org>  
**Sent:** Thursday, January 2, 2020 1:56 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Virginia Stickles

Virginia Stickles

vjstickles@aol.com

6340 Beechfield Abe

Elkridge, Maryland 21075

## Sayers, Margery

---

**From:** Andrea Nelson <Andrea\_Nelson@hcpss.org>  
**Sent:** Thursday, January 2, 2020 1:45 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Andrea Nelson

Andrea Nelson

Andrea\_Nelson@hcpss.org

Maryland

Columbia, Maryland 21044



## Sayers, Margery

---

**From:** Dianedra Aytona <DIANEDRA\_AYTONA@hcpss.org>  
**Sent:** Thursday, January 2, 2020 1:43 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Dianedra Aytona  
DIANEDRA\_AYTONA@hcpss.org  
Maryland  
Ellicott City, Maryland 21042

## Sayers, Margery

---

**From:** Troy Westendorf <info@email.actionnetwork.org>  
**Sent:** Thursday, January 2, 2020 1:38 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Troy Westendorf

Troy Westendorf  
troy.westendorf@gmail.com  
8504 wild wing way  
Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Jessica Westendorf <info@email.actionnetwork.org>  
**Sent:** Thursday, January 2, 2020 1:37 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Jessica Westendorf

Jessica Westendorf  
jebwestendorf@gmail.com  
8504 Wild Wing Way  
Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Casey Retterer <casey\_retterer@hcpss.org>  
**Sent:** Thursday, January 2, 2020 1:31 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Casey Retterer  
casey\_retterer@hcpss.org  
11216 Green Dragon Court  
Columbia, Maryland 21044

## Sayers, Margery

---

**From:** Victoria Borowy <VICTORIA\_CHANDA@hcpss.org>  
**Sent:** Thursday, January 2, 2020 1:18 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Victoria Borowy

Victoria Borowy  
VICTORIA\_CHANDA@hcpss.org  
1628 Trestle Street  
Mount Airy, Maryland 21771



## Sayers, Margery

---

**From:** Dawn Trotter <DAWN\_TROTTER@hcpss.org>  
**Sent:** Thursday, January 2, 2020 1:17 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Dawn Trotter  
DAWN\_TROTTER@hcpss.org  
833 Glen Allen Drive  
Baltimore, Maryland 21229



## Sayers, Margery

---

**From:** Julia Miller <Julia\_Miller@hcpss.org>  
**Sent:** Thursday, January 2, 2020 1:10 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable special needs students.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands given the current decreasing time and staffing resources.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. High quality, dedicated teaching staff are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Julia Miller  
Speech-Language Pathologist

Julia Miller  
Julia\_Miller@hcpss.org

6924 Knighthood Lane  
Columbia, Maryland 21045

## Sayers, Margery

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**From:** Martha Nguyen <martha\_nguyen@hcpss.org>  
**Sent:** Thursday, January 2, 2020 1:05 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Martha Nguyen  
Veterans Elementary

Martha Nguyen  
martha\_nguyen@hcpss.org  
Maryland  
Pasadena, Maryland 21122

## Sayers, Margery

---

**From:** Brian Donoughe <brian\_donoughe@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:56 PM  
**To:** CouncilMail  
**Subject:** You need to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely, Brian Donoughe

Brian Donoughe  
brian\_donoughe@hcpss.org  
6171 Clearsmoke Court  
Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Mary Isacco <MARY\_ISACCO@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:51 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
M. Isacco

Mary Isacco  
MARY\_ISACCO@hcpss.org  
6922 Spinning Seed  
Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Alexander Livieratos <alexander\_livieratos@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:45 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Alexander Livieratos  
alexander\_livieratos@hcpss.org  
3250 Saint Johns Lane  
Ellicott City, Maryland 21042



## Sayers, Margery

---

**From:** Carolyn Loughry <carrie\_loughry@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:43 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. For the first time in my 25 year career in the HCPSS, I am seriously looking at other opportunities because I'm not sure how much longer I can keep going like this.

Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Ms. Carrie Loughry

Carolyn Loughry  
carrie\_loughry@hcpss.org

9088 Lambskin Lane  
Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Julia Southern <JULIA\_SOUTHERN@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:40 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Julia Southern  
JULIA\_SOUTHERN@hcpss.org  
313 Concert Way  
Catonsville, Maryland 21228

## Sayers, Margery

---

**From:** John Perfetto <john\_perfetto@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:31 PM  
**To:** CouncilMail  
**Subject:** Special Education class action grievance - NOT a form letter

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

As the new Special Education team leader at Reservoir High School this year, I have gained a unique perspective on the issues of existing staffing, staffing formulas, teacher planning and lunch times, and the resulting stress and burnout stemming from problems in these areas, and many more.

I have very little time to articulate them all in this letter, as the issues are many, and each is quite complex. However, I welcome the opportunity for open dialogue to address the legitimate concerns of the county's educators (Special Educators in particular). Dr. Martirano has often said that this is a county that values all of our students, including our most needy, and that Howard County should strive to serve as a model of public education for the entire country: "If we can't do it here, then where can we do it?" he asks. We have a long way to go before we can say our Special Education framework can serve as a model for the nation, unless we want to settle for an overworked, stressed, burnt out workforce being considered the norm.

I believe that employees at all levels within the county want to work to fix this problem, and in my opinion it can't happen soon enough. Thanks for your honest consideration.

John Perfetto  
Special Education ITL  
Reservoir High School

John Perfetto  
john\_perfetto@hcpss.org

5383 Storm Drift

Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Kristine Kalinock <kristine\_kalinock@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:25 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Kristine Kalinock  
kristine\_kalinock@hcpss.org  
188 Riverview Trail  
Sykesville, Maryland 21784



## Sayers, Margery

---

**From:** Heather Gainey <heather\_gainey@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:21 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Heather Gainey

Heather Gainey  
heather\_gainey@hcpss.org  
Maryland  
Catonsville, Maryland 21228

## Sayers, Margery

---

**From:** Elizabeth Carty <Elizabeth\_Carty@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:19 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Elizabeth Carty  
Elizabeth\_Carty@hcpss.org  
Maryland  
Catonsville, Maryland 21228

## Sayers, Margery

---

**From:** Sylvia Hennesie <SYLVIA\_HENNESSIE@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:11 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

HCPSS is fortunate to have incredible staff who give our hearts and skills every day to our students without exception, often while taking away time from our own families to do so. However, this has become beyond difficult, as we cannot meet the ever-increasing demands of our profession.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure ALL staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Our students, and our future, deserve it. We are counting on you.

Sincerely,

Sylvia Hennesie  
2019 HCPSS Teacher of the Year

Sylvia Hennesie  
SYLVIA\_HENNESSIE@hcpss.org  
9361 Ourtime Ln  
Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Samantha Rowe <SAMANTHA\_ROW@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:10 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Samantha J. Rowe

Samantha Rowe  
SAMANTHA\_ROW@hcpss.org  
4137 Brittany Drive  
Ellicott City, Maryland 21043



## Sayers, Margery

---

**From:** Christopher Panzarella <CHRISTOPHER\_PANZARELLA@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:10 PM  
**To:** CouncilMail  
**Subject:** Staffing and Budget Concerns from a High School Teacher

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Howard County Board of Education, Howard County Council, and Howard County Executive,

Thank you for all of the hard work you do managing the needs of HCPSS and Howard County respectively. Your leadership has provided a shining beacon for many to follow in these trying times. As a 6th year educator in the HCPSS system I would like to pass on my concerns regarding staffing that I have witnessed personally firsthand.

I currently teach a section of 9th grade Algebra 1 during 1st period. General staffing guidelines at my high school aim to set student levels at 25 or so students per class for 9th grade Algebra 1, in order to help students adjust to high school level mathematics. This year, my 1st period section carries 30 freshmen students. Of these students, 5 are English Language Learners, all of whom have demonstrated math deficiencies and require additional support. An additional 6 students possess either an Individualized Education Plan or 504 plan; these students also require additional support in order to meet with success in my class.

The only way I am able to meet the needs of these 11 students in addition to the needs of my other 19 on-level math students every day is through the outstanding levels of support I receive. I am lucky enough to have multiple support teachers and instructional assistants available to work in my room; they help keep the students on track and answer basic questions as I introduce a new concept. If I did not have access to these support professionals, I would not be able to give all of my students the best chance of meeting with success in Algebra 1. I urge you to keep in mind these professionals as you set the budgets for HCPSS and Howard County in the coming months and years.



I am sure your jobs are challenging on the best of days, I hope my letter finds you well and helps you make the best decisions possible for the benefit and support of Howard County.

Thank you for your time and have a peaceful winter,

Chris Panzarella  
Mathematics Department  
Centennial High School

Christopher Panzarella  
CHRISTOPHER\_PANZARELLA@hcpss.org  
310 Cloverly Forest Drive  
Silver Spring, Maryland 20905

## Sayers, Margery

---

**From:** Patricia Zillmer <Patricia\_ParraGarcia@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:09 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Patricia Zillmer  
Patricia\_ParraGarcia@hcpss.org  
9309 farewell road  
Columbia, Maryland 21045

## Sayers, Margery

---

**From:** Bonnie Dorsey <bonnie\_dorsey@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:06 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Bonnie Dorsey  
bonnie\_dorsey@hcpss.org  
9243 Ridgefield Cir  
Frederick, Maryland 21701

## Sayers, Margery

---

**From:** Denise Adams <denise\_adams@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:04 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Denise Adams  
denise\_adams@hcpss.org  
1144 Sykesville Road  
Sykesville, Maryland 21784

## Sayers, Margery

---

**From:** Jonathan Sindler <JONATHAN\_SINDLER@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:02 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Jonathan Sindler  
JONATHAN\_SINDLER@hcpss.org  
2515 Rutters Ridge Drive  
Eldersburg, Maryland 21784-6964

## Sayers, Margery

---

**From:** Ines Barret <Ines\_Barret@hcpss.org>  
**Sent:** Thursday, January 2, 2020 12:01 PM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

As a related service provider, I am noticing a huge increase in referrals for foundational skills that should have been automatically worked on in the daily classroom activities. When I ask teachers which interventions have already been tried or when the skills were introduced and worked on, I get blank stares and teary eyes. Our schools and educators are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Howard County is known for employing qualified dedicated professionals who pour their every essence of themselves into their classrooms. I have no doubt that, like our students, if their needs were met, students would not be falling behind and our kids would not only survive but thrive.

I write this in the IEP conference room after finishing a hearstring-tugging meeting with parents where we had to explain to parents why their child's needs are not being met and why we allowed our school to be out of compliance with their hours. The answer was simple: there aren't enough bodies. There aren't enough hours in the day.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.



We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,  
Ines Barret

Ines Barret  
Ines\_Barret@hcpss.org  
Maryland  
Arnold, Maryland 21012

## Sayers, Margery

---

**From:** Lindsey Ritter <Lindsey\_Ritter@hcpss.org>  
**Sent:** Thursday, January 2, 2020 11:58 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

Although staff give their hearts and skills every day to their students, taking away time from their own families to do so, they cannot meet the ever-increasing demands.

This will require both a change to the way we staff based on student needs and caseloads, and the expanded funding required to ensure these staffing ratios are implemented. We also need to ensure all staff have the training and support needed to delivery integrated services with fidelity.

We need you to act now. Educators are reaching a breaking point, and they are leaving, making a terrible situation even worse. We know you care about education, and we need your leadership to expand revenue streams and build a budget to support us.

Sincerely,

Lindsey Ritter  
Lindsey\_Ritter@hcpss.org  
9404 Chessie Lane  
Columbia, Maryland 21046

## Sayers, Margery

---

**From:** Sharon Mcguire-Smith <sharon\_mcguire-smith@hcpss.org>  
**Sent:** Thursday, January 2, 2020 11:53 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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Sincerely,

Sharon Mcguire-Smith  
sharon\_mcguire-smith@hcpss.org  
4911 Montgomery Road  
Ellicott City, Maryland 21043

## Sayers, Margery

---

**From:** Lauren Williams <Lauren\_Williams@hcpss.org>  
**Sent:** Thursday, January 2, 2020 11:52 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

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Sincerely,

Lauren Williams  
Lauren\_Williams@hcpss.org  
Maryland  
Ellicott City, Maryland 21042

## Sayers, Margery

---

**From:** Jessica McKay <jessica\_pulliam@hcpss.org>  
**Sent:** Thursday, January 2, 2020 11:50 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

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Sincerely,

Jessica McKay

Jessica McKay

jessica\_pulliam@hcpss.org

68 York St.

Taneytown, Maryland 21787

## Sayers, Margery

---

**From:** Jennifer Johannes <Jennifer\_Johannes@hcpss.org>  
**Sent:** Thursday, January 2, 2020 11:50 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

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Sincerely,

Jennifer Johannes NBCT

HCPSS for 18 years

Jennifer Johannes

Jennifer\_Johannes@hcpss.org

8213 Tyson Rd

Ellicott City, Maryland 21043



## Sayers, Margery

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**From:** Suzanne Ludicke <suzanne\_ludicke@hcpss.org>  
**Sent:** Thursday, January 2, 2020 11:48 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

This is my 17th year teaching in HCPSS and it is the hardest one, yet.

We need your help. Our schools are in a daily struggle to meet the needs of our students, and especially our most vulnerable.

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Sincerely, a frustrated HCPSS Kindergarten teacher

Suzanne Ludicke  
suzanne\_ludicke@hcpss.org  
11445 lager Blvd  
Fulton, Maryland 20759

## Sayers, Margery

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**From:** Katie Martinelli <Katie\_Ackerman@hcpss.org>  
**Sent:** Thursday, January 2, 2020 11:48 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

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Sincerely,  
Katie Martinelli

Katie Martinelli  
Katie\_Ackerman@hcpss.org  
2929 The Concord Ct  
Ellicott City, Maryland 21042

## Sayers, Margery

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**From:** Lisa Cramer <LISA\_CRAMER@hcpss.org>  
**Sent:** Thursday, January 2, 2020 11:47 AM  
**To:** CouncilMail  
**Subject:** We sounded the alarm. Now we need you to act.

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members ,

Dear Elected Leader,

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Sincerely,

Lisa Cramer  
LISA\_CRAMER@hcpss.org  
8705 Cardinal Forest Circle  
Laurel, Maryland 20723