
From: Denise Eakes <deniseeakes@gmail.com>
Sent: Friday, May 17, 2024 7:33 PM
To: CouncilMail
Subject: VOTE YES

Follow Up Flag: Follow up
Flag Status: Flagged

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

Please vote YES for:

- Amendments 10, 11, and 12 to CB27
- Amendment 1 to CR48

Denise Eakes
deniseeakes@gmail.com

From: Nicole McFarland <nicole.l.mcfarland@gmail.com>
Sent: Friday, May 17, 2024 4:33 PM
To: Jung, Debra; CouncilMail
Cc: BoE Email; howard@mseanea.org
Subject: Fwd: Educator Salaries – Restoring Funding for HCPSS Budget

Follow Up Flag: Follow up
Flag Status: Flagged

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

Dear Councilwoman Jung and Fellow Council Members,

Please support this initiative to restore funding to the HCPSS budget to support teacher salaries and multi-year contracts. I previously shared that I have a sister-in-law (living in HoCo) who teaches special education for HCPSS and a son who attends Bryant Woods Elementary School. By fully funding the requested budget you're ensuring Howard County children continue to have access to a high quality education that we've become accustomed to, and restoring \$3.8 million will help ensure our educators who provide that education are paid a living wage.

In summary,

VOTE 'YES' on amendments 10, 11, and 12 to [CB27](#) and amendment 1 to [CR48](#).

Thank you for your consideration.

Sincerely,

Nicole McFarland
District 4 resident

----- Forwarded message -----

From: <tellhoco@howardcountymd.gov>
Date: Fri, May 17, 2024 at 3:31 PM
Subject: Educator Salaries – Restoring Funding for HCPSS Budget
To: <nicole.l.mcfarland@gmail.com>

Good afternoon,

Thank you to all who have reached out to Councilwoman Liz Walsh's office about the HCPSS budget. Your advocacy is greatly appreciated and helps us understand what is most important to the Howard County community.

I am reaching out to share that District 1 has submitted amendments that would restore approximately \$3.8 million to the school budget and support multi-year contracts for educator salaries. Between now and the vote to approve the budget this Wednesday, May 22 at 12pm we will be working with Board members, Council colleagues and the Administration to get those funds back to teachers.

Councilwoman Walsh not only appreciates teachers but firmly believes they must be paid fairly and competitively. She shares your sentiment that schools need enough funding to keep class sizes small, maintain programming, keep our staff and teachers, ensure employees have the salaries they deserve, and more.

For this to pass, we need votes from two other Councilmembers, and you can help. Email or call the County Council urging members to:

“*VOTE ‘YES’* on amendments 10, 11, and 12 to [CB27](#) and amendment 1 to [CR48](#).”

Email: councilmail@howardcountymd.gov or call 410-313-2001. It's even better if you specifically mention your Councilmember and ask them to vote in support. [Follow this link to confirm your Council District](#). Thank you for making your voice heard to support the best interests of the community and our school system.

In solidarity,

District 1 Team, Howard County Council

CouncilDistrict1@howardcountymd.gov

410-313-2001

Ref:MSG4574644

From: Niki McGuigan <mcniki1@gmail.com>
Sent: Friday, May 17, 2024 6:15 PM
To: CouncilMail
Subject: Please support teachers!

Follow Up Flag: Follow up
Flag Status: Flagged

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

Dear Howard Co Council,

Please ***VOTE 'YES'*** on the following amendments to improve proposed educator pay:

Amendments 10, 11, and 12 to CB27
Amendment 1 to CR48

Sincerely,
Niki McGuigan

District 1 Resident
Teacher at Hammond ES

From: Pamela Riley <Pamela_Riley@hcpss.org>
Sent: Friday, May 17, 2024 7:11 PM
To: CouncilMail
Subject: Vote YES

Follow Up Flag: Follow up
Flag Status: Flagged

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

Dear Mr. Jones and County Councilmembers,

As a resident of Howard County (District 2) and an HCPSS employee I am asking you to vote YES for the following amendments to improve educators pay.

- Amendment 1 to CR48
- Amendments 10, 11, and 12 to CB27

We are just as important as any other county funded employee. We need your vote so we can provide for our families in this economic time as well.

Thank you for your support!

Sincerely,
Pamela Riley

[Outlook for iOS](#)

From: Alexa Chestnut <lexchestnut@gmail.com>
Sent: Saturday, May 18, 2024 1:21 PM
To: CouncilMail
Subject: CB27 and CR48

Follow Up Flag: Follow up
Flag Status: Flagged

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

As an Oakland Mills resident and voting constituent, public school parent, and public school teacher I urge all members to **VOTE 'YES'** on the following amendments to improve proposed educator pay:

- Amendments 10, 11, and 12 to CB27
- Amendment 1 to CR48

I think the growing challenges educators face are well documented so a competitive salary is the minimum this county needs to do to retain and attract educators.

Sincerely,
Alexa Chestnut

From: Amanda Bauer <Amanda_Bauer@hcpss.org>
Sent: Saturday, May 18, 2024 11:41 AM
To: Yungmann, David; CouncilMail
Subject: Support Teacher Pay Increase NOW

Follow Up Flag: Follow up
Flag Status: Flagged

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

Dear Councilmember Yungmann,

We had the pleasure of meeting at Bushy Park's SCH on May 13th. I am one of the fifth grade teachers at this school, and we sat next to each other as I timed the students in their presentations.

I implore you to please **VOTE 'YES'** on the following amendments to improve proposed educator pay:

Amendments 10, 11, and 12 to CB27
Amendment 1 to CR48

As you saw when you were at our school, us teachers work so incredibly hard to educate our students in meaningful and authentic ways. I spend hours beyond my contract time designing instruction, grading, and communicating with families to all to benefit my students.

I believe my work is very important for society but undervalued financially. I am a teacher, but I'm also a wife and mother, and I have plans for my family's future that are put on hold because of how expensive it is to live. We want to grow our family, but it feels next to impossible. Voting Yes on these proposals would ease the financial strain my family is under.

Can I count on your vote?

Thank you,
Amanda Bauer
Fourth Grade Teacher
Bushy Park Elementary
410-313-5500

This email was sent from my iPhone. Please pardon any typos.

From: Vrushali <vrushali.patil@gmail.com>
Sent: Saturday, May 18, 2024 7:05 AM
To: CouncilMail
Subject: Our teachers deserve better compensation

Follow Up Flag: Follow up
Flag Status: Flagged

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

Hello,

As a parent of a student attending public school in Howard County, I can attest to how critical my child's education is for him and for our family. At the heart of this education are his teachers. The teachers do such critical work in our county and society, and they deserve better wages. Please vote yes on Amendments 10, 11, and 12 to CB27 and Amendment 1 to CR48.

Supporting our teachers also supports students.
Thank you,
Vrushali Patil (A Folly Quarter Middle School parent)

From: Terri Marcus, President <president@ptachc.org>
Sent: Monday, May 20, 2024 11:57 AM
To: CouncilMail
Subject: Support for Amendment 1 to CR 48-2024/Amendment 10 to CB 27-2024

Follow Up Flag: Follow up
Flag Status: Flagged

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

Dear Council Members:

As stated in previous testimony on May 9, 2024, the PTA Council of Howard County supports increasing funds to the General Fund budget of the Board of Education by approximately \$3.8 million to bring the total amount up the amount requested by the Board of Education. Therefore, the Council supports passage of Amendment 1 to CR 48-2024 and the related Amendment 10 to CB 27-2024.

We thank Liz Walsh for bringing these amendments and others before the full Council and appreciate all of your support.

Terri Marcus
President, PTA Council of Howard County

From: [Alice Marschner](#)
To: [CouncilMail](#)
Subject: Educator pay
Date: Tuesday, May 21, 2024 5:26:49 PM

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

Dear Council Members,

Please vote yes on amendments 10,11 and 12 to CB27 and amendment 1 to CR48.

It is very important to pay our hardworking teachers a living salary. They need to be able to count on the county to provide pay that will allow them to live here in the county where they teach.

Regards,

alice marschner

3919 River Walk

Ellicott City, MD 21042

From: [Becky Romans](#)
To: [CouncilMail](#)
Date: Tuesday, May 21, 2024 2:06:00 PM

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

“ on amendments to improve proposed educator pay: amendments 10, 11, and 12 to CB27 and amendment 1 to CR48.”

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Thanks,
Becky Romans

From: [Christina Shumaker](#)
To: [CouncilMail](#)
Cc: [Yungmann, David](#)
Subject: Vote YES
Date: Tuesday, May 21, 2024 1:53:56 PM
Importance: High

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

Good afternoon, I am reaching out to request that you vote YES on amendments to improve educator pay. I am requesting that you fully fund the school board's requested budget in order to provide teachers and staff with a more sufficient negotiated contract. I am writing on behalf of myself and my youngest daughter, who is a first-year HCPSS teacher, and ALL teachers. Teachers deserve so much more!! I don't know any other profession that requires countless hours of unpaid overtime. Not all heroes wear capes. Thank you for your time and consideration. In solidarity,

Christie Shumaker
12 Month Secretary, Howard County Public Schools
Office of Early Intervention Services, Birth-Five
Ascend One Building
8930 Stanford Blvd
Columbia, MD 21045
410-313-7017 Office
667-240-7961 Cell

From: [Cindy LaFollette](#)
To: [CouncilMail](#)
Subject: Vote YES to Improve Educator Pay
Date: Tuesday, May 21, 2024 2:41:38 PM

[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 writing to ask that you

" " on amendments to improve proposed educator pay: amendments 10, 11, and 12 to CB27 and amendment 1 to CR48."

Our teachers deserve more, but we can at least start with this.

Thank you,
Cindy LaFollette
Parent of Two Children in HCPSS

From: [Debbie Vo](#)
To: [CouncilMail](#)
Subject: Improve Educator Pay
Date: Tuesday, May 21, 2024 2:25:46 PM

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

**Educators in Howard County deserve improved pay.
Please " " on amendments to improve proposed educator pay: amendments 10,
11, and 12 to [CB27](#) and amendment 1 to [CR48](#)."**

Thank you,

Debbie Vo
Ellicott City, MD 21043

From: [grace kubofcik](#)
To: [CouncilMail](#)
Subject: CB 27 County Budget Amendments 10 and 11 and CR 48 Amendment 1
Date: Tuesday, May 21, 2024 8:49:36 PM

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

I urge the County Council to support the proposed amendments to move \$3,779,818 from Contingency Reserve to the Howard County Public School SYSTEM.

In listening to your worksessions on the proposed Budget I have heard many of you voice your concern about making certain our school system provides teacher salary COLAs similar to County employees and that our Public School System salaries are competitive with surrounding jurisdictions.

Thanks for your consideration.

Grace Kubofcik
Ellicott City, MD

From: [Jennifer Patro](#)
To: [CouncilMail](#)
Subject: Vote yes on amendments to improve proposed educator pay
Date: Tuesday, May 21, 2024 1:49:08 PM

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

Dear county council, please vote yes to amendments 10, 11, and 12 to CB27 and amendment 1 to CR48 to improve our educator pay. They are the key to keeping this county great and the future amazing.
Thanks, Jen Thomas (District 1)

From: [judith lovchik](#)
To: [CouncilMail](#)
Subject: educator pay
Date: Tuesday, May 21, 2024 2:20:32 PM

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

Representative Youngman, " " **on amendments to improve proposed educator pay: amendments 10, 11, and 12 to CB27 and amendment 1 to CR48.**"

Judy Lovchik
10320 Burnside Drive
Ellicott City 21042

From: [Laura Mettle](#)
To: [Yungmann, David](#); [CouncilMail](#)
Subject: Teacher Pay
Date: Tuesday, May 21, 2024 6:41:41 PM

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

Dear Councilman Yungmann and members of the Howard County Council:

I know the County faces fiscal constraints, but I urge you to support Ms. Walsh's amendments 10, 11, and 12 to CB27 and amendment 1 to CR48.

For many years Howard County has enjoyed a favorable position in terms of teacher salaries, which enabled the county to hire high quality recruits to fill our ever expanding number of teacher positions. Those days are, to put it bluntly, over. The county will face fierce competition for new teacher hires going forward, especially in hard to fill specialties such as mathematics, science, and special education. Experienced teachers will leave for other opportunities or retirement. leaving vacancies to fill.

The Blueprint for Education mandates Statewide starting salaries of \$60,000 for new teachers in FY 26, which is a year from now. Other counties and Baltimore City will be required to bring their minimum salary up to that level, thus erasing Howard's traditional competitive position.

Currently, salaries in Baltimore and Anne Arundel Counties are competitive with those paid in Howard County, whereas salaries in Montgomery and Prince George's Counties exceed those paid in Howard County. We cannot afford to fall behind.

Furthermore, everyone knows what the inflation rate has been during the past two years. To offer the teachers a cost of living adjustment lower than that offered to other county employees is insulting. It's like the county is inviting teachers to work elsewhere.

The HCPSS and the Board of Education have problems, some of their own making, that impact school funding. Please don't compound these issues by depressing teacher pay. All county employees deserve the same cost of living increase.

Thank you,

Laura Mettle
3320 Daisy Road
Woodbine, MD 21797

From: [Melissa Major](#)
To: [CouncilMail](#)
Subject: Vote YES on Amendments
Date: Tuesday, May 21, 2024 7:38:49 PM

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

Vote yes on amendments #10,11, and 12 to CB27 and #1 to CR48.

Thank you
Melissa Major
10333 Breconshire Rd,
Ellicott City, MD 21042

From: [Ajay Devgan](#)
To: [CouncilMail](#)
Subject: Vote yes on amendments #10,11 and 12 to CB 27 And #1 to CR 48
Date: Tuesday, May 21, 2024 7:36:34 PM

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

Vote yes on amendments #10,11 and 12 to CB 27 And #1 to CR 48

Regards

Nimesh Chheda
410-245-0966

From: tigger@teachers.org
To: [CouncilMail](#)
Subject: Vote YES!
Date: Tuesday, May 21, 2024 10:28:06 PM

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

Dear Dr. Opel Jones and County Councilmembers,

As a resident of Howard County (District 2) and an HCPSS employee I am asking you to vote YES for the following D1 amendments to improve educators pay.

Amendment 1 to CR48
Amendments 10, 11, and 12 to CB27

We are just as important as any other county funded employee. We need your vote so we can provide for our families in this economic time as well.

Thank you for your support!

Sincerely,
Pamela Riley

Sent using the mobile mail app

From: [STUART KOHN](#)
To: [CouncilMail](#)
Cc: [Stu Kohn](#)
Subject: HCCA Fully Supports the Restoration of \$3.8 million for Educators Salaries
Date: Tuesday, May 21, 2024 9:23:54 PM

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

Dear Council-members,

The Howard County Citizens Association, HCCA is in full support of the Amendments proposed by Council-member Liz Walsh regarding the restoration of \$3.8 million for Educators salaries. We request you Approve CB27 with “YES” votes on Amendments 10 thru 12 and CR48 voting favorably for Amendment 1.

We appreciate your consideration by showing your support of our teachers. There is no doubt they deserve the recognition as many of you have stated in the past. Please demonstrate to your constituents that Education is unequivocally paramount to a brighter future.

THANK YOU,

Stu Kohn
HCCA President

Sent from my iPhone

From: [Schmitt, Benjamin \[MD\]](#)
To: [CouncilMail](#)
Subject: Budget Amendments
Date: Wednesday, May 22, 2024 12:15:28 AM

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

To the Members of the Howard County Council...

I urge you to vote YES on the proposed budget amendments from Councilwoman Walsh. Please vote YES on amendments 10, 11, and 12 to CB27 and amendment 1 to CR48.

As the president the Howard County Education Association, I hear from members each day. Even before the pandemic, the strains on our members were getting worse. They've only proven more problematic ever since. Not only is there a nationwide educator shortage, but Maryland has also been a majority import state for educators for years. This have even hit home here in Howard County, where over 400 teachers this year were hired without certification. This is the largest number of provisional employees ever hired by HCPSS, and it will only increase in the new landscape of education.

I also have the good fortune of working with student interns from Towson University. As you should already know, less students enter education majors each year. And even those who do, end up leaving the profession within the first five years. Soon, you will see data that was presented to MSDE, breaking down each county in these areas. Matters are bleaker than they were before.

Once a beacon, HCPSS has fallen compared to other counties. Howard used to be third in starting salary, and currently sits at seventh. Districts around us have completed negotiations, ratified contracts, and those contracts have been funded by their local authorities. The Blueprint legislation aims to do a lot for education overall, the most paramount being the update of per pupil funding across the state compared to 20 years ago. Another tenet of the legislation is increasing educator pay to the level of similarly trained and prepared professionals. Inasmuch the starting salary should be at \$60k by FY26, all of the aforementioned surrounding districts will outrace us by a year. The legislation was meant to uplift the profession, knowing that each district would have to detail ways to attract educators. Instead of following that lead, HCPSS leadership and the BOE continue to falsely believe that we can just pluck veterans from other counties. This is shortsighted and ill-informed, and will increase the number of provisional educators, while not having a robust mentorship system in place to help.

Please be the leaders your constituents voted you to be. Show HCPSS and the BOE what they are supposed to do. Show our educators they are worth the same as other county employees that are already seeing larger gains and better contracts. Vote YES on the proposed budget amendments from Councilwoman Walsh. Please vote YES on amendments 10, 11, and 12 to CB27 and amendment 1 to CR48.

Please reach out to me with any questions or concerns you may have at any time. I can be reached via email or cell at 410-440-9821. Thank you so much for your time.

Sincerely...

Benjamin Schmitt
HCEA President
Howard County Education Association

“Art enables us to find ourselves and lose ourselves at the same time.”
-Thomas Merton

From: [Bethann Ritter Snyder](#)
To: [CouncilMail](#)
Subject: Vote yes today for Educators!
Date: Wednesday, May 22, 2024 7:35:32 AM

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

Good morning,

Please

“ on amendments to improve proposed educator pay: amendments 10, 11, and 12 to CB27 and amendment 1 to CR48.”

We need to show our teachers that we value their hard work, skills, and professional training. Please pay educators what they deserve so Howard Co can retain and attract good teachers for our schools.

Sincerely,

Bethann Snyder, Elkridge

From: jroyalty3@verizon.net
Sent: Wednesday, May 22, 2024 10:07 PM
To: CouncilMail
Subject: Amendments 10, 11, and 12 to CB27 and amendment 1 to CR48."

Follow Up Flag: Flag for follow up
Flag Status: Flagged

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

"**VOTE 'YES'** on amendments to improve proposed educator pay: amendments 10, 11, and 12 to CB27 and amendment 1 to CR48."

James E. Royalty
9062 Dunloggin Rd.
Ellicott City, Maryland
410-750-0228

From: Locke Joanne <joannelocke@gmail.com>
Sent: Wednesday, May 22, 2024 10:05 AM
To: CouncilMail
Subject: From your constituent - support our educators!

Follow Up Flag: Follow up
Flag Status: Completed

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

To Opel Jones

Please "VOTE 'YES' on amendments to improve proposed educator pay:amendments 10, 11, and 12 to CB27 and amendment 1 to CR48."

Joanne Locke
joannelocke@gmail.com

From: [Kristen Piggott](#)
To: [CouncilMail](#)
Subject: Please vote for Amendment 1 to CR48
Date: Wednesday, May 22, 2024 8:51:11 AM

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

Hello Council Members,

As a resident of District 5 in Ellicott City I very strongly support Amendment 1 to CR48. I have watched all of the Council budget work sessions and it seems that other areas of the County are not being asked to make similar cost cutting measures. I support the steps the Council and County Executive have taken to improve the budget process with HCPSS. I would support additional work and system wide audits, however failing to fund the system during this process is not the answer. The budgeting and procurement failures were not made at the school level. Teacher compensation increases should be inline with those of other County employees.

Please support our teachers and students by voting for Amendment 1.

Thank you,
Kristen Piggott - District 5

From: Kristin Muhleman <Kristin_Muhleman@hcpss.org>
Sent: Wednesday, May 22, 2024 11:31 AM
To: CouncilMail
Subject: HCPSS Salary - Amendments

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

Good morning,

I'm writing this on behalf of HCPSS teachers and paraeducators, as a special educator of 10 years within HCPSS. I urge you to vote for the amendments allocating additional fund to HCPSS, along with the amendment for multiyear contracts for teachers/ESP staff.

Teachers and paraprofessionals (especially in special education) bear the brunt of the workload within the HCPSS, and have the most direct impact on student wellbeing, growth, and achievement. We are the most valuable resource with the system, and yet are treated with the most disrespect and are an afterthought each year in budget considerations - after all of the other decisions are made. I have lost confidence in our board, and am hoping our council can rectify the situation we're all in.

I love my job, I love my students, and I love the paraeducators I work with each day. I do not love the lack of support we feel from central office, DSE, administration, or the Board of Education. Unfortunately it is getting more and more challenging for me to love my job - especially as district and state mandates continue to increase in special ed, with no additional resources, support, or money to match the increased workload.

School-based staff are always the ones who are told to "do it for the kids!", "the juice is worth the squeeze!", "we're not in it for the money!", etc. that contribute to a toxic culture, burnout, and decreased staff morale. No one at the admin level or central office/DSE is fed the same rhetoric and asked to make sacrifices in their salary to "make it work". No one at those levels is asked to fund school supplies, paper, and classroom materials out of their own pockets. Paraeducator pay is abysmal and is not even a livable wage, although even veteran teachers are finding it hard to make ends meet with massive student loans for multiple degrees that don't amount to significant wage increases. Teachers cannot afford to live in this county on a single income. We have multiple degrees and certifications, just as qualified if not more so than many in central office/DSE, but there is nothing incentivizing us to stay in the classroom or in the profession.

I love my job, but I have to have a hard look at whether it's worth it for me to continue. With a 3.4% inflation rate and only a 1% cost of living increase (other county employees getting 4-5% is a slap in the face to school staff), we are essentially taking a pay cut to remain in the same jobs. We are no longer competitive with other comparatively sized counties (especially for teachers in the system for longer), and that may be an option for some to look elsewhere.

Next year I will no longer be able to work outside my contract hours as I'll have to increase hours at my second job to make ends meet. All extra tasks will have to stop as I'll only have time to complete MSDE compliance tasks within my contract hours. If I have to cut instructional engagement and rigor from lessons, that is what I'll have to unfortunately do. I will not be able to provide any extras for my students out of pocket - all of the things that make learning magical and motivating and fun! There will be items that are supportive to or required for instruction and behavior on students' IEPs that I will no longer be able to provide on my own. Combined with a lack of paper and supplies, we might have an actual inability to do our jobs - but it will not be able to come out of my pocket with my salary next year. If needs in IEPs aren't able to be met, that will be a school system problem - not mine. More students will then need non-public placements.

Funds spent on non-public tuition ballooned this year to an unprecedented amount, and no one is asking why. Cost savings could be achieved by investing in special education supports, asking schools what they need, and directly supporting those in the classroom - starting with teacher and paraprofessional pay. There are systemic issues in special education and a large number of vacancies that are desperately needed, yet unable to be filled due to system constraints (lack of training, support, and enough pay for paraeducators/teachers). Instead, these positions were eliminated and the BOE boasted about new positions - even though there's going to be a net loss of special education staff. Again, more workload for the rest of us, with less pay.

The disparity between administration/central office/DSE pay and that of teachers/ESPs continues to grow. Somehow every year there are funds to increase HCASA pay, add longevity pay, and add new positions - yet school-based staff get marginal increases and have to fight for every dollar. Yes hard fiscal decisions need to be made, but not on the backs of teachers/paraeducators who keep this entire system afloat.

Please vote for the amendments to add funding to the budget & encourage a multiyear contract with better pay for those who deserve it - the teachers and paraeducators.

From: Laurie Liskin <lliskin49@gmail.com>
Sent: Wednesday, May 22, 2024 11:48 AM
To: CouncilMail
Subject: Increase salaries for our teachers

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

Dear County Council Members,

Please **Vote YES** on amendments to improve proposed educator pay: CB27-amendments 10, 11, and 12, CR48 amendment 1.

Our students deserve the best education they can get. To do this, we need to hire and retain highly educated and experienced teachers. This will only happen if we offer competitive salaries.

Vote Yes for CB27 amendments 10, 11, and 12 and for CR48 amendment 1.

Laurie Liskin
4642 Smokey Wreath Way, Ellicott City, MD 21042
lliskin49@gmail.com
667-786-1494