

Attached are a sample of the letters the Council Office has received from March 8-May 8, 2016.

A complete listing of all names and contact information has been compiled for the record.

## **Please fund the HCPSS budget**

MICHAEL MITCHELL [info@actionnetwork.org]

**Sent:** Tuesday, March 08, 2016 10:53 AM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

MICHAEL MITCHELL

indestructibleobject@hotmail.com

1213 MALBAY DRIVE

LUTHERVILLE, Maryland 21093

## Please fund the HCPSS budget

GWYNETH JONES [gwyneth\_jones@hcpss.org]

**Sent:** Tuesday, March 08, 2016 11:55 AM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

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- Preparing all students for college and careers,
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- Supporting students by offering compensation and benefits that attract and retain the very best educators

I'm adding this:

- Preparing our kids for jobs that haven't even been invented yet - a skill which requires innovation, passion, and the daring to try pedagogies to create a culture of learning.

Thank you for your service to the citizens of Howard County, I love and live in HoCo, too!

Follow me on Twitter:

Cheers!

@GwynethJones - The Daring Librarian

GWYNETH JONES

gwyneth\_jones@hcpss.org

9546 GLEN OAKS LANE

COLUMBIA, Maryland 21046

## **Students and Educators need your support**

Paul Lemle [info@actionnetwork.org]

**Sent:** Wednesday, March 09, 2016 11:24 AM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The Howard County Public School System is the best in the state (and perhaps in the nation) by most objective measures. It's not surprising that we expect as many as 1000 more students annually. This enrollment growth (and the continued effort to provide a world-class education) is the reason we need to support the proposed Board of Education budget for FY17. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation--including the first "living wage" for our food service staff. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

A failure to fund the school system's request could have negative consequences for our students, including larger class size and reductions in staff. These are avoidable outcomes, and with the proper political will, I am confident that we can do the right thing for 10,000 employees and 54,000 students!

Thank you for your service to the citizens of Howard County,

Paul Lemle

hceapresident1@gmail.com

5082 Dorsey Hall Dr

Ellicott City, Maryland 21042



## **Please fund the HCPSS budget**

Kirsten Coombs [kcoombs1209@verizon.net]

**Sent:** Wednesday, March 09, 2016 3:01 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Investing in our schools has a direct impact on the health of the Howard County economy.

Please fund this coming year's budget in its entirety. We are already suffering increasing class sizes and reduced special education services. We cannot continue to succeed without our high quality staff. If you do not fund it, please ensure that cuts are felt by the Central Office, not the schools themselves.

Thank you for your attention.

Kirsten Coombs

kcoombs1209@verizon.net

10213 Sherman Heights Place

Columbia, Maryland 21044

## Have you already decided?

Doug Lea [doglea@live.com]

Sent: Thursday, March 10, 2016 10:07 AM

To: plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Dear County Executive Kittleman,

I am writing to urge you to keep an open mind regarding funding for the education budget. I've been told that you have stated that you will not fund the budget coming from our Board of Education. I sincerely hope that what I hear is wrong and that you haven't actually made a decision prior to hearings.

As a career educator, I've seen contracts go unfunded. I've seen furloughs. I've been denied increments. Even when the increments were funded, I spent many years on sitting on "frozen" steps, receiving no pay increase. Health care contributions have increased. Pension contributions have increased. Pension benefits have decreased.

At the same time, the demands of the work continues to increase. New programs, new technology compliance requirements and the burdensome evaluation system requirements take time and distract me from my students, offering no professional growth for me and no value to students. Top candidates for the profession are weighing the benefits with the demands and we are missing out on some great candidates. We are working in a hostile environment where our expertise and our passion is minimized.

I'm nearing the end of my career, so I'm asking on behalf of my colleagues and our students.

The salary scale that was agreed upon (a minor miracle in itself) evens out the increases, removes the frozen steps, and approaches a salary that would help us compete with Montgomery County to attract and retain high-quality professionals.

When the economy was down, we understood and took the hit with everyone else (and a bigger hit than many). Now is the time to retain our newest teachers. The cost of teacher turnover is absurd. The person who will replace me will hold the trust of our community to nurture the leaders of tomorrow. I can't imagine a more important investment in our future.

Thank you for your consideration and for your service,

~Doug Lea, NBCT

Doug Lea

doglea@live.com

10964 Eight Bells Lane

Columbia, Maryland 21044

## **Money talks - support education**

Carrie Noel-Nosbaum [info@actionnetwork.org]

**Sent:** Thursday, March 10, 2016 10:55 AM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

I've said it before, and I will say it again. Money shows where our values are. Prove you value education by supporting the proposed Board of Education budget for FY17. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

We teachers are more than just educators. We are moms, dads, friends, coaches, counselors, cheerleaders and much more to our students. Yet we are only paid as teachers. Recognizing the many roles we play by compensating us for them is a huge morale booster. It will encourage us to keep at it and keep HCPSS at the top of the nation's list of education systems.

Thank you for your service to the citizens of Howard County,

Carrie Noel-Nosbaum

carrie.noelnosbaum@gmail.com

3807 Stepping Stone Lane

Burtonsville, Maryland 20866

**Please fund the HCPSS budget**

Sheryl Baker [bakerslc@verizon.net]

**Sent:** Thursday, March 10, 2016 12:53 PM**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

I urge you to fund the proposed budget of the Board of Education for the fiscal year 17. I am preparing for retirement and would like to have the raise that allows me to retire. In 1990, I accepted a teaching position in HCPSS instead of MCPSS because I thought it was the best system. I have lost thousands of dollars due to my choice. As a classroom teacher, I need and deserve the raise. The superintendent received a huge raise and the staff of HCPSS should also receive a raise. This budget provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community. I look at all the new housing under construction and now that people come to live in Howard County because of the schools. Since the staff make our system the best, we should be fairly compensated. I am a special educator and spend many hours in the evenings and on weekends working on IEP's, coordinating data collections, communicating with parents and then I prepare for my classes and grade papers.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers. ( The career part is sometimes forgotten; however, it is vitally important to some of our students).
- Increasing funding for students with special needs, ( Please visit our students with educational disabilities in classes if you have time\_
- Supporting students by offering compensation and benefits that attract and retain the very best educators ( I have seen, every year, good candidates go to MCPSS because of the increased salary).

Thank you for your service to the citizens of Howard County, It is appreciated.

Sheryl Baker

bakerslc@verizon.net

8451 Oak Bush Terrace

Columbia, MD, Maryland 21045

## Please fund the HCPSS budget

Lisa Ryder [info@actionnetwork.org]

**Sent:** Friday, March 11, 2016 9:51 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
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- Supporting students by offering compensation and benefits that attract and retain the very best educators

As a Republican living in Howard County, I was pleased that we saw a Republican victory in Howard County with your election. I was dismayed that local colleagues and friends advised that we "should always vote Democrat for local issues" in order to see the funding our schools need...I really didn't think that that would be the case. Please show your support of teachers and our needs by voting for funding for adequate compensation for school staff.

Thank you for your service to the citizens of Howard County,

Lisa Ryder

lryder1225@aol.com

11748 Bright Passage

Columbia, Maryland 21044

## **Please fund the HCPSS budget**

Benjamin Schmitt [bdschmitt@verizon.net]

**Sent:** Friday, March 11, 2016 11:31 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

When I was hired by HCPSS over 18 years ago, I wanted to make sure I worked for a school system that I could raise my children in. I felt that if I had children in the future, that they should be able to take advantage of the school system that I fought so hard for and worked as equally hard for. Luckily, we were able to buy a home, albeit a small townhome in HoCo. 8 years ago. However, I'm concerned about being able to stay in that home. My salary is the only one that supports our family of 4, as my wife stays at home because both of our children have a heart condition and can be whisked away to the hospital at anytime. Without proper compensation, I may have to leave the system and my home.

I urge you to fund the current budget, which in turn funds my negotiated contract. It's disheartening and frustrating to watch local police and fire depts. get multi-year contracts each time with steps and percentage increases for each year of the contract, without any complaint at all from the county government. It speaks volumes to the teachers in HoCo that we aren't valued or appreciated by the very county we work so hard for.

Sincerely,

Benjamin D. Schmitt

Benjamin Schmitt

bdschmitt@verizon.net

7817 Whistling Pines Ct.

Ellicott City, Maryland 21043

## **Please fund the HCPSS budget**

MELISSA MACK [melissa\_mack@hcpss.org]

**Sent:** Monday, March 14, 2016 7:25 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

I have been a resident in Howard County for 24 years. Both of my children are products of the Howard County Public School System. My husband and I believe strongly in the ideals of Columbia. I am writing to ask you to fund the proposed budget for next year. I fear that we are losing our best and brightest students to other professions. The starting salary for teachers in Howard County should afford them the opportunity to live and raise children in this wonderful county. I am so proud to have you as our County Executive and implore you to fund this budget. The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

Melissa Mack and Family

MELISSA MACK

melissa\_mack@hcpss.org

6544 MALINDY CIRCLE

COLUMBIA, Maryland 21045

**HCPSS budget funding - Please support it.**

WILLIAM KENNEY [william\_kenney@hcpss.org]

**Sent:** Monday, March 14, 2016 7:37 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

I am a Howard County teacher who is proud to have raised two kids of my own in the county. One graduated from Glenelg High School, and the other will graduate from Glenelg this year. Both have received excellent educations because our teacher in this county, the support staff, and all those who contribute to a quality school system have done their jobs well. I'm proud to be a teacher in this county. It's THE best place to teach and live in the country. It's expensive though, and I've had to work hard to make ends meet and at the same time take care of the needs of my own kids. I believe the budget for FY17 is a fair request, and one that continues to keep pace with surrounding counties and will meet the needs of our staff of excellent educators. We want retain the best teachers and keep up our reputation as the #1 school district in the nation.

Thank you for servicing with enthusiasm and dedication to the citizens of Howard County!

WILLIAM KENNEY

william\_kenney@hcpss.org

5902 GENTLE CALL

CLARKSVILLE, Maryland 21029



**Request to fund the HCPSS budget**

KELLY RISOLO [kelly\_risolo@hcpss.org]

**Sent:** Monday, March 14, 2016 8:31 AM**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Dear Mr. Kittleman,

My name is Kelly Risolo and I am a 3rd grade Instructional Team Leader at Centennial Lane Elementary School. I have been teaching for ten years. My entire teaching career has been spent at CLES. I adore the students, staff, and community, and I am so very grateful for the job that I have. I love my job. I teach, inspire, facilitate, and help to shape good citizens. My time, energy, blood, sweat, and tears go into my job. There has never been a day in my ten years of teaching that I have worked my contract hours. There is no way to accomplish everything that I need to accomplish for my students during my contract hours. I spend time after school, my evenings, and my weekends grading, planning, creating, analyzing data, and communicating. This is time that I take away from my family, including my two-year-old son. In addition, I spent an excessive amount of time last year, specifically, on my teacher evaluation artifacts and rationales. My personal time that I typically devote to grading and planning engaging lessons for my students was occupied by the tremendous amount of work and preparation that went into the evaluation process. For all of these reasons, I request that you fund the HCPSS budget to ensure dedicated teachers like me, get the compensation that they need and deserve.

I spent eight years teaching fifth grade, five of those years were spent as an Instructional Team Leader. Seeing that you have been a Simulated Congressional Hearing judge, you are familiar with the amount of time, effort, energy, organization, planning, etc. that goes into this amazing event. This is just another example of the dedication that we put forth for our students, and another reason that you should fund the HCPSS budget.

I am proud to be a product of the Howard County Public School System. I grew up in Howard County. I attended Thunderhill Elementary, Northfield Elementary, Dunloggin Middle, and Wilde Lake High. I currently live in Howard County and I have always planned on sending my children to Howard County Public Schools. My family and I are in the process of moving from our townhouse in Elkridge to a single family home. Our desire is to live in a single family home in Howard County, however it's very difficult to be an educator in Howard County and afford to live in the county as well. Again, I am writing to you to request that you fund the HCPSS budget.

Mr. Kittleman, I have known you and respected you for years. I have no doubt that you value and appreciate your educators. Show your commitment to us, as we continue to show our commitment to the students and families of Howard County.

Sincerely,

Kelly Risolo

KELLY RISOLO

kelly\_risolo@hcpss.org

5820 BLUE SKY  
Elkridge, Maryland 21075

**Please fund the HCPSS budget**

KIERSTEN BRAM [kiersten\_bram@hcpss.org]

**Sent:** Monday, March 14, 2016 8:39 AM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

I was so pleased to see the the proposed Board of Education budget for FY17. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

Our students deserve to have the best educators in the state of Maryland. In order to attract and retain high quality educators, we need to ensure that teachers will have a competitive benefit and compensation package.

Please fund the Board's request on behalf of the students, staff and parents of Howard County.

Thank you for your service to the citizens of Howard County. I hope you do the right thing!

Sincerely,

Kiersten Bram

KIERSTEN BRAM

kiersten\_bram@hcpss.org

139 WOODS WAY

PASADENA, Maryland 21122

**Please fund the HCPSS budget**

ROSS CHAKRIAN [ross\_chakrian@hcpss.org]

**Sent:** Monday, March 14, 2016 9:06 AM**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Hello County Executive Kittleman. My name is Ross Chakrian and I am writing to you today to ask you to please thoroughly consider the proposed HCPSS Board of Education budget for FY17.

I have been one of the physical education teachers at Waverly Elementary School here in Howard County for the past 6 years. Providing my students with a quality physical education program is extremely important to me. On a daily basis, I do my best to maximize activity time while engaging my students' bodies and brains in various activities that are designed to challenge them and get them to think. This is no easy task with up to 60 students at a time in a gym that is the 4th smallest of the elementary school gymnasiums in HCPSS, but I make it work. In order to provide my students with the quality instruction and activities they deserve, I have found myself doing more and more work outside of my contracted work day as I seemingly need to come up with more and more creative solutions year after year as changes are made to our PE schedule and enrollment continues to rise. I usually get to work an hour before my contracted time and spend about an hour each school night getting things done that I was not able to during the school day. I also spend about 4 hours on most weekends doing work for school as well. All in all on an average week, I often find myself doing about 14 hours of work for school outside of my contracted hours for which I am not compensated for. Going into the teaching profession, I was fully aware that there would be some work that I would have to do on my own time. However, I was also under the impression that I would be compensated in such a way that I would be able to support and start a family of my own in the future. After teaching for 6 years with HCPSS my salary has risen only \$6,000. With my wife being a teacher as well in neighboring Anne Arundel County, we are finding it very hard to make ends meet after all of our bills and college loan payments are made.

Mr. Lemle has notified members of HCEA that you have stated to both him and the Superintendent that you do not plan on fully funding the proposed Board of Education budget for FY17. The overwhelming majority of teachers in Howard County put in as much of their own time as I do or more to provide their students with the best possible experience within their classrooms day in and day out. HCPSS teachers deserve the pay raises that are weaved into the proposed budget and I implore you to do the right thing for the teachers of our great school system.

Thank you for your service to the citizens of Howard County,

ROSS CHAKRIAN

ross\_chakrian@hcpss.org

4505 RED LEAF COURT

ELLCOTT CITY, Maryland 21043

## **Please fund the HCPSS budget**

CHERYL RAGER [info@actionnetwork.org]

**Sent:** Monday, March 14, 2016 10:38 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

I am not only a teacher in the county, but I am a parent that sends her children to Howard County Schools, as well as a resident. I love living in Howard County and having my children attend Howard County schools. However, it continues to be difficult to remain living in the county. Please pass the budget so those of us who teach here can continue to live here as well.

Thank you for your service to the citizens of Howard County,

CHERYL RAGER

giantsfan2716@gmail.com

4802 HALE HAVEN DRIVE

ELLCOTT CITY, Maryland 21043

## **Please fund the HCPSS budget**

Bobmoon2@verizon.net Moon [bobmoon2@verizon.net]

**Sent:** Monday, March 14, 2016 10:52 AM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

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I am a pro bono architect who selected a world class children's landscape architect to come here and take a look at a 300 acre farm in the center of Columbia. He prepared a plan designed as an outdoor classroom. It is educational, provides jobs and an urban farm for children. This project has all the dots on the local level, on the state level and the national level supporting it all pro bono

Thank you for your service to the citizens of Howard County,

Bobmoon2@verizon.net Moon

bobmoon2@verizon.net

11117 wood elves way

Columbia, Maryland 21044

## Please fund the HCPSS budget

REBECCA OTTE [rebecca\_otte@hcpss.org]

Sent: Monday, March 14, 2016 11:04 AM

To: pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Dear Executive Kittleman,

I am a 15 year veteran of HCPSS, and I love what I do. Almost every year, I have the inclusion class. I think it is commendable that we are able to educate every child who comes through our doors, regardless of what supports they may need to be successful. In addition, my general ed students learn important lessons in equity, patience, and compassion. However, the funding that is provided to support these students has been shrinking. It is getting harder and harder to meet the needs of all of my students, and that is unfair. My children deserve to have the resources they need, including staff, to succeed, and they deserve to have teachers who are properly prepared to include them, instead of being overwhelmed by meetings and paperwork.

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

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- Preparing all students for college and careers,
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- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

Rebecca Otte

Fulton Elementary School

REBECCA OTTE

rebecca\_otte@hcpss.org

602 ROLLING HILL WALK #204

ODENTON, Maryland 21113



## **Please fund the HCPSS budget**

JOAN NILAND [joan\_niland@hcpss.org]

**Sent:** Monday, March 14, 2016 11:37 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

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- Supporting students by offering compensation and benefits that attract and retain the very best educators

Since I am now a 22-year veteran of Howard County, my salary has been on frozen steps for several years. I believe I have only seen an increase once in about the last 8 years. I think it is shameful that most of those who make decisions about the budget are people who have been in their positions for many years. Therefore, they should be the first to recognize and compensate the teachers with years of experience and wisdom to offer younger teachers. Can you imagine how a school would run if every single teacher was a year or two out of college? Who would they go to for advice? How many more problems would there be because nobody with experience would be there to help guide the inexperienced or diffuse situations with students or parents? Don't you think this situation would make the administrators much busier than they are now because they would be the only ones with experience to whom the teachers could turn? When did experience become a negative qualification?

Thank you for your service to the citizens of Howard County,

JOAN NILAND

joan\_niland@hcpss.org

1901 BRIGHTWOOD CT

ELDERSBURG, Maryland 21784

## **Please fund the HCPSS budget**

JENNIFER CANFIELD [jennifer\_canfield@hcpss.org]

**Sent:** Monday, March 14, 2016 11:49 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

I grew up in Columbia, a life-long howard county resident. I love this county and the people who live here. I love this school system, but when it came time for my family to buy a new home three years ago, we could not afford to buy a home in Columbia or any other city in Howard County because my Howard County Public School System salary (along with my husband's slightly higher salary) did not allow for us to afford a single family home in Howard County. My children are not able to benefit from the school system to which I have dedicated my life's work.

When homebuyers consider where to move, where to raise their families, what is their top priority? Is it the number of stores within driving distance? Is it their proximity to highways? Is it the crime rate or response to emergency situations? For some these may be the top priorities, but for many--especially young families and families with school-age children--it is education. Families who spend top dollar--more than they would spend to live in surrounding counties--are looking for a top-rate education for their children.

Please fund the proposed budget to help bring Howard County teachers closer to being able to afford to live in the county we work so hard to improve.

Thank you for your service to the citizens of Howard County,

JENNIFER CANFIELD

jennifer\_canfield@hcpss.org

6501 HAMLET CT

SYKESVILLE, Maryland 21784

**Please fund the HCPSS budget**

BETH BARKLEY [beth\_barkley@hcpss.org]

**Sent:** Monday, March 14, 2016 12:22 PM**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

I began my teaching career in Baltimore City after graduating from the University of Maryland, College Park in the the late 70s. I Took some time off to have my children, went to work for the Defense Department, realized how much I loved teaching and decided to return to teaching at the age of 42. I have given the last 18 years to Howard County.

With added teacher expectations due to PARCC , the new curriculum, the teacher evaluation system, etc., I do not have nearly enough time to plan, grade, record, create, collect data and artifacts, meet with colleagues and parents, return emails, and phone calls in addition to teaching 5 classes, during a contractual day. The proposed budget which is needed to fund an increase in compensation is the least owed to us. I work many hours a week without compensation to be the teacher that I want to be. It is all about the children, but fair is fair. There is no other profession that people with as much education as teachers possess go for years at a time without any increase in compensation. I am reaching the point in my career where it is time to think about the future.

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

BETH BARKLEY

beth\_barkley@hcpss.org

13460 SORGHUM CT.

HIGHLAND, Maryland 20777

## **Please fund the HCPSS budget**

LAURA METTLE [info@actionnetwork.org]

**Sent:** Monday, March 14, 2016 12:58 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Hello Allan,

I'd like to add my two cents in support of the Superintendent's and BOE's Operating Budget request. I saw the report from the spending affordability panel, and I know there are many needs in the county.

However, the stellar reputation of our public schools is a primary driver maintaining our national reputation as a desirable place to live and our high property values, which fund our local government. It would be penny-wise and pound foolish to shortchange our efforts to provide for the needs of our many special education students and our Title I schools. I know we educators have lived through our fair share of holding the budget line during the last 8 years; please support us now. Thanks for your consideration.

Laura Mettle

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

Laura Mettle

LAURA METTLE

ldmettle@yahoo.com

3320 DAISY RD

WOODBINE, Maryland 21797

## **Please fund the HCPSS budget**

DEBBIE LEONARD [debbie\_leonard@hcpss.org]

**Sent:** Monday, March 14, 2016 1:16 PM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

\*\*\*On a personal note, our county has so many teachers who are truly dedicated to the students and parents. Many go above and beyond the expectations to ensure that our students are getting what they need to be successful and independent. To do so, many teachers cut into their personal lives and time to make this work, which has turned into more and more time with all the budget cuts that have taken place (especially for teachers supporting students with special needs). All of our students are very important to us and we all want to do what is in the best interest for all of them. You can help us do this.

Thank you for your ear and for listening.

Also, thank you for your service to the citizens of Howard County,

DEBBIE LEONARD

debbie\_leonard@hcpss.org

47 KIMBALL RIDGE

CATONSVILLE, Maryland 21228

**Please fund the HCPSS budget**

patricia barnes [debbie\_leonard@hcpss.org]

**Sent:** Monday, March 14, 2016 3:22 PM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

I am writing to encourage you to fund the HCPSS budget for the 2016-2017 school year. I love Howard County and being able to teach in, yet the real possibility of me having to leave the county and live elsewhere is a growing concern. Having my pay frozen and housing cost in the area is getting out of control. I urge you to approve the budget so that myself and many others who are feeling the strains of this do not have to leave.

Thank you for your service to the citizens of Howard County,

patricia barnes

patricia\_barnes@hcpss.org

47 KIMBALL RIDGE

CATONSVILLE, Maryland 21228

## **Please fund the HCPSS budget**

Linda Wilson [linawi@comcast.net]

**Sent:** Tuesday, March 15, 2016 6:28 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

I have taught in Howard County since 1989. My children are products of the HC school system. I have made tremendous sacrifices to be able to live in HC. When the school system's proposed contract was shared with school staff, there was elation in the buildings. Finally, we might be recognized as the professionals that we are. My husband joked as we prepare to send another child to college, "Guess there will be another year of a meal plan while our daughter is at school." How sad is that? That after more than 25 years as an educator, it has become folly to wonder if we will have enough money to pay for the higher education that HCPSS aims to prepare students for-"College and Career Ready"

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County, please fund the proposed budget.

Linda Wilson

linawi@comcast.net

10264 Wetherburn Road

Ellicott City, Maryland 21042

**Please fund the HCPSS budget**

Jillian Konig [bisbeek1@verizon.net]

**Sent:** Tuesday, March 15, 2016 9:26 AM**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one.

The past ten years has been difficult on educators in the early years of their careers. They have seen multiple pay freezes, and a delayed step, while the cost of living has continued to rise.

Many question whether or not to invest in the time to get a master's degree to stay in a field that is not compensated as well as other fields.

This delay in pay increases has happened against a backdrop of more and more demands on teachers, from additional testing to additional analysis of those tests to adjust instruction to meet the needs of every student. This is in addition to the regular demands of grading and preparing lessons, much of which is done "off the clock" because there are so many things that can only be accomplished at school, like meetings, organizing materials for instruction, and working with small groups of students. We answer parent emails at night and attend student concerts and STEM nights, which are not part of our contractual obligations, but which we do because we support children.

I work for students even during the summer, when I am not paid. That is the time I work to create engaging lessons, read novels that I know my students will enjoy, and create new math lessons to clarify a difficult concept more clearly. I do these things even without pay because they require a creativity that is difficult to summon amidst the daily demands of school year.

Do I love my job? In a word, yes. I have the perspective of someone who has worked in another industry. I came to education from business. I have an M.B.A. and a Master of Arts in Teaching. So I know the pressures in education exceed anything I did in Marketing. Teaching requires more of everything I know how to do as a manager, parent, communicator, and even performer. At last night's meeting, you indicated that the money is not there. You gave examples of things that would have to be reduced or eliminated in their entirety to come up with the money. I suggest that the money be found by reducing expenses a little bit in a lot of different areas. In looking at the budget, the lion's share of the county's money is spent on sewer and water. As an example of finding cost reductions in other areas, maybe if you were to ask workers to identify where money is wasted, they could identify areas for savings. Often it is the people at the front lines who can identify waste best.

Thank you for your service to the citizens of Howard County,

Jillian Konig

bisbeek1@verizon.net

51 Heather Hill Road

Catonsville, Maryland 21228



## **Please fund the HCPSS budget**

REBECCA DORING [rebecca\_ebersole@hcpss.org]

**Sent:** Tuesday, March 15, 2016 2:45 PM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

My name is Rebecca Ebersole Doring, and I am a teacher in Howard County. I am sending this to you not only because of the positive impact it will have for me, but also for the positive impact it will have on Howard County students.

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County, I know you will consider the budget carefully, and I hope you will make the best decision in regards to the future of our public education system.

REBECCA DORING

rebecca\_ebersole@hcpss.org

133 OAKDALE AVENUE

Catonsville, Maryland 21228

## **Funding of the budget**

KELLEY HATCHER [kelley\_hatcher@hcpss.org]

**Sent:** Tuesday, March 15, 2016 2:46 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Thank you for taking the time to read my email. I am writing to request that you give your approval on the budget that has been proposed for Howard County teachers. We are hard working individuals that have been working the past several years with little to no raise or step increases. This has affected my ability to provide for my family. Due to this my husband has had to get a second job, therefore, taking away from time with our family.

Thank you for your consideration.

Kelley Hatcher

KELLEY HATCHER

kelley\_hatcher@hcpss.org

7113 BERWYN LANE

ELKRIDGE, Maryland 21075

## Please fund the HCPSS budget

JOHN ARNOLD [john\_arnold@hcpss.org]

Sent: Tuesday, March 15, 2016 2:54 PM

To: plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Dear Mr. Kittleman:

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation.

This budget will allow me to continue residing in Howard County, instead of selling my home and moving to a more cost-effective location, such as Carroll County. This would affect my ability to continue my involvement in after school activities for my students. Currently, I can't save enough money to help my daughter who is going off to college in the Fall, but my salary is too high for her to qualify for need-based financial aid. She will, therefore, need to take out substantial loans. In order to avoid my and many other scenarios just like this, the educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County.

Sincerely,

John W. Arnold

Columbia

JOHN ARNOLD

john\_arnold@hcpss.org

8372 TAMAR DRIVE

COLUMBIA, Maryland 21045

**BOE Budget**

SUSAN MAKO [susan\_mako@hcpss.org]

**Sent:** Tuesday, March 15, 2016 2:56 PM**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Thank you for all that you are doing to contain costs and minimize the tax burden in Howard County. I appreciate your efforts.

That being said, I am an educator who has only seen her salary change by \$20 a paycheck during the last 4 years. I'm one of those employees who has been frozen on a payment level - levels that are accepted as part of negotiated contracts because they have ending points.

My property taxes have risen and my grocery bills have risen. My household budget has reached its limits.

Simply put, I need to receive my step.

Teachers are not feeling appreciated right now. Please approve a BOE budget that includes teacher salary steps.

SUSAN MAKO

susan\_mako@hcpss.org

1731 UNDERWOOD ROAD

SYKESVILLE, Maryland 21784

## **Don't Leave Us Behind**

SCOTT MORTON [scott\_morton@hcpss.org]

**Sent:** Tuesday, March 15, 2016 2:57 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Dear County Executive Kittleman,

Did you see this article today?

[https://www.washingtonpost.com/local/md-politics/montgomery-proposes-property-tax-hike/2016/03/15/c45c9a9e-e9f2-11e5-bc08-3e03a5b41910\\_story.html?hpid=hp\\_local-news\\_mocobudget-10am%3Ahomepage%2Fstory](https://www.washingtonpost.com/local/md-politics/montgomery-proposes-property-tax-hike/2016/03/15/c45c9a9e-e9f2-11e5-bc08-3e03a5b41910_story.html?hpid=hp_local-news_mocobudget-10am%3Ahomepage%2Fstory)

We don't want to be left behind as our competing counties make the investments that they need to in order to stay competitive. I know it's a risk for you, but you won't be alone.

Thank you for your service to the citizens of Howard County,

Sincerely,

Scott Morton

SCOTT MORTON

scott\_morton@hcpss.org

623 N BEND ROAD

BALTIMORE, Maryland 21229

## **Please fund the HCPSS budget**

STEVE AMMANN [steve\_ammann@hcpss.org]

**Sent:** Tuesday, March 15, 2016 2:57 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

My wife and I are proud educators in HCPSS and the cost of living has increased in the DC/Metro area and yet our pay is drastically behind Montgomery County teachers. Please approve this budget so HCPSS teachers and staff can get paid what they are due. I work every night and weekend and love my job and yet still find myself living paycheck to paycheck and working weekends and summers just to be able to make ends meet. Teachers should not have to find summer employment and secondary jobs just to live in this area. Please help us...

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

Steve Ammann

HCPSS Teacher

STEVE AMMANN

steve\_ammann@hcpss.org

4230 SANDY SPRING ROAD

BURTONSVILLE, Maryland 20866

## **200% on your return**

NANCY SMITH [Nancy\_c\_Smith@hcpss.org]

**Sent:** Tuesday, March 15, 2016 3:27 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Please fund the proposed HCPSS budget for FY17. As a resident, parent and a teacher in Howard County, I firmly believe funding our HCPSS budget is a great investment. People from all over the globe come to Howard County because of our school system and boost our local economy. Money invested in our schools offers an outstanding return and offers our students opportunities and experiences that can not valued in dollars. I am fortunate to live within my students' community so that I can attend their athletic competitions, recitals, extracurricular activities and support them on a personal level. Many of my colleagues cannot afford to live in the community so their spending occurs outside Howard County and they do not support our students outside of the school day.

Without funding the HCPSS budget, I fear the quality of teaching may drop and our local economy may suffer.

Thank you for all that you do support our county,

Nancy C Smith

NANCY SMITH

Nancy\_c\_Smith@hcpss.org

3149 THE OAKS RD

ELLCOTT CITY, Maryland 21043

**HCPSS funding**

ADAM YEARGIN [adam\_yeargin@hcpss.org]

Sent: Tuesday, March 15, 2016 3:27 PM

To: plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Good afternoon Mr. Kittleman,

My name is Adam Yeargin and I am a teacher in Howard County Public Schools. I attended the budget hearing last night in support of the FY17 proposed budget from the Board of Education. I understand your cautiousness in fully funding the school system budget, and I sympathize with your position in prioritizing funding.

However, please consider the enormous economic impact HCPSS has on the county. We are a "central economic driver." Families move here specifically for the school system. Granted, Howard County has many other fantastic resources and services, but people don't move here for the fire department, the libraries, etc.

The recession hit all of us pretty hard. The School System, and teachers in particular, made a lot of sacrifices to make ends meet. But the recession is over. You may not increase the School System funding to pre-recession levels in one year, but it's time to start moving in that direction. The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

ADAM YEARGIN

adam\_yeargin@hcpss.org

221 CORONET DRIVE

Linthicum Heights, Maryland 21090



## **Please fund the HCPSS budget**

JEFFREY SHARP [JEFFREY\_SHARP@hcpss.org]

**Sent:** Tuesday, March 15, 2016 3:29 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

As a former teacher in the Carroll County Public School System, I want to reiterate the need for appropriate, competitive salary compensation for the teachers of HCPSS. I am very grateful to be teaching in Howard County, but want to urge the County Government to provide full funding for the HCPSS budget as proposed by the current Board of Education.

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Please do not become another Carroll County where teachers are demoralized to the point of exhaustion.

Thank you for your service to the citizens of Howard County,

JEFFREY SHARP

JEFFREY\_SHARP@hcpss.org

510 CHATTERMARK CT

WESTMINSTER, Maryland 21158

## **Please fund the HCPSS budget**

KORTNI MAGLIARO [KORTNI\_MAGLIARO@hcpss.org]

**Sent:** Tuesday, March 15, 2016 3:29 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

I am a second year teacher in HCPSS. My passion is for teaching students and giving them the best education possible. I work diligently and spend countless hours inside and outside of the classroom to develop materials, plans, and grade for my students. Please acknowledge my sacrifice - the sacrifice countless educators make daily - and compensate us appropriately. Although we have chosen a path with a difficult burden (a burden we bear daily, minutely), please help lighten the load.

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

Kortni Magliaro

KORTNI MAGLIARO

KORTNI\_MAGLIARO@hcpss.org

7977 BRIGHTMEADOW CT

ELLCOTT CITY, Maryland 21043

**A Request**

MATTHEW VALVANO [matthew\_valvano@hcpss.org]

**Sent:** Tuesday, March 15, 2016 3:31 PM**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

No one is under any illusions: educators do not make much money. And that's fine, to a point. The justifications are typically the same, touching on key business factors such as budgeting and revenue. Fair enough. There isn't always adequate money to go around and meet all needs, let alone wants. But why does the business model of education allow for increased workload year after year without compensation? Why is it that the only thing which has trickled down to me in my eight years of teaching in Howard County has been more work, more red tape? I grade and plan at hours considered ungodly here in America; I spend hours advising non-school-sponsored clubs and activities for which I am refused even mileage reimbursement. And everyone persists in telling I me how

"rewarding" it must be, and they "thank me for all that I do." Should I continue accepting that degree of patronization? I'm often too tired to write e-mails like this, even when segments of them are prefabricated. And I imagine some segments of our population count on that. Am I paranoid? I sure hope that doesn't permeate my lesson plans in spite of my professionalism. Look: I'm not denying the need for the savvy tools of business, nor even the art of negotiation in these matters. I'm just questioning their use as rationalizations. Budgets have been tight, but are beginning to loosen. Where's the trickle-down effect of a strengthening economy?

Here you've got a budget proposal that is fair and is agreed-upon by factions which do not always come together. It was a beacon of hope for what often seems like a distraction in our midst. I hope you'll see the opportunity here as an Executive to make a firm declaration of support for a system (not even just a workforce with wages) that is way too often scapegoated by financial conservatives. Either directly or indirectly, it affects our children.

As a National Board Certified educator with an undergraduate degree from an Ivy-League institution and a graduate degree from a prestigious and pedagogically-obsessed School of English, I've done my part to better my situation and not simply bellyache about my pay. But I still work two jobs. And I've put off getting married at least once, when my car died and I had to dip into my savings in order to get to my school and the hockey rink to stay ahead of the rat-race curve. But I liked the rush and don't mind the grind. And I'd hate to sound entitled to a raise (or entitled to anything for that matter), but I'm tired of being treated like a political pawn. I'm happy and proud to be an educator in a community that ostensibly cares about its student population. I'd like to see a commitment, because as I approach ten years in Howard County, offers from outside are starting to sound mighty enticing.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,

- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County. Please embrace this opportunity and let's move forward.

Matthew Valvano

MATTHEW VALVANO

matthew\_valvano@hcpss.org

4835 CORDELL AVE

BETHESDA, Maryland 20814

**Please fund the HCPSS budget**

JEFFREY DOMBEK [jeffrey\_dombek@hcpss.org]

**Sent:** Tuesday, March 15, 2016 3:46 PM**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Dear Mr. Kittleman,

I had the pleasure of spending the evening last Monday and watching you interact with citizens of all ages and from all corners of the county. You are an exceptional listener and a genuine person. I am glad I voted for you! Like you, I have spent most of my life in the county, and we both turned 50 before Columbia will in the next year! Now in my 27th year of teaching, I am proud to be a citizen and an educator in our county. The last five years or so have been a bit of a strain as we older educators tend to have our steps frozen for several years at a time, often seeing on average 3 raises over a given 10 year period. I have given this county the most dedicated years of my career with no regrets. I merely ask that you weigh this and other factors below as you sort through the extraordinary number of decisions facing you as the county executive. I have great confidence in the integrity of your decision- making.

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools among the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

JEFFREY DOMBEK

jeffrey\_dombek@hcpss.org

9655 CORN TASSEL COURT

COLUMBIA, Maryland 21046

**Please fund the HCPSS budget**

JAMES FISHER [james\_fisher@hcpss.org]

Sent: Tuesday, March 15, 2016 3:59 PM

To: plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Hello Mr. Kittleman,

I really love my job!

I have been teaching high school for twenty-one years and I have worked very hard to be the best teacher that I can be. I teach AP Art History and AP World History and coach the Academic Team and the Mock Trial Team. I have earned 50 credits beyond a masters degree, achieved National Board Certification and initiated the teaching of AP Art History in Howard County. I am also on the College Board team that grades the AP World History exams every June.

Additionally, I present at county-wide social studies meetings and I am an Instructional Team Leader at my school. Above all, learning with my students provides me with great joy.

I did not start my career in Howard County, however. I left Harford County 10 years ago to teach in Howard County because of the excellent reputation of the HCPSS and their salary structure that reflected the value that the county placed on their teaching professionals.

I ask that you continue that tradition of valuing those of us who have dedicated our lives to the educational excellence in Howard County by fully funding the school board request.

Respectfully,

James Fisher

james\_fisher@hcpss.org

JAMES FISHER

james\_fisher@hcpss.org

1012 JAMISON RD

LUTHERVILLE, Maryland 21093

## **Funding the HCPSS Budget, Options & Ideas Included!**

JENNIFER GAUERT [jennifer\_gauert@hcpss.org]

**Sent:** Tuesday, March 15, 2016 8:21 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The letter below is indeed a form letter, but with suggestions added from this measly HCPSS peon.

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. HCPSS is and has always been one of the best. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community. Because of the cost of funding the budget, suggestions are included as to what to fund or not.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers, (we usually do pretty well here)
- Increasing funding for students with special needs. This is a hot button item. The BOE are taking away personnel from this area and it is so very WRONG. More people are needed here. This one is a MUST.
- Supporting students by offering compensation and benefits that attract and retain the very best educators, MANY OF WHOM ARE LEAVING DUE TO THE REASON BELOW:
  - \* Getting a group of individuals organized to oust the current superintendent. I'd be willing to give up a raise in support of that. Really, I'm not kidding. Feel free to email me. I know many names of people who'd support this.

Thank you for your service to the citizens of Howard County and to me.

Appreciatively,

Ginger Gauert

(please don't use my name publically, I'm sure to get fired!)

JENNIFER GAUERT

jennifer\_gauert@hcpss.org

4040 FIREFLY WAY

ELLCOTT CITY, Maryland 21042

## **Please fund the HCPSS budget**

GAIL SORENSON [gail\_marquette@hcpss.org]

**Sent:** Tuesday, March 15, 2016 9:09 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Dear Executive Kittleman,

I am writing to request funding for the FY17 HCPSS budget. It provides much needed raises to classroom teachers and support professionals. Howard County schools, in large part due to the quality educators, are among the best in the nation.

I have taught in the county for twenty-one years, provide my sole financial support, and am frozen for four years at the same salary. My costs are increasing and my pay, taking into account increases in the cost of living, is effectively decreasing.

The proposed Board of Education budget for FY17 is an encouraging one. It will allow teachers to feel that they are valued for their dedication and efforts. It will allow those of us with accrued expertise to feel that we made the right choice by coming to HCPSS.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

Gail Sorenson

Mount View Middle School

GAIL SORENSON

gail\_marquette@hcpss.org

6650 MACBETH WAY

SYKESVILLE, Maryland 21784



## **Please fund the HCPSS budget**

KATHERINE YIENGER [katherine\_yienger@hcpss.org]

**Sent:** Wednesday, March 16, 2016 7:13 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

It is disappointing that many Howard County educators cannot afford to live in the county that they serve. While we provide a world class education, many of our children do not have the opportunity to take advantage. Please consider making a Howard County education available to all children of Howard County educators.

Thank you for your service to the citizens of Howard County,

KATHERINE YIENGER

katherine\_yienger@hcpss.org

6164 LAWYERS HILL ROAD

ELKRIDGE, Maryland 21075

## **Please fund the HCPSS budget**

TERRI KENT [Terri\_Kent@hcpss.org]

**Sent:** Wednesday, March 16, 2016 8:11 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Four years ago I signed my contract as an experienced teacher to work in the HCPSS. Because of my experience, my pay has not had a step increase since the time that I started. This freeze does not line up with life in Howard County. The proposed contract does not have the freezes at certain levels for years at a time. I agree and support the proposed contract for teachers.

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

TERRI KENT

Terri\_Kent@hcpss.org

P.O. BOX 1334

ELLCOTT CITY, Maryland 21041

## **Please fund the HCPSS budget**

STACEY SARTOR [sdsartor@verizon.net]

**Sent:** Thursday, March 17, 2016 8:09 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

As a lifetime Howard County resident, I feel it is important to support education. Our school system is a major reason that people choose to live in Howard County and we must fight to keep quality employees in our county, both as educators and as residents. Please reconsider funding the BOE funding request and support Hoard County Educators.

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

STACEY SARTOR

sdsartor@verizon.net

5456 WINGBORNE COURT

COLUMBIA, Maryland 21045

## **Please fund the HCPSS budget**

JOSHUA WILSON [JOSHUA\_WILSON@hcpss.org]

**Sent:** Thursday, March 17, 2016 8:27 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

In Howard County, I am a resident, a parent, an educator, a tax payer, and a voter. When my wife and I were looking to buy our first home in 2009, the Columbia area was so attractive to us, yet not exactly in our budget. However, in the end, we decided that it was worth a few years of financial belt-tightening to be in Columbia. Our biggest reason for the decision was the school system. We knew that we wanted to start a family, and we could think of no better school system for our future children than HCPSS. At the time, I was teaching in another county with a poor school system, and I saw everyday the struggles that those students had to face to get ahead; I didn't want my future children to have to go through that.

HCPSS has some of the greatest minds in the country making decisions on how best to educate our children, and it is on this basis that they have created the proposed FY17 budget.

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

JOSHUA WILSON

JOSHUA\_WILSON@hcpss.org

9368 RUSTLING LEAF

COLUMBIA, Maryland 21045

## Please fund the HCPSS budget

ROBERT CLARK [robert\_clark@hcpss.org]

Sent: Thursday, March 17, 2016 9:53 AM

To: plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

\*\*As an educator that has a spouse as an educator in the HCPSS, a student in the HCPSS system, and reside in Howard County by choice and have made sacrifices to do so with housing costs, taxes and other things, I feel that it is very important to fund the budget. My wife and I have been working for the county for 15 years and this would be one of only a few big budget increases that I can remember during my tenure. We have chosen to stay in the county for many reasons, and education for my son is one. The budget increase that would fund many enhancements for educators is very critical at a very critical time. We do have a great county and I would like to see some of the hard working people that make it great be rewarded for their hard work at a time when educators are under fire.

Thank you for your service to the citizens of Howard County,  
Very respectfully yours,

Rob

ROBERT CLARK

robert\_clark@hcpss.org

4012 JAY EM CIRCLE

Ellicott City, Maryland 21042

**Please fund the HCPSS budget**

JEAN AUDAIN [info@actionnetwork.org]

**Sent:** Thursday, March 17, 2016 10:55 AM

**To:** pleme@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,  
Mr. Kittleman,

You have seen the other letters and fully understand the significance of this budget. The need can be simplified. In order to be the best, Howard County needs to pay the educators and produce proper funding as if they are the best. Funding the agreement sends a message that says your valuable. It is important that you send that message. Things in the classroom are not getting easier, and the best will soon leave if they are feeling undervalued and unappreciated. Some of these educators will seek out the "battle pay" of lower achieving counties/districts in an effort to receive compensation for their efforts. I know for a fact that the the Educational arena is changing, and greater challenges will present themselves in schools as time wears on. The best thing we can do is to let our educators know that we are doing everything we can to support their challenges. The best thing we can do is letting them know that pay will be the area that they won't have to "worry ab out".

Thanks for listening,

Jean L. Audain

JEAN AUDAIN

jeanlaudain@hotmail.com

8713 GRANITE LANE

LAUREL, Maryland 20708

## **Recognize teachers' work and fund the HCPSS budget**

ANNE-MARIE LANZ [amlanz@verizon.net]

**Sent:** Thursday, March 17, 2016 11:16 AM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Dear Mr. Kittleman,

A Maryland World Language teacher of the year, twice nominated for the G/T Educator Recognition Award, I am urging you to fund the budget for HCPSS FY17.

As you stated so well on Monday night, teachers are working hard, extremely hard. You even mentioned that we could "go back home and grade papers", which is a testimony of the dedication of most teachers in this county. I am every day at 6:30 AM in school and leave very often after 6:30PM, with a half hour break. Teachers need to be recognized for the work they do, day in day out. Three words are enough: fund the budget!

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

ANNE-MARIE LANZ

amlanz@verizon.net

11068 BERRY PICK LANE

COLUMBIA, Maryland 21044

## **Please fund the HCPSS budget**

ELYSE ALPERIN [elyse\_alperin@hcpss.org]

**Sent:** Thursday, March 17, 2016 11:47 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one for the first time in many years. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- \* Supporting the needs of Howard County's 0 - 5 year old population and their families, to ensure that children with developmental delays have caught up with their peers or are better prepared for school when they become school aged
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

Elyse J. Alperin,

Speech-Language Pathologist

Infants & Toddlers Program

Veterans Elementary School

ELYSE ALPERIN

elyse\_alperin@hcpss.org

1 BENWAY COURT

CATONSVILLE, Maryland 21228



## Please fund the HCPSS budget

KATHLEEN MACLAUGHLIN [KATHLEEN\_MACLAUGHLIN@hcpss.org]

**Sent:** Friday, March 18, 2016 11:42 AM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

I'm writing as an HCPSS teacher and a Howard County resident. My husband and I have been privileged to be able to live in Howard for the last ten years, but it is hard for me to see that so many of my coworkers cannot. The proposed Board of Education Budget is working towards changing this fact. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. I ask you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Such as:

- Preparing all students for college and their chosen careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

I appreciate that you are charged with creating a budget that meets the financial needs of the entirety of the county, and this is a daunting task. However, I know you are endeavoring to do so and I thank you for all your efforts on our behalf.

Thank you for your service to the citizens of Howard County,

Kathleen MacLaughlin

Resident of Columbia, MD

HCPSS Teacher

KATHLEEN MACLAUGHLIN

KATHLEEN\_MACLAUGHLIN@hcpss.org

9529 WHITE SPRING WAY

COLUMBIA, Maryland 21046

## **Please fund the HCPSS budget**

PAMELA FOREMAN [pamela\_foreman@hcpss.org]

**Sent:** Sunday, March 20, 2016 10:18 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

It is heartwarming to be able to live in the "village" in which I am a partner with my students' parents in their children's education. I am able to do so because I have taught for twenty years and can afford it. Please make that possible for my younger colleagues!

Thank you for your service to the citizens of Howard County,

Pam Foreman

PAMELA FOREMAN

pamela\_foreman@hcpss.org

9589 CASTILE COURT

COLUMBIA, Maryland 21045

## **Please fund the HCPSS budget**

AUBREY TARDY [AUBREY\_TARDY@hcpss.org]

**Sent:** Wednesday, March 23, 2016 9:38 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

As a related service provider, providing services and supports to students with special needs is particularly important to me. Each student needs seem to increase, placing more emphasis on the importance of mental health and support services for all students. The current FY17 budget ensures that we continue to hire and retain the excellent providers who prepare students for life beyond public education.

Thank you for your service to the citizens of Howard County,

AUBREY TARDY

AUBREY\_TARDY@hcpss.org

126 S CLINTON ST

BALTIMORE, Maryland 21224

## **Please fund the HCPSS budget**

MELINDA ITTENBACH [mindy\_ittenbach@hcpss.org]

**Sent:** Wednesday, March 23, 2016 10:02 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Dear Executive Kittleman,

The Education budget for FY17 is an encouraging one because it provides necessary raises for classroom teachers and the many supporting professionals who make our schools the best in the nation.

Our jobs are intense, and we devote many over-time hours, and make numerous personal sacrifices each and every day to ensure our students are receiving the best education they can. In the private sector, teachers would be compensated appropriately not only for their over-time hours, but also for their higher levels of education. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

Mindy Ittenbach

Ellicott Mills Middle School

Reading 6th and 7th

MELINDA ITTENBACH

mindy\_ittenbach@hcpss.org

15604 BRADFORD DR

LAUREL, Maryland 20707

## **Please fund the HCPSS budget**

DONNA KELLEY [donna\_kelley@hcpss.org]

**Sent:** Wednesday, March 23, 2016 10:03 AM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators.

As I sat through the public hearing on the support for funding the total school budget, I was disheartened as you began with a negative tone, alluding to "this is a waste of time." As we are working on growth mindsets for our students, I found this very disheartening. We try to practice what we preach. The school board is also supportive of this thinking!!!!

Thank you for your service to the citizens of Howard County,

DONNA KELLEY

donna\_kelley@hcpss.org

3599 SCHEEL DR

ELLICOTT CITY, Maryland 21042

**Howard County deserves the best!**

SUSAN FUGATE [susan\_fugate@hcpss.org]

**Sent:** Wednesday, March 23, 2016 10:22 AM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Good morning!

My name is Susan Fugate and I work at Marriotts Ridge HS as the Data Clerk (the professional title is Scheduler/Grade Processor but that's a little fancy for me) and I just wanted to share a few concerns that have been weighing heavily on my mind. My job is one that allows me to stay in the back ground and listen to the frustration the teachers and staff deal with on a daily basis. I'm sure you have heard all of the complaint's about work load, etc. from so many. I see these teachers struggle each day to give these students 100% of everything they need.

SUSAN FUGATE

susan\_fugate@hcpss.org

2570 THOMPSON DRIVE

MARRIOTTSVILLE, Maryland 21104

**sent prior email too soon! Howard County deserves the best cont.....**

SUSAN FUGATE [susan\_fugate@hcpss.org]

**Sent:** Wednesday, March 23, 2016 10:45 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

I apologize! I sent an email accidentally before I finished! My biggest concern for the teachers and staff is that they are not able to afford to live in Howard County, not only can they not afford to live here but their kids can not experience our wonderful schools due to the fact that they have to pay tuition to go here. I have been in the school system 16 years, I have been at MRHS for 8 of those years. Until recently the teachers never spoke of leaving their profession. Now, I see it happening. We are losing great teachers because they can't afford to live and raise a family on their salaries.

My son is currently at Frostburg State as a junior, when he graduates his hopes are to come back to HoCo and be a Social Studies teacher and coach. This scares me, I love that he is following his dreams but in a mom's mind all I can think about is will he be able to raise a family (I of course want lot's of grandchildren - one day) on a teacher's salary.

The only reason I live in HoCo is because we inherited our home. My husband was born and raised in HoCo. He is a supervisor for HoCo Highways. My oldest son is a Night Supervisor in custodial at Lime Kilm MS. We are a HoCo family and love where we live.

Thank you for all you have done for our County, you have had some tough decisions to make and I am sure many more to come. I just felt the need to let you know the struggles that I see, hear and are concerned about.

Please feel free to contact me if you have any questions.

Susan Fugate

410-802-5568 cell

410-313-5568 work

susan\_fugate@hcpss.org - work email

suefugate@comcast.net - personal email

SUSAN FUGATE

susan\_fugate@hcpss.org

2570 THOMPSON DRIVE

MARRIOTTSVILLE, Maryland 21104

## **Please fund the HCPSS budget**

ELAINE STENGEL [elaine\_stengel@hcpss.org]

**Sent:** Wednesday, March 23, 2016 11:51 AM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

Please make the teachers and Howard County resident teachers feel like we are important.

Please give us the respect that we deserve in our contracts. Please allow me, a single teacher, living in the county, the ability to continue to make a living wage. I voted for you and gave leadership confidence in you and now it is time you give confidence in us by approving this budget.

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

ELAINE STENGEL

elaine\_stengel@hcpss.org

7593 D WEATHER WORN WAY

COLUMBIA, Maryland 21046



**Please fund the HCPSS budget**

TIMOTHY WATSON [TIMOTHY\_WATSON@hcpss.org]

**Sent:** Wednesday, March 23, 2016 2:23 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As a new teacher this year, I am balancing the burden of preparing my five advanced placement Physics classes. Howard County schools have many fantastic students that can thrive given the right environment, which I hope to provide.

Part of the reason I chose to work in Howard County and one of the reasons many people choose to live here is the high quality of the Howard County schools, something that can only happen when schools are well funded.

Thank you for your service to the citizens of Howard County,

TIMOTHY WATSON

TIMOTHY\_WATSON@hcpss.org

6100 GRANBY RD

ROCKVILLE, Maryland 20855

## **Please fund the HCPSS budget**

MARGARET WOLTERS [MARGARET\_WOLTERS@hcpss.org]

**Sent:** Wednesday, March 23, 2016 3:21 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators.

I am a HCPSS teacher and parent of 2 current HCPSS students. Funding to provide the services, people, and opportunities for students is vital for all. Please consider supporting the budget.

Thank you for your service to the citizens of Howard County,

Margaret Wolters

MARGARET WOLTERS

MARGARET\_WOLTERS@hcpss.org

5178 PHANTOM COURT

Columbia, Maryland 21044

## **Please fund the HCPSS budget**

ZSUZSANA MASON [zsuzsana\_mason@hcpss.org]

**Sent:** Thursday, March 24, 2016 5:47 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

As a parent of three children in our county's system and an educator in Howard County, I chose and continue to choose to live here for the school system. I hope you will hear my voice and the voice of so many others that have my sentiments. I believe the education system in this county is truly the bedrock of why we continue to be a place people move and thrive and why it continues to be so successful and desirable. Please take action and approve our budget.

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

Zsuzsana Tamasi Mason

ZSUZSANA MASON

zsuzsana\_mason@hcpss.org

6468 Julie Ann Drive

Hanover, Maryland 21076

**Please fund the HCPSS budget!**

JESSICA ROSENBERG [jessica\_tjok@hcpss.org]

Sent: Thursday, March 24, 2016 11:27 AM

To: plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

To whom it may concern:

My colleagues, my students, and our community members believe in Howard County schools. We are some of the best in the nation and that is, in no small part, due to the efforts of our teachers.

However, it is becoming increasingly obvious that our salaries are falling short of our needs. We spend so many hours at work past contract before we go home, and many of my colleagues go home to places outside of Howard County simply because their salaries do not allow them to live here; this means that despite working so hard to support our students, their own children are denied the benefits that we provide to others, and they themselves cannot benefit from the many excellent community services provided by Howard county. Many of the younger teachers also work during the Summer in order to make ends meet, and that should not be a necessity when they already put in enough hours during the school year to make up a regular 9-5 job.

The raises provided by the proposed FY17 BoE budget are necessary to improving our quality of life and to the retention of the brilliant young teachers who are just starting out in their careers. These are the same people who will spend the next 3 decades preparing Howard County's youth for college and the workplace and serving our students with special needs. As you consider funding the Board's request, please give consideration to these priorities that we all share, and pledge your support for the faculty and staff of our amazing schools.

Thank you for your service to the citizens of Howard County,

Jessica Rosenberg

JESSICA ROSENBERG

jessica\_tjok@hcpss.org

10495 FAIR OAKS

Columbia, Maryland 21044

## **Please fund the HCPSS budget**

NATALIA HART [natalia\_hart@hcpss.org]

**Sent:** Thursday, March 24, 2016 11:37 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Also, on a personal note, I am a resident of Howard County who takes pride in working for Howard County Public Schools. Having worked in another state, I am proud to say that I have felt supported in this county. Please consider funding our budget and continuing to give our students and our staff members the place and respect they deserve as contributing members of our community. My husband is a police officer and we are both in the helping professions with a tight income. We have a toddler and twins on the way and this salary increase couldn't come at a more perfect time for us! Thank you for listening to us and for considering our request!

NATALIA HART

natalia\_hart@hcpss.org

8715 BIRKENHEAD COURT

LAUREL, Maryland 20723

## Please fund the HCPSS budget

John Hart [info@actionnetwork.org]

Sent: Thursday, March 24, 2016 11:52 AM

To: plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

I add to this general letter my personal concern. I am a father and the husband of an educator. I worry what the schools will look like when my small children are going through them based on what I hear from my wife on a daily basis. We picked to live in Howard county due to the excellent reputation of the schools, and I believe they are still excellent, but I hear of morale issues among the educators, my wife is one of the most positive upbeat people I know, but she comes home talking about how her workplace has a morale issue. It does not sound like this has had a serious effect on the quality of education yet, which means there is still a chance to keep the schools at the excellent level they are at now. You cannot just push off promised raises to the people in who's hands we place our childrens care and education and expect them to be unaffected. Please keep our education system strong

Thank you for your service to the citizens of Howard County,

John Hart

jrhart112@gmail.com

8715 Birkenhead Ct

Laurel MD, Maryland 20723

## **Please fund the HCPSS budget**

ELIZABETH LAKEY [elizabeth\_lakey@hcpss.org]

**Sent:** Thursday, March 24, 2016 12:43 PM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

I am certainly not in education because of the money, but it is nice to be compensated for the extra time and energy that I put into my career. Thank you for supporting the budget and I am looking forward to the future.

Thank you for your service to the citizens of Howard County,

Elizabeth Lakey

ELIZABETH LAKEY

elizabeth\_lakey@hcpss.org

10573 JASON LANE

COLUMBIA, Maryland 21044

## **Please fund the HCPSS budget**

JOANNE ADDY [joanne\_addy@hcpss.org]

**Sent:** Thursday, March 24, 2016 12:46 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

The proposed Board of Education budget for FY17 is an encouraging one. It provides necessary raises to classroom teachers and the many supporting professionals who make our schools the best in the nation. The educators, students, and parents of Howard County urge you to fully fund the budget, which meets the needs of our entire community.

As you consider funding the Board's request, please give consideration to the priorities we share. Some examples in the budget are:

- Preparing all students for college and careers,
- Increasing funding for students with special needs,
- Supporting students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

JOANNE ADDY

joanne\_addy@hcpss.org

1915 TOWNE CENTRE BLVD.

ANNAPOLIS, Maryland 21401



## Please fund the HCPSS budget

COLLEEN MORRIS [colleen\_morris@hcpss.org]

**Sent:** Friday, March 25, 2016 8:21 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Howard County Executive Allan Kittleman,

I was at the hearing on your budget and heard you say that the HCPSS takes up 59% of the overall budget. This is just not true. It may have been true before the recession but so many of the HCPSS budgets were maintenance of effort budgets that they are now at a little over 52%.

The only way to get to that higher portion is by including debt services and OPEB monies for HCPSS. This is not included for other agencies.

If you look closely you will see the impact that maintenance of effort has had on the HCPSS. The BoE had been using every resource available to keep students at the forefront of the budget. For instance, there are many new pre-K programs (that are not included in MOE), new world language programs (not funded by MOE), and new enrollment (not funded by MOE).

We know people move here for education. In order to maintain that standing we need begin to bring the funding levels up. It may mean not funding some other agencies at the same level but, that has been what the HCPSS has been experiencing for the past several years.

We implore you to help the HCPSS:

- Prepare all students for college and careers,
- Increase funding for students with special needs,
- Support students by offering compensation and benefits that attract and retain the very best educators

Thank you for your service to the citizens of Howard County,

COLLEEN MORRIS

colleen\_morris@hcpss.org

6432 QUIET NIGHT RIDE

COLUMBIA, Maryland 21044

**Find a way to fund our schools!**

MARGARET CONDON [finpeg@verizon.net]

**Sent:** Friday, April 01, 2016 5:38 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

Educators and Service providers need to know that the county government believes in fair treatment. Please support the proposed HCPSS budget which provides improved compensation to teachers and support professionals. We have made our schools the best in the nation.

Thank you for your service and any time given to considering my request,

Margaret E. Condon, MS, CCC-SLP

MARGARET CONDON

finpeg@verizon.net

10 DUTTON AVENUE

CATONSVILLE, Maryland 21228

## **Find a way to fund our schools!**

LISA WORONIECKI [Lisa\_Woroniecki@hcpss.org]

**Sent:** Monday, April 04, 2016 7:01 AM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

Educators have waited too long for fair treatment by the Howard County government, which has provided multi-year agreements with step increases and cost-of-living adjustments for its employees. By contrast, school employee pay has lost ground relative to inflation and lags far behind Montgomery County, Baltimore City, and Prince George's County. It is time for a change. The proposed HCPSS budget provides improved compensation to the teachers and support professionals who make our schools the best in the nation. Everyday, we "find a way" to be engaging and innovative for kids.

We expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service,

LISA WORONIECKI

Lisa\_Woroniecki@hcpss.org

8119 FOREVER GREEN CT

ELKRIDGE, Maryland 21075

**We need your support-please find a way!**

ZSUZSANA MASON [zsuzsana\_mason@hcpss.org]

**Sent:** Monday, April 04, 2016 7:07 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

As stated in a prior email, as an educator for 10+ years and having children in the Howard County Public School System for the past 5 years starting in preschool, it is imperative that we support a system that continually outperforms not only other school systems within the state but is a draw to those outside of the state and country. It is truly a reflection of the dedication of not only the system, but all of those people within the system. I understand that funding such things maybe a difficult decision, but it really shouldn't be. The continual success and property starts with the school system. People, business and families move to this area and thrive BECAUSE OF THE SCHOOL SYSTEM. I know, because I moved from out of state and the school system was the biggest draw for us both as an educator to work here and also to raise a family and have my children go through a top notch system. If we continually don't get the funding we need, I do believe you will see it reflected in the lack of the highest quality educators and staff as well as families taking hard look as to whether to move to Howard County. You can not be naive to the fact that housing prices are what they are due to schools and school systems, and not funding could cause a domino affect for our communities, housing prices and prosperity for all. Educators have waited too long for fair treatment by the Howard County government, which has provided multi-year agreements with step increases and cost-of-living adjustments for its employees. By contrast, school employee pay has lost ground relative to inflation and lags far behind Montgomery County, Baltimore City, and Prince George's County. It is time for a change. The proposed HCPSS budget provides improved compensation to the teachers and support professionals who make our schools the best in the nation. Everyday, we "find a way" to be engaging and innovative for kids.

We expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service,

Suzi Tamasi Mason

ZSUZSANA MASON

zsuzsana\_mason@hcpss.org

6468 Julie Ann Drive

Hanover, Maryland 21076

## Keep Howard County great!

KATHERINE COPANIC [KATHERINE\_COPANIC@hcpss.org]

**Sent:** Monday, April 04, 2016 9:47 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

So many residents have chosen Howard County because of its commitment to education. Let's not let this slide.

It's becoming increasingly difficult for teachers to live in the county they teach. Despite being multi-income households, more and more of my fellow staff members are buying homes up in Carroll County or living in Baltimore city.

I have children in Howard county and I want them to receive the best education with great, appreciated teachers. I want Howard to continue to draw the best candidates and keep them. Educators have waited too long for this fair treatment by the Howard County government, which has provided multi-year agreements with step increases and cost-of-living adjustments for its employees. By contrast, school employee pay has lost ground relative to inflation and lags far behind Montgomery County, Baltimore City, and Prince George's County. It is time for a change. The proposed HCPSS budget provides improved compensation to the teachers and support professionals who make our schools the best in the nation. Everyday, we find new ways to be engaging and innovative for kids.

We expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service,

Katherine Copanic, resident, parent, and educator

KATHERINE COPANIC

KATHERINE\_COPANIC@hcpss.org

5008 RAVENHILL ROW

COLUMBIA, Maryland 21044

**Spring Break**

KATHLEEN QUINN [kathleen\_quinn@hcpss.org]

**Sent:** Monday, April 04, 2016 10:56 AM**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

Over the much needed spring break I did what many people do- spring cleaning. Among other things I found several old pay slips. In it I discovered that the difference between my take home pay four years ago and today is thirteen dollars per check. Thirteen.

In those four years my rent has increased \$116.00 per month, my car insurance has increased \$42.00, my prescription out of pocket for a chronic illness has increased \$45.00 and my student loans \$27.00. And in total, my pay has increased \$26.00.

Clearly I have had to work to lower payments where I can and renegotiate others. I have been in the county for ten years, have two degrees and one certification. And I have THREE jobs to supplement my income in order to MAKE ENDS MEET.

I do not spend beyond my means, have credit cards or any other kind of frivolous expenditures. My expenses are for my needs, not my wants.

Contrary to what you may believe, we are not over paid educators. My pay has not kept up with other surrounding counties that ten years ago did not look like promising places to work. That has clearly changed.

The recession hit everyone hard. Now with the ever increasing expectations, increasing class sizes and work loads it is time for teachers pay to mirror what we are being asked to do.

I have waited too long for fair treatment by the Howard County government, which has provided multi-year agreements with step increases and cost-of-living adjustments for its employees. By contrast, school employee pay has lost ground relative to inflation and lags far behind Montgomery County, Baltimore City, and Prince George's County. It is time for a change.

The proposed HCPSS budget provides improved compensation to the teachers and support professionals who make our schools the best in the nation. Everyday, I "find a way" to be engaging and innovative for kids.

I expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service,

Kathleen Quinn

KATHLEEN QUINN

kathleen\_quinn@hcpss.org

814 PARK AVE. #10

BALTIMORE, Maryland 21201

**We need your support-please find a way!**

Renee Cornelius [renee\_cornelius@hcpss.org]

**Sent:** Tuesday, April 05, 2016 8:21 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

Educators have waited too long for fair treatment by the Howard County government, which has provided multi-year agreements with step increases and cost-of-living adjustments for its employees. By contrast, school employee pay has lost ground relative to inflation and lags far behind Montgomery County, Baltimore City, and Prince George's County. It is time for a change. I moved into a fixer-upper, just to be in the same county in which I work and we struggle with the costs of living, childcare and taxes. People who don't even have a master's degree and the continued expectation of keeping up their licensure make far superior salaries. It is disheartening to see other counties, like Montgomery county, hold their staff in higher regard by far exceeding the money that I make for the same job. Furthermore, Montgomery county pays their counselors on a higher scale in general, making the gap even larger. It is time to consider moving when you are barely making it but working well outside your contract hours, from home, on the weekends, etc. Then inadequate adjustments in our salaries makes it hard on school system employees to make ends meet. Howard county is going to fall in national standing, which is why people move here, if quality educators are moving to neighboring counties that show their support by making their wages meet the demands of the job and the cost of living.

The proposed HCPSS budget provides improved compensation to the teachers and support professionals who make our schools the best in the nation. Everyday, we "find a way" to be engaging and innovative for kids.

We expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service,

Renee Cornelius

School Counselor

Wilde Lake Middle School

(410) 313-6960

Renee Cornelius

renee\_cornelius@hcpss.org

4401 Keenan Drive

Ellicott City, MD, Maryland 21042

**Please find a way to fund our schools!**

NATALIE HOGG [NATALIE\_HOGG@hcpss.org]

Sent: Tuesday, April 05, 2016 1:39 PM

To: plemle@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

I am so proud that I grew up in HCPSS, one of the best school districts in the country. The world class education I received here is something I boasted of to friends and relatives through high school and college. I have wanted nothing more than to give back to Howard County students as a teacher for years, and now I am in my first year of teaching band in HCPSS. Please give us the resources we need to be successful and to help our students, and to ensure that they get an even better world class education than previous generations. There is truly no better investment in the future than an investment in education. Our children deserve the best and brightest teachers, safe and clean buildings, and appropriate educational technology and resources. Please help to provide for our children by funding the proposed budget!

Educators have waited too long for fair treatment by the Howard County government, which has provided multi-year agreements with step increases and cost-of-living adjustments for its employees. By contrast, school employee pay has lost ground relative to inflation and lags far behind Montgomery County, Baltimore City, and Prince George's County. It is time for a change. The proposed HCPSS budget provides improved compensation to the teachers and support professionals who make our schools the best in the nation. Everyday, we "find a way" to be engaging and innovative for kids.

We expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service,

Natalie Hogg

HCPSS Teacher

NATALIE HOGG

NATALIE\_HOGG@hcpss.org

6932 SOUTH CARLINDA AVENUE

COLUMBIA, Maryland 21046



## Find a way to fund our schools!

TODD GARNER [todd\_garner@hcpss.org]

Sent: Tuesday, April 05, 2016 1:46 PM

To: pleml@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

County Executive Kittleman,

We know each other from working the SCH circuit. We go way back to my Atholton days when I first recruited you to be a judge at our school. I must say, you have always been gracious with your time and sentiments. When you talked with our students at AES, I felt like you always got down on their level and connected or tried to connect with them. I thank you for that.

I'm writing to you about this budget issue. I really don't know the ins and outs like you do. I regretfully wish I were more informed. However, at the root of this is that someone needs to take a bold step for teachers. Someone who has their hands on the purse strings. Someone who can actually make something happen. Why not have that person be you?

I have many friends who live in Howard County that make so much more money than me. That part isn't the only thing that irks me. But, to be honest, it is a major problem I see in our society. If teachers were paid more, you attract a better quality of teacher. I feel like I work really hard. Like most teachers, I routinely work more hours than I am paid for. It's time we were paid back. We're the best county in the state and one of the best in the country. Find a way to pay us more money to show that the teachers are the best, and it's not just the county. Make a bold statement by giving us a raise. This is something so many of us have not gotten too frequently in the past. It doesn't make me feel good when I see my upcoming salary in the summer, and it is the same amount as the year before, or it's gone up by several hundred dollars. It's like a slap in the face which makes me feel under appreciated and undervalued as someone who is making a difference in the present and the future of our community and our world.

Try to find a way to make this happen.

Thank you for your service,

Todd Garner

TODD GARNER

todd\_garner@hcpss.org

7116 MILLBURY CT

ELKRIDGE, Maryland 21075

## **Find a way to fund our schools!**

TODD GARNER [todd\_garner@hcpss.org]

**Sent:** Tuesday, April 05, 2016 1:46 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

County Executive Kittleman,

We know each other from working the SCH circuit. We go way back to my Atholton days when I first recruited you to be a judge at our school. I must say, you have always been gracious with your time and sentiments. When you talked with our students at AES, I felt like you always got down on their level and connected or tried to connect with them. I thank you for that.

I'm writing to you about this budget issue. I really don't know the ins and outs like you do. I regretfully wish I were more informed. However, at the root of this is that someone needs to take a bold step for teachers. Someone who has their hands on the purse strings. Someone who can actually make something happen. Why not have that person be you?

I have many friends who live in Howard County that make so much more money than me. That part isn't the only thing that irks me. But, to be honest, it is a major problem I see in our society. If teachers were paid more, you attract a better quality of teacher. I feel like I work really hard. Like most teachers, I routinely work more hours than I am paid for. It's time we were paid back. We're the best county in the state and one of the best in the country. Find a way to pay us more money to show that the teachers are the best, and it's not just the county. Make a bold statement by giving us a raise. This is something so many of us have not gotten too frequently in the past. It doesn't make me feel good when I see my upcoming salary in the summer, and it is the same amount as the year before, or it's gone up by several hundred dollars. It's like a slap in the face which makes me feel under appreciated and undervalued as someone who is making a difference in the present and the future of our community and our world.

Try to find a way to make this happen.

Thank you for your service,

Todd Garner

TODD GARNER

todd\_garner@hcpss.org

7116 MILLBURY CT

ELKRIDGE, Maryland 21075

**Find a way to fund our schools!**

NATHAN ROSEN [nathan\_rosen@hcpss.org]

**Sent:** Wednesday, April 06, 2016 6:34 PM**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

Educators have waited too long for fair treatment by the Howard County government, which has provided multi-year agreements with step increases and cost-of-living adjustments for its employees. By contrast, school employee pay has lost ground relative to inflation and lags far behind Montgomery County, Baltimore City, and Prince George's County. It is time for a change. The proposed HCPSS budget provides improved compensation to the teachers and support professionals who make our schools the best in the nation. Everyday, we "find a way" to be engaging and innovative for kids.

I am the theatre arts teacher at Atholton High School, and I have been honored to serve in that capacity for 19 years. I am contracted to teach classes (I have at least four unique preparations) and do two productions per year. However, we do five productions per year, and we provide technical support for all school events in our auditorium as well. I take my students to theatre festivals in the area, as well as to New York City annually. I write letters of recommendation and coach my students for college and outside auditions. Our program is strong and the students are engaged. I certainly enjoy my calling, but I am also looking at paying college tuition next year for my own children.

We expect what is right, fair, and appropriate from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service,

Nathan Rosen

NATHAN ROSEN

nathan\_rosen@hcpss.org

7906 STEVENSON RD

BALTIMORE, Maryland 21208

**We need your support-please find a way!**

JESSIE CLANCY [jessie\_clancy@hcpss.org]

Sent: Thursday, April 07, 2016 12:34 AM

To: plemle@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

Educators have waited too long for fair treatment by the Howard County government, which has provided multi-year agreements with step increases and cost-of-living adjustments for its employees. By contrast, school employee pay has lost ground relative to inflation and lags far behind Montgomery County, Baltimore City, and Prince George's County. It is time for a change.

I AM A SPECIAL EDUCATION TEACHER AND INSTRUCTIONAL TEAM LEADER IN AN ELEMENTARY SCHOOL. IT IS IMPERATIVE TO SUPPORT THESE INITIATIVES. ANY EXTRA IS NECESSARY TO KEEPING ME! THIS IS MY 16TH YEAR. EVERY YEAR, NEW LAWS, NEW PROCEDURAL OBLIGATIONS, ETC., INCREASE OUR WORKLOAD. WE CANNOT MEET THE DEMANDS PUT UPON US. I TAKE WORK HOME EVERY NIGHT AND EVERY WEEKEND. LET ME REPEAT THAT, EVERY SINGLE NIGHT AND EVERY SINGLE WEEKEND! NO TIME FOR FAMILY, NO TIME FOR FUN, IT'S WHAT IT TAKES TO EFFECTIVELY DO MY JOB. AND I'M LEGALLY OBLIGATED TO DO IT! I DON'T HAVE A SECOND TO URINATE DURING THE SCHOOL DAY LET ALONE DRAFT A 34 PAGE IEP FOR A DISABLED STUDENT. (AND THEN TIMES THAT BY A CASE LOAD OF 18). THIS IS WHY SPECIAL EDUCATORS LEAVE THE PROFESSION SO QUICKLY. IT TAKES TIRELESS HOURS TO ACCOMMODATE AND SERVICE THESE CHILDREN AND THAT IS THE PRIORITY! SO, ALL PAPERWORK HAS TO BE DONE BEFORE AND/OR AFTER SCHOOL. I HAVE BEEN ON A TIRAD FOR THE LAST COUPLE OF YEARS ABOUT INCREASING STAFFING, PAYING US MORE, DO SOMETHING BEFORE PEOPLE LIKE ME GIVE UP! YOUR CHILD WOULD WANT ME AS AN EDUCATOR. YOU WOULD WANT ME AS YOUR CHILD'S ADVOCATE. ASK THE MILLIONS OF LIVES I TOUCHED. TELL ME WHY THAT ISN'T OF HIGHEST PRIORITY. THE KIDS WE ARE RAISING NOW WILL INEVITABLY BE TAKING CARE OF US AS WE AGE! A DOCTOR CAN'T BE A DOCTOR WITHOUT A TEACHER. A LAWYER CAN'T BE A LAWYER WITHOUT A TEACHER. YOU AREN'T WHERE YOU ARE WITHOUT TEACHERS..... THAT IS WHAT WE DO. THAT IS WHAT WE BRING TO THE TABLE. WE MOLD AND SHAPE LIVES. WE ARE THE REASON EVERYONE IS WHO THEY ARE. WHY NOT TREAT THAT WITH THE MOST RESPECT AND COMPENSATION POSSIBLE. AGAIN, YOU GOT WHERE YOU ARE B/C OF US! YOU OWE IT TO US!

The proposed HCPSS budget provides improved compensation to the teachers and support professionals who make our schools the best in the nation. Everyday, we "find a way" to be engaging and innovative for kids.

We expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service,  
JESSIE CLANCY  
jessie\_clancy@hcpss.org  
1530 REVERE DRIVE  
SYKESVILLE, Maryland 21784

## Please Ensure Improved Compensation

KATRINA JANSON [katrina\_janson@hcpss.org]

Sent: Friday, April 08, 2016 9:51 PM

To: plemle@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

Hello Mr. Kittleman,

My name is Katrina Janson. I believe you know my mom, Nancy Janson, who worked for 15 years as a Paraeducator at West Friendship Elementary School, where your children went. I began my career in education as a temporary employee at West Friendship in first grade, working with an amazing girl who has Down Syndrome. I immediately fell in love with special education and my passion for teaching children with special needs has only increased over the years. I worked incredibly hard, going above and beyond my job description. I also decided to go back to school, and began taking classes for Special Education, paying my way one semester at a time.

Three years later, I had to leave West Friendship due to student numbers, but I was fortunate enough to get a position as a Student Assistant at Gorman Crossing Elementary. It was a huge step because I was finally employed by the county and I was able to receive the wonderful benefits that the school system provides. After two more years of hard work and persistence, I finally reached my goal of getting a position as a Special Education Paraeducator.

I am still in school, and I am still living with my parents because I cannot afford to live in Howard County on my own on the salary that I make, after working in the school system for 6 years. I love my job. I can see the difference I make every single day. But I am also exhausted and discouraged because I feel so undervalued. I work in one of the most challenging early childhood programs in the county and every day is physically and mentally draining. And yet at 27, I can't even afford to move out. But I stay because I don't do it for the money. I do it because it's important and because I love my students.

The proposed salary increases for the next two years would help me to get closer to being able to afford to live in the county that I love and work in. It would also help in making me feel a little more appreciated. My mom has talked very highly about you, and I know that you are on our side. I also know that budgets are tricky and that things in government are not always as they seem. So I wanted to share my story with you in the hopes that it might give you a little more encouragement to do everything you can to secure this win for us.

Thank you so much for taking the time to listen to my story.

-Katrina Janson

KATRINA JANSON

katrina\_janson@hcpss.org

2505 SAND HILL ROAD

Ellicott City, Maryland 21042

**We need your support-please find a way!**

Kelly Hase [info@actionnetwork.org]

**Sent:** Monday, April 11, 2016 4:39 PM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

It's time for a change! Educators have waited too long for fair treatment by the Howard County government, which has provided multi-year agreements with step increases and cost-of-living adjustments for its employees. By contrast, school employee pay has lost ground relative to inflation and lags far behind surrounding counties.

The proposed HCPSS budget provides improved compensation to the teachers and support professionals who make our schools the best in the nation. Everyday, we "find a way" to be engaging and innovative for kids.

We expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service,

Kelly Hase

khase78@gmail.com

9814 Garden Ranges

Laurel, Maryland 20723

**Fund HCPSS!**

THERESA SHAMOO [theresa\_shamoo@hcpss.org]

**Sent:** Tuesday, April 12, 2016 1:06 PM**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

Mr. Kittleman,

Good afternoon. You visited my school yesterday and saw first hand how large class sizes have become and how many educators put in the extra time and effort to create programs like Oyster Gardening. We go above and beyond every single day to make our schools the best in the state and top ten in the nation.

I was so excited this year because it was the year that I finally received a raise after being frozen at the same salary for three years. It was a big jump and I was really looking forward to getting more money to help pay for the rising cost of groceries and food in general. Well, I can't adequately explain in words the disappointment my family and I felt when we saw that this "big raise" we had been waiting for, amounted to only about \$100 each month. Every night the restaurants of Howard County are filled and seem to have wait lists. I wonder how so many people can afford to eat out so often, because I know that I certainly can not afford this luxury, yet I work at least 80 hours per week. This new contract will not make us rich, but will provide fair compensation and a decent standard of living for the educators of Howard County.

You said yourself that you once student taught at Dunloggin Middle. I'm sure you remember how difficult and time consuming of a job teaching can be. I am responsible for making 135 students college and career ready on a daily basis. One meaningful assignment for one class day takes 5 minutes to grade and enter into Canvas at a minimum. That totals ELEVEN hours to grade one assignment. I love my job but our compensation is far from matching our effort. As a social studies educator, I am responsible for creating the responsible, educated citizens who you want to make good decisions when it is time to vote. Don't you think I deserve to be compensated as well as the other public service officers in the county?

When people think about Howard County, they think about the quality of education that is provided by our educators. What is really sad is that many of our educators can't afford to live in Howard County and take advantage of the great school system.

Our jobs get harder every year and require us to work harder and longer, yet we are not compensated fairly. PLEASE find a way to fund this well deserved contract and show the educators of the county that you appreciate our hard work in making the school system of Howard County the best in the state and top ten in the nation.

Thank you for your service,

Theresa Shamoo

Social Studies educator at Dunloggin Middle for 18 years.

THERESA SHAMOO



theresa\_shamoo@hcpss.org  
7519 SERENA DYLAN WAY  
Ellicott City, Maryland 21043

## **We need your support-please find a way!**

NICOLE COKE [nicole\_coke@hcpss.org]

**Sent:** Tuesday, April 12, 2016 3:04 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

Educators have waited too long for fair treatment by the Howard County government, which has provided multi-year agreements with step increases and cost-of-living adjustments for its employees. By contrast, school employee pay has lost ground relative to inflation and lags far behind Montgomery County, Baltimore City, and Prince George's County. It is time for a change. The proposed HCPSS budget recognizes that every day, we "find a way" to be engaging and innovative for kids.

Today, instead of using my planning period to grade the 96, 3-10 page research papers I have in my possession, I attended a mandatory professional development session, I filled out recommendation forms requested by my students, and I copied, collected, and delivered work for a student who is receiving services outside of the building. Because I do not have enough time during the school day, I go home with school work that I must complete while pursuing a graduate degree, honoring my role as a wife, caring for my completely dependent and disabled 5 year old, engaging my active 2 year old, cooking dinner and preparing lunches for the next day. I always have to make the choice between school work and family life, and though this is becoming a common struggle in the modern white-collar America, I also still have unpaid college loans, a mortgage payment (in Baltimore because I cannot afford to live in Howard County), and a strict budget that allows for \$150 in groceries per week, and \$400 in clothes/shoes shopping expenses each year. I honor my students by working hard for them; I believe that they have intrinsic worth and so I work for them as I hope my daughters' teachers will work for her.

We expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service,

NICOLE COKE

nicole\_coke@hcpss.org

5538 FREDERICK AVE

Catonsville, Maryland 21228

## **Find a way to fund our schools!**

JANE COLLINS [jane\_collins@hcpss.org]

**Sent:** Monday, April 18, 2016 8:22 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

As a 30 year veteran teacher of Howard County, I no longer receive step increments and with no cost of living increase or a meager cost of living increase in the past several years I am doubly hit economically. Especially in light of the fact that I choose to live in what I consider a great but expensive county to live in. I feel that if the county wants to maintain the high quality of teachers who stay as long as I have, then some compensation needs to be a part of the budget to help us to maintain and help our families.

The proposed HCPSS budget provides improved compensation to the teachers and support professionals who make our schools the best in the nation. Everyday, we "find a way" to be engaging and innovative for kids.

We expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service,

Jane Collins

JANE COLLINS

jane\_collins@hcpss.org

10646 FAULKNER RIDGE CIRCLE

COLUMBIA, Maryland 21044

**We need your support-please find a way!**

ELIZABETH HUGHES [elizabeth\_hughes@hcpss.org]

**Sent:** Monday, April 18, 2016 8:56 AM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

Recent years have made it tough to be a teacher. Respect seems to be at an all time low, and pay rates have sort of gotten stuck. Every time we've seen any miniscule pay increase, rising health care, day care, and general cost of living have negated any change in salary. In fact, due to such factors, my take-home pay is essentially the same as it was in 2007. In order for me to increase my take-home pay, I had to decrease my contributions to my 403b, in essence robbing myself to make ends meet. That's hardly fair.

While I've been making personal sacrifices, I've watched my colleagues in neighboring counties, as well as several other Howard County government agencies, earn pay raises that might actually keep up with inflation.

I recently purchased a new home, and couldn't afford to buy in Howard County, choosing instead to move out to Frederick County, where I can live in a single family home for the same price I would have paid for a condo here. If my salary had seen improvements over the past 8 years, I might have been able to afford to live where I work.

Educators have waited too long for fair treatment by the Howard County government, which has provided multi-year agreements with step increases and cost-of-living adjustments for its employees. By contrast, school employee pay has lost ground relative to inflation and lags far behind Montgomery County, Baltimore City, and Prince George's County. It is time for a change. The proposed HCPSS budget provides improved compensation to the teachers and support professionals who make our schools the best in the nation. Everyday, we "find a way" to be engaging and innovative for kids.

We expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service,

Elizabeth Hughes

ELIZABETH HUGHES

elizabeth\_hughes@hcpss.org

503 HAMLIN ROAD

GLEN BURNIE, Maryland 21061

**Fund HCPSS!**

JUDY JOSEPH [judy\_joseph@hcpss.org]

**Sent:** Monday, April 18, 2016 9:42 AM**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

Dear Mr. Kittleman:

Repeatedly I read with pride that the HCPSS schools are ranked number one in the state. No doubt that boosts your pride as well.

What I will say is that I work relatively constantly; I am an English teacher, and I work nights and most weekends. I have worked in the private sector as a sales executive, working fewer hours for much more pay. So, in spite of what some may try to suggest that the community's perception will be that "teachers are greedy" if we ask for more pay, that notion is ludicrous. Teaching is a calling. We have had our workloads increased with SLOs, CFIP, various evaluation requirements, as well as requirements for professional development. We must prepare our students for multiple, time-consuming standardized tests. And as a single parent, I had to struggle financially to raise my children alone.

Are we not "protecting" our communities and all stake holders as much as any other public servant?

The proposed HCPSS budget provides improved compensation to the teachers and support professionals who make our schools the best in the nation. Everyday, we "find a way" to be engaging and innovative for kids.

We expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service.

Respectfully,

Judy Joseph

JUDY JOSEPH

judy\_joseph@hcpss.org

1432 CLAIRIDGE ROAD

GWYNN OAK, Maryland 21207

**fund HCPSS! help teachers!!**

KAREN FERNANDE [karen\_fernande@hcpss.org]

**Sent:** Monday, April 18, 2016 10:08 AM**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

As a long time resident of Howard County, I am extremely disappointed in your reluctance to find a way to give teachers their step increases while you continue to fund so many exceptional quality of life programs throughout the county. When I think about my salary as an eight- year teacher with a masters, it is sad. My two sons, recent college graduates, working locally, are compensated better than I am. One makes more than me after two years and the other is six thousand below me after nine months. I often question, why don't I just quit and find another job. Teachers are so overworked and expected constantly do more work and deal with much larger class size. In addition, to never having time to take lunch or any kind of break to make a doctor's appointment, I am expected to spend countless hours grading papers and dealing with student problems after my work day. There is no way these things can get done while I am meeting the needs of over sixty students each day. I am never compensated for the extra 15 to 20 weekly, hours that I am expected to put in to be a decent teacher.

Considering all of the above info, Howard County School System is going to decline rapidly unless you step up and do the right thing. It may not be apparent initially, just like small changes in the bay take years to notices, but its happening. You can't expect to over work and under pay hardworking people and expect it not to impact their morale and attitude. Teachers are beginning to just survive their job instead of excel at it. It is on your shoulders. If you let the quality of education decline in HC, then you have not done your job and should be held accountable. Stop with all the state of art library's, turf fields, over the top parks, and pay the people that have such a big impact on the county's future fairly.

Karen Fernande

KAREN FERNANDE

karen\_fernande@hcpss.org

2821 THORNBROOK ROAD

ELLCOTT CITY, Maryland 21042

**Thank you, and now...**

MATTHEW VAUGHN-SMITH [matthew\_vaughn-smith@hcpss.org]

**Sent:** Monday, April 18, 2016 2:28 PM

**To:** plemle@mseanea.org; Kittleman, Allan; CouncilMail

Allan Kittleman,

... please support the HCPSS budget.

Hello Mr. Kittleman,

Thank you again for finding a way to come and read to our students at Swansfield Elementary School last month. I am now asking for you to support the HCPSS budget that provides money for a livable wage for our ESP and compensation improvements for our certified staff.

Planning both lessons and special events such as the Celebrity Reader event in which you participated, takes time and energy that is often spent well after the school day has completed. Yet, I have consistently found a way, because I value our students, and I have a passion to see them become lifelong readers and writers.

Educators have waited too long for fair treatment by the Howard County government, which has provided multi-year agreements with step increases and cost-of-living adjustments for its employees. By contrast, school employee pay has lost ground relative to inflation and lags far behind Montgomery County, Baltimore City, and Prince George's County. It is time for a change. We expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service,

Matthew Vaughn-Smith, M.Ed.

Reading Teacher/ Reading Specialist

MATTHEW VAUGHN-SMITH

matthew\_vaughn-smith@hcpss.org

632 BRISBANE ROAD

Baltimore, Maryland 21229

**Find a way to fund our schools!**

SUSAN RITTERMANN [susan\_rittermann@hcpss.org]

**Sent:** Friday, April 22, 2016 12:05 PM

**To:** CouncilMail

Jon Weinstein,

Everyday, we “find a way” to be engaging and innovative for kids. We expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to “find a way” and fund the education budget, which meets the needs of our entire community.

Please restore all available funding to the Board of Education’s FY17 operating budget.

Thank you for your service,

Susan Rittermann

SUSAN RITTERMANN

susan\_rittermann@hcpss.org

8802 SHINING OCEANS WAY

COLUMBIA, Maryland 21045



## **Find a way to support educators**

TANYA BROGAN [tanya\_brogan@hcpss.org]

**Sent:** Sunday, April 24, 2016 9:06 PM

**To:** pleml@mseanea.org; Kittleman, Allan; CouncilMail

Calvin Ball,

I am a first grade teacher. That means that every day I am also a role model, nurse, mother, social worker, counselor and friend to all of my 43 students. That is a daunting job on some days-but I always find a way to give each of my students what they need. I have two children, age 14 and 15. I need to be able to support them and help send them to college.

Educators are working hard every day, night, and weekend to find a way to complete all of the work for our students to help them be successful! There is no possible way that all of our responsibilities can be completed within our scheduled work day. Even though our to-do lists are unending, we find a way to teach and inspire our students every day. We don't give up on our students- and we need you to refuse to give up on teachers!

Please restore all available funding to the Board of Education's FY17 operating budget.

Thank you for your service,

Tanya Brogan

TANYA BROGAN

tanya\_brogan@hcpss.org

9813 MILLWICK DRIVE

Ellicott City, Maryland 21042

**HCPSS Budget**

Julia McCready [divajackson@yahoo.com]

**Sent:** Monday, April 25, 2016 9:37 AM**To:** CouncilMail

To the Council:

I am writing to you as a parent, a teacher, a lifelong music professional, and as an active member of Howard County Parents for School Music.

Superintendent of Schools, Dr. Reneé Foose, has submitted a request for a \$ 838.7 million for the 2017 year. County Executive Alan Kittleman has countered with the following:

The Board of Education's response (at Thursday's board meeting) was to float ideas like increasing class sizes and instituting furlough days.

My suggestion? Return public relations funding to 2012 levels as an austerity measure. Return legal staffing to an in-house team with a limited amount of money to spend litigating against parents. That should save a boatload of money right there. In addition, halt the expansion of the Elementary School Model to seven more schools, which appears to have been slipped into the budget with no communication whatsoever to the community.

As you fulfill your task of reviewing the budget, I ask that you:

\*\*\*\*\* halt funding for the expansion of ESM without community input.

\*\*\*\*\*support Mr. Kittleman's priorities in the school budget: full funding of special education, teacher raises, and instruction.

These are our tax dollars that you are charged with spending responsibly. I believe is never inappropriate to request that our elected public officials do their utmost in the wise stewardship of our resources. I hope you agree.

I know that is a difficult and complicated matter. I thank you for your work on behalf of Howard County Citizens.

Sincerely,

Julia A. McCready  
5745 Thunder Hill Road  
Columbia, MD 21045

**Fund HCPSS!**

RACHELLE EICHERT [rachel\_eichert@hcpss.org]

Sent: Wednesday, April 27, 2016 11:41 AM

To: plemle@mseanea.org; Kittleman, Allan; CouncilMail

Calvin Ball,

The biggest obstacle to my bringing success to my high school math students is the class sizes, especially the non-GT/AP classes. These students NEED my attention and they NEED less distractions in the classroom. Math is a difficult subject under the best of circumstances, and time and time again I see students fail or perform poorly because of the number of students in their classes. PLEASE fund our budget so that we can reduce class sizes to give students what they need to succeed. We are NOT setting them up for success in classes that have more than 25 students in them. I know this from years of experience.

Educators have waited too long for fair treatment by the Howard County government, which has provided multi-year agreements with step increases and cost-of-living adjustments for its employees. By contrast, school employee pay has lost ground relative to inflation and lags far behind Montgomery County, Baltimore City, and Prince George's County. It is time for a change. The proposed HCPSS budget provides improved compensation to the teachers and support professionals who make our schools the best in the nation. Everyday, we "find a way" to be engaging and innovative for kids.

We expect the same from our elected officials. Without compromising the quality of life residents deserve, the educators, students, and parents of Howard County urge you to "find a way" and fund the education budget, which meets the needs of our entire community.

Thank you for your service,

RACHELLE EICHERT

rachel\_eichert@hcpss.org

8335 SAND CHERRY LANE

LAUREL, Maryland 20723

**HCPSS Budget and the Arts**

Howard County Parents for School Music [hcpsm3@gmail.com]

**Sent:** Friday, April 29, 2016 9:34 AM**To:** CouncilMail

Dear County Council members,

During your budget working meeting today, you will likely be aware of Dr. Foose's intent to hire 56 new teachers. It sounds like such a wonderful idea. What it belies, though, is an attempt to expand her Elementary Model School program into an additional 7 schools, without public input of the program ever being allowed.

Those representing central office will say that those opposed to the program are a tiny special interest group who don't care about struggling students. This could not be further from the truth. We are an advocacy group who care a lot about all students, and we happen to believe that cutting arts programs by 25% in elementary school is a serious detriment to our youngest students. Time and again arts programs are shown to have the same effects as this program is purported to achieve, higher test scores and closing of the achievement gap, but the arts offer so many additional benefits over stuffing more data driven learning into little brains.

We believe that the results of this program in the current schools should be examined before more money is spent on expanding it. We believe that stakeholders deserve at least a voice in the expansion of this program, and to understand the trade offs. We believe that just because Anne Arundel or Baltimore County offers less arts instruction does not mean we should, we send our children to school here, in Howard County, to get a "world class" education. We should be expanding the arts.

We do not oppose world language instruction, but we do oppose the trade off. Please consider putting a hold on this project, through the budget process, until the community has an opportunity to understand and discuss it. Should it be what the community wants, then it should be fully funded in future years, including the second step funding of additional middle school world language teachers it requires. If you, like we, are unsure that the trade off is worth it, then please do not fund the expansion.

Sincerely,

Howard County Parents for School Music

**Fwd: Board Seeks Public Input for School System Budget Cuts**

sanya2135@yahoo.com

**Sent:** Tuesday, May 03, 2016 1:59 PM**To:** CouncilMail

I am an eight year resident of Howard County. I have sat by and done nothing while little gems like the Harbin Farm Stand get run out of business. I've been too busy to go to meetings that end up in rapacious growth overwhelming our infrastructure. I've closed my eyes while the school board and the superintendent vote themselves enormous pay raises, counting it as the price for running school system that is almost world-class.

But this survey is the last straw. It's insulting. It wasn't designed by a professional, and has more axes to grind than a forestry convention. It's a pathetic attempt at inviting "participation" without providing any actual facts, costs, or alternatives. No sane manager could possible consider the results of this childish survey to be useful data.

These people are running the school system right into the toilet, and I'm out of patience and blind eyes. So let's start small. Please tell me what I can do to ensure this survey is not taken seriously by anyone with decision making capability.

Thanks for your time,  
Sanya Weathers  
10090 Green Clover Drive  
Ellicott City MD 21042  
(District 5)

Begin forwarded message:

**From:** Howard County Public School System <[no-reply@hcpss.org](mailto:no-reply@hcpss.org)>  
**Date:** May 3, 2016 at 1:39:03 PM EDT  
**To:** <[sanya2135@yahoo.com](mailto:sanya2135@yahoo.com)>  
**Subject:** Board Seeks Public Input for School System Budget Cuts  
**Reply-To:** Howard County Public School System <[no-reply@hcpss.org](mailto:no-reply@hcpss.org)>

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**Board Seeks Public Input for School System Budget Cuts**

The Howard County Board of Education is committed to transparency in its budget process and is announcing a new opportunity for public input. The Howard County Public School System (HCPSS) has developed an innovative online tool to allow parents, staff and community members to identify their priorities and the school system's most pressing needs.

"As the Howard County Council considers at what level to fund

the school system, we want every member of our community to have an opportunity to express their priorities,” said Board Chairman Christine O’Connor. “We need the community’s input as we make difficult decisions related to proposed cuts to the school system’s budget.”

The Board of Education submitted an \$856.4 million operating budget request to the County to support the needs of a growing and increasingly diverse student body. The Board’s request would provide support for all students and salary and benefits totaling \$734.3 million for more than 8,400 excellent teachers and staff, while sustaining the success of a system that enjoys a national reputation for quality teaching and learning.

The school system is now facing \$50.4 million in proposed cuts included in the County Executive’s budget proposal. With 85.7 percent of the budget directed to employee salaries and benefits, a cut of this magnitude is difficult to make.

With this [interactive survey tool](#), available through May 17 on the HCPSS budget page, parents, staff and community members can review specific areas in which to protect, cut or restore funding. The areas for review include staffing levels, new or expanded educational initiatives, enrichment activities, materials of instruction, transportation, maintenance and operations, and salaries and benefits.

“This innovative new tool helps us take an important step forward in engaging stakeholders in the process of setting funding priorities, and provides far greater participation in the budgeting process than has ever before been possible,” said HCPSS Superintendent Renee A. Foose.

The recommendations will be used to provide a summary of the community’s budget priorities. Board members will use this input to help make reductions to the FY2017 budget during the upcoming work sessions.

The Board of Education’s next public hearing on the FY2017 Operating and Capital Budgets, and FY2018-2022 Capital Improvement Program is scheduled for Thursday, May 12 at 7:30 p.m. The County Council is scheduled to adopt the budget on Thursday, May 26 at 10:30 a.m.

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**Read more HCPSS News [online](#) and follow us on [Facebook](#), [Twitter](#), and our new [Mobile App](#)!**

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Howard County Public Schools would like to continue connecting with you via email. If you prefer

to be removed from our list, please contact Howard County Public Schools directly. To stop receiving all email messages distributed through our SchoolMessenger service, follow this link and confirm: [Unsubscribe](#)

SchoolMessenger is a notification service used by the nation's leading school systems to connect with parents, students and staff through voice, SMS text, email, and social media.



**HCPSS budget**

Lorena Hiep [lorenahiep@gmail.com]

**Sent:** Tuesday, May 03, 2016 4:37 PM

**To:** CouncilMail

Please stand firm against Foose and her minions regarding their proposed joke of a budget. They have no shame.

Sent from my iPhone

**HCPSS Budget**

Alison Hickman [alisonhickman@gmail.com]

Sent: Wednesday, May 04, 2016 2:59 PM

To: CouncilMail; Kittleman, Allan

Dear County Council and County Executive Kittleman

This email will be brief as I am nursing an 8 week old baby with RSV. The idea that I am even writing this email while caring for my sick infant should give you an idea of how important I think this issue is and how passionately I feel that HCPSS needs oversight..

I appreciate both the Council and the County Executive's leadership on the HCPSS budget. I am a product of the HCPSS school system (OMHS 1997) and a proud stepparent of an AHS 2015 graduate as well as a parent of two future HCPSS students who are both under the age of 2.

I am very troubled as a taxpayer and education stakeholder that the school system is being less than transparent with their budgeting process. I appreciate that the Council and the County Executive Office has limited opportunities to exercise oversight over the school system and I am appreciative that the Council and the County Executive have all made an effort to hold the school system accountable for its stakeholders since it appears they are unwilling to otherwise do so.

I am disgusted that the school system drafted a survey proposing furloughing teachers when those costs were specifically fully funded. My brother is a teacher in Baltimore County and I know how hard teachers have to work. Using students and teachers as tools to make a point is very weak leadership in my opinion. Budgets are complex - my professional background is in finance. However the school system seems to want to hide behind that complexity to avoid accountability.

I find the health benefits fund and its inaccurate estimates particularly troubling. I wouldn't give my teenager an allowance of 500 a week to go to the doctor and let them reallocate it to movies if they didn't go - that is kind of what the health benefits fund feels like.

Thank you for your leadership on this issue and asking questions and holding the school system accountable for its answers. I won't be able to attend any hearings in person, but I am watching those that I am able via the streaming site, and I wanted to send an email voicing my support. The questions you are asking are those that the community needs answered.

A closing note that I also appreciate your funding of the Howard County ER - unfortunately I've had to visit the pediatric ER twice this week and I am thankful we are continuing to invest in this facility. The wait times in the pediatric ER are generally great and I thank you all for working through funding to keep it that way and to improve the adult ER wait times..

Many thanks,  
Alison Hickman  
6454 Red Keel  
Columbia, MD 21044  
301-580-5442

**HCPSS budget**

Barb Krupiarz [barbkrup@verizon.net]

Sent: Wednesday, May 04, 2016 8:34 PM

To: CouncilMail

Cc: "akittleman@howardcountymd.gov &gt;&gt; AKittleman"@howardcountymd.gov

Dear council members,

I testified in support of the HCPSS budget proposed by the County Executive, but I feel it necessary to write to you again. This administration had over \$10M in no-bid contracts last year (I can send you the folder full of fact sheets from HCPSS to prove it). They have spent millions on Gallup surveys, social media consultants for the Superintendent and Board of Ed, renovations to the Board room, cultural proficiency contractor, leadership skills contractor for the BOE, additional student testing [MAP testing], contractor to evaluate IT infrastructure, Harvard Fellows to evaluate testing data, (all of which were no-bid).

The Legislative audit report was given to HCPSS months ago, and yet, the administration is delaying their report. As Council members, I would hope that you ask for the report from this financial audit before you vote on the next budget. I know that it was given to HCPSS because I called the supervisor of the Legislative audit group on March 18th and he told me that the report had been provided to HCPSS weeks before my call.

So many of their expenditures should be considered for cuts LONG BEFORE the idea of increasing class sizes and dolling out furloughs to teachers.

The idea that their massive budget request, if not funded, would be a cut to education is infantile in its argument. The County Executive proposed a budget that is \$32M over what they spent last year. The statement from the BOE chair that they can't afford to keep the lights on is maddening and an obvious scare tactic.

Please don't simply give away our tax dollars for their wasteful programs.

Thank you.

Barb Krupiarz

7834 Rockburn Dr

Ellicott City, MD 21043

## Health Fund budget for HCPSS

Sarah Pennock [sarahjp@gmail.com]

**Sent:** Friday, May 06, 2016 9:04 AM

**To:** CouncilMail

Dear Council Members,

I read the blog post titled "Budget it...Fudge it..." on The People's Voice website, [www.peoplesvoicellc.org](http://www.peoplesvoicellc.org), and am concerned about the allegations of the Health Fund budget for HCPSS. As a resident and registered voter in Howard County, I would appreciate the Council's attention to investigate the validity of the claims that Superintendent Foose is overestimating the teachers' healthcare costs to get more General Fund money.

Thank you for your time and attention to this matter.

Sarah Pennock

Resident of King's Contrivance