

March/April 2004
Vol. 7, No. 2

Find Out First About FCPS!

FCPSS has launched a free email subscription service that sends messages tailored to subscriber interests.

You and your friends can sign up to get emergency messages, links to the latest Web-posted news releases and more—all via email. Newcomers to the area can get info about school boundaries and how to enroll a student. Parents can even get notices relevant to a particular school, feeder pattern or grade level.

Sign up is simple. Just visit www.fcps.org, and click on *Find Out First* to complete the subscriber info based on your personal preferences. All it takes is your email address, and you can even enter more than one to get messages both at work



and at home.

By fall, FCPS will send emergency notices via our own *Find Out First* service, phasing out our use of schools-out.com. If you subscribe to that outside service, you'll want to get on board with *Find Out*

First so you don't miss these important messages. Principals will want to encourage parents to sign on, too.

"I urge all staff to register soon for *Find Out First*," says FCPS Superintendent **Dr. Jack Dale**. "The more employees know about our schools the better we can share school news throughout the community. *Find Out First* is ideal for parents and geared for everyone in Frederick County—from students to business leaders to retirees—who want to know what's happening in local schools."

Find Out First even has a "tell a friend" feature that lets you send automatic messages to let others know how to subscribe. ★

FCPS Funding in Commissioners' Hands



The BOE has forwarded to the County Commissioners a \$342 million operating budget request for FY '05. Key items in the Board's request include a salary resource pool sufficient to provide FCPS employees a compensation structure equivalent to the County Government's, an additional workday for teachers, a technology replacement plan and smaller class size. As we go to press, anticipated revenues from the state and county fall

\$24.5 million short of the amount needed to finance our operating budget request.

"With full funding, we would be able to meet our salary needs and also to implement a much-needed technology replacement cycle," said **Dr. Jack Dale**, FCPS superintendent. "We are relying on projected 'Thornton' dollars to help with much of the rest."

For a summary of the request, go to www.fcps.org, and click on FY 2005 Essential Education Funding Request on the home page. ★

Speak Out for Full Funding

Public Hearing Sponsored by the Commissioners and BOE

Tuesday, May 4, 7 p.m.

Tuscarora High School
5312 Ballenger Creek Pike

mcady@fredco-md.net

jlovell@fredco-md.net

breeder@fredco-md.net

lthompson@fredco-md.net

jgardner@fredco-md.net

Winchester Hall, 12 E. Church Street
Frederick, MD 21701

**Giving the
Best to
Education**

(Left to right) Brunswick Middle reading specialist **Judith Hale**, TJ cluster HVAC service technician **Ron Linton**, and Windsor Knolls Middle guidance counselor **Amanda Furajter** approach every workday with a fresh outlook even when the day before was difficult. Named March's Maintenance Employee of the Month, Ron appreciates all that his fellow employees do to support him, FCPS students and staff.



Supervisors wishing to commend an employee who gives the best to education: Please e-mail dian.nelson@fcps.org.

Planetarium Gets a Name

The FCPS Earth & Space Science Lab has never named its planetarium. Recently, the BOE accepted the recommendation of co-directors **Mark Bowman** and **Jeff Grills** to name it the **ESSL Ausherman Planetarium** in recognition of Marvin and Lisa Ausherman's significant donation to the Spaceship Earth Fund.

Asked what motivated them to fund the new planetarium projector, console and dome, Mr. Ausherman talked about how much he enjoyed visiting the planetarium as a child and seeing his children's enthusiasm for visiting. "Lisa and I want to make sure this special program is available to the next generation, too. We have the opportunity to make this happen, and I have always felt it's important that business leaders support special programs that add value to our community."

During the past two years, the ESSL Spaceship Earth Fund has raised over \$500,000 toward a planned \$2 million expansion and renovation. More than 30 corporations, 300 individuals, 19 school-based projects and pledges from eight PTAs



have contributed to the fund. Early fundraising efforts for the 42-year-old facility targeted a goal of \$200,000, but public response was so positive in support for a better lab that Mark and Jeff realized they could look beyond the basics to a 21st

century facility. Their vision for the future includes a rooftop star observatory, aquarium and geology walls, touch tanks, a welcome garden, solar array and more.

The ESSL serves all county elementary students and provides 30 evening programs each year to the general public. On days when public schools are not in session, private and home-school groups visit. It all adds up to more than 15,000 students visiting the lab each year to explore meteorology, astronomy, oceanography and geology using a series of hands-on exhibits and programs.

Located at the South Frederick Elementary "B" building since 1962, the lab has had no major renovations or additions.

For more info: www.fwp.net/FCPSESSL. ★



Lt. Governor Visits FCPS

Principal **Dr. Keith Harris** and **North Frederick Elementary** staff and students welcomed Lt. Governor Michael Steele (above) to the school February 19. The Lt. Governor shared a motivational message and photo exhibit about his life, toured the school and answered student questions in a small-group interview. ★

The **South Frederick ES** student business club is raising ESSL funds by selling \$15 ID badge-holder necklaces that work perfectly for FCPS badges. The student-made necklaces feature glass beads and may be custom ordered. Email janet.manning@fcps.org for details.



FCPS Plans Exciting Summer Institute

The 6th annual Accent on Achievement Summer Institute is on its way August 11-13. The dates are different from those in your *Calendar Handbook* to allow us to hear exceptional keynoter **Dr. Ruby Payne** August 13!

Mount Saint Mary's College hosts this year's Institute. Day 1 kicks off with keynoter **Dr. Rich Allen**, teaching us how our brains process, store and recall information. On Day 2, **Murray Banks** returns by popular demand, this time with a humorous and inspiring message for all staff about Mastering the Challenge of Change. Dr. Ruby Payne wrote *A Framework for Understanding Poverty* and expands this perspective in a keynote to explore how differences in economics and culture affect education for all classes—rich, poor and in between. ★

ASK THE SUPERINTENDENT

Please send your questions for **Dr. Jack Dale** to marita.loose@fcps.org. Inside FCPS will publish them based on relevance to a wide FCPS audience.

Q. In the fall issue, you explained that Education Management Solutions was conducting an employee wage/salary reclassification study for FCPS. Are the results in?

A. Yes. EMS conducted focus groups last fall to interview support staff (FASSE unit) and employees on the administrative, managerial and technical (AMT) pay scales. EMS then prepared updated job descriptions, which our Human Resources Division distributed to employees for validation. Next came revised position descriptions, job and salary scale analyses, a survey to determine if salaries are competitive in the local marketplace and a final report to the BOE in March.

Q. What did EMS recommend for "support" classifications?

A. EMS recommended using 127 job classifications to clearly differentiate between jobs and accurately reflect their respective roles within the school system. EMS suggested that 78 job titles remain the same, 40 be modified and 23 others be consolidated into 9. In evaluating the salary scale, EMS recommends a uniform percentage differential between grades and steps and clarifications to base initial salaries on job-related experience. EMS recommends leaving the majority of job classifications at their current salary levels. Although it recommends allocating some to higher and others to lower salary levels, the firm does not favor reducing salaries, seniority or benefits for current employees.

Q. Did the findings differ for AMT classifications?

A. EMS examined 33 AMT job classifications, recommending modification of some titles and consolidation of six classifications into one. Several classifications were inconsistent with the skills and knowledge required to perform the jobs. EMS recommends that the Board adopt a new hourly salary scale for senior administrative support and a single range schedule for professional/technical classifications.

Q. What are the next steps?

A. The negotiating teams for FCPS and FASSE will review the EMS report to develop short- and long-range plans. Implementation could begin this summer, depending on available fiscal resources. EMS said it is not uncommon for full implementation to take multiple years. In our case, we are dependent on the County Commissioners allocating sufficient money to improve salaries.

To view the full report online, visit www.boarddocs.com/mabe/fcps/Board.nsf. Select the 3/24 BOE planning session, then item 2.03. For more information, contact the FCPS Human Resources Support Personnel Office, 301-644-5088.



★★★ ACCOLADES ★★★

Outstanding The 2004 Frederick County Agnes Meyer Outstanding Teacher award goes to Linganore High music and performing arts chairman **Kevin Lloyd**. One of four Maryland Music Educator awards for outstanding teaching goes to Oakdale Elementary music teacher **Lori Bower**, who was last year's Agnes Meyer winner.

Leadership The Maryland Instructional Computer Coordinators Association (MICCA) named Superintendent **Dr. Jack Dale** Maryland's Outstanding Technology Leader in Education. Making great use of the technology that Dr. Dale's leadership has brought to FCPS, Oakdale Elementary teachers **Marisa Dudiak**, **Cathy Poling** and **Cristina Runkles** help students build language arts skills by using Web logs. The three will present their students' "blog" experiences at MICCA's annual conference this month.

To Your Health Kudos to Heather Ridge Principal **Frank Vetter** and counselor **Virginia Belson** for piloting an Adventist HealthCare Systems employee wellness program that features monthly presentations on health topics at their school.

Honoring King In an outstanding schoolwide celebration, **New Market ES** honored the memory of Dr. Martin Luther King, Jr. Events coordinators were music teacher **Julie Seiler** and media specialist **Carol Beall**.

\$\$\$ Oakdale third grade teacher **Amy Boehman** won a \$500 MICCA grant for an interactive online program about the rainforest and African desert. Five of our schools each won \$2,500 Best Buy "te@ch" program grants for technology. Successful grant writers were **Wendy Campbell** at Brunswick ES, **Phyllis Friday** at Deer Crossing ES, **Melanie Laffer** at New Market MS, **Mark Sunkel** at Linganore HS and **Stephanie Weigelt** at Urbana HS.

Top 3 Destination ImagiNation teams in the regional top 3 move on to state-level competition. Congratulations to team leaders **Mike Allred**, **Renee Heeley**, **Melanie Laffer**, **Carole Pecora** and **Aidan Ryan**.

Winners This year **Walkersville High**, coached by **Eric** and **Rebecca Reickel**, won the countywide Academic Tournament. Brunswick HS coach **Louis Eskuchen** received the Tournament's Curriculum Specialists Award. **Brunswick Middle**, coached by **Judith Hale**, **Sandra Lenhart**, **Kay Monnas** and **Tina Vogtman**, won the 2004 Reading Rally. **South Frederick Elementary** students coached by **Janet Manning** placed second statewide and received the award for best-written report in Maryland Engineering Challenges competition at the Baltimore Museum of Industry.

Published *Maryland Classroom's* February 2004 issue features lessons from the best of the best...each Maryland district's Teacher of the Year. Get great ideas from Frederick County's 2003-04 Teacher of the Year **Charlene Fraser's** weeklong reading intervention lesson plans. For copies, call 410-767-0475.

By Name Winning the 2004 National Civic Star Award was a great accomplishment for all FCPS Community Agency School Services staff. Honored at a March reception were CASS supervisor **Karol Bedyk Strang** and CASS coordinators **William Derbyshire**, **Ginger Hart**, **Tara High**, **Christina Karszen**, **Eileen McGrath**, **Pam Miller**, **Cornelia Reynolds**, **Anne Ricciuti**, **Kristen Spear** and **Deborah Swiderski** for their exceptional work with FCPS families.

Fellows The Northeast Conference on the Teaching of Foreign Languages selected Gov. TJ High French teacher **Mary Teresa Wilson** as the year's Maryland MEAD fellowship winner. Ms. Wilson is one of only five winners from 14 northeast states selected for outstanding contributions to the profession, community outreach and effectiveness in teaching. Windsor Knolls MS guidance counselor **Amanda Furafter** is one of only 12 Maryland educators inducted into the 2004 Service-Learning Fellows Program for success in providing public school students interesting, inspiring and academically challenging service-learning opportunities.

New and Familiar Faces in Key Places

The following assignments will take effect July 1, 2004:

- Principal **Gerald DeGrange**, from Yellow Springs to Ballenger Creek ES upon **Larry Cassell's** retirement
- **Elizabeth Little**, from Thurmont MS assistant principal to Oakdale MS principal
- **Kaye Ramsburg**, from Walkersville ES assistant principal to Yellow Springs ES principal
- **Jerry Strum**, from elementary language arts/social studies curriculum specialist to Deer Crossing ES principal
- Principal **Eileen Tipperman**, from Deer Crossing to Centerville ES (opening fall 2005)
- **Leigh Warren**, from acting principal to principal at Monocacy ES
- **Dr. Jack Dale** is re-appointed FCPS superintendent, through June 2008.

Celebrating 25 Years

Congratulations to the following 90 employees who have devoted 25 years of full-time service to Frederick County Public Schools. A banquet to honor these individuals will be held April 16:

Cynthia B. Abbott	Denise M. Lyons
James D. Abbott	Larry A. Main
Karen D. Adams	Carolyn R. Mehl
Rosemary T. Baker	John P. Mehl
Thomas M. Baran	Charles R. Miller
Patricia A. Bennett	Roy A. Miller
Vincent B. Bentz	Jeannine M. Milyard
Barbara J. Biser	Barbara L. Nash
Debra K. Brogan	Michael J. Nazelrod
Barbara J. Campbell	Donald C. O'Boyle
Nicholas G. Cardy	Carole K. Pecora
David A. Carruthers	Charles H. Phillips Jr.
Kent A. Carter	Ann A. Pond
Connie F. Colliflower	Bruce E. Poole
Lynn A. Cross	Charles E. Remus
Leigh Brownell Currens	Barbara S. Rippeon
Carol C. Daiger	Hollace R. Roelkey
Julie B. Darr	Bonnie L. Sanders
Eunice A. Delawter	Patricia M. Saunders
Patricia A. Dick	George M. Seaton II
Rodney J. Dorsey	Andrae M. Semler
Catherine B. Duncan	David G. Shafer
Sandra C. Elswick	Lana J. Sixx
Debra L. Ensor	Patrick M. Stambaugh
Andrea B. Eyler	Denise Y. Staub
Nellie L. Fauver	Joan P. Stone
David A. Fox	Marlene A. Tarr
Nancy J. Geisbert	Joanne L. Tavenner
John M. Getzandanner Jr	Deborah E. Thackston
Linda N. Gouker	Charlotte W. Thompson
Brenda L. Harper	Lori L. Turner
Cheryl A. Himelright	Cheryl A. Turney
Don C. Hindman	Mary F. Walko
Sarah E. Hisim	Bonnie L. Walters
Linda H. Jernigan	Bernadette M. Weedon
Susie M. Johnston	Catherine M. West
Charles E. Joy	David B. Wiles
James L. Kennedy	Frances H. Wiles
Anna May Kilby	Rebecca F. Williams
Susan S. Kreiger	Rickey A. Wisner
Gerty C. Lambert	Teri A. Young
Amanda B. Leon	Margaret D. Younkins
Kim M. Long	Terri W. Zigler
Bonna S. Loverock	James R. Zimmer
Martha L. Lowry	John M. Zuke

If you worked for FCPS for 25 years but less than full time, you are still accumulating time toward this anniversary. For details, call 301-644-5097.

NEWS TO USE

i-KNOW Get answers to your questions about FCPS telephones, email, student system, PeopleSoft, instructional software and Microsoft Office applications by visiting the i-KNOW section of your Intranet resource, insidefcps.org.

Directory A comprehensive employee directory is coming online next month at insidefcps.org on the Intranet. Easily searchable, Telesoft will list numbers for every FCPS employee. Mark your May calendar to check out this great resource.

Remember: Save FCPS money by 5-digit dialing. In front of the last 4 digits of a number: Dial 6 for schools or a Church Street number, 4 for the Hayward Complex, 1 for county government offices, and 3 for Health Department extensions.

Profiles & Testing The FCPS web site features updated school profiles. Click on "schools" from the www.fcps.org home page. To view test data, open the home page and select "testing."

Calendars The BOE changed fall parent-teacher conference dates in next year's school calendar, making October 13 a full school day to accommodate PSAT administration. October 11 is a full parent-teacher conference day with no school for students. October 12 is a half-day for parent-teacher conferences. The Board also adopted a 2005-06 school calendar. Both are online: Click on "calendars" from the www.fcps.org home page.

Time to Retire? If you're considering retirement, please make an appointment as soon as possible with an FCPS retirement coordinator. For last names A-M, contact **Colette Baker**, 301-644-5058, or last names N-Z, contact **Robert Hagans**, 301-644-5083.

Address Change Please make sure all mail you send to Flexible Evening High or Adult Ed is addressed to the Walkersville "B" Building at 44 Frederick Street. These programs are no longer at TJ High School.

Wellness FCPS staff can get free wellness tips thanks to our new partnership with Adventist HealthCare, Inc. Visit www.adventisthealthcare.com for details about work-site seminars and more.

TV Please use the new Channel 18 email address to let our TV crew know how they're doing and what you'd like to see on your public education channel: Channel18@fcps.org. If you have talents for hosting a show or want to recommend someone who does, please include that info as well.

Closed Fridays FCPS 12-month staff will work 4-day weeks this summer beginning June 21 through the week of August 2. Mondays through Thursdays, employees who normally work a 40-hour week will work 10 hours per day, and those on a 35-hour week will work 8 hours and 45 minutes per day. [The exception is when FCPS is closed Monday, July 5—employees work their usual non-compressed work schedules Tuesday through Friday of that week.]

In addition to providing staff six weeks of 3-day weekends, the summer schedule stretches the FCPS budget by saving on facilities costs. Normal 5-day weeks resume August 9. Please talk with your supervisor about your individual schedule.

Korean Veterans FCPS announces the first year of a program to offer diplomas to veterans of the Korean conflict and the third year of a program to award WWII veterans the high school diploma some never received. For details, check out the online news release at www.fcps.org or call 301-644-5238. The application deadline is May 15.

It's Personal Technology Services is receiving an increased number of requests to provide technical support services for staff members' personal laptops and PDA's. FCPS does not have enough resources to permit us to deliver that support. Please do not ask staff to assist you with equipment that does not belong to FCPS.

Key Classroom Tune to WAFY Key 103.1 FM weekdays at 5:20 p.m. for school news bulletins from the FCPS Communications Office. If you have news to share via Key Classroom, please email marita.loose@fcps.org.

April 18-24: Public School Volunteer Week
April 21: Administrative Professionals Day
May 2-8: Teacher Appreciation Week
May 12: National School Nurse Day
May 16-22: National Educational Bosses' Week
June 18: Summer Institute Registration Deadline



FCPS FACTOID

How does the FCPS dropout rate compare with other Maryland districts?

A: At 1.73% FCPS had the lowest dropout rate of all Maryland districts in 2002. At 1.29% we had the second lowest in Maryland last year. So far, 2004 is lower still.



Tune to channel 18 for FCPS news:

School Talk – 2:30 & 7:30 PM

Newsbreak – 10:30 AM
12:30, 5:30 & 9:30 PM

Inside Look – 2 & 7 PM

Health Matters – 11 AM & 9 PM

BOE Meetings – Wednesdays: 6 PM (live)
Calendar Handbook lists meeting dates
Re-broadcast the following evening

Bulletin Board – Menus, closing info, etc.
To submit news, fax: 301-696-6958 or
e-mail dian.nelson@fcps.org.

Classic Arts – Midnight to 5 AM

See our program guide at
www.fcps.org/cable18.htm

Schedules are subject to change

Inside FCPS is produced by the
FCPS Communications, Graphic Arts and
Printing departments.
Your news, ideas and suggestions are welcome.
Please fax 301-696-6958. Call 301-696-6900.
E-mail dian.nelson@fcps.org. Or courier to the
Communications Office, 115 E. Church Street.



Frederick County Public Schools
Working Together to Educate Each Child and Promote Success

The Frederick County Public Schools does not discriminate in admissions, access, treatment, or employment in its programs and activities on the basis of race, color, gender, age, national origin, religion, sexual orientation or disability. For more information, call 301-696-6851.