



**John Desmone,
Executive Director**

For the Common Good

"Isn't it a problem to represent both specialists and supervisors or coordinators and managers?"

I often hear CASE eligible employees (both members and non-members) ask this question. I also hear, "How can you represent assistant principals and principals at the same time?" I've had plenty of opportunities in this position to contemplate those questions and the answers

are always the same, "Yes, it's a problem" and, "Because it's our job."

Over the past few years, some members have not renewed their memberships because they have felt betrayed by CASE when subordinates have used our services to defend their Master Agreement rights against perceived mistreatment or perceived unfair evaluations. "How can you defend people who should be demoted or fired? This is what we have to deal with from the other unions; we shouldn't have to deal with it for supervisory employees, too." "Don't they understand what taking a management job means?" Even CASE members not directly affected respond that way because a colleague and close friend has had to defend a position against CASE, even though they likely have only heard the friend's side of the story.

The reality is that CASE isn't allowed to discriminate between or among members because we think the subordinate is wrong or we like the principal or manager better. We just have to provide that member or, just as often, non-member employee with protection afforded to them under the law and the Master Agreement.

The reality is that any one of us might be in the position where we need CASE to defend us when we believe we are being unfairly consequence and we all deserve a representative who will preserve the protections provided by the law and our Master Agreement. One of the strengths of our unit rests in our pledge to represent all our member-eligible employees equally.

If a CASE eligible employee is falling short of job expectations, they still have the right to due process which also means an opportunity to improve and to be treated fairly. CASE doesn't support incompetence in the schools or offices; CASE only supports the employees' right—every CASE eligible employee's right—under the law, to be heard and protected.

It is vital that we work together for the common good of all administrative and supervisory personnel. You may feel safe today but, look around at what is happening to administrators here, throughout the state, and around the country. You never know when you might be the one who needs representation. The pecking order only stops when it gets to the very top.

Fall General Meeting

September 29, 2010

See more photos at www.case-bcps.org



Kevin Kamenetz (County Executive Cand.), Jane Barranger (Towson HS) and John Bereska (Hereford HS)



David Marks (5th District Cand.) with Penny Parker (Overlea HS, Board)



Dinner provided by Liberatore's Ristorante



John Desmone (Executive Director) with April Wade (Board and Negotiations Team)



Kenneth Holt (County Executive Cand.) with Steve Whisler (1st District Cand.)

Create Your Financial Success

Financial success is a relative term that each of us defines differently.



Jay Beynon, CFP

Whatever your definition, the right guidance and advice can help you develop a plan to achieve your objectives. With that framework in place, you can feel more confident that the decisions you make along the way are helping you prepare for retirement.

The CASE Board of Directors understands the importance of trusted and sound financial planning guidance in this volatile environment. That is why we offer professional financial counsel as a complimentary benefit to our members. We have associated with Jay Beynon, CFP®, a Certified Financial Planner™ with RBC Wealth Management, a wholly owned subsidiary of Royal Bank of Canada.

Mr. Jay Beynon, CFP®, has over a decade of industry experience developing comprehensive investment strategies tailored to each individual family's unique needs and circumstances. Jay leverages the capabilities of RBC Wealth Management, the sixth-largest full-service investment firm in the United States, to provide investment advice, exceptional service and an unbiased, independent perspective to help clients achieve their financial goals.

Do you need help getting started, or worry if you are heading in the right direction? Then please contact Jay to schedule your personal portfolio review meeting.

The first step is to visit www.jaybeynon.com and click on the Investor Profile Questionnaire. Send the completed form to Jay and he will contact you with your next step. Feel free to contact Jay at jay.beynon@rbc.com or 410-891-5002 to sign up for his quarterly newsletter.

You Never Know

A bad review can threaten your career in a moment, but it's not the only reason to get help from CASE. Recently one of our members faced a medical disability that suddenly sidelined his career. Here is his note of thanks:

Board Meetings

- October 13, 2010
- November 17, 2010
- December 15, 2010

"It was overwhelming to navigate the myriad of papers and decisions that needed to be made. Without your presence and professional input, I have no doubt that there would have been an unfavorable outcome. Many thanks."

CASE Notes: Advocating for Leaders, Promoting Quality Schools

Election Endorsements

Serving Baltimore County Public Schools Since 1994

The Council of Administrative Employees (CASE) is the designated bargaining unit for building administrators, including principals and assistant principals, central office administrators, including curriculum specialists, and other administrative and supervisory personnel within the Baltimore County school system.

Healthy Leadership Fosters Healthy Organizations

Through the collaborative efforts of our diverse membership, we are building better learning environments by promoting healthier and more productive communities.

CASE is pleased to endorse the following candidates for the November election.

County Executive
Kevin Kamenetz

Baltimore County Council
District 1: Tom Quirk
District 2: Vicki Almond
District 3: no endorsement
District 4: Kenneth Oliver
District 5: David Marks
District 6: Cathy Bevins
District 7: no endorsement