

May 8 Business Meeting Site Changed to Bowie Comfort Inn

Our Tuesday, May 8, business meeting is just around the corner. The venue has been changed to the Bowie Comfort Inn at 4500 Crain Highway, Bowie, MD 20716.

Registration and a continental breakfast will begin at 8:30 a.m. A memorial service will be held at 9:30 a.m., prior to the official business meeting. Lunch will be served following the meeting.

The meeting agenda will include approval of the 2018-2019 budget, proposed changes to the bylaws, election of officers, local association and state committee reports, and awards.

Slate of Officers

Vice President, Treasurer, and Secretary positions will be filled during the meeting.

Running for the Vice President position is Charles Gable, Anne Arundel County. Alicia Hardisky, Anne Arundel County, and Nancy Gordon, Frederick County, are running for re-election as Treasurer and Secretary, respectively.

In addition, two non-board members (Anne Twigg, Allegany County, and Velma C. Hicks, Baltimore City) will be elected to serve on the Nominating Committee for 2018-2019.

Assuming office will be Ann Marie Downey as President. Frances Miller, who has served above and beyond the call of duty, will become Past President.

Scholarship Raffle Drawing

Drawings will be held for the MRSPA Scholarship Raffle during the luncheon program.

Prizes include the following: Grand prize – \$300 cash, second prize - a Maryland Themed gift basket, (\$150 value), and third prize - assorted themed gift baskets (\$75 value). Tickets - \$2 for one or \$5

for three – are available from MRSPA Executive Board and Committee Chairs and also will be available the day of the meeting. You do not need to be present to win. All proceeds go directly to the Scholarship Fund.

Membership Awards

Membership Awards will also be presented. The new categories for local memberships are as follows:

- 0-199 Members (now 10 locals)
- 200-899 Members (now 9 locals)
- 900+ Members (now 5 locals)

The new alignment will allow for more equitable recognition and distribution of awards. The new groupings will be used for the first time at the meeting.

Emeritus Membership?



**Do We Have Your Birthdate?
Call Today! 410-551-1517
or Toll-Free: 1-877-625-6782.**

If you turn 90 on or before June 30, 2018, you are eligible for Emeritus membership, beginning July 1, 2018. **CONGRATULATIONS! NO MORE DUES!**

MRSPA must know your birthdate in order to award your *Emeritus* designation. You would be surprised how many birthdates we do not have. Do we have yours?

Please contact Barbara Catron in the MRSPA office to verify that we have your birthdate. If you are over 90 and are not yet *Emeritus*, contact her to get your status changed for the 2018-2019 year.

Unfortunately, no refund will be made so please call now or wait until 2019.

PRESIDENT'S MESSAGE

By Frances W. Miller



MEMBERSHIP MATTERS ...ESPECIALLY YOURS!!

The seasons have changed, and we all look forward to the blossoming of flowers and the warmth of summer.

It indicates that we are busy planning the Annual Business Meeting of MRSPA on May 8. Delegates will gather from across the state to conduct the business of the Association, while

celebrating the successes of the past year. We will also take time to remember those dear friends we have lost during the year.

This year, we ask that each of our delegates bring to the meeting nonperishable food items that will be collected and donated to the MD Food Bank. This activity was suggested by the Community Service Committee as a statewide community service project. A representative from the Maryland Food Bank will attend and accept the donations. The donations will support a summer school nutrition program.

The MRSPA Bylaws Committee accomplished a complete review of the governance documents of the Association. Delegates will vote on the proposed changes to the bylaws.

We will celebrate the efforts of the Local and State Membership Committees, as they have supported the mantra of *Membership Matters... Especially Yours!* The committee members used a variety of efforts related to *Each One Reach One*, as they worked to sustain and grow our membership numbers.

With the installation of new officers, we will be welcoming a new President, Ann Marie Downey from Washington County. We offer our congratulations and wish her a successful and rewarding two years at the helm of MRSPA.

Since this will be my last newsletter message as your president, I thank the many wonderful members of the local associations I have met during my visitations for their support, their activism, their membership, and their history lessons.

A special thank you goes to those who have volunteered to serve on the Board of Directors and the various MRSPA committees. Your

MRSPA News
is published five times each year by the
**MARYLAND RETIRED SCHOOL
PERSONNEL ASSOCIATION.**

Editor
Bonnie L. Troxell

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President.....Frances W. Miller
Vice President...Lorraine W. Johnson
Past President.....Max E. Muller
Secretary.....Nancy L. Gordon
Treasurer.....Alicia Hardisky

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commitment and support are a daily reminder and living example of the Vision and Mission of this Association. I am proud to have had the opportunity to serve as your President. The dedication, loyalty, and skills the office staff bring to the work of the Association is priceless and makes everything we do come together. I commend and thank Wanda Twigg, Shirl Scanlon, Barb Catron, and Frankie McDonnell for everything they do for the Maryland Retired School Personnel Association and our members.




VISION STATEMENT

The Maryland Retired School Personnel Association inspires the dedication, commitment, skills and abilities of its members in service to fellow retirees and the entire community in an ever-changing world.

MISSION STATEMENT

The Maryland Retired School Personnel Association is a nonprofit organization comprised of retired school system personnel. It serves as an advocate for members and provides expanding services to members, empowering them to enrich the quality of their lives. The organization is dedicated to excellence in education and life-long learning. It promotes community service by its members through a myriad of volunteer activities.

2018 Proposed Bylaw Amendments

Article XV – Ethics Review Council			Article XV – Ethics Review Council		
Section 1. Composition			Section 2. Duties		
b. May serve two consecutive 2-year terms.	b. May serve two consecutive 2-year terms. (delete)	To clarify that this is an ad hoc committee that is not appointed annually or bi-annually by the president, but rather appointed only as needed for as long as needed, to address a specific complaint brought to the Board.	Shall investigate complaints as directed by the Executive Committee and as outlined in the Policies and Procedures of the Association.	Shall investigate complaints as directed by the Executive Committee and as outlined in the Board (add) Policies and Procedures (delete) of the Association.	To maintain consistency with the proposed name of the Board Policy document.
					

READY TO VOTE? It's More Important Now than Ever!

By Tish Raff, Legislative Chair

June 26 will be here before we know it! That's the date of Maryland's **primary election** where participation counts. You can register for either party or change your party affiliation until June 5. If you do not choose a party, you CANNOT vote in ANY party's primary in Maryland. However, school board elections are NON-PARTISAN, so **everyone**, regardless of any party affiliation, **can vote for board of education candidates**. Going to be out of town on June 26 or just don't feel like the potential hassle of lining up at the polls? You have several choices. All 23 counties and Baltimore City offer at least one **Early Voting** location. These are open from 10 a.m. to 8 p.m. from **June 14 through June 21**. Your second choice is to vote by absentee ballot by request online, by mail, or in person by June 22 and return it prior to June 26.

Calling All MRSPA Members!



Who? YOU and New MRSPA Members

What? New Member Recruitment

When? Now through October 1, 2018

Where? Anywhere you find a new member

Why? There is strength in our numbers and

1. Earn a **\$10** gift card for recruiting a new member who signs up for **dues deduction**
2. Save **\$10** (one-time) for the new member when they sign up for **dues deduction**
3. Renewing automatically, so no membership interruption
4. Saving time and money: 1 less bill to pay & no stamps or checks needed
5. Using less paper helps to save our environment

\$10

MRSPA offers a time-limited opportunity for you to earn a **\$10** gift card for each new member you bring in who signs up as a **dues deduction** member.

FAQs:

Is there a limit to the number of new members I can recruit? No. You'll receive a **\$10** gift card for each new member you recruit, who signs up via **dues deduction**.

How do I sign them up? Give them the newest membership application with your name inserted as recruiter. Return the completed application to MRSPA.

To be eligible, does a new member have to join my local? Not in most cases, but there are a few locals that stipulate state and local membership. You are encouraged to bring new **dues deduction** members into the local of their choice.

Questions: Judy I. Thompson, Membership Chair, **301-371-5729** or mymrspa@gmail.com or call MRSPA at **410-551-1517**.

MARYLAND RETIRED SCHOOL PERSONNEL ASSOCIATION PROPOSED BUDGET 2018-2019

Page 1 - INCOME

LINE #	ACCOUNT NAME	ACTUAL 2016-2017	BUDGET 2017-2018	RECEIVED TO February 2018	REQUESTED BUDGET 2018-2019	PROPOSED BUDGET 2018-2019
1	REVENUE					
2	MEMBERSHIP DUES					
3	Membership Dues-State (1)	\$ 510,145	\$ 605,340	\$ 423,688	\$ 596,250	\$ 596,250
4	TRAVEL COMMISSIONS	12,700	5,000	1,815	5,000	5,000
5	INTEREST ON SAVINGS/CD	97	-	129	-	-
6	GAIN/LOSS ON INVESTMENT FUNDS	39,051	-	36,913	-	-
7	REIMBURSEMENT/MISCELLANEOUS	1,950	-	-	-	-
8	Annual Meeting	680	-	875	-	-
9	Retirement Folder Ads	1,750	-	-	-	-
10	Miscellaneous - Other Income	4,332	-	1,941	-	-
11	TOTAL REVENUE	\$ 570,705	\$ 610,340	\$ 465,361	\$ 601,250	\$ 601,250
12	INCOMING TRANSFERS					
13	Membership Dues - Local Associations	\$ 159,461	\$ 150,000	\$ 112,971	\$ 153,342	\$ 153,342
14	Transfer from Investment Account	\$ 24,000	\$ -			
15	Scholarship Fund Contributions	1,887	\$ -	983		
16	Retiree HealthCare - T Rowe Price Transfer	1,758	\$ 2,394	1,758	\$ 2,680	\$ 2,680
17	Retiree HealthCare - Retiree Contribution	780	1,026	845	1,148	1,148
18	TOTAL INCOMING TRANSFERS	\$ 187,886	\$ 153,420	\$ 116,557	\$ 157,170	\$ 157,170
19	TOTAL BAL FORWARD+REVENUE+TRANSFERS	\$ 758,591	\$ 763,760	\$ 581,918	\$ 758,420	\$ 758,420

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LINE #	ACCOUNT NAME	ACTUAL 2016-2017	BUDGET 2017-2018	EXPENDED TO February 2018	REQUESTED BUDGET 2018-2019	PROPOSED BUDGET 2018-2019
1	OFFICERS					
2	President	\$ 9,764	\$ 6,500	\$ 5,156	\$ 7,500	\$ 7,500
3	Immediate Past President	122			500	500
4	President-elect		2,500	1,073		
5	Vice-President	323	800	203	2,000	2,000
6	Secretary	285	368	90	349	349
7	Treasurer	184	400	164	400	400
8	Board of Directors	6,187	4,200	3,029	4,200	4,200
9	Executive Committee	1,269	800	880	1,000	1,000
10	AREA DIRECTORS					
11	Area I - West	231	300	232	500	500
12	Area I - East	82	180		180	180
13	Area II - North	112	200	67	250	250
14	Area II - South	0	150	48	150	150
15	Area III - North	142	150	150	150	150
16	Area III - South	379	300	82	200	200
17	TOTAL OFFICERS	\$ 19,082	\$ 16,848	\$ 11,174	\$ 17,379	\$ 17,379

Page 2 Continued - EXPENDITURES

LINE #	ACCOUNT NAME	ACTUAL 2016-2017	BUDGET 2017-2018	RECEIVED TO February 2018	REQUESTED BUDGET 2018-2019	PROPOSED BUDGET 2017-2018
18	STANDING COMMITTEES					
19	Bylaws	\$ 118	\$ 300	\$ 372	\$ 450	\$ 450
20	Consumer Education	620	500	510	1,350	1,350
21	Legislative	14,773	13,670	9,692	13,670	13,670
22	Membership	29,657	25,000	10,935	27,000	27,000
23	Travel	638	1,000	387	1,000	1,000
24	Community Service	473	800	331	800	800
25	Finance	48	300	61	300	300
26	Member Benefits	1,344	1,000	749	1,000	1,000
27	Abenity	3,250	3,000	1,750	3,000	3,000
28	Public Relations	1,563	1,000	1,960	1,500	1,500
29	Scholarship	871	1,500	834	1,500	1,500
30	Nominating	26	100	10	100	100
31	TOTAL STANDING COMMITTEES	\$ 53,381	\$ 48,170	\$ 27,589	\$ 51,670	\$ 51,670
32	AD HOC COMMITTEES					
33	Resource Manual	2	-		-	-
34	Executive Director Search (2)	4,872		388		
35	TOTAL AD HOC COMMITTEES	\$ 4,874	\$ -	\$ 388	\$ -	\$ -
36	TOTAL COMMITTEES	\$ 58,255	\$ 48,170	\$ 27,978	\$ 51,670	\$ 51,670

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LINE #	ACCOUNT NAME	ACTUAL 2016-2017	BUDGET 2017-2018	EXPENDED TO February 2018	REQUESTED BUDGET 2018-2019	PROPOSED BUDGET 2018-2019
1	MRSPA NEWSLETTER					
2	Publications (3)	\$ 26,789	\$ 30,000	\$ 20,645	\$ 38,604	\$ 32,000
3	TOTAL MRSPA NEWSLETTER	\$ 26,789	\$ 30,000	\$ 20,645	\$ 38,604	\$ 32,000
4	LOCAL ASSOC POSTAGE REIMB.					
5	Postage (4)	\$ 1,075	\$ 1,075	\$ 1,075	\$ 1,075	\$ -
6	TOTAL LOCAL POSTAGE REIMB.	\$ 1,075	\$ 1,075	\$ 1,075	\$ 1,075	\$ -
7	ANNUAL ACTIVITIES					
8	Annual Business Meeting	\$ 20,597	\$ 16,000	\$ 2,320	\$ 17,500	\$ 17,500
9	Organization Handbook	692	1,000	750	750	750
10	Leadership Training	3,910	2,700	2,957	10,000	10,000
11	Endowment Fund	-	-			
12	Local Assoc.Presidents' Wkshp (5)	1,144	1,500	31	3,000	3,000
13	TOTAL ANNUAL ACTIVITIES	\$ 26,343	\$ 21,200	\$ 6,0158	\$ 31,250	\$ 31,250
14	ADMINISTRATIVE					
15	Salaries and Wages (6)	\$ 199,944	\$ 197,659	\$ 142,273	\$ 212,351	\$ 212,351
16	Expense Account	5,185	4,000	4,304	5,000	5,000
17	Staff Development (7)	298	1,000		1,000	1,000

FY 2018-2019 Proposed Budget Notes

General Philosophy:

Develop a responsible, conservative and balanced budget that reflects the plans and programs of MRSPA for the year July 1, 2018 – June 30, 2019.

Guiding Principles:

All budgeted items should reflect previous actual amounts achieved or projected, realization of goals and targets from previous years, and the projections of program needs from responsible committee chairs/account managers.

Expenses are always better defined and more manageable than projected income.

Income projections must be overly conservative to avoid over projection.

Recognition that a 100 percent increase in a \$250 item is only a 0.0329 percent increase in the \$758,420 Budget.

Notes on Proposed Budget

Note 1 Income – Membership Dues
Pg 1, Ln 3 Current membership minus emeritus + modest growth = 13,250 x \$45. Decrease of 200 net members.

Note 2 Expenses – Ad Hoc Committees
Pg 2, Ln 34 Decrease to \$0 as no current Ad Hoc Committees

Note 3 Expenses – MRSPA Newsletter
Pg 3, Ln 5 Decrease request to actual expense projected in FY 18; more electronic publication

Note 4 Expense Local Association Postage Reimbursement
Pg 3, Ln 5 Eliminated due to electronic distribution of Local Newsletters to MRSPA officials

Note 5 Expense Leadership Training
Pg 3, Ln 10 Expanded Leadership Training/Emphasis Program
Pg 3, Ln 12 Expanded Local President's Training/Emphasis Program

Note 6 Expense Salary and Wages
Pg 3, Ln 15 Includes a 4.0 percent salary increase for staff

Note 7 Expense Staff Development
Pg 3, Ln 17 Emphasis Program

Note 8 Expenses – Retiree Health Trust
Pg 3, Ln 34 Required Triennial Actuarial Review

FINANCE COMMITTEE MEMBERS

Dr. Stephen Raucher, Chair, Montgomery County

Dr. Debra M. Chance, Talbot County

Ann Marie Downey, Washington County

Alicia Hardisky, Anne Arundel County

Henrietta Lease, Garrett County

Harold Siskind, St. Mary's County

Eugene Streagle, Howard County

Janet Williams, Baltimore City

Bev Yurek, Wicomico County

MARYLAND RETIRED SCHOOL PERSONNEL ASSOCIATION PROPOSED BUDGET 2018-2019

Page 3 Continued - EXPENDITURES

LINE #	ACCOUNT NAME	ACTUAL 2016-2017	BUDGET 2017-2018	EXPENDED TO February 2018	REQUESTED BUDGET 2018-2019	PROPOSED BUDGET 2018-2019
18	Legal and Valuation	4,141	750	12,563	5,000	5,000
19	Auditor	11,000	11,300	12,035	12,885	12,885
20	Taxes (Corporate Income)	1,739	2,000	6,764	2,000	2,000
21	General Supplies	1,911	1,000	1,038	750	750
22	Office Supplies	8,551	9,000	4,665	7,500	7,500
23	Printing		1,800	2,795	2,500	2,500
24	Postage	135	150	128	150	150
25	Insurance	5,320	5,000	3,078	5,000	5,000
26	Teleph/Communication (4)	4,396	2,300	1,537	2,340	2,340
27	Office Rent (5)*Upgrade	66,841	73,650	50,849	68,178	68,178
28	Equipment/Office	4,690	1,900	1,819	2,500	2,500
29	Equipment Rental	4,851	4,915	3,085	4,900	4,900
30	Equipment Repairs/Maint.	700	400	788	1,000	1,000
31	Maint – Software/Virus Pro	1,474	2,090	2,434	2,340	2,340
32	Web Hosting (7)	2,146	-	-	-	-
33	Web Development	604	300	388	400	400
34	Staff Retiree Health Trust		-			3,450
35	TOTAL ADMINISTRATIVE	\$ 323,925	\$319,214	250,544	\$ 335,794	\$ 339,244

2018 Proposed Bylaw Amendments

ARTICLE XII – Elections Section 1. Nominating Committee

a. Shall be composed of the six Area Directors, two non-board members elected at the Annual Business Meeting each year, and the Immediate Past President, who shall serve as chair of the committee.	a. Shall be composed of the six Area Directors, the Vice President , and two non-board members elected at the Annual Business Meeting each year, and in even numbered years, the Immediate Past President , who shall serve as chair of the committee. The Vice President shall serve as chair in odd numbered years.	Clarify that the Immediate Past President serves a 1-year term, so will chair the Nominating Committee only in the even numbered year, while specifying that the Vice President will chair the Nominating Committee in the odd numbered year.
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**Don't forget to VOTE for Candidates who Support your Defined Benefit Pension and Retiree Health Insurance.
Vote in Maryland's Primary Election June 26.**

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LINE #	ACCOUNT NAME	ACTUAL 2016-2017	BUDGET 2017-2018	EXPENDED TO February 2018	REQUESTED BUDGET 2018-2019	PROPOSED BUDGET 2018-2019
1	OTHER					
2	Retiree Insurance (8)	3,452	3,420	2,532	3,824	3,824
3	Reimb Of Member Dues	\$ 57		40		\$ -
4	TOTAL OTHER	\$ 3,509	\$ 3,420	\$ 2,572	\$ 3,824	\$ 3,824
5	UNCLASSIFIED					
6	Intuit Charges/ Paypal	\$ 248	\$ 250	\$ 162	\$ 250	\$ 250
7	Paypal Transact. Fees (9)	500	450	168	450	450
8	Bank Charges (10)	984	800	435	800	800
9	Payroll Taxes (FICA, Medi, etc.)	15,634	15,629	11,178	16,753	16,753
10	Payroll Benefits (SEP IRA)	22,184	23,719	17,073	25,482	25,482
11	Payroll Benefits (Empl. Insur.)	30,554	26,972	6,961	14,817	14,817
12	TOTAL UNCLASSIFIED	\$ 70,106	\$ 67,820	\$ 35,976	\$ 58,552	\$ 58,552
13	TOTAL EXPENDITURES	\$ 529,083	\$ 507,747	\$ 356,021	\$ 538,148	\$ 534,919
14	OUTGOING TRANSFERS					
15	Transfer to Invest. Acct.	24,000	106,013		66,930	71,159
16	Local Association Dues	159,456	150,000	112,971	153,342	153,342
17	Scholarship Fund	1,987		1,483		
18	TOTAL OUTGOING TRANFR	\$ 185,443	\$ 256,013	\$ 114,454	\$ 220,272	\$ 224,501
19	TOTAL EXPEN & TRANFR	\$ 714,526	\$ 763,760	\$ 470,475	\$ 758,420	\$ 758,420

ARTICLE XII - Elections

ADD: Section 6	
With the exception of the Nominating Committee Chair, no member shall simultaneously hold more than one position on the Board of Directors.	No individual shall hold more than one position at a given time, e.g. Area Director and chair of a standing committee. Exception for the Nominating Committee is necessitated by the predefined membership of that committee stated in Article XII Section 1 (a).

Bylaws Committee Members:

**Sally W. Smith, Frederick County, Chair;
Nancy Harrington, Kent County;
Dr. Stephen M. Raucher, Montgomery County;
George T. Sparks Jr., Baltimore County,
Jay A. Stevens, Allegany County.**

2018 Proposed Bylaw Amendments

ARTICLE VI – OFFICERS Section 4.

Current Language	Proposed Change	Rationale
Duties of the Officers b. The Vice President		
3) Shall perform such duties as are prescribed by the President and/or the Board of Directors and shall be an ex-officio member of all committees, except the Nominating Committee.	3) Shall perform such duties as are prescribed by the President and/or the Board of Directors. and shall be an ex-officio member of all committees, except the Nominating Committee. (delete)	To clarify the duties of the Vice President.
4) Shall serve as a member of the Board of Directors, Executive Committee and Finance Committee.	4) Shall serve as a member of Board of Directors, Executive Committee, Finance and Nominating Committees and as an ex officio member of all other standing committees.	Historically, MRSPA has allowed ex officio members of committees to be full voting members of committees while not counting toward the number needed for a quorum. This amendment clarifies that the Vice President will now be a full member of the Nominating Committee and will be counted as a member toward the quorum for the Nominating and Finance Committees.

ARTICLE IX – BOARD OF DIRECTORS Section 2. Duties

d. Shall approve Policies and Procedures.	d. Shall approve Board Policies and Board Procedures.	These changes provide consistency with the suggested new titles given to our guiding documents. It also specifies the procedures that will require Board approval to be included or changed in the Standard Operating Procedures Manual.
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ARTICLE XII – ELECTIONS Section 1 Nominating Committee

e. Shall prepare a slate of candidates for each office and submit to the Board of Directors at the December meeting.	e. Shall prepare a slate of candidates for each office and submit to the Board at the December meeting for approval. f. Shall prepare a slate of candidates for the non-board member Nominating Committee positions and submit to the Board of Directors at the March meeting for approval.	Clarify the Board's role in the nominations process.
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Maryland Retired School Personnel Association
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 Odenton, MD 21113-1508

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MRSPA CALENDAR

March 30 & April 2.....Office Closed
 for Spring Break
 April 1Community Service Award
 Nominations Due
 April 9.....Sine Die
 End of Maryland General Assembly Session
 April 15Local Delegation Member Lists
 for Annual Business Meeting Due
 May 8.....2018 MRSPA Annual Meeting
Bowie Comfort Inn
 June 6.....Executive Committee Meeting
*Check MRSPA website for committee
 meeting dates at www.mrspa.org.*

MRSPA 2018 TRIPS AT A GLANCE

**British Landscapes featuring England, Scotland
 and Wales – June 2018 for 10 days**

Call Collette – 800-581-8942

Columbia & Snake Rivers Paddlewheel Cruise –

SOLD OUT

July 27 – August 4, 2018

SOLD OUT

Accent on Travel – 302-278-6100

Albuquerque Balloon Fiesta – October 3 – 8, 2018

Call Collette – 800-581-8942

Undiscovered Italy!

See the architecture, villages and historic sites –

October 17 – 25, 2018

Call AHI Travel – 800-323-7373 or visit website at www.ahitravel.com