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Schools Working to Soften Zero Tolerance

Disciplinary Policy Updating to Reduce Out of School Time

By ELLEN FISHEL
Capital News Service

ANNAPOLIS - A 12-year-old Montgomery County student was being sent to the hallway for being disruptive in class. On her way out the door, she brushed up against her teacher. The student was suspended for 10 days for attacking an employee.

A Prince George's County teacher thought a ninth-grade student's tone was disrespectful when asking questions about a form he had to sign. That student was suspended for five days for disrespect.

Such zero-tolerance scenarios are what school districts across Maryland are hoping to minimize by updating their disciplinary policies, ultimately reducing the number of out-of-school suspensions and expulsions. The Maryland State Board of Education is also in the process of changing statewide policies.

The updates come at a time when school disciplinary practices are facing more scrutiny - the Justice Department filed a lawsuit in October alleging the city of Meridian, Miss., among other entities, violated students' rights by creating a "school-to-prison pipeline."

"We're seeing across the country an increase in more

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PHOTO FROM WIKIPEDIA, THE FREE ENCYCLOPEDIA

The Roberts Court, 2010

Back row (left to right): Sonia Sotomayor, Stephen G. Breyer, Samuel A. Alito, and Elena Kagan. Front row (left to right): Clarence Thomas, Antonin Scalia, Chief Justice John G. Roberts, Anthony Kennedy, and Ruth Bader Ginsburg

Supreme Court Sends Health Care Religious Issue Back to 4th Circuit

University Claims the Affordable Care Act Violates Its Constitutional Rights

By COLLEEN JASKOT
Capital News Service

WASHINGTON -- A Christian university's case challenging Obama's health care act as an abridgement of its religious freedom will get another hearing in federal court, but experts diverge on whether this is just normal procedure or whether the law could be changed.

On Monday, the Supreme Court ordered the 4th U.S. Circuit Court of Appeals, which has jurisdiction over Maryland, as well as West Virginia, Virginia, North Carolina and South Carolina, to rehear a case filed by Liberty University that claims the Patient Protection and Affordable Care Act violates its religious freedom.

Liberty University, a

Christian college in Lynchburg, Va., is challenging the part of the act that imposes a fine for individuals who do not have adequate health insurance, as well as the section requiring employers to provide health insurance for employees.

The health care reform law has been controversial since its inception, and the Liberty case points to the fact that it continues to be a highly charged subject even though the Supreme Court ruled the law constitutional in June.

The case could have an impact on laws regarding the health care act, but it is also just a part of the process that allows cases to develop fully before they go to the Supreme Court.

"On one level, it's routine," said Sara Rosenbaum, professor of health law and policy at the

George Washington University School of Public Health and Health Services. "This is not an unusual way for them to handle a case that's in front of them that they want to take, because it hasn't been fully developed yet."

Yet it is significant that the issues are being argued, even if some think the constitutionality of the law isn't a question, Rosenbaum said.

"I think most people think the constitutionality of employer-mandated (insurance) is a forgone issue, given that the individual mandate was held as constitutional," Rosenbaum said.

However, Mathew Staver, lawyer for the case and vice

See COURT, Page A5

Maryland Moves Ahead with STEM Initiatives

Computer Science Students are Designing Actual Software, Like Interactive Fossil Fuel Maps

By SOPHIE PETIT
Capital News Service

COLUMBIA - Computer science students at Hammond High School aren't just reading textbooks and taking notes these days, but are designing actual software, like interactive fossil fuel maps, for their fellow students to use in other classes.

Instead of working on some "make-believe project," students address a current problem, in this case sustainable energy, said Hammond High computer science teacher Alan Kostrick.

Students even have a deadline to finish the software because other students are waiting to use it, he said.

And students like it.

"It's exciting," said 17-year-old Audrey Clark.

The class is part of a STEM program (science, technology, engineering and math) called Learning Studios and created by

the National Commission on Teaching and America's Future, a non-profit educational group.

It brings real-life professionals, like NASA scientists, together with teachers and students in all grades to spend a year working on real-world, problem-based projects, like the fossil-fuel project at Hammond High.

"It's like they're working for a software design company," Kostrick said.

The program is part of Maryland's overall effort to address two issues plaguing the state and the nation: Students aren't interested in STEM-related subjects and not enough teachers are qualified to teach them.

Maryland sits in the nation's hub of high-paying technical jobs, said Ted Imes, director of

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PHOTO BY CAPITAL NEWS SERVICE

Mikulski decried wage discrimination. "Let's start with equal pay for equal work,"

Maryland Stands Out With High Number of Women Managers

By KELSIE LOOS
Capital News Service

WASHINGTON - Stephanie Cohen, CEO of Golden & Cohen, a Gaithersburg-based insurance brokerage firm, for 23 years; and Ann Mitchell, CEO of Montgomery Hospice in Rockville for 14 years, are the facts behind the statistics: More women in Maryland worked as managers relative to other states in 2010.

According to census data released Thursday, the portion of female managers and officials was 44.9 percent in Maryland, 4.3 points higher than the nation as a whole. The

state ranked behind only Alaska in the proportion of women workers in that category.

The fact that female managers are well-represented in Maryland does not mean that it has always been easy for Cohen and Mitchell to lead as women.

Cohen said when she opened her firm, the insurance field was dominated by men. She said she felt she had to act differently as a woman. She had to be careful how she behaved during disputes to avoid being considered "inappropriate or hysterical."

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Maryland Set to Join Big Ten Academic Alliance

Membership in the CIC, the Primary Motivation Behind University's Conference Swap

By DAVID GUTMAN
Capital News Service

COLLEGE PARK - Before the University of Maryland joins the Big Ten in 2014, it will join the Committee on Institutional Cooperation (CIC), an academic alliance of Big Ten schools and the University of Chicago that pools resources for research, course offerings, library holdings and purchasing power.

While no one is arguing that membership in the CIC was the primary motivation behind Maryland's conference swap, it played "an essential and significant role," in the decision, said Brian Ullmann, Maryland's assistant vice president for communications and marketing.

The CIC, founded in 1958, is widely regarded as one of the best established and most effective academic collaborations in the country.

"In the Big Ten, all of their academic collaborations are far more entrenched in those universities than in the ACC," Ullmann said.

The provosts of the CIC institutions met last weekend to formally accept Maryland's application to the CIC. The university will officially join the consortium in July.

CIC members engage in \$8 billion of research annually, more than twice as much as the Ivy League, according to Barbara McFadden Allen, executive director of the CIC.

Any study abroad program offered by a CIC university is

available to students at all CIC universities.

Courses in lesser taught languages -- think Pashtun or Ukrainian -- are available online to students at all member universities. "Together our universities teach 120 languages," Allen said.

The CIC is partnering with Google to create one of the world's largest digital libraries. They are in the process of digitizing 10 million books, all of which will be instantly available to any student with an Internet connection.

CIC institutions also partner to get lower prices on things like paper, dorm mattresses, and travel insurance. Since the purchasing consortium was established in 1998,

it has saved more than \$19 million, according to the CIC website.

"This is an impressive and formidable company," Allen said. "We have a significant impact on the regional economy and we're proud of that."

As a member of the Atlantic Coast Conference, Maryland had already been part of an academic consortium, the ACC International Academic Collaborative. The ACC program, however, is much less robust than is the CIC. It has one part-time employee and an annual budget of \$460,000. The CIC has 18 staff members and an annual budget of nearly \$2 million.

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INSIDE

County Council Election

The County Council reelected Council Member Andrea C. Harrison to serve a second consecutive term as Chair in Legislative Year 2013. Council Member Obie Patterson was elected to serve as Vice Chair. The newly confirmed Council leadership team presided over the first session.

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Middle Class Tax Cut

The President's Plan to Extend the Middle-Class Tax Cuts

President Obama is committed to growing our economy from the middle out by creating jobs and reducing the deficit in a balanced way. That's how you build a strong and secure middle-class.

Opinion, Page A4

New Board of Election

The Board of Education welcomed two new members Zabrana Epps and Carletta Fellows. Other Board members sworn in by the Honorable Marilyn M. Bland, Clerk of the Circuit Court, included the following incumbents: Edward Burroughs III, Patricia Eubanks and Verjeana M. Jacobs, Esq.

Business, Page A5

Movie Review

I haven't read "Cogan's Trade," George V. Higgins' Boston-set crime novel that's been turned into the movie "Killing Them Softly," so I can't fully report on how faithful the adaptation is. But I do know that it was not set against the backdrop of the 2008 economic meltdown and concurrent U.S. presidential election.

Out on the Town, Page A6

Earth Talk

Dear EarthTalk:
How can I have a greener, healthier laundry room?

-- Billie Alexander,
Topeka, KS

There are many ways to green one's laundry room, one place to start is with detergent...

Features, Page A7

Towns and NEIGHBORS

In and Around Morningside-Skyline

by Mary McHale 301 735 3451

Fire destroys Andrews Manor restaurant

"Nine minutes after midnight on Thanksgiving Day, Communications sounded a Box Alarm for the 'building on fire' at Andrews Manor Shopping Center," according to the website of the Morningside Volunteer Fire Department. The bulk of the fire was knocked in just under an hour, and units remained on scene to quell the remaining hot spots. With the fire deemed under control, command held Companies 27, 37, and all three Truck Companies to assist the Investigations Unit. Company 27 did not clear the scene till four hours later."

The restaurant is the N.Y. Chicken, Fish & Grill, which opened earlier this year. I dropped by there for the first time just a couple of days before the fire, and ordered catfish, collard greens and mac-&-cheese. It was delicious. So good that I decided I'd go back once a week and try whiting or trout or perch, or catfish again. Next time I drove past the shopping center, NY Chicken was boarded up.

Neighbors

Speaking of Company 27 (Morningside VFD), they buried one of their longtime members, Ronald Ellis, on Nov. 30. I'll tell you more about Ron in next week's column.

I'll also write next week about the death of my former neighbor Pat Rosa. Her son Tony called me with the sad news.

Jean Glaubitz reports that her granddaughter Dawn and Jeff LaBar took their son Justin, and his fiancée Rachel Weaver, for a two-week vacation in Hawaii, in honor of Justin's 25th birthday.

A car crashed into the front of a 7-Eleven in the 6300 block of Allentown Road a couple of

Saturdays ago, about 1 p.m., doing significant damage to the store. The driver, a woman in her 60s, was not injured and the police believe the case to be driver error.

Dulles Airport just celebrated its 50th anniversary. I remember that my daughter Kathleen was invited, along with her friend Valerie, to attend the Nov. 1962 dedication, because Valerie's father, Ralph Clark of Camp Springs, was with the firm that developed the airport. They spotted President Kennedy who did the dedicating.

Condolences to John Tierney on the death of his sister, Vivian Cook, on Thanksgiving Day.

New minister installed at Camp Springs church

Rev. Natalie Fenimore, the first African-American female minister at Davies Memorial Unitarian Universalist Church, was installed with great fanfare on Nov. 4. Colleagues from all over the region attended, from Delaware to Fairfax, Va.

This is Rev. Fenimore's first congregation serving as a pastoral minister. She previously worked as a Director of Religious Education and then Minister for Religious Exploration in various congregations throughout the area.

Southern Maryland Hospital meeting postponed

MedStar, the new owner of Southern Maryland Hospital, has postponed its community meeting—which I announced in last week's column—from Dec. 18 to "sometime in January." I'll keep you informed, but if you need information now, you can call 301-952-8885. The hospital plays a big roll in Southern Maryland, and we all need to know what the new management will have to offer.

Harry Garner remembered at the golf course

Harry Wallace Garner Jr., 68, a PEPCO retiree, died Nov. 21 at his home in Little River, S.C. He was the son of Ruth and Harry Garner Sr., founding residents of Morningside, who moved to 11 Larches Court in the 1940s.

When Ruth and Harry moved to Morningside, they already lots of family there—Ruth's sister Mary and Howard Booth and their children Janet and Howie; Ruth's sister Margaret and George Rogers and children Donald and George; and Ruth's brother Norman "Buddy" and Elizabeth Loveless and children Edward and Barbara. As Janet Booth Kaye remembers, "I was a lucky girl to live in walking distance of all these wonderful relatives."

Harry Jr. married Nancy Justice in 1964. They lived in Waldorf until he retired from PEPCO and then moved to South Carolina. It was there that Harry realized his life-long dream of working at golf courses. On the Saturday following his death, he was remembered by staff and members, family and friends, at the River Hills Golf & Country Club where he had last worked.

Survivors include his wife of 48 years, Nancy; sons David, Brian and Timothy; daughter, Kelly; his sister Judith Goodman; and 11 grandchildren. Another son, Michael, died in 1986 and Harry's mother, Ruth Garner, died last February.

Milestones

Happy birthday to Sandra Mickey and Brian Doyle, Dec. 7; Carl Burch, Dec. 7; Charles Boxley, Dec. 8; Beth Shipman, Dec. 9; Sharon Fowler and Diane Zirkle, Dec. 10; Michelle Anderson, Dec. 11; Bernie Barbour Pace and Thomas Shipman Jr., Dec. 13.

Neighborhood Events

Statement from Prince George's County Executive Rushern L. Baker, III

"Reaction to GSA's Announcement of Request For Interest Process to Relocate FBI Headquarters"

Upper Marlboro, MD – Prince George's County Executive Rushern L. Baker, III released the following statement following the General Services Administration's (GSA) announcement that it is soliciting Request For Interest (RFI) from developers who are interested in bidding on the project to relocate the Federal Bureau of Investigation (FBI).

"With more land available for development at its 15 Metro stations than any other jurisdiction in the Metropolitan area, Prince George's County has identified several locations that would be ideal for the new FBI home. Each of the locations provides outstanding access to Metro, major highways, room for growth, and a highly educated workforce. I am confident that both the GSA and FBI will recognize that our unique and superior attributes match their requirements as well as their wants and needs.

Prince George's County is home to 25% of the region's federal workforce, but less than 4% of the Washington Region's federal government leased space. In addition, more than 60% of County residents with jobs must commute out of the County for their employment. Moving the FBI headquarters to Prince George's County would reduce this inequity and help bring balance and new economic development to the benefit of the entire region.

This is a once in a generation federal relocation opportunity. My Administration has aggressively pursued this and intends to continue its aggressive pursuit of this opportunity. With the support of our Congressional and State delegations as well as the O'Malley/Brown administration, we will work diligently to build a strong case to convince the federal government that relocating the FBI to Prince George's County would be good for the State of Maryland and the region.

Hoyer, Mikulski, Cardin, Edwards: Prince George's County is the Right Choice for FBI Headquarters

WASHINGTON, DC – Congressman Steny H. Hoyer (MD-5), U.S. Senators Barbara A. Mikulski and Ben Cardin (both D-MD), and Congresswoman Donna F. Edwards (MD-4) released the following statement today after the U.S. General Services Administration (GSA) released a Request for Interest for the new location of the Federal Bureau of Investigation (FBI) headquarters:

"The GSA issued a Request for Interest for the new location of the FBI headquarters, which lays out certain requirements for the project and will help identify sites available in our region. With a significant portion of the federal workforce living

in Maryland and ample land available near Metro stations, it's clear Prince George's County is the right choice for the new headquarters. The project would bring thousands of jobs to the County, boost our local economy, and generate additional revenues for our community. As the process continues to move forward, we will be working closely together to advocate for bringing this project, and the new economic opportunities that will accompany it, to Prince George's County."

Prince George's County is primed to be the Washington Metropolitan area's newest economic engine and I look forward to sharing our incredible story of promise and progress with the federal government throughout this process."

Mikulski, Cardin, Kirk Introduce Bipartisan Legislation to Deny Navy Plan to Relocate Electronic Attack Squadron from Joint Base Andrews

Navy Move Could Leave East Coast Vulnerable to Electronic Attack; Would Cut Hundreds of Maryland Jobs

WASHINGTON – U.S. Senators Barbara A. Mikulski and Ben Cardin (both D-Md.) along with Senator Mark Kirk (R-Ill.) announced that they have introduced legislation that would prevent the Navy from implementing its plan to transfer the VAQ-209 Navy Reserve Electronic Attack Squadron from Joint Base Andrews in Prince George's County, Maryland to Washington State. The Navy's relocation proposal has not received Congressional oversight or approval and could leave the National Capital Region vulnerable to an electronic warfare attack.

"I am strongly opposed to the Navy's plan to relocate the electronic attack squadron from Joint Base Andrews," Senator Mikulski said. "Keeping this unique squadron home-based here in Maryland is critical to the safety and security of the United States. Maryland is uniquely qualified to support this elite squadron as a national cyber leader with a top-notch talent pool. I will continue to do all I can to ensure this cutting-edge squadron stays here in Maryland."

"Moving critical resources out of the National Capital Region and clear across country makes little sense at a time when we are trying to maximize resources while increasing our ability to defend against electronic warfare," said Senator Cardin. "Taxpayers should not be asked to pay millions of dollars for a move that would harm national security, harm our local community, and put our national security at risk."

"VAQ-209 is one of the most unique squadrons in American history, fusing the best and brightest of Naval aviation and electronic warfare research and development to save lives and defend our country," Senator Kirk said. "While an active duty squadron could operate else-

where, a combat-deployable reserve electronic attack force squadron cannot survive outside the Capitol Beltway region. Over the past decade, VAQ-209 members developed missions and techniques never-before applied to Prowlers – mission sets that saved American lives. As we transition from Prowlers to Growlers, it's critical we promote VAQ-209's record of electronic warfare innovation by keeping the squadron where it is."

The VAQ-209 squadron is an offensive weapon in the U.S. cyber arsenal and can protect our country from electronic attacks. It maintains an East Coast capability to jam enemy radar, gather radio intelligence, jam IEDs, destroy enemy radar sites and test new electronic technology capabilities. Named 'Reserve Squadron of the Year' in 2008 and awarded the Battle Efficiency Ribbon in five of the last seven years, VAQ-209 has deployed to Afghanistan or Iraq five times since 2006. With 233 personnel stationed less than 10 miles from Washington, D.C., the Squadron is important to the safety and defense of the National Capital Region, and a unique capability to test and development new capabilities for the Navy's Electronic Attack fleet.

In September 2011, Senators Mikulski, Cardin and Kirk sent a letter to the Chief of Naval Operations Admiral Jonathan Greenert urging him to keep the VAQ-209 Squadron at Joint Base Andrews.

Mikulski, Cardin Praise Senate Confirmation of Judge Paul William Grimm for Maryland District Court Seat

WASHINGTON – U.S. Senators Barbara A. Mikulski and Ben Cardin (both D-Md.) announced the Senate's confirmation of Judge Paul William Grimm to fill a vacancy on the United States District Court for the District of Maryland, Northern Division, located in Baltimore. Senators Mikulski and Cardin recommended Judge Grimm, who currently serves as Chief U.S. Magistrate Judge for the District of Maryland. The Senate approved Judge Grimm in a bipartisan vote of 92-1.

Judge Grimm will occupy the seat currently held by Judge Benson E. Legg.

"I applaud today's confirmation of Judge Grimm to serve on the U.S. District Court of Maryland, and was proud to recommend him for the job," Senator Mikulski said. "When I consider nominees for the federal bench, I have four criteria: absolute integrity, judicial competence and temperament; a commitment to core constitutional principles, and a history of civic engagement in Maryland. Judge Grimm not only meets these standards, he exceeds them. Maryland deserves to have highly qualified judges who will uphold the law to provide equal justice for all, and we have that in Judge Grimm."

Brandywine-Aquasco

by Ruth Turner 301 888 2153

HANSEL and GRETEL TEA PARTY

Come out and join us Saturday December 15, 2012 at 2:00 PM for the Hansel and Gretel Tea Party at Darnall's Chance House Museum. The address is 14800 Governor Oden, Bowie Drive Upper Marlboro, Maryland. Telephone number is 301-952-8010: TTY 301-952-8010.

CHRISTMAS CANTATA

New Hope Fellowship (Nottingham Myers and Christ United) presents their second Christmas Cantata December 23 3:00 PM at the Nottingham Myers Campus 15601 Brooks Church Road Upper Marlboro, Maryland. Rev. Daryl Williams Pastor, Andre Leonard director of music and arts. For more information contact the church at 301-888-2171.

CHRISTMAS EVE SERVICES

Christmas Eve Services will be at Nottingham Myers Church on Monday December 31 at 10:30 PM located at 15601 Brooks Church Road Upper Marlboro, Maryland. Rev. Daryl Williams is the

Pastor. For more information contact the church at 301-888-2171.

WINTERFEST 2012

The Center for the Visual and Performing Arts at Suitland High School presents Winterfest 2012 Piano Concert on December 18 at 7:00 PM, Band Concert on December 20 at 7:00 PM, Orchestra Concert on December 20 at 7:00 PM and Chorus Concert at 7:00 PM.

All performances will be at Suitland High School. The Art Exhibition will take place in the Annex building. The school is located at 5200 Silver Hill Road in Forestville, Maryland. Please contact the Office of Communications at 301-952-6001 if you need additional information.

INTERPRETIVE AND EDUCATION PROGRAMS

Curriculum-based programs are available for grades Pre-K-6 at Watkins Nature Center located at 301 Watkins Park Drive Upper Marlboro, Maryland. Please call 301-218-6702 for information and reservations.

WORLD VIEW CHRISTIAN CENTER

World View after School Club House provides Homework help, Basketball, Cheerleading, Music, Art, Dance, Karate and Drama for ages 5-12. The cost is \$75.00 weekly. For more information please call 301-372-0053 or visit www.WorldViewChristiancenter.com.

CITRUS FRUIT SALE 2012-2013

It is again time for the annual St. Paul's Parish Citrus Fruit and Nut Sale. H & Citrus will supply the same excellent quality fruit as usual. Annie's House of Nuts, Fruits and Candies will provide delicious goodies for baking and eating.

Deadline January 18 and pick-up-date January 26, deadline February 15 and pick-up date February 23. For information or to place and order please call Jack & Julia 301-579-6877, Wanda G. 301-888-9217 OR Mary Jane 301-579-2230. Please tell your family, friends and co-worker about our fruit and nut sale. Thank you for your continued support.

COMMUNITY

Practical Money Skills

By Jason Alderman

Understanding 401(k) Fees



If you're like many Americans — 71 percent, according to an AARP survey — you might be under the impression that your 401(k) plan administrator doesn't charge you anything to maintain your account. You'd be wrong.

In fact, these companies typically charge fees equivalent to 0.5 to 2 percent of your account balance each year — sometimes as high as 5 percent. In addition to ongoing tariffs for managing your investment options, plan administrators often deduct numerous other fees from individuals' accounts, including charges for administrative costs, sales commissions, advertising, insurance, and trading expenses.

Perhaps equally disturbing is that many employers — which have a fiduciary responsibility to ensure the retirement plans they sponsor have reasonable fees and expenses — often don't know what fees their employees are being charged either.

Over time, out-of-control fees can take a serious toll. The Department of Labor estimates that paying just 1 percent in extraneous fees each year could reduce your account balance by 28 percent during an average working career.

Finding — let alone understanding — such fee disclosures can be time-consuming and often involves wading through complex plan documents. That's why last year, the Labor Department issued regulations requiring fund administrators to provide a more transparent breakdown of their fees to employers, which in turn must pass the information along to employees.

During the first disclosure phase, investment companies were required to send a detailed statement about their plan's investment options, including fund performance and fees. You should have received this information from your employer by August 31, 2012. This statement, which will hereafter be sent annually, should include:

An explanation of any fees and expenses for general plan administration, such as legal, accounting and recordkeeping services.

Total annual operating expenses expressed as a percentage of account assets and a dollar amount per \$1,000 invested.

An explanation of fees and expenses incurred based on your actions (e.g., trading fees, loans, service charges for low balances, hardship withdrawals, processing divorce decrees or qualified domestic relations orders, etc.)

The historical performance of each fund in which you invest (at 1, 5 and 10 years, and since the fund's inception.)

Benchmark performance — for example, if you invest in an S&P index fund, it should be compared to the average expense ratios for the S&P 500 over the same periods.

The second phase of fund disclosure was the release of quarterly performance statements tied to your particular investment accounts. The first of these statements was for July 1 — September 30, 2012, and most people should have received theirs by mid-November. It should include specific dollar amounts of plan-related expenses or fees charged to or deducted from your accounts that quarter, along with a detailed description of the related services.

For many, these statements are a wake-up call for why they need to choose investment options more carefully. They won't do all the work: You'll still need to crunch the numbers on how your current investment choices stack up against other funds. And no piece of paper can determine your appetite for risk vs. reward. But they're a start.

The DOL hopes that by shining daylight on 401(k) plan costs, employers will be motivated to rein in costs and seek better investment options for employees — and that employees will be more inclined to seek out the most cost-effective funds for their retirement savings.

Jason Alderman directs Visa's financial education programs. To Follow Jason Alderman on Twitter: www.twitter.com/PracticalMoney.

County Council Elects New Leadership Team

Council Member Andrea C. Harrison (D) — District 5 Re-elected Council Chair

By PRESS OFFICER
Prince George's County Council

The Prince George's County Council reelected Council Member Andrea C. Harrison (D) — District 5, to serve a second consecutive term as Chair in Legislative Year 2013. Council Member Obie Patterson (D) — District 8, was elected to serve as Vice Chair. The newly confirmed Council leadership team presided over the first session of Legislative Year 2013 on Tuesday, December 4, 2012.

In remarks summing up the 2012 Legislative Year, Council Chair Harrison praised her colleagues for their exceptional work.

"It is important for us to tell our story in Prince George's County. The members of this County Council have been great storytellers for our County, and skilled authors of a wonderful new chapter in our rich history—one that has moved Prince George's County forward. We

can be proud of all we have achieved together in this Legislative Year to enhance the quality of life for our residents, and position this County to meet the challenges that remain. Our Council and our County are moving in the right direction."

A Council Chair has not served two consecutive terms in leadership since Legislative Years 2002 and 2003 when Peter Shapiro chaired the County Council. Chair Harrison thanked her colleagues for their confidence in her leadership.

"I am profoundly grateful and humbled to have been again entrusted with the Gavel of Leadership for a second term, and I am honored by the faith my distinguished colleagues have placed in me and my leadership ability. Please know I have that same confidence, respect and admiration for each of you, and for the people of this great County, where I have lived, learned and served my



PHOTO COURTESY PRINCE GEORGE'S COUNTY COUNCIL
Council Chair Andrea C. Harrison and Vice Chair Obie Patterson Preside Over First Session of Legislative Year 2013.

entire life."

County Executive Rushern L. Baker, III, present for the Gavel Exchange ceremony, thanked the Council for their collective leadership during Legislative Year 2012.

"We are taking Prince George's County where it needs to go and this could not happen without the leadership represented on the Council. We are in this together, we are a family, and we will continue to move Prince George's County forward."

Council Chair Harrison, a resident of Springdale, served the remaining two years of her predecessor's unfinished term, before being elected in November 2010 to serve her first term in office as the District 5 Council Member. Council Vice Chair Patterson was elected to his first four-year term on the Prince George's County Council in the November 2010 General Election. The new Council leadership team will serve from December 4, 2012 until December 3, 2013.

BIG 10 from A1

It may seem counterintuitive to claim that leaving the company of highly esteemed schools like Duke, North Carolina, and Virginia represents an academic step up. But for a large research university like Maryland, that may indeed be the case.

"Our focus is primarily undergraduate," said David G. Brown, part-time IAC coordinator and provost emeritus at Wake Forest. "Their (the CIC) focus is more primarily graduate and research, as I understand it, and it is certainly more extensive than we do at the ACCIAC."

Ullmann, the Maryland spokesman, stressed the importance of future research opportunities stemming from the CIC.

"When big grantmaking institutions, whether it's the government or a foundation, when they're giving out research dollars or grants,

almost always those are given to multi-institutional groups," Ullmann said. "It's very rare that you get a large grant that just goes to the University of Maryland. Being a part of an \$8 billion research enterprise we think will ultimately generate new incremental research funding for the university."

School from A1

serious consequences for students for what was considered to be traditional disciplinary matters," said Judith Browne Dianis, who has done work with the school-to-prison pipeline since 1999 through the Advancement Project, a civil rights organization.

In some cases, punishment goes beyond just suspension and expulsion to become a criminal act. Dianis said there has been an increase in referring students to law enforcement for in-school incidents, which means students face consequences as severe as incarceration.

The Advancement Project is working with the state board in its effort to update the state discipline code to keep students in school and out of the legal system. Dianis, the organization's co-director, said the board is focusing on alternatives to out-of-school punishment, such as in-school suspensions and Saturday school.

"If you're not in class, you're less likely to graduate, and that's the ultimate goal," said Bill Reinhard, state Department of Education spokesman.

Reinhard said the state board wanted to examine its policies after learning of several instances in which students were disciplined for nonviolent acts because of zero tolerance.

Severe zero-tolerance policies that allowed students to be incarcerated for minor offenses are what led to the Justice Department's lawsuit in

Meridian. For example, students in Meridian can be incarcerated for dress code violations and flatulence in class, the Justice Department's findings letter states.

Maryland State Board of Education members are also concerned about disparities in treatment for minorities, a phenomenon Dianis said is common in the school-to-prison pipeline. Civil rights lawyers say Meridian's policies disproportionately affect black students and students with disabilities.

"When you look behind the numbers in school district after school district across the country, it's children of color who are feeling the brunt of these policies," Dianis said.

Some schools across the state have already made changes, and officials said they are seeing results. Baltimore City Public Schools' suspension rate has decreased by more than 60 percent since 2010, when the Advancement Project helped the district rewrite its discipline code, Dianis said.

"They realized that out-of-school suspensions do not improve outcomes for young people," Dianis said.

Prince George's County Public Schools have also seen a decrease in suspension rates in the last two years, said Janice Briscoe, special project officer for the division of student services. She attributed the decline to several factors, including a shift toward a more "positive" approach to discipline.

"We've been working with schools to really foster a pro-

ductive learning environment," Briscoe said.

Prince George's schools are working on a new "student rights and responsibilities handbook" after officials realized a high number of students were being suspended for "soft" offenses. The district is also implementing the research-based Positive Behavior Intervention and Support model in all of its middle schools.

While strides are being made on an administrative level, however, putting new policies into practice is another issue. Nicole Joseph, a lawyer with the Maryland Disability Law Center, said it is more difficult for the new discipline philosophies to trickle down to the ground level.

"On a school level, I still see assistant principals and principals who think suspension is their only option and they don't recognize there are other avenues," said Joseph, who represented both the 12-year-old Montgomery County girl and the Prince George's County ninth-grader.

All of Joseph's clients have some type of disability, meaning they are twice as likely to be suspended out of school than the average student, she said. In order to make changes on the ground level, she said school staff need more training from experts on how to deal with children with behavioral problems.

The Department of Juvenile Services often becomes involved in behavioral issues at public schools. Spokesman Jay Cleary said there are programs in place to minimize students

being placed in the department's custody because of school offenses.

For example, the Spotlight on Schools program places a department case manager in high schools to address in-school infractions on site. The goal of the program is to prevent a school-to-prison pipeline like what the Justice Department says is occurring in Meridian by being able to address incidents on a case-by-case basis, Cleary said.

"The goal is to keep the school safe, but the goal is also to keep the young people in school," Cleary said.

Collaboration between the education side and law enforcement side is vital to help prevent the pipeline, Dianis explained.

"A lot of places where we're doing work, the school districts and courts and police are coming together around the realization that ... they've got to stop criminalizing children," she said. "Unfortunately, it seems like the folks in Meridian haven't gotten that memo."

Dena Iverson, a Justice Department spokeswoman, wrote in an email that the department hopes the case in Meridian will provide guidelines for other jurisdictions going forward.

Dianis also hopes the case will be a trendsetter and cause other school districts across the country to address the problem.

"When a society starts to treat children as criminals, it has become morally bankrupt, and I think that's really kind of where we are," Dianis said.

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COMMENTARY

President Barack Obama President of the United States



The President's Plan to Extend the Middle-Class Tax Cuts

Introduction

- President Obama, November 14, 2012

President Obama is committed to growing our economy from the middle out by creating jobs and reducing the deficit in a balanced way. That's how you build a strong and secure middle-class.

Since taking office, President Obama has repeatedly cut taxes for middle-class families to help them to make ends meet. A typical family making \$50,000 a year has received tax cuts totaling at least \$3,600 over the past four years.

Now we face a deadline that requires action on jobs, taxes and deficits by the end of the year:

1

On January 1, income taxes are scheduled to go up for 2.2 million middle-class Maryland families, and tax cuts such as the expanded Child Tax Credit, the 10 percent tax bracket, marriage penalty relief, and the American Opportunity Tax Credit all expire.

If Congress fails to act, every American family's taxes will automatically increase - including the 98 percent of Maryland families who make less than \$250,000 a year and the 97 percent of American small businesses that earn less than \$250,000 a year. A typical Maryland family of four (earning \$86,000) could see its income taxes rise by \$2,200.

Additionally, if taxes increase on the middle-class then families will have less money in their pockets. That would have an adverse effect on consumer spending which is 70% of America's economy. A report released last week by the National Economic Council and Council of Economic Advisers estimated consumer spending would fall \$200 billion nationwide next year including \$3.9 billion in Maryland. If Congress fails to act, retailers from big chains to mom-and-pop small businesses would be affected -- which is why even the CEO's of Walmart and Costco have called for a balanced approach that protects the middle-class.

The President believes we must take a balanced approach to reduce our deficit, that's why he has laid out a balanced \$4 trillion deficit reduction plan. On top of the \$1.7 trillion in bipartisan spending cuts he already signed (including \$1 trillion the Budget Control Act and additional savings through other legislation), the President's plan cuts entitlement spending by \$600 billion while protecting the investments we need to grow the economy, and asking the wealthy to pay a little more. In fact, there are about \$2 of spending cuts for every \$1 in revenue in the Obama plan.

This is an important moment not just to avoid the fiscal cliff—but to lay the foundation for an economy that will support a healthy middle-class, restore economic certainty, and lead to long-term job growth.

Asking millionaires and billionaires to pay their fair share is an essential component of the President's plan for balanced deficit reduction. Over the next decade, the President's plan will save \$850 billion relative to continuing the additional tax cuts that go exclusively to households making over \$250,000, or almost \$1 trillion when taking into account the cost of cuts to the estate tax. The Senate has passed this bill and the President is ready to sign it. The House should pass it immediately.

While the President is determined to work with Congress to reach a compromise, there is no reason to delay acting where everyone agrees: extending tax cuts for the middle-class.

There is no reason to hold Maryland's middle-class hostage while we debate tax cuts for the wealthy; or roughly 2 percent of Maryland families.

2

The Stakes for Maryland's Middle-Class Families

If the House of Representatives fails to extend the middle-class tax cuts:

- 2.2 million middle-class Maryland families will see their federal income taxes increase.

- A typical Maryland family of four (earning \$86,000) could see its income taxes rise by \$2,200 as a result of losing the combination of the expanded child credit, marriage penalty relief, and the 10 percent bracket.

- Maryland families will receive a smaller Child Tax Credit, and 611,000 of low- and moderate-income working families with children in Maryland will lose access to the Child Tax Credit altogether, costing them an average \$1,000 a year.

- 225,000 middle-class Maryland families will no longer get help paying for college from the American Opportunity Tax Credit.

- Maryland small businesses will be able to claim immediate tax deductions for only \$25,000, rather than \$250,000, of new investment.

The President's Plan

Under the President's plan, the 98 percent of Maryland families with incomes of less than \$250,000 per year would continue to benefit in full from the income tax cuts expiring at the end of 2012:

- Lower tax rates on up to \$250,000 of income (\$200,000 for single filers).

- The doubling of the Child Tax Credit to \$1,000 per child and extension of the credit to working Maryland families that previously could not benefit from it.

- The American Opportunity Tax Credit, which provides as much as \$10,000 of help over four years – the equivalent of a 30 percent discount on tuition at a typical state university – and thousands of dollars more help with college expenses than many Maryland families could have received from pre-existing tax credits.

- The 10 percent tax bracket, which will provide middle-class Maryland couples with a tax cut of up to \$890 next year.

- Expansions to the Earned Income Tax Credit, which gives millions of working families the break they need.

3

- Marriage penalty relief, which reduces or eliminates marriage penalties for nearly 38 million couples nationwide.

Under the President's plan, the income tax rates for high-income households would return to what they were under President Clinton, when the economy created nearly 23 million new jobs – including 335,800 new private sector jobs in Maryland – we went from deficit to surplus, and businesses and investors did very well.

Examples of Middle-Class Maryland Families that Will See Their Taxes Rise if the Middle-Class Tax Cuts Are Not Extended

EXAMPLE 1: TYPICAL MARYLAND FAMILY OF FOUR

A typical median-income Maryland family of four: a married couple with two children earning \$106,700 would see a \$2,200 tax increase.

- A tax increase of \$1,000 because the Child Tax Credit will fall from \$1,000 to \$500 per child.

- A tax increase of \$890 because of merging the 10 percent tax bracket into the 15 percent tax bracket.

- A tax increase of \$310 because of the expiration of marriage penalty relief that provides a larger standard deduction for married couples.

Total Tax Increase on this Family if Congress Fails to Act = \$2,200

EXAMPLE 2: A FAMILY OF FOUR WITH A CHILD IN COLLEGE

A married couple in Maryland with a 15-year-old at home and a 19-year-old in her second year at the University of Maryland; the couple's income is \$80,000.

- A tax increase of \$550 because instead of being able to claim the \$2,500 American Opportunity Tax Credit to help with college expenses, they will only be able to claim the Hope Credit worth \$1,950.

- A tax increase of \$500 because the Child Tax Credit will fall from \$1,000 to \$500 per child.

- A tax increase of \$890 because of the disappearance of the 10 percent tax bracket.

- A tax increase of \$310 because of the expiration of marriage penalty relief that provides a larger standard deduction for married couples.

Total Tax Increase on this Family if Congress Fails to Act = \$2,250

4

EXAMPLE 3: AN UPPER MIDDLE-CLASS MARYLAND FAMILY

A couple with one child earning \$130,000.

- A tax increase of \$890 because of the disappearance of the 10 percent tax bracket.
- A tax increase of \$3,150 because of a combination of the expiration of marriage penalty relief and the increase in the 25 percent tax rate to 28 percent.

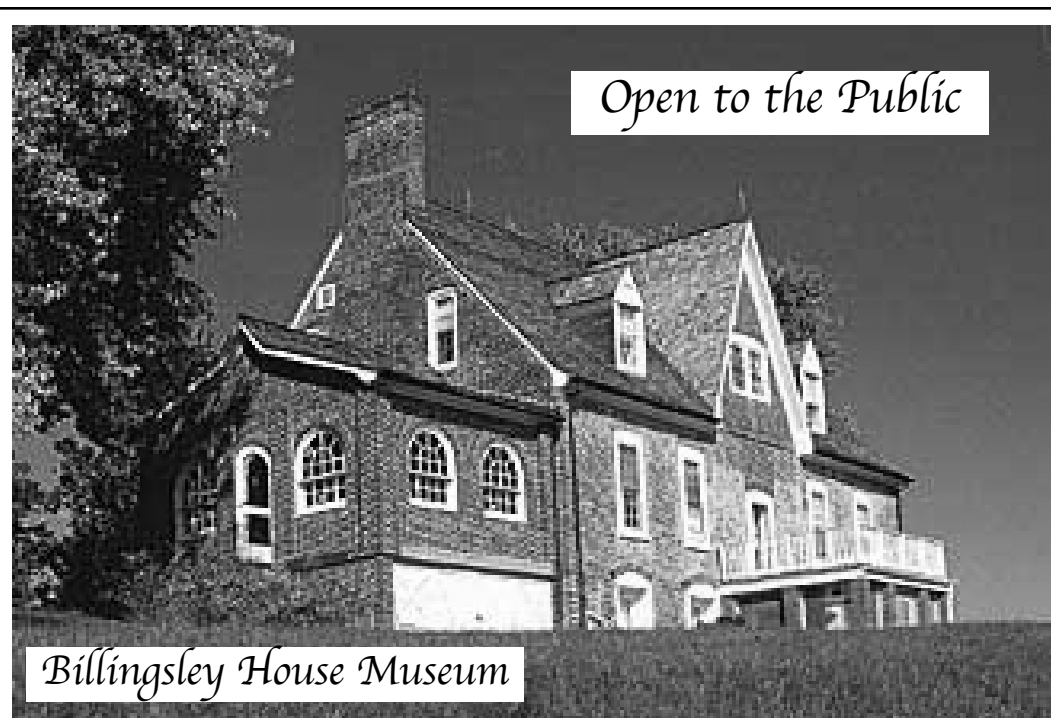
Total Tax Increase on this Family if Congress Fails to Act = \$4,040

EXAMPLE 4: A SINGLE MOTHER WITH TWO CHILDREN IN MARYLAND

A single mother with two children working full-time at \$12 an hour (earning \$24,000 a year).

- A tax increase of \$1,500 because the Child Tax Credit will fall from \$1,000 to \$500 per child and less of it will be available to low- and moderate-income working families.

- A tax increase of \$170 because of the disappearance of the 10 percent tax bracket. Total Tax Increase on this Family if Congress Fails to Act = \$1,670



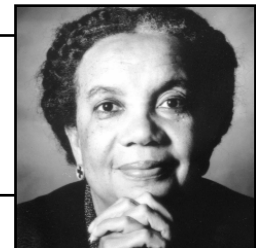
Open to the Public

Billingsley House Museum

Billingsley House Museum is a brick Tidewater Colonial plantation house that sits on 430 acres overlooking the confluence of the Patuxent River and the Western Branch. The house and land were named for Major John Billingsley, the original 1662 land grant owner. Even though Major Billingsley never lived on the property and there have been 27 title adjustments over its long history, the name "Billingsley" remains. The present house was built around 1740 by the prominent Weems family on or very near the site of an older 1695 house built by Colonel James Hollyday, first Chief Justice of the Prince George's County Court. Billingsley has been substantially altered and modernized both in the nineteenth and twentieth centuries, however, it is still one of the oldest structures remaining in the County and a unique example of a plantation house. As such, it is of great historical and architectural importance. Billingsley features rooms furnished in period decor ideal for both large and intimate gatherings as well as business meetings.

Child Watch

by Marion Wright Edelman



Speaking Up for and Demanding Full-Day Kindergarten

About four million American children celebrated a very big milestone this fall—their first day of kindergarten. Far too many were already a step or more behind their peers. If we want all of our children to be school-ready so that they can become college, career, and workforce-ready, it's long past time to offer universal quality prekindergarten followed by universal full-day kindergarten in the United States.

A while back the bestselling book *All I Really Need to Know I Learned in Kindergarten* touched a chord with its simple messages: Share everything. Clean up your own mess. Don't take things that aren't yours. Say you're sorry when you hurt somebody.

But those kinds of lessons sound very quaint today as forty-five states and the District of Columbia move towards implementing Common Core Standards that shift the focus for kindergartners to mastering a new list of skills, for example: Solve addition and subtraction word problems. Describe measurable attributes of objects, such as length or weight. Analyze and compare two- and three-dimensional shapes, using informal language to describe their similarities, differences, parts, and other attributes. Spell simple words phonetically, drawing on knowledge of sound-letter relationships. Participate in shared research and writing projects.

For too many kindergartners, though, one thing is still a throwback to the old days: going to school for only half a day. In order to master the skills covered in the Common Core Standards, the amount of time a kindergartener gets to go to school each day can vary from as little as two and a half hours to a full day of six hours. As even a five-year-old can see, that's not fair. It's time to stop demanding performance from children we do not give the supports they need to succeed.

Public education in America is built on the foundation of equal opportunity for all chil-

dren. But while most Americans think of all children as having access to a robust K-12 education system, in many places full-day kindergarten is a huge missing half step in the early learning continuum. Research comparing full-day kindergarten ("Full-Day K") and half-day kindergarten suggests that children benefit more from developmentally appropriate Full-Day K. Full-Day K plays a vital role in children's educational development, boosting cognitive learning, creative problem-solving, social competence, promoting positive school outcomes including faster gains on literacy and language measures, better attendance through the primary grades, and higher academic achievement in later grades. As the expectations for kindergarten in the Common Core Standards show, kindergartners across the country also are being expected to meet more rigorous academic benchmarks than ever before just like students in every other grade. The case for making kindergarten equal to every other school day seems obvious. Yet too many children aren't given an opportunity to attend kinder-

garten for a full school day. Instead, access to Full-Day K is more like playing a game of geography and income determine who wins. Millions of children are the losers.

Consider these facts: Only 10 states and the District of Columbia require by statute that school districts provide publicly funded Full-Day K. An additional 34 states require school districts to provide half-day kindergarten, and 6 don't require school districts to provide kindergarten at all.

Some school districts have voluntarily chosen to provide Full-Day K for all students funded through local taxes. Others construct a hodge-podge of funding to provide Full-Day K for some students dependent on factors like whether a family qualifies for tuition assistance based on family income or whether the child is at risk of school failure. In 12 states some children can access Full-Day K only if their parents pay tuition for the half of the day not covered by public funds.

States and school districts across the country have cut or

See WATCH, Page A8

The Prince George's Post

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BUSINESS

Small Business Spotlight

Hoyer Meets with Organizations Representing Farmers to Discuss Reauthorization of the Farm Bill



Left to right: Richard Wilkins, Vice President of the American Soybean Association Board; Chip Bowling, National Corn Growers Association Board Member and Fifth District constituent; Steve Wellman, President of the American Soybean Association; Patricia Langenfelder, President of the Maryland Farm Bureau; Congressman Hoyer; Bob Stallman, President of the American Farm Bureau Federation; Erik Younggren, President of the National Association of Wheat Growers; and Jerry Kozak, President and CEO of the National Milk Producers Federation

WASHINGTON, DC — Today, Congressman Steny H. Hoyer (MD-5) met with several organizations representing farmers to discuss reauthorization of the 2008 Farm Bill. Leaders and representatives from the American Farm Bureau Federation, Maryland Farm Bureau, American Soybean Association, National Milk Producers Federation, National Corn Growers Association, and National Association of Wheat Growers attended the meeting.

"Today, I met with organizations representing farmers in Maryland and across the country to discuss the need to take action on a long-term reauthorization of the Farm Bill," stated Congressman Hoyer. "I'm disappointed that House Republicans have not passed a bill to provide certainty to the farming community and American consumers. Not only have they refused to bring their own Farm Bill to the Floor, but they will not take up the Senate's bill, which reauthorizes the Farm Bill for five years and passed the Senate in June with a strong bipartisan vote. I will continue to urge my colleagues to work together to pass this bipartisan bill, and thank these organizations for their input today."

"I appreciate Congressman Hoyer taking time to meet with us today to discuss the importance of getting a Farm Bill passed this year," stated Patricia Langenfelder, President of the Maryland Farm Bureau. "It is vitally important to have a long term bill in place to provide certainty to farmers, especially at a time when Maryland farmers are looking to also make significant investments needed to help clean up the Chesapeake Bay."

"I worked with Congressman Hoyer when Congress passed the Farm Bill in 2008, and I'm pleased to have met with him again as we work to pass a five-year bill this year," stated Chip Bowling, National Corn Growers Association Board Member, Owner of Bowling Agri-Service, Inc. in Newburg, Maryland, and a Fifth District constituent. "Under his leadership and given his ability to reach across the aisle to make things happen, we hope we can get a bill passed by the end of the year."

The 2008 Farm Bill expired on September 31, affecting numerous programs including agricultural conservation, rural development, and dairy and commodity programs. Congressman Hoyer and House Democrats continue to urge House Republicans to take up the Senate bill, which passed with a bipartisan vote of 64-35.



Prince George's County Board of Education from left to right: Edward Burroughs III; Carolyn Boston; Donna Hathaway-Beck; Patricia Eubanks; Peggy Higgins, LCSW-C; Verjeana M. Jacobs, Esq.; Carletta Fellows; Amber Waller; Shabnam Ahmed; Zabrina Epps; and Interim Superintendent of Schools Dr. Alvin L. Crawley.

Board of Education Members Sworn in for New Term

By PRESS OFFICER
Prince George's County Board of Education

UPPER MARLBORO, MD—During a special ceremony on Monday, the Prince George's County Board of Education welcomed two new members Zabrina Epps and Carletta Fellows. Other Board members sworn in by the Honorable Marilyn M. Bland, Clerk of the Circuit Court for Prince George's County, Maryland, included the following incumbents: Edward Burroughs III, Patricia Eubanks and Verjeana M. Jacobs, Esq.

Epps is an academic advisor at the Community College of Baltimore County. She has served as a budget analyst with the Maryland General Assembly and a fiscal officer with the Maryland Secretary of State.

Fellows is an Educational

Program Consultant for Erhky's Learning Center which administers educational evaluations and develops instructional paths for children in foster care. She is involved in the Maryland State Redistricting Process at the congressional and state-level.

The Board also voted to re-elect Jacobs to a sixth term as Board Chair and elected Carolyn Boston as Vice Chair.

Jacobs was elected to an at-large seat on the Board of Education in November 2006. Prior to her election, she served as a hearing examiner for the school system where she presided over cases involving student appeals of suspensions and expulsions.

"It is an honor to serve another term as Chair of the Board of Education," said Jacobs. "I look forward to working with my colleagues in making this county a great

place for education and advancing the achievement of our diverse student population."

Boston previously served as Vice Mayor and Councilwoman for the Historical Town of Fairmount Heights, Maryland for two terms. She served nine years as president of the Parent Teacher Association (PTA) at Robert R. Gray Elementary School.

"I look forward to continuing our work and collaborating with our community and stakeholders to ensure that students are getting the best education," stated Boston. "My goal is to help make our schools more parent-friendly and create a culture of transparency throughout our school system."

2012-13 Prince George's County Board of Education members include:

- District 1: Zabrina Epps;
- District 2: Peggy Higgins,

LCSW-C;

- District 3: Amber Waller;
- District 4: Patricia Eubanks;
- District 5: Verjeana M. Jacobs, Esq. (Chair);

District 6: Carolyn Boston (Vice Chair);

- District 7: Carletta Fellows;
- District 8: Edward Burroughs III;

District 9: Donna Hathaway-Beck; and

Student Board Member: Shabnam Ahmed.

The Board holds annual elections on the first Monday in December to elect a Chair and Vice-Chair among its members. Board meetings are held throughout the school year, and are open to the public, except for meetings in executive session. For more information on the Prince George's County Board of Education and to see a complete calendar of Board meetings, visit:

<http://www1.pgcps.org/board/>

STEM from A1

corporate citizenship, electronic systems, for Northrop Grumman Corporation, at an education summit hosted by the commission last month.

But hundreds of engineering jobs, for example, remain unfilled at his company every day, he said, which is where Learning Studios and other STEM initiatives come in.

Starting in just six Maryland public schools in 2009, the program is now used in 30 schools across four districts, and is rapidly expanding, said commission president Tom Carroll.

The schools using the program are in Howard, Prince George's, Anne Arundel and Baltimore counties.

The commission just invited Montgomery County to join, and now the Maryland Department of Education is requesting the program across

the state, Carroll said.

"It's more hands-on. Other classes you just take a lot of notes," said 15-year-old JT Brittain. "I like this better."

Maryland is the first state to set specific "STEM standards of practice" that tell teachers not just what STEM is, but how to teach the subjects, said Donna Clem, STEM coordinator for the Maryland Department of Education.

Other non-government organizations are also working on enhancing STEM education.

The Maryland Business Roundtable for Education, a non-profit coalition of employers supporting education, announced at its annual meeting last week that it's going to expand STEMnet, an extensive online resource for students and teachers that launched last year.

Learning Studios aims to make math and science real to students by putting them to

work on real projects that are designed with help from real STEM professionals.

"It should be implemented in all schools," Clem said. "But it isn't easy," especially securing funding.

The program costs each school district about \$70,000 to \$75,000 a year, which covers teacher training and resource support from the commission, said Melinda George, commission vice president and chief operating officer.

So far, the commission has brought some funding into the schools through outside grants, said Jeff Dilks, Learning Studios' senior director.

The four-year \$250 million federal Race to the Top grant, awarded to Maryland in 2010, has also been a savior in funding STEM initiatives, educators said.

But educators at the summit wanted to know, what happens

when grants run out?

After Learning Studios builds the foundation, "we need to help schools take over more and more," and encourage more teacher leaders so when the program ends, the learning continues, George said.

"We're not a curriculum. We're a process," Dilks said. "We hope that the school district can incorporate regular professional development."

The program is not only expanding but also gaining more interest from funders, Carroll said.

The commission has received grants for the program from Northrop Grumman and NASA, and Boeing just gave a two-year \$95,000 grant, up from \$30,000 last year.

Boeing's future, said Tom Bartlett, one of the company's community investors, relies on finding a way to close the skill gap.

Court from A1

president of Liberty University, said he thinks this decision is a good sign.

"I think the fact that the court granted it...shows that there's a majority of justices that are interested in seeing Obamacare come back to the high court again," Staver said. "If they (justices)... were tired of dealing with it, they could have easily denied the petition of rehearing."

Staver is optimistic that if the court rules parts of the law unconstitutional, it could put the whole act in jeopardy.

"If the entire employer mandate is struck down I think that disables Obamacare," Staver said. "If it is upheld, but struck down as it applies to religious employers, it puts holes in the bottom of the ship that will sink Obamacare."

But, it's a strong possibility that the court will uphold the

law as constitutional, according to Mark Graber, law and government professor at the University of Maryland.

"Based on the Supreme Court's past decisions, Liberty University has no case because this is a neutral law that doesn't single out religions," Graber said.

There are two different schools of thought on the free-exercise clause, which prohibits government from establishing a religion and allows for the free exercise of religion.

The first, which is the present Supreme Court position, only prohibits laws that discriminate against religion, and the second, minority, position prohibits laws that burden religion, unless there is a compelling interest such as national security, Graber said.

According to Staver, though, this kind of interpretation of the free-exercise clause is also different than anything

in history, so that can make a difference.

If the Court of Appeals hears the case and decides it is unconstitutional, "you're going to see a whole lot of cases" challenging the law, Garber said.

"If the Fourth Circuit decides it's a perfectly constitutional law...it's unlikely that you would have other universities doing the same thing," Rosenbaum said.

After the Court of Appeals makes a decision, the case could go back to the Supreme Court.

"My guess is the Supreme Court would reverse (a lower court decision finding the law unconstitutional)," Graber said. "Either that, or the Supreme Court would have to reverse a whole lot of what it's done before."

According to Virginia Attorney General Ken Cuccinelli, now that the Affordable Care Act is under

closer scrutiny, people are starting to see things that are "arguably not legal or constitutional."

The Liberty University case is the first to address religious freedom issues, so it is important, Cuccinelli said.

"I do not think it is likely you'd see the bill thrown out, even if Liberty wins on all points," said Cuccinelli. "I think you'd just see parts of the bill carved out."

These religious freedom issues, however, are more likely to be won based on the Religious Freedom Restoration Act, which exempts religious institutions from laws that violate their beliefs, than on the First Amendment, Cuccinelli said. "If you abide by Obamacare you go against your core religious beliefs," Staver said of religious institutions. "For Liberty University, that's going to be millions of dollars of fines."

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OUT ON THE TOWN

ERIC D. SNIDER'S
IN THE DARK

Movie Review

“Killing Them Softly”

"KILLING THEM SOFTLY"

B

Rated R for pervasive harsh profanity and graphic vulgar dialogue, a lot of strong violence

1 hr., 37 min.

I haven't read "Cogan's Trade," George V. Higgins' Boston-set crime novel that's been turned into the movie "Killing Them Softly," so I can't fully report on how faithful the adaptation is. But I do know that it was published in 1974, which means it definitely was not set against the backdrop of the 2008 economic meltdown and concurrent U.S. presidential election. That's important to note because the way writer/director Andrew Dominik has it, the dirty deeds of the criminal underground metaphorically reflect the banking crisis and the government's reaction to it.

And hey, more power to him. Without that angle, "Killing Them Softly" is an unremarkable twisty-turny crime caper about various facets of uncivilized society robbing and murdering one another, one of dozens of such movies that have been produced since Quentin Tarantino sprang into existence (although it's more "Boondock Saints" than "Pulp Fiction," quality-wise). With Dominik's interpolations in the form of sound bites from George W. Bush and Barack Obama, heard and seen

in the background — it takes on a new significance that helps it stand out from the many films it otherwise resembles.

Here's what we have. We have a regular poker game for shady people, hosted by fellow shady person Markie Trattman (Ray Liotta), that gets robbed by two masked goons, Russell (Ben Mendelsohn) and Frankie (Scoot McNairy). Holding up a poker game for criminals may sound like a dumb idea, but Russell and Frankie are hired to do it by another criminal, Johnny "Squirrel" Amato (Vincent Curatola), who had reason to believe that they'd be able to get away with it.

After the heist, the higher-ups bring in Jackie Cogan (Brad Pitt) to punish whoever was responsible, with an unnamed bureaucrat played by Richard Jenkins serving as go-between. Jackie doesn't like to kill people he's had personal dealings with before, so he outsources part of the job to another hitman, Mickey (James Gandolfini), who uses the business trip as an excuse to drink himself stupid and cavort with prostitutes. As more facts come to light and more action is required, the unnamed bureaucrat must return to his supervisors to get approval.

The characters don't directly mention the national financial crisis very often (though they are aware of it), but Dominik makes it impossible for us to miss the parallels. (In no way is



PHOTO COURTESY ROTTENTOMATOES

Three dumb guys who think they're smart rob a Mob protected card game, causing the local criminal economy to collapse. Brad Pitt plays the enforcer hired to track them down and restore order. Killing Them Softly also features Richard Jenkins, James Gandolfini, Ray Liotta, Scoot McNairy, Ben Mendelsohn, and Vincent Curatola. Max Casella, Trevor Long, Slaine and Sam Shepard also make appearances.

this a subtle film. Of Dominik's previous two movies — the ultra-violent "Chopper" and the ruminative "The Assassination of Jesse James by the Coward Robert Ford" — this is more like the former.) Someone must be punished for the very bad thing that happened at that card game — but who? The guys who did the job? The people who put them up to it? The system that made such a heist possible in the first place? And what sort of punishment is appropriate? Will the guys who are higher up in the food chain be punished less severely than their underlings, even though they are just as culpable? Is it more important to enforce the "law" among criminals, or to send a message to other criminals? As Jackie says, "It's not so much what you been doin'". It's what guys think you

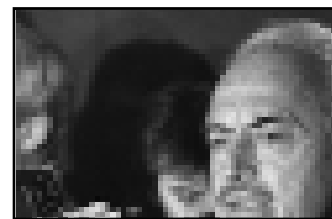
been doin' that matters.

But don't worry about "Killing Them Softly" becoming a political diatribe. Its primary mission is to deliver bone-cracking violence and funny, profanity-driven tough-guy dialogue, and it does that awfully well. Two goons (Max Casella and Trevor Long) beat up a manly character, played by a macho actor, with such fervency that the guy pathetically vomits and whimpers. Someone is shot in the head in super-slow-motion: a ballet of gore. Jackie, Mickey, the unnamed bureaucrat, and others hold dizzying conversations about life, the universe, and everything, always with crackling energy and dark humor. Ain't nothin' new about it, but it's a cool 97 minutes of seedy amusement.

The Edge of Sports

by DAVE ZIRIN

Rest in Power, Marvin Miller



Marvin Miller, the legendary leader of the Major League Baseball Player's Association, passed away today at the age of 95. Mr. Miller never played the game, but he may have had more influence on baseball than anyone else in this half of the century. As executive director of the Players Association from 1966-1982, he brought a world of experience garnered in the tough steelworkers' union to bear on baseball labor relations, and his knowledge, organizational ability, and resolve completely overmatched the owners and their representatives. During his tenure the average players salary increased from \$19,000 to over \$240,000. Today the Baseball Players Union is acknowledged as one of the strongest labor organizations in the United States. Below is my 2004 interview with Mr. Miller and at 87, you will see that he still had the fire.

Dave Zirin: Who or what shaped your thinking as a young man?

Marvin Miller: Well, I guess a big part of what shaped me was that I entered high school in February of 1929. Several months later, boom, we have the Great Depression. All through the early 1930s my father who was a retail store salesman saw the businesses that employed him went downhill and all through the Depression, my father got more and more anxious and concerned and I was old enough to be aware of all of that.

How did the Depression affect where you grew up?

I grew up in New York City and in that period, you couldn't help but observe the breadlines, the increase of the number of people begging in the streets, the people selling apples. The signs of economic hardship were easy to see. I am reminded of a question I was asked a couple of years ago. I was speaking to a group of young black students in New York talking about the Depression, breadlines and so on and one of the kids asked me if there were white people also on the breadlines and selling apples in the streets. Of course! In fact most of them! In the New York of the early 1930s there was a black population but it was largely ghettoized in Harlem and unless you went to Harlem, you didn't see black people on the breadlines.

How did the Depression move you toward trade union politics?

My father who had never been in a union in his life, became active. He was a member in the wholesale clothing workers union in lower Manhattan and I have a very early memory of going to a store where he was working and finding him on a picket line. Also my mother was a teacher in New York City Public Schools and she became one of the early members of the city's teachers' union. As the thirties progressed and the CIO [Congress of Industrial Organizations] and industrial unions formed, everybody was aware of the ferment of the labor movement. All of these were influences.

When did you personally become involved?

I graduated college in 1938, and in that period, a good part of the country was seemingly coming out of the Depression. But New York City was not. New York just kept dropping until April 1940 after the rest of the country was moving. I can recall wondering if I was ever going to get a job. Unlike some friends and neighbors, my father did not own a business. I was in different straights. I had no affluent uncles. In those days when you looked for a job you would go to employment agencies and the situation was so bad you had to connive just to get an application filled out and handed in. Eventually I got some meaningless jobs here and there—a drugstore, a small wholesale gift outfit, working for shipping broker a customs broker down at the foot of Manhattan... I had other meaningless jobs, and I kept taking civil service examinations. I finally got appointed, working with relief populations which was an eye opener, and an economist for the war production board, and eventually I moved to a brand new agency called the war relations board, and this was charged with a new function of hearing virtually every labor management pursuit. This is how it formed. The labor movement had been asked to make a no strike pledge for the duration of the war and the Chamber of Commerce were asked to, in good faith, make a no lock out pledge. The labor movement said ok but we're still organizing and there are conditions all over that haven't changed since the Depression, and how are we going to solve disputes? And FDR created by executive order the war labor board, I was a hearing officer. With the war labor board, I dealt with arbitrating steel, auto, women in the work place, and some time later I found a job first with the IAM [the International Association of Machinists] and worked with them and I also had a short stint with the UAW [United Auto Workers] and then the steel workers starting in 1950 and I became chief economist and assistant to the president and I was with them until 1966

Were you a baseball fan before your work heading up the Players Union?

Oh yes. I was an old Brooklyn Dodgers fan and I was going to Ebbets field by myself by the time I was 10, when there was a Saturday double header! I was a huge fan from way back.

How were you recruited to head up the Baseball Players Union?

The players had a search committee made up of three or four players including Robin Roberts, Jim Bunning [two pitchers in the Hall of Fame], and Harvey Kuenn. Roberts was really the sparkplug of that committee and what he did was call [former chairman of the war labor board] George W Taylor and he recommended me.

What were the players looking for in you?

They had an organization—a fake union—called the Players Association that had been formed by the owners. This was a com-

Officials Welcome Tanger Outlets National Harbor at Ground Breaking Ceremony

By PRESS OFFICER
National Harbor

Upper Marlboro, MD — Yesterday, during a standing room only ground-breaking ceremony, Prince George's County Executive Rushern L. Baker, III, Milt Peterson, Principal and Chairman of The Peterson Companies along with State and County Officials welcomed Chairman Steven Tanger, President and CEO Tanger Factory Outlet Centers.

"Today is another extraordinary day for Prince George's County," touted Baker. "The Tanger Outlets National Harbor represents another successful spoke in the wheel as we work to create more high-quality retail, increase employment opportunities and grow our commercial tax base. Today we break ground on a development that will enable Prince Georgians to spend their money at home and have people from around the region come to us for higher-end retail shopping. This development is a major addition to our retail mix and an exciting prospect that will help Prince George's County attract more visitors and fulfill a longstanding request from our residents for higher-end retail options."

"We are pleased to begin construction of Tanger Outlets National Harbor in this dynamic lifestyle destination and to create new job opportunities in Prince George's County" said Steven B. Tanger, President and Chief Executive Officer of Tanger Factory Outlet Centers, Inc. "Our goal is to create an exceptional outlet experience to serve this outstanding market area and to attract domestic and international

tourists visiting the metropolitan D.C. area with great designer and brand name stores with on trend, in season value priced merchandise. We look forward to being a great partner to Prince George's County and the local community and to bringing this world class Tanger Outlets fashion destination to National Harbor" added Tanger.

Tanger Outlets National Harbor is located at the base of the Woodrow Wilson Bridge and directly accessible from the Capital Beltway (I-95, I-495), I-295 and Indian Head Highway (Rt 210). It will serve as a leading outlet destination for the 8 million residents in the surrounding Maryland, Virginia and D.C. communities. The center is located only 8 miles southeast of the nation's capital which welcomes 33 million annual domestic and international visitors. The center's unique features will include a modern design with a pedestrian friendly layout that will function as an open-air mall with both covered and uncovered landscaped courtyards and park-like settings throughout the complex. Tanger Outlets National Harbor will introduce approximately 80 leading brand name and designer outlet stores including Calvin Klein, H&M,

IZOD, Gap Factory Store, American Eagle Outfitters, Tommy Hilfinger, Banana Republic Factory Store, White House Black Market Outlet, Chico's Outlet, Columbia, Brooks Brothers Factory Store, Aéropostale, P.S. by Aéropostale, J. Crew Factory, Le Creuset Outlet and many more.

This project features 340,000 square feet of GLA and represents

a private investment of almost \$100 million dollars. It is one of the largest economic development projects in the County and will create an estimated 600 jobs during construction and approximately 1,000 full and part-time retail jobs upon completion. The center is estimated to create an additional \$6.5 million dollars in annual sales tax revenue for the state.

The new outlet center will be co-owned by Tanger Factory Outlet Centers, Inc. and Peterson Companies and will be branded as Tanger Outlets National Harbor. Tanger and Peterson will each own a 50% interest in the project and will jointly provide site development and construction supervision services to the venture. Tanger Outlet Centers will provide management services, leasing and marketing to the joint venture.

"The Tanger Outlets brand is synonymous with quality and we are thrilled to partner with them to bring these high quality retail brands to Prince George's County" stated Milt Peterson, Chairman, Peterson Companies. "This is an exciting new chapter in the evolution of National Harbor and we believe that Tanger Outlets National Harbor will be a tremendous complement to our existing shopping, dining, entertainment and hospitality offerings."

"Tanger Outlets National Harbor will be a game changer in terms of retail options and opportunities in Prince George's County," said Prince George's County Executive Rushern L. Baker, III. "By this time next year, we are going to have thousands of shoppers from around

the region and state spending money in Prince George's County during the holiday season while supporting and creating jobs for our residents. I am very excited to break this ground and welcome Tanger Outlets to Prince George's County."

Peterson Companies is one of the largest privately-owned real estate development companies in the Washington, DC region and offers fully-integrated development and management services for commercial office, residential and retail real estate. The company is responsible for some of the most prominent and successful mixed-use, residential and office developments in Northern Virginia and Maryland including National Harbor, Virginia Gateway, Downtown Silver Spring, Washingtonian Center, Fairfax Corner, Fair Lakes, Burke Centre and Tysons McLean Office Park. Founded by Milt Peterson over 30 years ago, the company has an extensive two million square foot development pipeline throughout the Washington DC region. For more information about the company please visit www.PetersonCos.com

Tanger Factory Outlet Centers, Inc. is a publicly-traded REIT headquartered in Greensboro, North Carolina that operates and owns, or has an ownership interest in, a portfolio of 43 upscale outlet shopping centers in 26 states coast to coast and in Canada, totaling approximately 12.9 million square feet leased to over 2,700 stores operated by more than 460 different brand name companies. More than 175 million shoppers visit Tanger Factory Outlet Centers annually.

Calendar of Events

December 13 - December 19, 2012

26th Annual Winter Festival of Lights

Date and Time: Through Tuesday, January 1, 2013, 5-9:30 pm (daily)

Description: You won't want to miss this season's spectacular drive-through displays! Featuring more than a million twinkling lights, the 26th Annual Winter Festival of Light is a joyful event for everyone. Please bring a canned good with you for donation to local food banks.

Cost: \$5/cars and vans, \$15/mini-buses and limos, \$25/buses, \$10/multi-visit passes for cars and vans. The festival is FREE on December 25.

Ages: All ages

Location: *Watkins Regional Park*

301 Watkins Park Drive, Upper Marlboro 20772

Contact: 301-699-2456; TTY 301-699-2544

Vendor's Row

Date & Time: Saturdays, December 15 & 22, 9:30 am-3 pm; VIP 9:30 am-5 pm

Description: The Youth & Community Programs Division of the Prince George's Sports & Learning Complex is excited to present you with this year's "Vendor's Row" dates. "Vendor's Row" will be the only vending opportunity for the upcoming 2012-2013 year. There will be a limited number of spaces available and exhibitors will be received on a first-come, first-served basis. Registration required.

Cost: \$100 for one (1) 6' x 30" covered banquet table with skirting and two (2) chairs. Electric outlets available upon request.

Location: *Prince George's Sports & Learning Complex*

8001 Sheriff Road, Landover 20785

Contact: Youth & Community Programs Manager: 301-583-2582; TTY 301-583-2483

Sincerely Santa

Date & Time: Friday, December 14, 9 am-9 pm

Description: A personal letter can bring joy to Santa Claus believers and skeptics alike. Children love receiving mail, especially if it's from Santa Claus! Your loved one will be so surprised when they read what Santa has to say about them, their family, friends, schoolwork, chores or hobbies. With your help on the details, Santa can make this holiday season extra special and exciting for the special child in your life!

Cost: FREE Ages: 3-5

Location: *Harmony Hall Regional Center*

10701 Livingston Road, Fort Washington 20744

Contact: 301-203-6040; TTY 301-203-6030

Hansel & Gretel Tea Party

Date & Time: Saturday, December 15, 2 pm

Description: Visit Darnall's Chance when it is decorated like a gingerbread house to listen to the story of Hansel and Gretel and enjoy tea and dessert. Registration fee required for all attendees - children and adults. Capacity is limited; Reservations and advance payment required.

Cost: Resident \$12; Non-Resident \$15

Ages: Ages 5 & up

Location: *Darnall's Chance House Museum*

14800 Governor Oden Bowie Drive, Upper Marlboro 20772

Contact: 301-952-8010; TTY 301-699-2544

Toy Drive

Date & Time: Wednesday, December 19, 9 am-9 pm

Description: Donate a new toy which will be donated to So Others Might Eat (S.O.M.E.) Family Shelter.

Cost: Free Ages: All ages

Location: *Hillcrest Heights Community Center*

2300 Oxon Run Drive, Temple Hills 20748

Contact: 301-505-0896; TTY 301-203-6030

Annual Santa Parade

Date & Time: Saturday, December 15, 8 am-1 pm

Description: Stephen Decatur Community Center in conjunction with the North Clinton Citizens Association will host its Annual Christmas Parade led by the Volunteer Fire Department and Santa himself. Get in the spirit for the holidays!

Cost: FREE

Ages: 17 & under

Location: *Stephen Decatur Community Center*

8200 Pinewood Drive, Clinton 20735

Contact: 301-894-6616; TTY 301-203-6030

Winter Holiday Concert

Date and Time: Monday, December 17, 7:30 pm

Description: All are welcome to attend Beltsville's holiday concert featuring the Greenbelt Concert Band. Enjoy festive music and light refreshments as we start off the holiday season. The evening includes FREE door prizes!

Cost: FREE Ages: All ages

Location: *Beltsville Community Center*

3900 Sellman Road, Beltsville 20705

Contact: 301-937-6613; TTY 301-445-4512

Wrap It Up Party

Date & Time: Tuesday, December 18, 7-9:30 pm

Description: Bring your holiday gifts and wrapping supplies over for an un-interrupted wrapping opportunity. Maybe you can swap some gift wrap with a friend for that special gift. Refreshments will be available. Please Note: This is a kids-free event.

Cost: FREE Ages: 16 & up

Location: *Rollingcrest-Chillum Community Center*

6120 Sargent Road, Chillum 20782

Contact: 301-853-2005; TTY 301-4 45-4512

Holiday Ornament Emporium

Date & Time: Sunday, December 23, 11 am-3 pm

Description: A juried show of original, handmade art ornaments. All ornaments for sale. Cost:

Free; donations to Montpelier welcome

Location: *Montpelier Mansion/Historic Site*

9650 Muirkirk Road, Laurel 20708

Contact: 301-377-7817; TTY 301-699-2544

EARTH TALK ... "A greener, healthier laundry room"

Dear EarthTalk:

How can I have a greener, healthier laundry room?

-- Billie Alexander,
Topeka, KS

While there are many ways to green one's laundry room, one place to start is with detergent. Luckily, in 2009 the federal government phased out phosphates, harsh chemicals that help break down minerals and loose food bits during the wash cycle, because their presence in waste water causes algae blooms in downstream waterways. But mainstream detergents still often contain the surfactant nonylphenol ethoxylate (NPE), which researchers have identified as an endocrine-disrupting estrogen mimic, meaning exposure to it can cause reproductive and other human health problems. Bleach, a corrosive chemical known to burn skin and eyes on contact and damage lungs when inhaled—and which can react with ammonia to produce toxic gases—is also a common ingredient in detergents.

Sarah van Schagen tested and reviewed six leading eco-friendly detergents for *Grist Magazine*. To qualify for consideration, each needed to be "free and clear" of dyes and perfumes and also "concentrated" in order to save water, packaging and extra carbon emissions from transport. The contestants included detergents from Earth Friendly Products, Biokleen, Mountain Green, Planet, Seventh Generation, and All. Each did a respectable job getting clothes clean and smelling fresh, with most performing just as well as mainstream brands. Seventh Generation Free & Clear was the overall winner for its combination of eco-friendly ingre-

dients, good stain fighting, pleasant but not "perfumey" scent and low price.

Another way to green the laundry room is to lose the fabric softener. Mainstream varieties, whether dryer sheets or liquid, contain harmful chemicals like benzyl acetate (linked to pancreatic cancer), benzyl alcohol (an upper respiratory tract irritant), ethanol (linked to central nervous system disorders), limonene (a known carcinogen) and chloroform (a neurotoxin and carcinogen). Many dryer sheets also contain tallow, a processed form of beef or mutton fat.

"You can avoid these health risks, the animal fat and the waste simply by using vinegar to soften your clothing," reports Josh Peterson of The Discovery Network's Planet Green. "Add 3/4 cups of vinegar to your final rinse cycle and your clothes will come out soft." And since vinegar "is ludicrously inexpensive when compared to fabric softener," consumers can save money and the planet at the same time.

Of course, swapping out that old water-hogging, energy-gulping washing machine for a new model that meets federal EnergySTAR standards will save lots of electricity and water. EnergySTAR certified washing machines use about 20 percent less energy and 35 percent less water than regular washers, and also have greater capacity so it takes fewer loads to clean the same amount of laundry. Their sophisticated wash systems flip or spin clothes through a stream of water and rinse them with repeated high pressure spraying instead of soaking them in a full tub of water. Likewise, replacing an older clothes dryer with a newer EnergySTAR model will help reduce your household's electricity consumption. And if



CREDIT: ISTOCKPHOTO/THINKSTOCK

Three steps to a healthier, greener laundry room: Use natural, nontoxic detergents free of harsh chemicals, dyes and perfumes; lose the fabric softener in favor of vinegar; and swap out your old equipment for EnergyStar rated appliances that are more energy-efficient and will save money over time.

you live in a place with a mild and often sunny climate, ditch the dryer altogether and hang your clothes to dry outside.

CONTACTS: Biokleen, www.biokleenhome.com; Earth Friendly Products ECOS, www.ecos.com; Mountain Green, www.mountaingreen.biz; Planet Inc., www.planetinc.com; Seventh Generation, www.seventhgeneration.com; All Laundry, www.all-laundry.com; *Grist Magazine*,

www.grist.org; Planet Green, planetgreen.discovery.com; EnergySTAR, www.energystar.gov.

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Women from A1

"You have to prove yourself more as a woman, and yet you have to be more calm," she said.

Mitchell had less difficulty as CEO of a hospice because many other leaders in her field are also women, she said.

Maryland's progressive nature, large public sector and access to education are most likely responsible for the high portion of women in managerial positions, said Cecilia Rio, associate professor of women's studies at Towson University.

Rio said there has been a nationwide trend toward more women in management since the passage of the Equal Employment Opportunity law in the 1960s, but Maryland has often been at the forefront of equal pay causes, which could explain the higher ratio of female managers.

Mitchell also said that a progressive culture has encouraged women leaders in business.

"There is more gender equality in this state than I've seen elsewhere," she said, adding

that the types of businesses common in Maryland often have female managers.

She has noticed that female CEOs are more prevalent in the hospice field and in nonprofits in general, which are well represented in Maryland.

Rita Marinho, professor of women and gender studies at Towson University, explained that the nonprofit fields have a history of attracting female employees stretching back to the founding of YWCA. The nonprofit sector is often more alert to the needs of women workers, who may miss work due to pregnancy or to care for family, she said.

Economic pressures also help to move women to lead business, said Cohen, because the high cost of living in Maryland would push women to enter the workforce and seek high-paying leadership positions.

"Women have to work in order to live in an area that is thriving, and it tends to be more expensive," she said.

Maintaining a family with

both parents in the workforce or as a single mother can make heading a company even more challenging. Cohen has a teenage son and daughter and said that balancing work and home responsibilities can be tough at times.

"It is hard to juggle everything. You have to have your children understand that the reason you're working so hard is for them," she said. "They have to understand why their mom isn't picking them up at school like the other moms."

Mitchell takes care of her mother and admits that it has also been challenging to look after both her family and her business. Both Cohen and Mitchell said their husbands help with family responsibilities.

The census statistic may seem like a sign of heightened equality between the sexes, but Rio said that on the whole, the "vast majority of women are hurting now." She cautioned against making too much of the fact that women are becoming better represented in management.

The lowest-paying jobs with the fewest benefits are also more frequently being done by women, she said.

"There is a polarizing going on in the labor market," Rio said, adding, "Things are getting better for some women. For jobs that are associated with credentials and degrees it is a very good time for women but for other women, it is not such a good time."

Rio said that minority women, in particular, are underrepresented in the upper ranks of business.

Even when they do reach the top levels of their field, women still do not fare as well as men economically. Female managers earn an average of just 73 percent of what male managers earn, the *New York Times* reported.

Still, the fact that women in Maryland are becoming economic leaders was good news to Mitchell.

"We need to make sure that women are promoted for their capability and aptitude and not be left behind."

Sports from A6

pany union in every sense of the word, the employers had formed it back in 1947 as basically a response to two things. One there was a drive to organize players into a union, and two, there had been an attempt by two wealthy Mexican businessmen to start a major league in Mexico and they offered larger salaries. That was also the year of Jackie Robinson coming to the dodgers and the year of a man on his own trying to organize the players. A man named Robert Murphy went from Spring Training site to site—and the owners saw this and said we need to head this off and form a company union.

Why were the conditions so ripe for a strong union?

I don't know that they wanted a real union [at first]. If I had to make an educated guess, the one

thing the players had which they prized was their pension plan. It was called a benefit plan, That had been put into effect also in 1947 once again the owners saying, let's do something to prevent the union here. 18 years later, two things, were concerning the players. One was that the pension had not kept pace over 18 years of progress, also they picked up strong rumors that the owners were wanting to change it. Television by 1965 had grown tremendously. [L.A. Dodgers owner] Walter O'Malley saw this and wanted to after the benefit plan. But beyond that I was also learning that it was like pulling teeth learning what else made them unhappy. This was because they were a work force basically unschooled in working conditions. They had all undergone a bunch of brainwashing that being allowed to play major

league baseball was a great favor that they were the luckiest people in the world. They were accustomed never to think, "This stinks. We need to change this." You have to remember baseball players are very young and with few exceptions have no experience in these matters.

Did the other movements of the 1960s, the Civil Rights Struggle, the anti-war struggle, had on giving people the confidence to think union?

There is no doubt there was a major connection. You now had a great many black and Latin players. You now had a much more diverse sampling of the American people than in the 1940s. You now had at least some people who were able to think in terms of what was wrong with the society, what was wrong with the conditions, people much more accustomed to

think about these things. You have to remember before 1947, the ballplayer came in tremendous proportion from rural areas rather than from cities, from the south and southwest and not from big urban areas. And by and large from anti-union areas.

Why was Curt Flood the player who stepped forward to challenge the reserve clause?

To me Flood epitomized the modern player who began to think in terms of union, to ask questions like "Why is baseball an exception to how labor is treated in other industries? Why should we be treated like property? Why should we agree to have a reserve clause?" Basic questions that had gone unasked.

Was it related that it took a Black player to challenge the

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Watch from A4

delayed funding for Full-Day K as budgets have tightened because of the recession.

Unequal access to publicly funded full-day and full-week high quality kindergarten programs means too many young children lose a critical opportunity to develop and strengthen the foundational skills necessary for success in school and life-long learning. Many children who attend full day pre-K programs find themselves cut back to half days in kindergarten, which becomes a huge setback for them and hardship for their working families. And although a year of instructional time for kindergartners varies from 540 to 1,080 hours, the expectation of mastery of the Common Core Standards is the same from state to state and district to district no matter how much class time the children receive. If implementation of the rigorous Common Core standards is to succeed, Full-Day K can no longer be viewed as an optional add-on, enrichment, or intervention program. It must become a stable part of the pre-K- 3rd grade early learning continuum in every state and school district.

What are children in your state—or your neighborhood—getting? Policymakers at all levels of government can help make Full-Day K a reality for all children in urban, suburban, and rural districts. Join CDF in our campaign to make this happen. Kindergartners like to try to do lots of things all by themselves but they need adults to help speak up for Full-Day K.

Marian Wright Edelman is President of the Children's Defense Fund whose Leave No Child Behind® mission is to ensure every child a Healthy Start, a Head Start, a Fair Start, a Safe Start and a Moral Start in life and successful passage to adulthood with the help of caring families and communities. For more information go to www.childrensdefense.org.

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BAPTIST

Sports from A7

reserve clause?

It was definitely related. Black and Latin players like Roberto Clemente were at the forefront. This was not just the color of their skin. Flood for example did not grow up in the south. He grew up in Oakland California. He was an outstanding High School athlete, he was drafted to play in the majors and was promptly sent to the south. He wasn't old, but he wasn't a child. What I am about to say is not a fact but I have always felt that when a player of his temperament and pride was sent to the south not being able to stay in the same hotels and motels, playing in Georgia and Mississippi, I think it made a very big difference in his outlook on the world

How did Curt Flood come to decide to file this lawsuit?

Curt Flood came to me to discuss the possibility of a lawsuit and I thought that it was a losing case, the chance of winning was terrible. How was he going to finance it? I felt that he would indeed need help, and I was concerned how easy it was to make bad law with a bad case—and I felt the union should back him. And I began to lobby his case with the executive board and since we were going to meet in early December 1969 in San Juan, I arranged with Curt to have him come to the meeting, and have Curt be questioned, and when it came time to bring Curt in, I had already briefed him, and maybe some of them knew Flood but not in this context. I brought him into the board meeting and turned it over. And finally a board member asked Curt, "The motivation here: why are you doing this? Was it to attack the reserve clause to stop the owners from trading a player where he didn't want to go? Or was this a sign of 'black power' and Curt looked at him and said 'I wish it was' but we are dealing with an issue that affects every player. Color has nothing to do it. We are all pieces of property.

Does Curt Flood belong in the Hall of Fame?

Absolutely. No doubt about it. Is there still a need for a strong union?

YES! I have seen good conditions go bad. I think in labor management relations there is no such thing as standing still. You either move forward or you go back. There is no standing still. Are salaries wonderful? Yeah but we must remember that it is unity and solidarity and the struggles of the past that made them successful. There is no guarantee that this will continue. And without a union as successful as it has been, I would predict a downward spiral. The labor movement never stands still.

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