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School Gets On-Site Barbershop and Beauty Salon



Kevin Ross, a student at National Academy Foundation School of Baltimore (NAF), gets a haircut by barber Virgil Dixon. Dixon is among the barbers who will provide haircuts at the new, full-service barbershop/beauty salon housed on the first floor of the middle school. The barber/beauty salon will offer free grooming services. The school was the recipient of a grant award from Rob's Barbershop Community Foundation (RBCF). (See article on page 11) Photo Courtesy of Ja'Meaze Lyell

Foundation seeks to stop bullying as new school year begins

By Stacy M. Brown

For many children, the start of a new school year can be stressful, especially if they've been victims of bullying in the past.

Last year, Baltimore County Public Schools came under fire after parents of a fourth grader at Pine Grove Elementary School in Parkville found their child sitting in a corner inside their home with a note on his chest that read, "Kill me. I mean nothing."

The youth had been repeatedly bullied at school.

Jane Clementi knows all too well the feeling of having a child who is bullied.

Clementi co-founded the Tyler Clementi Foundation after she lost her son Tyler in 2010 to suicide after an episode of cyberbullying. The foundation works to prevent bullying before it starts and it helps schools around the nation develop policies to deter such actions.

"I would strongly encourage all school districts to implement the Tyler Clementi Foundation's #Day1 program. It's an easy, yet highly effective, tool to prevent bullying before it happens," Clementi said.

#Day 1 is a downloadable script that helps leaders to set clear boundaries for acceptable behaviors within a class or team and asks for a commitment to stay within those boundaries.

Clementi says one could imagine how much easier it would be if every teacher in every classroom or every coach on every practice field stood up on the first day and said that it was not acceptable to

humiliate or intimidate anyone in the class or on the team because of the color of their skin, where they came from, what language they speak at home, how they dress, how much they weigh, their abilities or lack of abilities, who they loved, what gender they identified as or anything else that made them unique, special and precious.

"It's such a simple idea, but so very important for that marginalized or different child to hear, that they were welcomed and included in this group or space and no one will be allowed to target them here," she said.

When attempting to identify a bullying victim, Clementi says it's important to understand that some young people will have a change in their behavior.

They might exhibit signs like withdrawing from activities and friends they once enjoyed, or show other signs of anxiety, depression or even anger, she said.

"But, it is also important to remember that some people do not exhibit any signs at all. Tyler did not," Clementi said.

Open lines of communication and age appropriate supervision in the digital world and on social media also are essential.

"We don't just hand over the car keys to children without teaching them how to use a car and carefully explaining the consequences of poor choices," Clementi said.

"We shouldn't just hand over mobile phones and other devices to them without careful instruction either."

Further, digital tools can be used for good or they can be used as weapons of



Jane Clementi started the Tyler Clementi Foundation after she lost her son, Tyler to suicide in 2010 after an episode of cyberbullying
Courtesy Photo/Clementi Foundation

great harm, as in the case of so many young people today including her son, who was publicly humiliated when a private moment was put online.

Tyler died by suicide shortly after he was cyberbullied.

"I would strongly urge educators to teach youth the three steps to safely become an 'Upstander,' someone who does not remain a passive bystander, but

rather stands up and speaks out when they see someone being humiliated or harassed," Clementi said.

First, if you know those involved and feel safe, you should intervene and speak up at the time of the incident, she said.

Second, if intervention doesn't change the situation or if an individual doesn't feel safe, it's essential to tell a trusted adult.

Finally, Clementi says, speak to the target to make sure they are okay and that they know where to go for help and support.

Intervene, report and reach out—the three simple steps to be an Upstander, according to Clementi.

It's also vital that all school districts have strict policies against bullying, Clementi said.

While the Baltimore City School District does have a strict written policy about bullying, the county released a statement, which said they too are committed to putting an end to such behavior.

"Our commitment is providing safe and orderly learning environments for each of our 113,000 students through proactive and comprehensive staffing, policy, equipment, technology, and training," county school officials said in a statement. "We take safety seriously, and we know that this priority is essential to helping every student grow and thrive."

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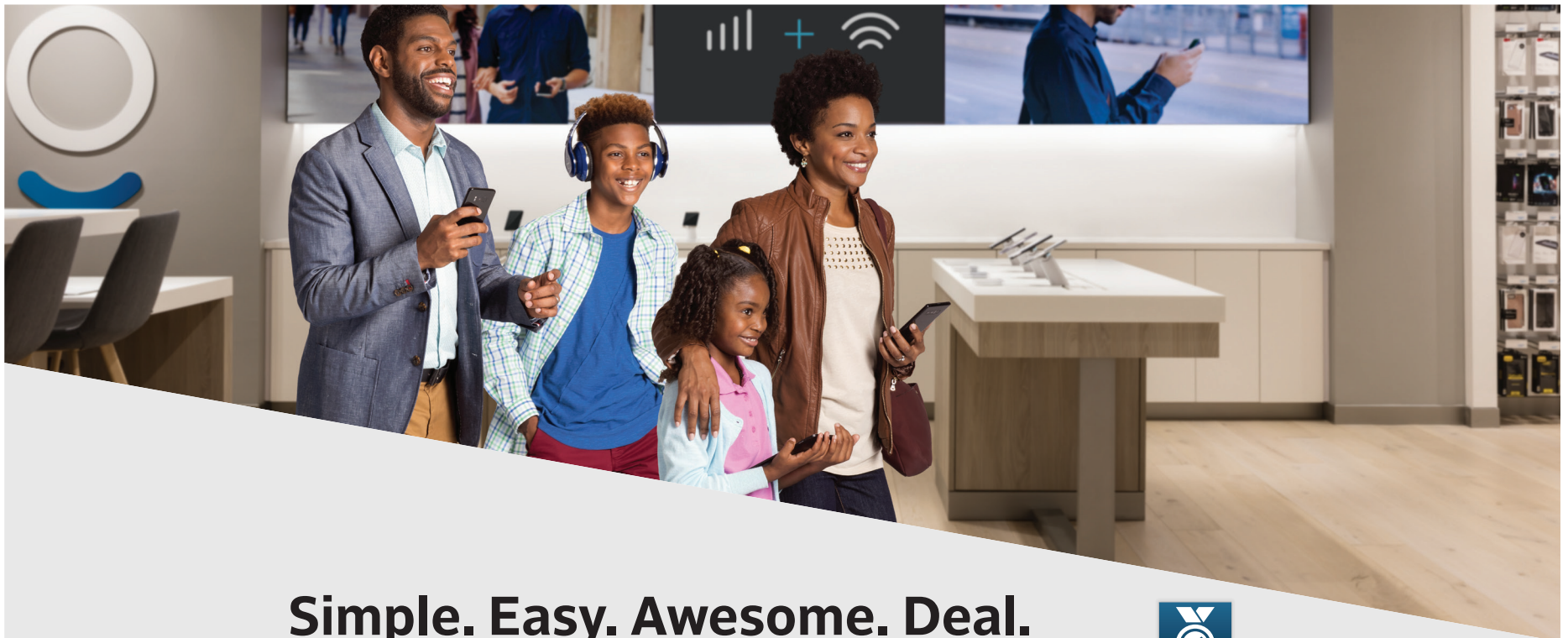
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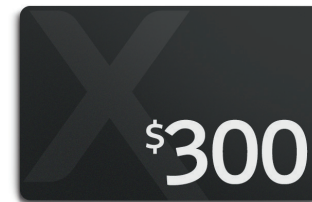
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Guest Editorials/Letters

Labor Day: Deal With Your Stuff

By Glenn Mollette

Labor Day Weekend gives Americans across the country a three-day weekend to rest, travel and celebrate our freedom to labor. The number of jobs increased by two million people in 2017 and has continued to climb in 2018. Hourly wages have seen gains and the stock market has seen twenty months of phenomenal growth. Employers across the country need workers and job seekers have options.

Not everyone will be travelling over Labor Day and I would like to suggest an activity of labor that will be mentally good for you and your entire family.

Clean out your closets, basement, attic and garage. For years Americans have been cramming "stuff" into closets, basements, attics and garages. When all of these are filled to capacity, we build storage barns in our yards. Next, we rent storage units to store more stuff.

Have you noticed how many storage units are being built everywhere? They are a big business. People who own storage units make big money because there is such a demand for them. The richest man in Kentucky is in the storage space business. We are talking about a state that has been rich in coal, natural gas and bourbon whiskey. So, this gives you an idea how many people are storing stuff.

I inherited my parents' old house. After 11 years, I'm still throwing away stuff. My family took what they wanted years ago, clothes and things were given away or divided up but still there was lots of things that my dad in particular had stored up over the years. Just two weekends ago, I cleaned out another old building of old tools to give and throw away.

My wife's parents recently passed and left a house with four bedrooms, a basement and garage filled with 76 years of "stuff." We have given away, held yard sales, divided among family, given away more and literally still had to throw a lot in the trash. The family sold the house so it had to be emptied.

Emptying a house of an entire life of collected items is not only hard work but emotionally draining. Every item, picture, garment, old gun or piece of china has memories, and it's tough to just throw it in the dumpster.

Why do we collect and store so much "stuff?" Most of it is socked away in a closet or attic and hardly ever used. Why do we do this? Is it because we think we might want it or need it someday or perhaps our children or grandchildren will want it?

It's amazing how very little of our things our children want. Most of them want their own stuff. Some people do but by and large more stuff is thrown away and given away than handed down. Often, so much of the stuff we save is junk and no one wants our junk.

Do yourself and your family a favor, start cleaning out your storage spaces now and give it away yourself. Do your giving while you are living and that way you will know exactly where it's going.

Haul the junk to the dump. Have a yard sale and if you have anything left you will know what to do with it and where to find it. Plus, when you are dead and gone your children will not have to spend their weekends cleaning out all your old stuff that you didn't take care of yourself.

There is something really nice about having a closet that you can actually see everything that is in it. It's also nice having a garage or an attic that is cleaned out and organized, and only contains what you really need.

After you have it all done, sit back, drink a cold glass of lemonade and give thanks for the things you have and the "stuff" you really need.

Dr. Glenn Mollette is the author of 12 books. His syndicated column appears in all 50 states. Contact him at: GMollette@aol.com or visit: www.glennmollette.com.



Letters to the Editor:

Editor:

Re: Pretender President

I commend Trump for implementing a \$717 billion Defense budget, but I am concerned he has to backtrack on major issues.

At the G7 talks Trump agreed to the dissemination of a joint statement at the conclusion of the talks. After leaving the meeting, and away from the other attendees, he rescinded his support of the statement.

Trump imposed tariffs on imports from China, the European Union, Canada and Mexico without analyzing the consequences. He had to walk back the Canada and Mexico tariffs and is trying to reach an agreement with the European Union. China retaliated by imposing tariffs on our agricultural exports so

Trump has to bail out U.S. farmers with \$12 billion of U.S. taxpayer funds, and China is developing European Union and other sources for importing agricultural products U.S. farmers previously provided.

On immigration he rescinded the ridiculous policy of separating parents and children at the Mexico border, and his border wall is not going up because Mexico will not pay for it.

This is the price we pay for having a "Pretender President" who, according to White House sources, does not comprehend complex information nor consult with knowledgeable people.

Donald Moskowitz
Londonderry, NH

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America's teachers need more community and parental support

By Dr. Elizabeth Primas
Program Manager, NNPA ESSA Public Awareness Campaign

The latest data from the Center for American Progress shows that the average salary for an attorney is more than two times that of elementary and middle school educators. The Washington Post reported last week that nearly 1 in 10 hosts who rent out their apartments, homes and spaces on Airbnb are teachers. Low salaries, compared with other college graduates, may inhibit highly-effective professionals from pursuing a career in education; specifically for people of color who currently make up just seven percent of public school teachers.

I come from a family of educators. My mother, both of my grandmothers and one of my sisters were teachers. However, the family tradition of educating children ended after me. None of my daughters, nieces or nephews decided to pursue a career in education. Data comprised from surveys completed during the NNPA's National Black Parents' Town Hall Meeting echoed this senti-

ment. When asked what they believed is needed to close the academic achievement gap, respondents selected community participation and funding over the acquisition of highly-effective teachers.

Many reasons have led to frustrations with teaching in the United States. Work-to-pay ratio, a lack of resources, and an increased focus on standardized testing has made it increasingly difficult for teachers to be highly-effective.

This year, teacher strikes broke out in

into the role, mid-year, with no lesson plan. What can be done to keep teachers teaching and encourage new teachers coming into the program? I really want to teach, but there is very little support."

Highly-effective teachers require competitive pay, professional support, and access to innovative resources. President Barack Obama signed the current national education law, the Every Student Succeeds Act (ESSA) in December 2015 with educators in mind. Title II of

ESSA provides program grants to states and districts that can be used for teacher preparation, recruitment, support, and continued learning. ESSA also ends the requirement of states to set up teacher evaluation systems based significantly on students' test scores which should reduce the pressure teachers feel to teach to the test. The Teacher and School Leader Innovation Program provides grants to districts that want to try out performance pay and other teacher quality improvement measures. ESSA became effective this 2018-2019 school year.

With data compiled from 26 school districts, the Institute of Education Sciences (IES) found that on average there were small differences in the effectiveness of teachers of high- and low-income students, hiring patterns and teacher transfer patterns were consistent, with only minor differences, between high- and low-income students, and that in three of the 26 chosen districts there was meaningful inequity in access to effective teachers in math. Data showed that access to highly-effective teachers was relatively equal across the board. Yet, inequities in educational outcomes between low-income students and students from wealthier families persist throughout the United States.

As a new teacher, the constant challenge for me was parental engagement. A working parent's schedule often left little time during school hours to participate in their child's education and those who were free during school hours, failed to realize the importance of their presence and participation. Today, meaningful parental engagement remains a challenge for educators.

So, this is a call to action for all parents. Let's listen to teachers. They are calling for more support and increased pay. Let's attend to school meetings to find out how to provide them additional support. Let's attend city and the state meetings to advocate for competitive pay. Let's vote for leaders who support the academic advancement of our children through access to additional resources. We need more teacher support, not new teachers.

Dr. Elizabeth Primas is an educator, who spent more than 40 years working towards improving education for children of diverse ethnicities and backgrounds. Dr. Primas is the program manager for the NNPA's Every Student Succeeds Act Public Awareness Campaign. Follow Dr. Primas on Twitter @elizabethprimas.

“As a new teacher, the constant challenge for me was parental engagement. A working parent's schedule often left little time during school hours to participate in their child's education and those who were free during school hours, failed to realize the importance of their presence and participation. Today, meaningful parental engagement remains a challenge for educators.”

several states concerning school funding and teacher pay. Teachers in Arizona, Colorado, Oklahoma, Kentucky, and West Virginia left the classroom for the state house to protest the lack of resources in the profession. NPR reported in April that teachers have begun to seek support outside of the educational bureaucracy; forming “supply shops” where teachers can swap educational materials for free or at a dramatically reduced cost.

A first-year teacher who attended the National Black Parents' Town Hall Meeting in Norfolk, Virginia, said that she stepped into the role of teaching, initially excited, but found by the end of the year she was extremely drained physically and emotionally. “I stepped

into the role, mid-year, with no lesson plan. What can be done to keep teachers teaching and encourage new teachers coming into the program? I really want to teach, but there is very little support."

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Baltimore teachers get help from other teachers with online resource

By Stacy M. Brown

More than two thirds of teachers in the United States are heading back to their classrooms prepared to welcome their students, including many in Baltimore where schools are set to open on Tuesday, September 4, 2018.

This year, teachers will again have the help of Teachers Pay Teachers (TpT), an online marketplace for teacher-authored resources that equips educators with lesson plans from a single day's worksheet to an entire year's curriculum.

"As teachers continue to try and figure out ways to make the best use of their time and finances while still providing thoughtful lessons for their students, TpT has provided an innovative way to help them and, in the process, has created a virtual teachers' lounge where educators can connect and share ideas," TpT officials said in a news release.

Made for teachers by teachers, TpT provides educators with access to classroom materials to ease the financial, time and energy burdens on teachers to create or purchase resources.

The open and online marketplace allows teachers to sell their original lesson plans and other course materials to other teachers, and also share for free. The average price for a resource is less than \$5 while a number of the materials are free.

"TpT helps add extra engagement to my units and lessons," said Courtney Long, a third grade teacher at Timber Grove Elementary School in Owings Mills. "I enjoy using rotations in my lessons to allow for the students to collaborate and move as well and there are many first week resources on TpT which I use to teach routines and establish classroom rules."



Courtney Long, a third grade teacher at Timber Grove Elementary School in Owings Mills with Mikel, a student in her class last year. Courtesy Photo

Hayley Donnell, a first grade teacher at Hawthorne Elementary School in Baltimore says that TpT has been a big help in getting her organized.

"TpT lets me search for specifically what I need. I sort by grade level, category, and standard, so it's very simple to find materials that are relevant to what I need," Donnell said. "It's a great tool for teachers because we have so many things to plan and so little time to get it all done. It's a great way to utilize what other teachers have created [to] save yourself some time. Also, I find really great concepts and lessons that I never would have thought of on my own, so it



Hayley Donnell is a first grade teacher at Hawthorne Elementary School in Baltimore City. Courtesy Photo

helps me to differentiate and make my lessons more meaningful," she said.

Second grade teacher Jill Schoffler in the city's school district says she is transitioning from a special education resource room position to a general education reading position and sees TpT as welcome help.

"In the past I've used it to help plan lessons, to provide scaffolding support for students, supplement curriculum, and for activities and games," Schoffler said. "Because I will be teaching students of all levels this year, I plan to use TpT for enrichment ideas to support my higher-level students as well. "I think TpT is



Baltimore City Public Schools 2nd grade teacher Jill Schoffler is transitioning to a general education reading position this year. Courtesy Photo

valuable to teachers and students because the resources you are able to find on the website are organized, fun, and useful."

The materials and resources are designed by teachers and school employees who truly understand the content, as well as how to deliver it to students in a creative and fun way, Schoffler pointed out.

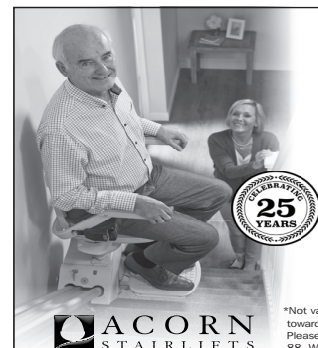
"These resources not only help teachers who need a little extra support but also keep things fun and meaningful to students. There is something for everyone on there, which makes it versatile, all while being easily accessible," she said.

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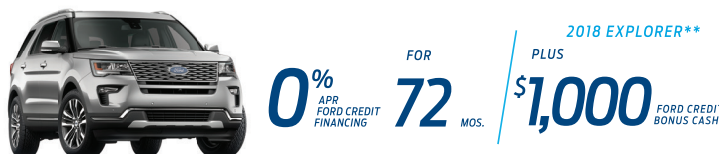
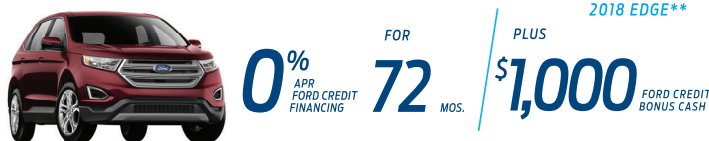
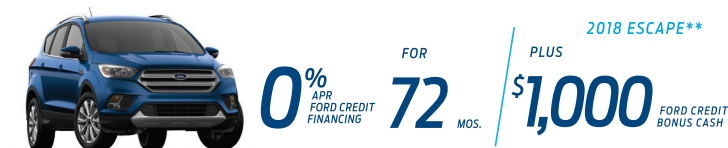
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Former NIST director appointed vice president for research and economic development at MSU

*Vice President plans significant
research expansion and increased
collaboration among disciplines*

Baltimore— Morgan State University (MSU) President David Wilson has appointed Willie E. May, Ph.D., as the new vice president for Research and Economic Development for the university.

Dr. May comes to Morgan from the University of Maryland, College Park, where he was director of major research and training initiatives for the College of Computer, Mathematical, and Natural Sciences. Before that, he served for three years as U.S. undersecretary of commerce for standards and technology and director of the National Institute of Standards and Technology (NIST), as an appointee of former President Barack Obama.

Dr. May is the second vice president of Morgan's Division of Research and Economic Development (D-RED), replacing the former vice president Victor McCrary, Ph.D., who was appointed by President Wilson when D-RED was established, in 2012.

"Dr. May is a welcomed addition to Morgan's staff. With the establishment of a dedicated division for University research and the State's designation of Morgan as its Preeminent Public Urban Research University, it was imperative that we tap one of the top scientific minds available to continue our momentum and lead us in the future," said President Wilson. "He will play a huge role in our success in meeting the goals



Willie E. May, Ph.D.
Vice President
Research and Economic Development
Morgan State University
Courtesy Photo/MSU

we have set for Morgan's research and economic development work."

D-RED has overseen more than \$154 million in awarded contracts and grants since its founding six years ago and guided Morgan to the execution of its first-ever technology transfer licensing contract this year. Dr. May's plans as D-RED vice president include, among others, encouraging collaborative research across the schools, colleges and institutes of the University; advocating for faculty in research; promoting Morgan to corporations, foundations and government agencies as a source of return on research investments; facilitating increased international research opportunities for faculty and students; and enlisting his broad network to assist Morgan in enhancing its programs and its status as Maryland's Preeminent Public Urban Research University.

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School Bus Safety 101

(Family Features)— For millions of school-age children in the United States, each day begins and ends with a bus ride. While the school bus is the safest way to travel to and from school, according to the National Association of Pupil Transportation (NAPT), it's important for parents to teach their children how to stay safe in and around the school bus as obstructed views, distracted drivers and more can put kids at risk.

These tips from the experts at NAPT and the Propane Education & Research Council (PERC) provide parents with some additional measures to take and lessons to teach to increase safety going to and from the bus, and even during the ride.

Before the Bus Arrives

- Ensure backpacks are packed securely so papers and other items don't scatter as the bus approaches.

- Create a morning routine that puts kids at the bus stop five minutes before the scheduled pickup time. This helps avoid a last-minute rush, when safety lessons are easily forgotten, and ensures kids are safely in place for boarding.

- Encourage children to wear bright, contrasting colors so they can be seen easier by drivers.

- Walk young children to the bus stop or encourage kids to walk in groups. There is safety in numbers; groups are easier for drivers to see.

- If kids must cross a street, driveway or alley, remind them to stop and look both ways before crossing.

- Verify the bus stop location offers good visibility for the bus driver; if changes are needed, talk with nearby homeowners or school district officials to implement changes. Never let kids wait in a house or car, where the driver may miss seeing them approach the bus.

- Remind children that the bus stop is



not a playground. Balls or other toys could roll into the street and horseplay can result in someone falling into the path of oncoming traffic.

- Instruct children to stay at least three steps away from the road and allow the bus to come to a complete stop before approaching it.

On the Bus Ride

- When boarding the bus, items can get bumped and dropped. Caution children that before picking anything up, they should talk to the driver and follow instructions to safely retrieve their possessions.

- Teach safe riding habits: stay seated with head, hands and feet inside at all times; keep bags and books out of the aisle and remain seated until the bus stops moving.

- Instruct children to never throw things on the bus or out the windows and to never play with or block emergency exits.

- Remind kids that just like when riding in a car, loud noises are off limits so they don't distract the driver. That includes cellphones and other electronic devices; instruct children to put them on mute or use headphones.

Leaving the Bus

- Remind children to look before stepping off the bus. If they must cross the street, teach them to do so in front of the bus by taking five big steps (approximately 10 feet) away from the front of the bus, looking up and waiting for the driver to signal that it is safe.

- For parents who meet their kids at the bus, remember that in their excitement

Photo Credit: Getty Images

kids may dart across the street. Eliminate the risk by waiting on the side of the street where kids exit the bus.

- Make the bus ride part of your daily "how was school?" discussion. Encourage kids to talk about the things they see and hear on the bus so you can discuss appropriate behaviors and, if necessary, report any concerns to school administrators. As bullying is prevalent and buses are no exception, ask your child to tell you about any bullying they observe, whether against another child or themselves, and talk about how to shut down bully behaviors.

For more information and additional school bus safety tips, visit: BetterOurBuses.com.

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Housed on the Campus of BCCC

Year-Up is Gearing-Up Young Adults for the Workplace



A recent graduating class and staff of the Year Up Professional Training Corps (PTC) program. Year Up is located on the campus of BCCC, and offers an intensive, one-year program for young adults ages 18-24. Courtesy Photo

By Ursula V. Battle

There is a program in Baltimore serving young adults, whose graduates currently boast a 98 percent success rate when it comes to employment and/or enrollment in postsecondary education. Their students average at least a \$17.00 per-hour wage once they have completed the program as compared to the \$9.25 local minimum wage. The program also provides their enrollees with the opportunity to earn college credits.

It's the Year Up Professional Training Corps (PTC). Launched in Baltimore in 2010 on the campus of Baltimore City Community College (BCCC), Year Up's PTC offers an intensive, one-year program for college students, ages 18-24. Year Up Baltimore is located on the third floor of BCCC located at 2600 Liberty Heights Avenue. The program combines professional coaching, and hands-on skill development.

In addition to the services offered by Year Up, as college students, program participants also have access to the library, tutoring resources, and other services offered by BCCC.

"Our mission is to close the opportunity divide by providing support to young adults with a high school diploma or GED who are unemployed, underemployed, or not in school," said Roland R. Selby, executive director of the Year Up Baltimore program. "We want to help them change their narrative. Year Up helps to place them in entry level jobs that the larger companies are having trouble filling."

Year Up also offers internships. Internship partners include CareFirst, Allegis Group, Johns Hopkins University, Exxon, Georgetown University, and Symantec. According to Year Up, 40 percent of their students go from internships to being hired, and they have a 92 percent partner satisfaction rate.

"Some young adults are hired for their skill, but fired for behavior," said Selby. "A lot of that has to do with showing up on time and doing the work they were hired to do. Year Up teaches young adults how to navigate the corporate culture and how to adapt. There is, a way to conduct yourself in a work environment. Young adults assume they know how to work in a corporate environment. But, how do they know if they have never

worked for a corporation? Year Up is taking that gray area away."

Year Up is built around six core values: Respect and value others; Build trust, be honest; Be accountable; Engage and embrace diversity; Strive to learn; and Work hard and have fun. The program includes six months professional training in IT, Financial Operations, Sales & Customer Support, Business Operations, or Software Development; a six-month corporate internship; up to 25 college credits; a weekly educational stipend throughout the program, and guidance and support from a staff advisor and professional mentor.

"The students work off a contract," said Selby. "They have to come dressed professionally, they can't be late, and they have to live the six core values. We help them to understand this is how you show up to work every day. A typical day starts before 8:30 a.m. At 8:30 a.m., they are late. Failure to comply earns an infraction and there is a monetary penalty. They lose money from their stipend. We are trying to reinforce the right behaviors. Punctuality is a lifetime habit, and tardiness is a top complaint

from employers."

He added, "And that's understanding transportation problems. But that's not an excuse for being late. Plan for it. Get on the bus stop early until you can purchase a car. You have to work for what you earn. It won't be given to you."

According to Selby, Year Up has served more than 700 students.

"We teach our students what it means to be a team member and pulling their weight," he said. "They learn about the importance of being coachable and taking notes. These are soft skills not tied into certain courses of training, but they are very helpful."

He added, "Year Up provides an extra layer of support to young adults who are interested and want to do more. They want to make a livable wage, but may need additional coaching and development. That's where we come in. Year Up trains, mentors them, and opens doors to relationships."

Classes begin in January and August. Applications are considered on a rolling basis until the class is filled. Space is limited. For more information call 410-919-9530 or visit: www.yearup.org.

Beneficial Life has many twists

Stella Adams holds book signing

By Ursula V. Battle

In 1950s Baltimore, the breadman, the milkman, salesmen, and creditors sold their wares and collected what was owed in person. Helena Sinclair was expecting Evan Monahan, North American Beneficial Life and Casualty Insurance Company's top agent, to collect the May premium on the life insurance policy she had on her husband, Russell. The only problem was she did not have the money, and she was frantic. Helena was obsessed with life insurance and feared if anything happened to the love of her life – heaven forbid – she would be destitute like some of her neighbors and church members who had lost their breadwinners.

If you want to find out how “Helena Sinclair” handled her problem, you will have to pick up the newest book by Baltimore author and playwright Stella Adams. On Saturday, August 25, 2018, Adams held a book signing for her latest work, which is entitled “Beneficial Life”. Adams hosted the event at her Randallstown, Maryland home.

“The turnout was tremendous,” said Adams, whose first book “Heavy is the Rain,” was later adapted as a play. “Because they loved the first book, they also had high expectations for the second one. I try to come up with new twists people don't think about. It has been very well-received. I thank everyone for their support.”

Event highlights included food, live entertainment featuring Charles Dockins, and Q&A. During the event, Adams read excerpts from the book.

“I am comfortable with the 1950s because that is my era,” said Adams. “I am a people-watcher. I look at the small things that affect people's lives. I just wanted to pick those things people don't think about that can impact their lives.”

Adams gave such examples.

“It could be a simple thing like taking a different direction to go to work and ending up in an accident. Or, it could be running into an old friend from school who has a terminal illness. In the book, Helena thinks about what might happen



Author and playwright Stella Adams, and her mother the Rev. Wilhelmina Watts. Adams' latest book is Beneficial Life. Photos: Ursula Battle



Patricia Martin of the Liberty's Lite Readers Book Club and author Odessa Rose during the event.

to her if her husband dies. Sometimes, we just aren't expecting to run into an illness, but it's something that could

greatly impact our lives.”

The author notes that the book's title “Beneficial Life” is derived from the

North American Beneficial Life and Casualty Company, a fictitious life insurance company.

“The name of the book does play on what happens in the book,” said Adams. “The drop of blood on the cover of the book signifies there is an issue of blood.”

With Helena's husband Russell gambling and spending a lot of time at the neighborhood bar, it was getting more difficult to pay the insurance premium. However, Beneficial Life's Evan Monahan has come up with a solution to Helena's problem. Reluctantly, she accepts his help. But as it turns out, he isn't the person he presented himself to be.

“Another thing people can take away from the book is that things aren't always as they seem.” Adams added with a smile, “You can't judge a book by its cover. No pun intended.”

Adams is a native of Winnsboro, South Carolina and grew up in Baltimore, MD. She holds a bachelor's degree from Morgan State University, and a master's degree from Towson State University. Professionally, she spent over 35 years in government service.

“The book illustrates that life is precarious,” she said. “You need to treasure it and your loved ones.”

Patricia Martin of the Liberty's Lite Readers Book Club was among those who attended the event. The Liberty's Lite Readers Book Club is comprised of a group of seniors age 60 and older. The group meets each month to discuss books they have read as a group. Martin said she is going to recommend Beneficial Life to the group.

“I read the book in two days,” said Martin. “I could relate to it. I am from that 1950s era. The book had a lot of unexpected twists and turns. Once I opened the book, I couldn't close it.”

“Beneficial Life” sells for \$15 and is available on Amazon.com. For more information, you can email Adams at stellaadams_author@yahoo.com or visit www.stellaadams.net

School Gets On-Site Barbershop and Beauty Salon

Rob's Community Foundation Awards NAF Grant Award

By Ursula V. Battle

As students prepare to head back to school, there is something that many believe is as essential as new clothes, backpacks and other necessities. Some youngsters don't want to go back to school without it. That something is a fresh haircut and hairstyle. But for some students, finances prevent them from going to a barber for a cut or to a stylist to have their hair done. But thanks to a recent grant award, finances will no longer serve as a barrier for National Academy Foundation School of Baltimore (NAF).

The school was the recipient of a grant award from Rob's Barbershop Community Foundation (RBCF). The grant award provided installation of a five-station, full-service barbershop/beauty salon onsite at the school. The barber/beauty salon will offer no-charge grooming services to students who lack access to regular hygienic care.

NAF is located at 540 North Caroline Street, on the historic Dunbar campus in east Baltimore. The Baltimore City Public School serves students in grades six to 12. NAF occupies two buildings on the campus. One building, the historic Thomas G. Hayes building, houses their middle school students. That school is referred to as NAF Prep. The other building, the historic Dunbar Middle School building, houses their high school students. The barbershop/beauty salon will be housed on the first floor of the middle school.

Robert Cradle is the founder of RBCF, a full-service, non-profit barber and beauty salon that provides weekly no-charge grooming services to clients.

"The project was created when we assessed that approximately 260 students lacked access to regular grooming services," said Cradle. "Students will now have the ability to attend school with a neat and clean appearance."

According to Cradle, the shop will receive an operations manual, supplies, technical support from him until the end of this year, and other resources. Cradle said any



Master Barber Robert Cradle is the founder of Rob's Barbershop Community Foundation. Courtesy Photos

agency, shelter, social service agency, or public school can apply for the grant. He is a Master Barber, and formerly owned and operated Rob's Barbershop Shop.

"At least 23 percent of the school's clientele live in foster or group homes, in kinship care or similar situations," he said. "Those types of situations lend themselves to students not getting their hair groomed regularly. Stipends for foster and kinship care does not include grooming. Most of the time, grant applicants need to provide grooming services continually. It's great when they have the space to accommodate the grooming facility. All of those things are taken into consideration when we review applications."

Cradle estimated that costs can range as low as \$2,500 and as high as \$25,000.

"Our goal is to always give our donors the greatest impact for their gifts by creating the most cost-effective ways to make grooming services accessible to any population with barriers to regular hygienic care," said Cradle.

The barbershop/beauty salon marked RBCF's 12th installation of a barber/beauty shop exclusively for targeted populations lacking access to regular grooming services. The organization also provides pop-up shops, which provides barber and salon services at pre-determined locations, generally during a one-day period.

Cradle is the recipient of numerous awards including the Dunkin' Donuts Community Hero Award for his out-

standing work to make his community a better place to live.

Delana Penn, Library Media Specialist for NAF, wrote the grant for the school.

"The key purpose was to increase our attendance and decrease our behavior issues," she said. "I was so excited to hear we had been awarded. It's a great opportunity for our students. Data shows that when they don't look good, they act out or don't go to school."

According to Penn, the shop will be open every Monday and Tuesday from 9 a.m. until 1 p.m. She said approximately nine barbers and hair stylists will rotate. She said the shop also boasts a flat screen television, DVD player, and a child chair seat. The shop, which had its grand opening on Monday, August 27, 2018, has already started providing free haircuts and hairstyles.

"The shop will also offer 'Chair Talk Mentoring,' in which barbers will build rapport with the students and offer good, strong advice," said Penn. "The shop is fabulous."

To apply for a RBCF Grant, visit www.therbcf.com.



National Academy Foundation School of Baltimore's barbershop/beauty salon will be housed on the first floor of the middle school. Courtesy Photo

Randallstown rapper beginning to leave his mark

By Stacy M. Brown

It's probably little surprise to those who know him that Marcellis Mosby has started to make a name for himself in the local music scene.

The hip-hop artist grew up in Randallstown where both of his parents were heavily into music— his mom often blasting the latest Merengue sounds from their home and his dad cared for the family by owning six night clubs and working as a club promoter.

"My dad bought huge acts to Baltimore. NWA, Queen Latifah, Red Hot Chili Peppers, LL Cool J," said Mosby, who goes by the moniker, "Real Cellis." "Seeing all of that definitely helped to mold me in terms of music."

Mosby started out in Baltimore. "I've done every hole in the wall in the city," he said. "But, over the years, I've done shows just about everywhere and I've performed with BJ The Chicago Kid, Dom Kennedy, Yellowman, Ab-soul, Raekwon, Devin the Due, Rico Nasty, Toni Romit and I have a show coming up with Lil' Debbie in College Park on September 1," Mosby said.

Quickly becoming one of the prominent voices among millennials in hip-hop, Mosby has written and recorded such standout songs like "Love for the Summer," "Beautiful," and his latest single, "2 Seater."

He says he routinely turns to music for inspiration, strength and a safe haven.

"I do write all my own music and help produce other people's work but I don't produce my own music," he said, noting that he currently works with producers Delta 9 and Hitman Hunta. "Both are super-talented individuals and they've each had a helping hand in allowing me to grow and learn even more about myself as an artist."



Randallstown hip-hop artist Marcellis Mosby who performs under the name of "Real Cellis" has a show coming up with Lil' Debbie in College Park on September 1, 2018. For tickets and information, visit: milkboyarhouse.ticketfly.com

At the risk of sounding vain, Mosby says he isn't sure if he looks up to anyone in the music business except perhaps himself.

"I've just come so far and put effort not only into my music but also into my life and, ultimately, I want to be that person that people look up to at the end of the day," he said. "I just want to be an all around great man that provides for himself and the people around him. That's what I pray for every single day, for growth as a man, to help my community, to provide."

Mosby continued: "I'm not going to say I don't look up to anyone in the industry, but at this point in my life I like to focus on the man I am and the man I'm continuously becoming."

Still, Mosby readily acknowledges that he has got quite a ways to go in his career and in life.

"But, just being able to interact with [music industry] people, have a friendly working relationship with them reminds me that I'm on the right path. It's pretty dope, no shade but I don't see many other artist doing the shows I'm doing or pulling the numbers," he said. "These local guys need to step their game up and have higher standards for themselves."

The intrepid artist says he envisions more shows, music, bigger features and bigger stages for himself. He believes the future holds success for him both in and outside of music.

"I don't slow down, I don't stop and I have so many plans that are coming into fruition even as we speak," Mosby said. "I have high expectations for myself and the people around me. I will be leaving my mark on this world," said.

Fans can follow Mosby on Instagram @therealcellis.

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Three steps to help you prepare when retirement is just around the corner

News & Experts— If looking ahead to retirement makes you a little nervous, you're not alone. Nearly half of Americans (46 percent) who haven't reached retirement predict that they won't be financially comfortable once they get there, according to a Gallup survey.

For some, those potentially uncomfortable retirement years are decades away but for the Baby Boom generation, retirement has either already arrived or will in the next decade or so, prompting many Boomers to wonder whether they are prepared for their looming date with destiny.

"Many Baby Boomers measure their preparedness in terms of assets," said Ryan Eaglin, founder and chief advisor of America's Annuity (www.americasannuity.com). "They're trying to hit a certain number or account balance. Asset accumulation is an important part of retirement planning, but it's not the only component. There are a few other steps you need to take to make sure you're ready to leave work behind and enjoy a

stable and comfortable retirement."

Eaglin suggests three planning steps that can help Baby Boomers or anyone else, be better prepared for retirement:

•**Prepare not just one, but two budgets.** Most Americans don't use a budget, even though it's a handy tool, especially in retirement. "It helps you see where you're spending your money, how much money you can afford to spend and what adjustment you should make," Eaglin said.

He recommends creating two budgets. One would be for your remaining years before retirement so you can look for ways to cut spending and save more. The other would be for after you retire.

"Think of ways to live the retirement you've dreamed of while also staying within your income," Eaglin said. "It may be difficult but just the act of preparing a budget can help you get a better understanding of your financial situation."

•**Project your income.** While your budget will help you understand how

you are spending your money, you also need to have a good grip on what your potential retirement income will be. For most people, that's a combination of Social Security, personal savings and possibly employer pensions. Social Security has an income estimator tool on its website, and an employer should be able to provide a pension-benefit projection.

"Your financial professional should be able to help you project how much you should be able to take from your savings each year," Eaglin says.

Once you compare your projected income to your spending budget, he says, you'll know whether you need to save more or rethink retirement spending.

You also might want to look for ways to increase your guaranteed income, such as through an annuity, he says.

•**Plan for long-term care.** As much as people don't want to hear this, the average 65-year-old has a 70 percent chance of needing long-term care in retirement, according to the U.S. Department of Health and Human Services.

"That means it's very possible you or your spouse may need care either in your home or in a facility at some point," Eaglin says. "That care can be expensive. Unfortunately, it's usually not covered by Medicare, and it's covered by Medicaid only after you've depleted much of your assets."

"If all this tells you that you're behind on where you want to be with preparation and your savings, the good news is it's never too late to get started," Eaglin says. "You may have to adjust your plans, but with focus and discipline, you can still put yourself in a position to have a comfortable and enjoyable retirement."

Ryan Eaglin is the founder and chief advisor at America's Annuity. He has 14 years' experience in the retirement and lifestyle, planning field. A life insurance, annuity and estate-planning professional, he has earned his name at the top of the list of the top one percent of advisors nationally. For more information, visit: www.americasannuity.com

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**CITY OF BALTIMORE
DEPARTMENT OF PUBLIC WORKS
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AND PARKS**

NOTICE OF LETTING

Sealed Bids or Proposals, in duplicate addressed to the Board of Estimates of the Mayor and City Council of Baltimore and marked for **RP 17808R-Lakeland Recreation Center Window Replacements** will be received at the Office of the Comptroller, Room 204, City Hall, Baltimore, Maryland until 11:00 A.M. on **Wednesday, October 10, 2018**. Positively no bids will be received after 11:00 A.M. Bids will be publicly opened by the Board of Estimates in Room 215, City Hall at Noon.

The Contract Documents may be examined, without charge, at the Department of Public Works in Room 6 located on the first floor of the Abel Wolman Municipal Building, 200 N. Holliday Street, Baltimore, Maryland 21202 as of **August 24, 2018** and copies may be purchased for a non-refundable cost of **\$100.00**.

Conditions and requirements of the Bid are found in the bid package.

All contractors bidding on this Contract must first be prequalified by the City of Baltimore Contractors Qualification Committee. Interested parties should call 410-396-6883 or contact the Committee at 4 South Frederick Street, Baltimore, Maryland 21202. **If a bid is submitted by a joint venture ("JV"), then in that event, the document that established the JV shall be submitted with the bid for verification purposes.** The Prequalification Category required for bidding on this project is E13004-Rehabilitation of Structures

Cost Qualification Range for this work shall be **\$100,000.01 to \$500,000.00**.

A "Pre-Bidding Information" session will be conducted at **2600 Madison Avenue, Baltimore, Maryland 21217 on Tuesday, September 4, 2018 at 10:00 A.M.**

Principal Items of work for this project are:
Aluminum Storefront Glazing

The MBE goal is **21%**
The WBE goal is **6%**

RP 17808R

APPROVED:
Bernice H. Taylor
Clerk, Board of Estimates

APPROVED:
Rudolph S. Chow, P.E.
Director of Public Works

Legal Notice

**CITY OF BALTIMORE
DEPARTMENT OF GENERAL SERVICES
NOTICE OF LETTING**

Sealed Bids or Proposals, in duplicate, addressed to the Board of Estimates of the Mayor and City Council of Baltimore and marked for **GS 18801 – Fire Department Training Academy Repairs** will be received at the Office of the Comptroller, Room 204, City Hall, Baltimore, Maryland until 11:00 A.M. on **Wednesday, October 17, 2018**. Positively no bids will be received after 11:00 A.M. The bids will be publicly opened by the Board of Estimates in Room 215, City Hall at Noon.

The Contract Documents may be examined, without charge, in Room 6 located on the first floor of the Abel Wolman Municipal Building, 200 Holliday Street, Baltimore, Maryland 21202 as of **Friday, August 31, 2018** and copies may be purchased for a non-refundable cost of **\$50.00**. **Conditions and requirements of the Bid are found in the bid package.**

All contractors bidding on this Contract must first be pre-qualified by the City of Baltimore Boards and Commissions. Interested contractors should call 410 396-6883 or contact the Office of Boards and Commissions at 4 South Frederick Street, 4th Floor, Baltimore, MD 21202. **If a bid is submitted by a Joint Venture ("JV"), then in that event, the documents that establish the JV shall be submitted with the bid for verification purposes.** The Prequalification Category required for bidding on this project is G90040 – Pressure Grouting.

The Cost Qualification Range for this work shall be **\$100,000.01 to \$500,000.00** A "Pre-Bidding information" session will be conducted at **The Site: 6728 Pulaski Highway, Baltimore MD 21237 (Meet at the front door lobby) on Tuesday, September 11, 2018 at 10:00 A.M.**

Principal Items of work for this project are:

1. Pressure Grouting
2. Existing Conditions
3. Paint and Coating
4. Masonry

The MBE goal is **29%**
The WBE goal is **10%**

CONTRACT NO. GS 18801

APPROVED:
Bernice H. Taylor
Clerk, Board of Estimates

APPROVED:
Steve Sharkey
Director, Department of General Services

Legal Notice

**CITY OF BALTIMORE
DEPARTMENT OF TRANSPORTATION
NOTICE OF LETTING**

Sealed Bids or Proposals, in duplicate addressed to the Board of Estimates of the Mayor and City Council of Baltimore and marked for **FAP NO. NHPP-3001(54)E; SHA NO. BC420009; BALTIMORE CITY NO. TR00073; RECONSTRUCTION OF HAWKINS POINT RD BRIDGE & ROADWAY IMPROVEMENTS FROM WEST OF CHEMICAL RD TO EAST OF ROSS AVE.** will be received at the Office of the Comptroller, Room 204 City Hall, Baltimore, Maryland until 11:00 A.M. **November 7, 2018**. Positively no bids will be received after 11:00 A.M. Bids will be publicly opened by the Board of Estimates in Room 215, City Hall at Noon. The Contract Documents may be examined, without charge, at the Department of Public Works Service Center located on the first floor of the Abel Wolman Municipal Building, 200 N. Holliday Street, Baltimore, Maryland 21202 as of **August 31, 2018** and copies may be purchased for a non-refundable cost of **\$400.00**. **Conditions and requirements of the Bid are found in the bid package.** All contractors bidding on this Contract must first be prequalified by the City of Baltimore Contractors Qualification Committee. Interested parties should call (410) 396-6883 or contact the Committee at 4 South Frederick Street, 4th Floor, Baltimore, Maryland 21202. **If a bid is submitted by a joint venture ("JV"), then in that event, the document that established the JV shall be submitted with the bid for verification purposes.** The BCDOT in accordance with **Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantage or minority business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.** The Prequalification Category required for bidding on this project are C03300 (Concrete Construction) and C05100 (Structural Steel Erection). Cost Qualification Range for this work shall be **\$15,000,000.00 to \$25,000,000.00**. A "Pre-Bidding Information" session will be conducted at **10:00 A.M. on October 11, 2018** at 417 E. Fayette Street, Charles L. Benton Building, Rm 724. Principal Items of work for this project are Fabricated Structural Steel – LS, Typical Duct Bank Section (8-6", 4-4", 4-3") – 1,940 LF and 30" D.I.P. and Fittings – 1,200 LF. The DBE goal is **21%**.
APPROVED: Bernice H. Taylor, Clerk,
Board of Estimates

**To place Legal Notices in The Baltimore Times,
contact the Legals Department
Phone: 410-366-3900 or email: legals@btimes.com**

RFL Museum of Maryland African American History & Culture needs volunteers

The museum is dedicated to serving the community by providing multifaceted support through meaningful interactions with history and material culture of Maryland African Americans. Volunteers are needed to assist at the Information Desk, as Docents, for Special Events and more. There are ongoing opportunities on Saturdays and Sundays for assistance with greeting guests and patrons at the main entrance and to work with kid's activities during public hours. The minimum age for volunteers is 14. Volunteering is open to adults, seniors, college and high school students. Service learning credit hours can be earned by high school students. We are accepting applications for the following volunteer positions: Special Event Volunteer, Administrative Assistant, Curatorial Assistant, and Visitor Services. Contact Joy Hall at 443-263-1800 or email: hall@lewismuseum.org or visit the website: www.lewismuseum.org.

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CERTIFICATION OF PUBLICATION CITY OF BALTIMORE OFFICE OF BOARDS AND COMMISSIONS PUBLIC NOTICE

PROJECT 1298- PROCUREMENT OF CONSULTANT SERVICES

UTILITY COST OF SERVICE, RATE, AND FINANCIAL CONSULTING SERVICES

The City of Baltimore Office of Boards and Commissions has been requested by the Department of Public Works to advertise for interested firms to provide Utility cost of service, rate, and financial consulting services.

The Firms interested in providing these services must demonstrate and document:

- Experience in the development of utility rate and financial models.
- Knowledge of utility basis methodology of determining the cost of providing water service.
- Experience with the negotiation of inter-jurisdictional water and wastewater agreements and dispute resolution involving interjurisdictional agreements.
- Experience in the analyses and design of alternative rate and fee structures for water, wastewater, and stormwater utilities including retail and wholesale rate analyses.
- Experience in preparation of water, wastewater, stormwater, and solid waste cost of service studies.
- Experience in high strength wastewater surcharge analysis.
- Experience in interjurisdictional cost sharing methodologies for new water and wastewater facilities.
- Experience in providing financial analyses for energy efficiency projects.
- Experience in developing central services/indirect cost allocation plans.
- Experience in evaluating various affordability programs.
- Experience in providing debt issuance support.
- Experience in providing strategic planning support.
- Experience and availability of key staff.
- Experience in developing and managing an overall team with Minority/Women Business Enterprises.

The scope of the work for the project includes:

- Water, Wastewater, and Stormwater

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utilities financial planning modeling and updates.

- Maintaining and updating the Cost Allocation Model used to determine the cost of the City in providing water service to Baltimore County.
- Water, Wastewater, and Stormwater Rate and Fee comparisons.
- High Strength Wastewater Surcharge analysis.
- Interjurisdictional water and wastewater dispute resolution.
- Interjurisdictional cost sharing analyses for new facilities.
- Identifying and evaluating various affordability programs.
- Provide debt issuance support.
- Negotiate new/revised interjurisdictional cost sharing agreements.
- Benchmarking and financial policy review.
- Review and update miscellaneous fees and charges.
- Perform cost of service and rate studies.
- Perform financial projections related to revenue and expense.
- Develop central services/indirect cost allocation plans.
- Perform financial analyses for energy efficiency projects.
- Assist DPW in the development of a comprehensive strategic plan.
- Provide miscellaneous financial support as directed for Department of Public Works functions which currently include Water Utility, Wastewater Utility, Stormwater Utility, Solid Waste, Office of Sustainable Energy, and DPW Administration.
- Training and transitional support related to financial deliverables as required.
- Other duties as assigned.

DPW reserves the right to have a second interview with eligible consulting firms.

The city intends to select the services of one (1) firm for a three-year period at a fee not exceeding \$3,000,000 with one three-year extension option.

DPW encourages firms who have the specified experience to submit proposals.

Should you have any questions regarding the scope of this Project, please contact Channa Williams at (410) 396-5182. Firms interested in submitting a proposal as a prime consultant for this project should submit a "Letter of Interest" to the Office of Boards and Commissions, 4 S. Frederick Street, Baltimore, Maryland 21202

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(EMAIL: OBC.Consultants@baltimorecity.gov). Since these letters are utilized to assist small, minority and women business enterprises in identifying potential teaming partners, the letters should be submitted within five (5) days of the date of the project's advertisement. The letter should contain a contact person. Failure to submit a "Letter of Interest" will not disqualify a firm submitting a proposal for the project.

Each prime consultant applying for this Project will be required to complete and submit an original Federal Form 255, along with **five (5)** copies, to the Office of Boards and Commissions. The Federal Form 255 and the five copies must be submitted on or before 12:00 P.M. (Noon) on **September 28, 2018**. Submittals **will not** be accepted after this deadline.

Prequalification Requirement

All architectural, engineering, and surveying firms listed in the specific proposal for the Project must be pre-qualified by the Office of Boards and Commissions for each applicable discipline at time of submittal for this Project. A copy of the prime and sub consultant's current Prequalification Certificate must be included in the bid submittal package. Information regarding the prequalification process can be obtained by calling the Office of Boards and Commissions on 410.396.6883.

Insurance Requirements

The consultant selected for the award of this project shall provide professional liability, auto liability and workers' compensation insurances as required by the City of Baltimore.

MBE/WBE Requirements

It is the policy of the City of Baltimore to promote equal business opportunity in the City's contracting process. Pursuant to Article 5, Subtitle 28 of Baltimore City Code (2000 Edition) – Minority and Women's Business Program, Minority Business Enterprise (MBE) and Women's Business Enterprise (WBE) participation goals apply to this contract.

The MBE goal is 27%
The WBE goal is 10%

Both the proposed Minority and Women's Business Enterprise firms must be named and identified as an MBE or WBE within

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Item 6 of the Standard Form (SF) 255 in the spaces provided for identifying outside key consultants/associates anticipated for utilization for this project.

Any submittals that do not include the proper MBE/WBE (in some instances DBE) participation will be rejected for further consideration for this project.

Verifying Certification

Each firm submitting a SF 255 in consideration for a project is responsible for verifying that all MBEs and WBEs to be utilized on the project are certified by the Minority and Women's Business Opportunity Office (MWBOO) prior to submitting the proposal. A directory of certified MBEs and WBEs is available from MWBOO. Since changes to the directory occurs daily, firms submitting SF 255s should call MWBOO at (410) 396-4355 to verify certification, expiration dates and services that the MBE or WBE is certified to provide.

Non-Affiliation

A firm submitting a proposal may not use an MBE or WBE to meet a contract goal if:

1. The firm has a financial interest in the MBE or WBE
2. The firm has an interest in the ownership or control of the MBE or WBE
3. The firm is significantly involved in the operation of the MBE or WBE (Article 5 subtitle 28-41).

Regulation of Board of Estimates Meetings and Protests

The Regulation of Board of Estimates Meetings and Protests effective as of February 5, 2014 is incorporated herein by reference and is available at www.baltimorecitycouncil.com

Local law Hiring

Article 5, Subtitle 27 of the Baltimore City Code, as amended (the "Local Hiring Law") and its rules and regulations apply to contracts and agreements executed by the City on or after the Local Hiring Law's effective date of December 23, 2013 which is applicable to all vendors. The Local Hiring Law applies to every contract for more than \$300,000 made by the City, or on its behalf, with any person. It also applies to every

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Continued on page 17

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Continued from page 16

agreement authorizing assistance valued at more than \$5,000,000 to a City-subsidized project. Please visit www.oedworks.com for detailed on the requirements of the law.

Additional Requirements

A firm submitting as a prime consultant that fails to comply with the requirements of Article 5, Subtitle 28 of Baltimore City Code when executing a contract is subject to the following penalties: suspension of a contract; withholding of funds; rescission of contract based on material breach; disqualification as a consultant from eligibility to provide services to the City for a period not to exceed 2 years; and payment for damages incurred by the City.

A resume for each person listed as key personnel and/or specialist, including those from MBE and WBE must be shown on the page provided within the application.

Please be advised that for the purpose of reviewing price proposals and invoices, the City of Baltimore defines a principal of a firm as follows:

A principal is any individual owning 5% or more of the outstanding stock of an entity, a partner of a partnership, a 5% or more shareholder of a sub-chapter 'S' Corporation, or an individual owner.

Out-of-State Corporations must identify their corporate resident agent within the application.

Firms will not be considered for a specific project if they apply as both a sub-consultant and prime consultant.

The applications for this Project (Form 255) cannot be supplemented with any additional information such as graphs, photographs, organizational chart, etc. Applications should simply be stapled in the upper left-hand corner. Cover sheets should not be included. Inclusion and/or submittal of additional material may result in the applicant being disqualified from consideration for this project.

Failure to follow directions of this advertisement or the application may cause disqualification of the submittal.

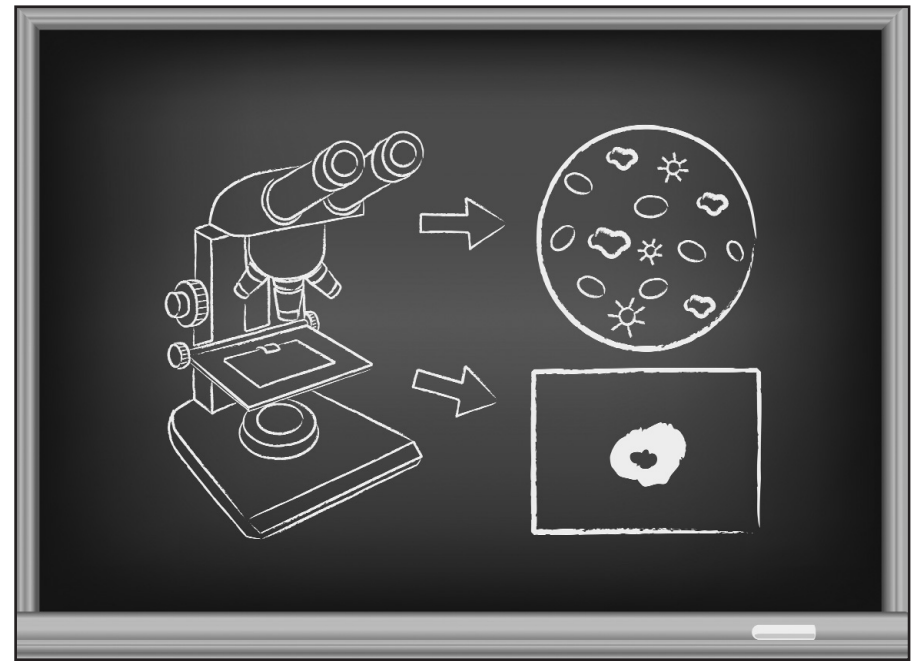
Ms. Deena Joyce, Chief
Office of Boards and Commissions

STEM students find career options at BGE

Baltimore— As students across central Maryland head back to school, BGE reminds customers of the company's commitment to education, specifically in the areas of Science, Technology, Engineering and Math (STEM), workforce development and scholarships for higher education. In addition to its own programs, BGE also supports nonprofit partners with education-focused initiatives.

"BGE's focus on educating young people about careers in the energy industry is one of the ways we hold true to our purpose of powering a cleaner and brighter future for our customers and communities," said Denise Galambos, vice president of human resources for BGE. "Specifically, students who pursue careers in STEM will find innovative and challenging opportunities awaiting them in the energy industry, and we want to ensure that they consider BGE as a preferred potential employer."

Since 2016, more than 400 students have participated in BGE's Smart Energy Workforce Development program. The students, from Carver Vocational Technical, Edmondson-Westside and Mergenthaler Vocational Technical High School (Mervo) high schools and Green Street Academy, gain hands-on experience in their chosen fields of study, including automotive technology, pre-engineering, construction and com-



puter-aided design (CAD). This year, 43 high school students successfully completed the internship program. Three past participants have been hired as full-time employees by BGE following their graduation from high school. An additional ten hires are anticipated for the fall.

In 2017, BGE introduced its Bright Ideas grant program, which provides up to \$500 for schoolteachers for STEM enrichment activities. To date, 54 teachers have been awarded a total of \$25,000.

Also in 2017, BGE launched the BGE Scholars Program, which provides up to \$5,000 in annual scholarships to college students over four years. Most of the scholarship recipients are studying STEM-related fields. In 2018, the BGE Scholars Program was renamed the BGE Frank Heintz Scholarship fund, in memory of former BGE CEO Frank Heintz, who was also a teacher in the Baltimore City School system.

New online tool launched to help up to 23 million Americans understand their voting rights

(Black PR Wire)— Campaign Legal Center (CLC) released a first-of-its-kind online tool RestoreYourVote.org to help as many as 23 million citizens with past felony convictions understand their voting rights in all 50 states and take the necessary steps in the process to exercise their right to vote before the November 2018 election.

A majority of this group of Americans— as many as 17 million people— should be able to vote right away if they just understand their rights. Many more are eligible to apply to restore their right to vote. CLC hopes to educate as many people as possible between now and the election by providing an online roadmap for rights restoration.

Felony disenfranchisement laws target primarily people of color, preventing them from having a voice. Many of these laws are explicitly racially discriminatory policies of Jim Crow. Nationwide, one in every 13 black adults cannot vote as the result of a felony conviction. That is compared to one in 56 non-black adults.

"Citizens who have paid their debt to society are entitled to participate in our democracy. We launched this tool because state and federal policies do not uniformly protect the right to vote of all citizens. There is lots of work to do to educate people about their rights," said Danielle Lang, senior legal counsel, voting rights and redistricting at CLC. "We can't overturn all discriminatory voting laws overnight. But while we fight them in court, we are minimizing the harmful impact of these laws by clearing up the confusion and misinformation that prevents many people with past felony convictions throughout the country from voting. Through this tool and a robust organizing effort, we hope to educate as many people as possible about their rights and help them access the ballot."

To learn about the path to rights restoration, visit: RestoreYourVote.org.

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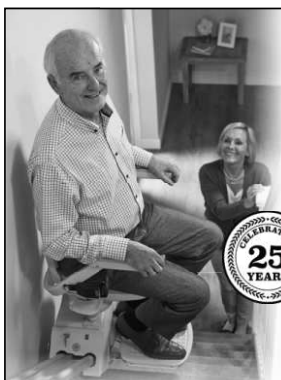
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Alan Amrhine, Communications Director
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