



H.C.E.A.
HARFORD COUNTY
EDUCATION ASSOCIATION

42 North Main Street
 Suite 200
 Bel Air, Maryland 21014
 410.838.0800 Fax: 410.638.9045
 jwjones@mstanea.org

IMPACT
 VOLUME 36, ISSUE 1
 WWW.HARFORDCEA.ORG

John W. Jones, President
Randy Cerveney, Vice-President
Julie Rene Smith, Secretary-Treasurer
Patricia Kohler, UniServ Director
Michelle Washington, UniServ Director

From the President...

★ ♥ ★ ♦♣♥
 And to the 320
 teachers new to
 Harford County
 Public Schools,
 welcome to the
 family of over 3000
 of the hardest
 working, most
 successful education professionals you'll find anywhere.



By the end of last year our membership had grown to almost 2100. Before newly hired teachers even reported to duty this year we had over 140 new applications. Many of the new applicants taught previously in other Maryland counties or other states. These valuable veterans recognize the importance of belonging to their professional organization. If you are uncertain about membership, take time to talk with them and learn why they choose to belong.

While on the subject of membership, it should be noted that the pendulum continues to swing. Just as we have been encouraged by an upswing in membership, we also have to deal with the large number of members that we lost to administrative promotions, retirement, leaving the county or leaving education altogether. The latest "Inside Track" publication lists over 100 retirees. Of the 90 teachers listed, HCEA members accounted for approximately 2000 years of experience. That's a lot of experience to replace-both in the classroom and within HCEA.

We will continue to provide you with information on the benefits of membership throughout the year. Applications are available from your HCEA building representative, through our office, or online through MSTA/NEA (there is even one on the backside of this Impact). Our deadline for enrollment through payroll deduction is October 20th. Members of the bargaining unit may still join the Association after this date but will have to do so by check or credit card.

Here's hoping you have an enjoyable and productive year.

YOUR VOICE IS NEEDED

You need to be heard from on a number of different fronts, not the least of which is our Harford County Delegation. Late last spring I encouraged you to write to the delegation in response to one of the proposed solutions to the state deficit- shifting the State's contributions to the teacher's pension system onto the counties. This proposal has not gone away and is being embraced by some of the state legislative leaders. If introduced and adopted, the consequences could be disastrous to Harford County. Consider the following:

1. If Harford County would have had to take on the full responsibility of teacher pension contributions last year it would have cost the County \$25 million. This is twice what the B.O.E. cut from the final budget last year. Even if the counties were to take on 50% of the pension costs we would be faced with dire consequences.
2. There is precedent. In 1991 the State passed on the costs of social security contributions (FICA) to the counties. The ensuing budget crisis cost teachers a step increase on the salary scale and the last year's raise of a three-year contract. Only recently have we begun to recover from this action.

It doesn't take a lot of imagination to project the results of such a proposal. To shift the deficit to the counties will have a huge impact on local budgets. And, as has been the case in the past, teachers, police officers and other public servants will be asked to carry the burden.

You are encouraged to contact members of the Harford County Delegation and express your concerns about this proposal. One of the easiest ways I know of to accomplish this is to log on to the MSTA website (www.mstanea.org) and follow their instructions. They have dedicated part of their website to fighting this response to the deficit. By following the instructions you can compose your own email, use, or modify theirs. The names and contact information for members of the General Assembly are available through this site.

Just to reinforce the importance of staying in contact with our elected officials, two weeks ago I ran into a Council member who pulled up an email on his Blackberry and showed it to me. It was from a teacher expressing their

appreciation of the additional 1% added to our raise. The email was sent just days earlier. It had an impact.

On a more local level, B.O.E. President Fidler (and other members as well) is urging teachers, students and parents to email their feelings and experiences with the new high school schedule and any other components of High School Reform or concerns they care to address. This can be done by logging on to the HCPS website and clicking on the Board of Education pulldown. As always, you should exercise professionalism in emailing your concerns to the Board.

Your MSTA Card and Access

Within the last two weeks you should have received your new MSTA calendar and membership card. Please keep your membership card – it is your doorway to savings! Simply visit the MSTA website (www.mstane.org) and click on ACCESS Savings. By typing in your membership number from your card you will access savings that are nationwide and local. Just to give you an idea how significant savings can be, one of our members saved \$250 on hearing aids purchased in the county, and received a lifetime supply of hearing aid batteries because she used her access card.

Discover the NEA Member Benefits Web Site: www.neamb.com

The NEA Member Benefits Web Site is designed exclusively for NEA Members. Sign on often to take advantage of frequent updates, including new services and giveaways! To make your visits easier and more productive, the Web Site provides program information, a search feature, financial calculators, and easy navigation. In addition to getting the information you need, you can even use the Web Site to request free materials and apply for NEA MB products.

- Features information and resources in areas of interest to NEA members: travel, home living, investments, insurance, credit and health
- Find current rates on NEA-Sponsored FDIC-Insured Money Market Account and NEA-Sponsored Gold Certificate CD
- Order magazine subscriptions through the NEA Magazine Service online
- Apply for an NEA Credit Card online; register your DUES-TAB beneficiary
- Find cell phone plan discounts and much more

Again, one of our members saved over \$3000 in closing costs on her mortgage with Wells Fargo, a NEA recommended company.

NEA MB September 2007 Web Site Giveaway: Three \$100 Gift Cards for the NEA Classroom SuperStore!

NEA members can register anytime during the month of September 2007 in the Free Giveaways area of the NEA

Member Benefits Web Site (neamb.com) for a chance to **win one of three \$100 Gift Cards for the NEA Classroom SuperStore**. Use it for deals on useful products for home and school. NEA members also get an extra 10% off their purchases plus free shipping on any size order of in-stock items!

Giveaway entry begins at 12:00 a.m., ET, on September 1, 2007, and ends at 11:59:59 p.m., ET, on September 30, 2007. No purchase necessary to enter.

HCEA Election Year

This year is an election year for HCEA. We will need to elect members to fill the office of President, Vice-President (three year terms) the Board of Directors: 3 elementary positions, one middle school position and one high school position (two year terms). As we do every year, we will also elect members to the NEA Convention (D.C.), and the MSTA Convention (O.C.). It's not too early to start thinking about running for an elected office or as a delegate. Present and past office holders, and delegates are excellent sources of information that you can access if you have questions or concerns about running.

Another Year of Contract Negotiations

The changes to this year's contract and salary scale are the result of extensive bargaining sessions between the Board of Education and HCEA. Leading up to these negotiations was a lot of groundwork done by the negotiations team and the bargaining support team. This year we will once again be faced with the challenges of negotiating a new contract. If you have an interest in being a part of the negotiations process, please contact the HCEA office.

End Notes

- ◆ We will continue with the **Rep Rewards** program this year. Keep in mind that in order to be eligible for the dues rebate your school must be represented at no less than 70% of the Representative Assembly meetings. The amount of dues rebate is based on your schools' membership market share.
- ◆ School **membership rosters** should be returned to the HCEA office as early as possible. Please be sure to make a copy of the completed roster for your records. Schools that return rosters by **October 25** will receive a \$10 gift card from MSTA.
- ◆ Distribution lists will be updated with new hire names and changes based on the returned rosters and the latest information from MSTA. These lists are used to keep members informed through *Mini Impacts*, *Rep News*, flyers etc. Please email the HCEA office if you are not receiving electronic communication such as the Mini-Impact. Building reps should put together a distribution list of members in their building and use it to communicate general information to the members. Training on how to make a distribution list from the

will be covered at the Rep. Training session on September 27th.

- ◆ HCEA will offer “**I Can Do It**” training for teachers with one to four years of experience. The training will take place on Saturday, September 29, 2007 in the HCEA office. The training introduces techniques and methods for dealing with classroom discipline. A comprehensive workbook is given to each participant.
- ◆ A *workshop on observations and evaluations* will be presented by HCEA on **October 3**, 2007. Look for details in the next online *Mini Impact*.
- ◆ HCEA will sponsor a “**Rep Training**” session on Thursday, September 27th at 4:30 in the CMW library. Learn: how to assemble and use member distribution lists, how HCEA is linked to MSTA/NEA, membership recruiting techniques, how to engage members, and what communication tools you can use to effectively inform your members.
- ◆ **Mark your calendars:** HCEA has chartered one bus for a day trip to *New York City* on December 15th, 2007. We have also scheduled a *Bull and Shrimp Roast* for mid-winter in Jarrettsville. Details on these events are forthcoming.
- ◆ The HCEA office has **Entertainment Coupon Books** available for sale. They make a great holiday gift for only \$25.00. If interested please contact the office at 410.838.0800.

offered to educators (many of which can yield continuing education credits through MSDE) a wealth of samples, literature and give-aways are available from a hall full of vendors. Check out your ACCESS Card to see what hotels are further discounting their off season rates and make a reservation for this event. Log on to www.mstanea.org for more information.

LET’S LOOK AHEAD...

210	A ★ A ★ ◆
27	A ★ ★ ♣
29	♣ ♣ A ♥★
3	◆ ★ ♣ ♣ ♣ ♣ A ♥★
4	A A
9	♥ ★♠ ♣ ♣ ♠ ♣ ★ ★♣♥ ★ ★
25	A ★ A ★ ◆
26	★ ★ ♣ ♣ ♣ 2
3	★♣ Q ♣ ★ ♠

****Please call the HCEA Office for more information.**

- ◆ The annual **MSTA Convention** is scheduled for October 19th and 20th in Ocean City Maryland. In addition to the 50+ workshops and seminars being

Maryland State Teachers Association/National Education Association 2007-2008 Enrollment Form

SSN			EMPLOYEE ID NUMBER	LOCAL ASSOCIATION Harford County Education Association	
MR. <input type="checkbox"/> MISS <input type="checkbox"/> DR. <input type="checkbox"/> MRS. <input type="checkbox"/> MS. <input type="checkbox"/>	FIRST	MIDDLE	LAST		
ADDRESS					
CITY			STATE	ZIP CODE	
HOME PHONE		HOME E-MAIL		WORK E-MAIL	
ETHNICITY (optional)		DATE OF BIRTH		GENDER <input type="checkbox"/> Male <input type="checkbox"/> Female	
POLITICAL PARTY		REGISTERED VOTER <input type="checkbox"/> Yes <input type="checkbox"/> No		HIRE DATE	
WORK LOCATION		POSITION		SUBJECT	

The following information is REQUIRED:

Have you been a member of NEA in the past?		<input type="checkbox"/> Yes <input type="checkbox"/> No	
Check One:	<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time		
Salary:	<input type="checkbox"/> Over \$35,070	<input type="checkbox"/> \$17,535 to \$35,070	<input type="checkbox"/> Below \$17,535
Method of Payment:	<input type="checkbox"/> Payroll deduction (see below, sign and date) <input type="checkbox"/> Cash/Check		

PAYROLL DEDUCTION AUTHORIZATION:

I hereby authorize continuing deduction of dues in the sum determined by the Harford County Education Association (HCEA), the Maryland State Teachers Association (MSTA) and the National Education Association (NEA), each year, unless I revoke this authorization in writing to HCEA by such time as is designated in the HCEA/Board of Education's Negotiated Agreement. In case of my resignation or termination, the board of education shall deduct the balance of my yearly dues from my final paycheck.

SIGNATURE

DATE

Dues payments are not deductible as charitable contributions for federal income tax purposes. Dues payments (or a portion) may be deducted as a miscellaneous itemized deduction. Annual membership dues to the NEA includes \$4.90 for NEA Today, \$2.85 for NEA-Retired and/or \$19.25 for the Higher Education publications. The NEA publication(s) received by members are based on membership category. Annual membership dues to the MSTA includes \$6.45 for the MSTA Action Line.