

**OCTOBER 2018**



## HCEA Board of Directors

### President:

**Chrystie Crawford-Smick**  
[ccrawford-smick@mseanea.org](mailto:ccrawford-smick@mseanea.org)

### Vice President:

**Mike Curry**  
North Harford Middle School

### Secretary/Treasurer:

**Jennifer Sokolis**  
Bel Air High School

### Members at Large:

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**Brenda Hinton**  
Hall's Crossroads Elementary School  
**Colleen Walker-Good**  
Deerfield Elementary School

#### Middle School

**Colleen Kaplan**  
Edgewood Middle School

#### High School

**Leigh Bondrole**  
Edgewood High School  
**Laura Nieman**  
Bel Air High School

### HCEA Staff:

**MSEA UniServ**  
**Director:**  
**Dan Besseck**  
[dbesseck@mseanea.org](mailto:dbesseck@mseanea.org)

**MSEA UniServ**  
**Director:**  
**Larry Ginsburg**  
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**Director of Finance:**  
**Nitza Harris**  
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**Administrative Specialist:**  
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[llove@mseanea.org](mailto:llove@mseanea.org)

**HCEA**  
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Phone: (410) 838-0800

### *From the President...*

I hope everyone had a rejuvenating summer. The beginning of the school year is an exciting time and can be completely exhausting. Don't forget to take time for yourself to destress and relax. The first month of the school year has flown by.

At the HCEA office we are preparing for a full contract negotiations and visiting schools to talk to members about what is important to them. It is imperative that we have your feedback. An electronic survey will be sent out soon, and I hope each of you take the time to complete it. The negotiations team is looking forward to using your feedback as they map out the plan for this year.

This is an important year for HCEA. It's our time to change the perception of our organization as we guide ourselves into the future. Our hope is to develop a relationship with HCPS leadership that is built on respect and collaboration. We all have the same goal, we want what is good for kids and our profession. As the new president of HCEA, I want to hear from you. Please do not hesitate to contact me if you ever have any questions, comments or concerns.

Please take some time to attend at least one stop of Dr. Bulson's Listen and Learn Tour. More information can be found on page 3 of this newsletter. No one can tell your story like you can, and he wants to hear from you.

Have you ever wanted to get more involved in the association? All of our committees are looking for additional volunteers. Please contact me to explore your options. We truly have something for everyone.

As always, HCEA is committed to ensuring that our Negotiated Agreement and Evaluation Model are followed with consistency. Please contact Dan Besseck [dbesseck@mseanea.org](mailto:dbesseck@mseanea.org) or Larry Ginsburg [lginsburg@mseanea.org](mailto:lginsburg@mseanea.org) if you believe the your rights under either of these agreements are being violated.

Thank you for all you do for our students and our profession. Stand Strong with HCEA.

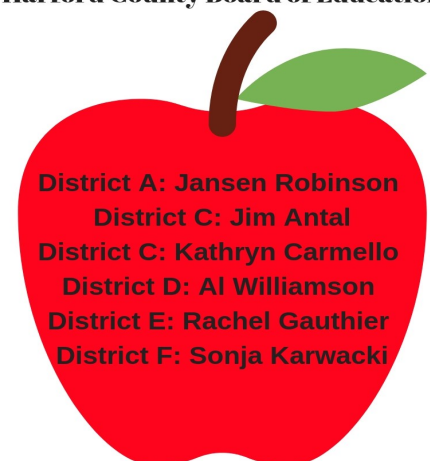
## Upcoming Events

10/4– Meet the Candidates Night at Della Rose's  
10/10– Board of Directors Meeting  
10/18-20– MSEA Convention in Ocean City  
10/25– Building Rep Meeting at South Hampton Middle  
11/6– General Election

HCEA relies on a strong network of Building Representatives. We need additional Building Representatives in most buildings. Please consider volunteering to serve as a representative at your school.

Email [ccrawford-smick@mseanea.org](mailto:ccrawford-smick@mseanea.org)

The Harford County Education Association proudly endorses the following candidates for the Harford County Board of Education



District A: Jansen Robinson  
District C: Jim Antal  
District C: Kathryn Carmello  
District D: Al Williamson  
District E: Rachel Gauthier  
District F: Sonja Karwacki

Join the HCEA  
Facebook page  
**Harford Students**  
**Count on Us!**

## Golden Apple Plus

Earn Your **\$100** New Member Bonus and More!<sup>1</sup>

A program designed exclusively for Harford County Education Association (HCEA) and Harford County Educational Services Council (HCESC) members.



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See our new special Golden Apple 0% APR<sup>2</sup> introductory rate Credit Card!

<sup>1</sup> Offer available only to new members who add checking and a direct deposit of at least \$100 per pay period. Also available to existing members who add checking and \$100 direct deposit. Direct deposit must be received within 60 days of opening the Checking Account. Bonus funds are placed on hold until direct deposit received. Offer expires 60 days after account opening if all qualifications are not met.

<sup>2</sup> 0% APR is an introductory rate for purchases only posted to your account during the first nine months following the opening of the account, after which it reverts to the current Visa® Platinum Rewards rate based on the member's credit score at the time the account was established. After the introductory period, rates will range from 9.50% APR to 17.50% APR based on your credit worthiness. The APR varies with market changes based on Prime Rate. Rates are effective as of February 1, 2016 and subject to change. The Introductory APR for purchases may be ended and the prevailing non-introductory APR applied, if you are 60 days late in making a payment.

The Harford County Education Association proudly endorses the following candidates for Harford County Government

County Executive: Barry Glassman  
Council President: Patrick Vincenti  
District A: Andre Johnson  
District B: Joe Woods  
District D: Chad Shrodes  
District E: Bridgette Johnson  
District F: Wini Roche



## STAY CONNECTED WITH HCEA!

Get information for HCEA Membership right on your phone—not on handouts.

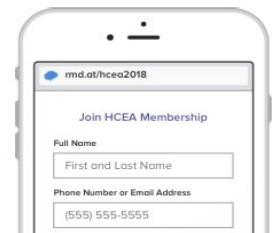
Pick a way to receive messages for HCEA Membership:

- A** If you have a smartphone, get push notifications.

On your iPhone or Android phone, open your web browser and go to the following link:

[rmd.at/hcea2018](http://rmd.at/hcea2018)

Follow the instructions to sign up for Remind. You'll be prompted to download the mobile app.



- B** If you don't have a smartphone, get text notifications.

Text the message @hcea2018 to the number 81010.

If you're having trouble with 81010, try texting @hcea2018 to (410) 317-8024.

\* Standard text message rates apply.



Don't have a mobile phone? Go to [rmd.at/hcea2018](http://rmd.at/hcea2018) on a desktop computer to sign up for email notifications.



## HCEA 2018-2019 Membership Events

By: HCEA Membership Committee

<b>2018</b> Aug	8/28: Building Rep. Training @ Black Eyed Suzie's 4:30 – 6:30	<b>2018</b> Sep	9/8: MSEA Day @ Hershey Park 9/18: Social @ Bill Bateman's 4:30 – 6:30	<b>2018</b> Oct	10/18-10/20: SPARKS @ MSEA Convention in Ocean City
<b>2018</b> Nov	11/14: Breakfast Bags Bonanza @ Havre de Grace Boys & Girls Club 5:00 – 7:00	<b>2018</b> Dec	12/1: Bus Trip to NYC	<b>2019</b> Jan	1/24: School Swag Party @ Magerk's 4:30 – 6:00 Snow date: 1/29
<b>2019</b> Feb	Date(s) TBA: Lobby Nights with GR Committee	<b>2019</b> Mar	Week of 3/25: Family Night Location TBA	<b>2019</b> Apr	<i>*Donations for Next Year's New Teacher Store</i>
<b>2019</b> May	Date TBA: MSEA Night at Camden Yards <i>*Donations for New Teacher Store</i>	<b>2019</b> Jun	6/6: Building Rep. Celebration @ Eden Mill 5:00 – 7:00 <i>*Donations for New Teacher Store</i>		<i>*Sign up on Remind for text updates from HCEA Membership Committee!</i>

## President of the Run

**Its been a busy month! My goal is to visit EVERY school in the next 2 months. We are well on our way.**

**We have visited the following schools:**

Aberdeen High School  
Aberdeen Middle School  
Bakersfield Elementary  
Bel Air Elementary School  
Bel Air High School  
C Milton Wright High School  
Deerfield Elementary School  
Edgewood Elementary School  
Edgewood High School  
Edgewood Middle School  
Fallston High School  
Fallston Middle School  
Hall's Cross Roads Elementary School  
Havre de Grace Elementary School  
Havre de Grace High School  
Havre de Grace Middle School  
Homestead/Wakefield Elementary School  
Joppatowne Elementary  
Joppatowne High School  
Magnolia Middle School  
Meadowvale Elementary School  
North Bend Elementary School  
North Harford High School  
Patterson Mill Middle and High School  
Red Pump Elementary School  
Ring Factory Elementary School  
Southampton Middle School  
Youth's Benefit Elementary School



**Be on the look out for an email about our upcoming school visits!**

**Listen & Learn TOUR**

CLICK [HERE](#) TO REGISTER!



**Dr. Bulson wants to hear from you. Register to attend one of the sessions on the Listen and Learn Tour.**

**No one can tell your story better than you!**

## GOVERNMENT RELATIONS CALENDAR OF EVENTS

Meet the Candidates at Della Rosa's -- Thursday Oct 4th  
County Canvass -- October 13th  
Hand Out Apple Ballots to Parents Trick or Treating at  
your house-October 31st  
Hand Out Apple Ballots at Early Voting (McPhail Center,  
Aberdeen Firehouse, Edgewood & Jarrettsville Libraries) -  
Thursday Oct 25 through Nov 1  
County Canvass -- November 3rd  
Hand Out Apple Ballots at polls on Election Day -- No-  
vember 6th

### SIGN UP TO HELP:

<https://goo.gl/forms/gvLJUi7DHeHcbwGo2>

## HCEA SPONSORED LONG-TERM CARE INSURANCE

- Offering discounted **long-term care insurance** to HCEA members and their spouses/partners.
  - Helping members protect their hard-earned assets.
  - Giving members a way to remain in control of their healthcare choices.
  - Providing members with peace-of-mind.
- For a no obligation consult and quote, contact:**

**Michael Markowitz**  
• 410-455-0680



[Mike.Markowitz@acsiapartners.com](mailto:Mike.Markowitz@acsiapartners.com)

## Know Your Contract

### ARTICLE XIX

#### Probation, Tenure and Evaluation

19.3 Administrators and/or supervisors shall hold formal evaluation conferences each semester with all teachers in their first and second year in Harford County. At that time, if appropriate, the teacher shall be advised by the principal that the principal will recommend that the teacher not be retained in the system.

19.4 **Teacher Evaluations.** Under normal circumstances, the teacher will be notified by September 30th of each year of the upcoming annual evaluation. Lack of this notification however will not prevent the evaluation process from proceeding as required by regulation.

**When teachers are observed, they shall be provided written feedback before any future observations are conducted.**

A written statement of evaluation will be prepared and reviewed with the teacher within a reasonable time after each formal evaluation conference. In the event that the teacher feels his or her evaluation is incomplete or unjust, he or she will append an addendum giving his or her point of view. The evaluation is, however, to be signed by the teacher; this signature means only that the teacher read the evaluation. A copy of this evaluation and addendum shall be filed in the school office, a copy shall be placed in the evaluation file in the Human Resources Department and a copy shall be given to the teacher.

19.5 Probationary teachers who will not be retained will receive notice in writing before May 1. For individuals employed on or after January 1 the notification date shall be not later than sixty (60) days prior to the anniversary date of employment of the first year or second year or not later than sixty (60) days prior to the third anniversary date of employment.

19.6 **Tenured Teachers.** Tenured teachers will receive formal evaluation conferences at least by the end of their fifth year in Harford County and at the minimum rate of once every five (5) years thereafter. All observations of a classroom performance shall be conducted openly.

19.7 Principals and/or supervisors shall hold the formal evaluation conferences. After the conferences, a written statement of evaluation will be prepared and reviewed with the teacher within a reasonable time. Any material presented at the conference which was not previously known to the teacher shall be reviewed by the principal and the teacher before it may be entered into the written evaluation.

19.8 In the event that the teacher feels his or her evaluation is incomplete or unjust, he or she will append an addendum giving his or her point of view. The evaluation is, however, to be signed by the teacher. This signature does not indicate approval. A copy of this evaluation and addendum shall be placed in the evaluation file in the Human Resources Department and a copy shall be given to the teacher.

### **Questions?**

**Contact HCEA (410) 838-0800**

## DISCOUNT MOVIE TICKETS

Did you know our members can save



\$\$ on tickets for  
Regal Cinemas?!?  
AMC?!?



Horizon Theaters?!?

Stop paying full price and take advantage  
of the savings.

<https://harfordcea.wufoo.com/forms/xlakeku0930cl0/>

## Harford County Education Association

### Meet the Candidates Night



### HCEA MEMBERS:

## Protect Yourself!

IF YOU ARE INJURED AT WORK:

1. Report it to your supervisor
2. Document the injury completely
3. Seek medical attention from the doctor of your choice
4. Call us at (410) 769-5400 to discuss your legal rights!

Solely reporting the accident to the  
county **WILL NOT** protect your rights!

Protect your rights by filing a workers'  
compensation claim with the State of Maryland.

**Contact us today at (410) 769-5400  
to protect your rights!**



NEA Approved!

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**DID YOU KNOW...**

The HCEA offers  
member discounts for  
family fun &  
entertainment

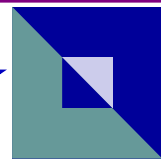
**DISCOUNTS AVAILABLE FOR THE MARYLAND  
ZOO & LOCAL PARTICIPATING MOVIE  
THEATERS**

**CLICK HERE TO VISIT OUR WEBSITE FOR  
ADDITIONAL DETAILS**

Due to a change in processing procedures, no walk-ins will be accepted. Entertainment discount requests are handled on the 1st and 15th of each month. Requests received between these dates will be held until the next scheduled processing date. Please contact the office at 410-838-0800 to schedule a time to submit payment.

DISCLOSURE: HCEA does not endorse the product or quality of any product served during an HCEA event. HCEA assumes no liability during member participation of any event organized/sponsored by HCEA. Participation in an HCEA organized/sponsored event is done at the participants own risk. HCEA Member Benefits discount programs, insurance or voluntary programs are provided solely for the convenience of HCEA Members and should not be construed as an endorsement of any kind.





**HCEA Gateway ads are free to HCEA members.**



**Kenneth Hutchinson, Associate  
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**Looking for an officiant for your wedding  
in Harford County or the surrounding  
areas?**

Contact Jason Taylor  
[ravenjt42@netscape.net](mailto:ravenjt42@netscape.net) or  
[Jason Taylor - Officiant](#)

**I look forward to celebrating your day!**

**jamberry**  
INDEPENDENT  
CONSULTANT

**Tiffany Higgins**

Signature Nail Design In Minutes  
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independent  
consultant

**Dene Flack**

410-456-5830

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