

February, 2014



HCEA Board of Directors

President:

Ryan Burbey

rburbey@mseane.org

Vice President:

Pete Rost

Riverside Elementary School

Secretary/Treasurer:

Elizabeth Ray

Aberdeen Middle School

Members at Large:

Elementary

Ollie Danage

Red Pump Elementary School

Phil Cogdill

Hickory Elementary School

Thomas Fare

Hall's Crossroads Elementary School

Middle School

Mark Gross

Edgewood Middle School

Mike Curry

North Harford Middle School

High School

William Smith

Harford Technical High School

Tiffany Higgins

Patterson Mill High School

HCEA Staff:

MSEA UniServ

Director:

Seleste Odewole

sodewole@mseane.org

MSEA UniServ

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Larry Ginsburg

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From the President...

Although it does not seem like it, Spring is just around the corner. With spring comes elections season. We currently are in the midst of the MSEA and HCEA elections. It is crucial that every HCEA member vote in these important elections. Even more important than our internal union elections, are the state-wide and local elections. For several years, teachers have been maligned in our county. This is our chance to make a positive change.

We must be active in this elections season. Your Government Relations Committee and HCEA Board of Directors is working hard to identify and endorse candidates who will support teachers and students. To end this ridiculous salary freeze and make sure our contract is honored in the future, we must be an active force in these elections. We must campaign for and elect candidates who will increase education funding and who will make education a true priority.

I am asking each of you to commit to our cause. I am asking each of you to give some of your time to our fight. We all need to fight for our schools. We all need to commit to voting only for education friendly candidates. We all must become single issue voters. If any candidate, regardless of political party, does not support increased funding for our schools, we must vote them out of office. If any candidate, regardless of political party, does not support our teachers and students, we must vote them out of office.

By now, your Building Representative should have told you about The Harford County March for Public Education. On April 8th, HCEA is sponsoring a community-wide march to raise awareness of the need to adequately fund our schools. The march will begin at Bel Air Elementary School and end with a rally outside the Harford County Council chambers. All participants are also asked to attend and speak at the Harford County Council Meeting following the march. This will be a positive event about meeting the needs of our students, our teachers and our community. We need every HCEA member to attend. Bring your colleagues. Bring your family. Bring your friends.

To make a change, we must increase public awareness. There are still members of our community who do not realize the dire circumstances which our schools, students and teachers currently face. There are still members of our community who do not know how you have been suffering amid the loss of wages and increased workload over the past several years. There are still members of our community who do not realize the opportunities which underfunding our schools has taken from our students. We must be their voice. We must call attention to the problems in our schools. We must fight for our students, our schools and our profession.

On April 8th, I will March. I will speak. I will fight for our children's future. Will you fight for our future? Will you march with me? **Stand Strong with HCEA!**

Are interested in helping out?

Want to become more involved?

Be a voice for public education.

Be an HCEA Building Representative.

Contact Ryan Burbey, President-HCEA
rburbey@mseane.org

Upcoming Events

**4/8 Harford County
March For Public Education**

3/10 & 3/24 [Harford County](#)

[Board of Education Meeting](#)

6:30 PM HCPS A.A. Roberty Bldg.

3/6 HCEA Board of Directors Meeting

4 PM HCEA Office

3/4, & 3/18 [Harford County](#)

[Council Meeting](#)

7:30 PM Council Chambers

212 South Bond Street, Bel Air

3/20 HCEA Representative Assembly

Advocating for Yourself, Supports the Students and Community

HCEA continues to request the members to speak out in favor of education. Many members are hesitant to advocate for the school system to guarantee salary steps and challenging the County Council to fund the Harford County Board of Education's budget. By suffering in silence, your students continue to receive less funding for updated books in the media center, inconsistency in instructional staff, decreased number of staff, decreased interventions for neediest students, inadequate school furniture, unsafe and insecure learning environments, increased class size, decreased academic variety, decreased for available transportation, lack of special education and ELL services, and the list goes on.

The time has come for you to stop suffering in silence, now is the time to speak up and act!

Due to concerns raised by HCEA, leave for February 3rd will be assessed as follows:

- Staff who requested a full day of leave will be authorized to use ½ day of leave; the remainder of the day will be paid without assessing leave
- Staff who requested ½ day of leave for the morning will be authorized to use ½ day of leave; the remainder of the day will be paid
- Staff who requested ½ day of leave for the afternoon will be paid without assessing leave

EVALUATIONS ISSUES

Several Administrators are not properly following the evaluation model. HCEA has filed an appeal in this matter.

However, you must carefully check to make sure your administrator is following the evaluation model properly.

The model can be downloaded at this link:

[HCPS/HCEA 2013-14 Evaluation Model](#)

Contact HCEA immediately if you believe your administration is not adhering to the current evaluation model.

Harford County Education Association and
Maryland State Education Association
CAA/School Quality present:

C.A.R.E.: Culture, Ability, Resilience, and Effort

(3 CPD credits, approved by MSDE)

July 14-18, 2014

Bel Air High School
100 Heighe Street
Bel Air, MD 21014

[Register now!](#)

Gain greater cultural understanding. Learn how to use students' strengths and background to improve achievement.

***Earn
Credit!***

Questions?

Contact Ryan Burbey, President
Harford County Education Association
rburbey@mseanea.org
410/879-2706

To learn more about C.A.R.E., visit: marylandeducators.org/care





HARFORD COUNTY MARCH FOR PUBLIC EDUCATION!!!

Join the Fight for Public Education!!!

On April 8, 2014 at 6:30 p.m. Harford County teachers and concerned citizens will unite in a "March for Public Education". The march will start at Bel Air Elementary School and end at The Harford County Council Chambers on Bond St.

Let's unite and take a stand for PUBLIC EDUCATION. Let's show our County Council and County Executive that we care about our schools, we want increased funding for our children and we will not be quiet.

Buses will be available to pick up participants at Edgewood HS and Aberdeen HS @ 6p.m. [Click here](#) if you would like to reserve a seat on the bus.

NEGOTIATIONS UPDATE

Your HCEA Negotiations Team met with the HCPS Bargaining team on Jan.24th.

HCEA and HCPS are still **far** apart on many issues, **especially wages & benefits.**

Sign the
Community
petition to
Fund Our
Contract

As a teacher, You're Golden



Get up to \$200 and more with Freedom's Golden Apple Program.

Contact Patrice Ricciardi
410-952-3374 • pricciardi@freedomfcu.org.



Federally insured
by NCUA

Offer subject to change. With
Checking, Direct Deposit,
E-Statements and Visa® Credit
Card. Go to www.freedomfcu.org
for complete details.



Harford County's Better Way to Bank

1-800-440-4120 ★ www.freedomfcu.org

Know Your Contract

Grievance Process

5.5 Grievance Presentation. All grievances shall be presented in writing at Step 1 within ten (10) school days from the date of their occurrence, signed by the grievant. The Administrator's answer at each step shall be given in writing within ten (10) school days after the step meeting which shall be held within ten (10) school days following receipt of the appeal. Unless a grievance is appealed to the next step within five (5) school days after the Administrator's answer, it shall be deemed settled in accordance with the Administrator's answer, which shall be considered acceptable to the grievant and the Association.

If your contractual rights have been violated, you must inform HCEA within 10 school days of the violation so that the UniServ can file the grievance within the contractual timeline.

If you have questions about the Grievance Process contact the HCEA office 410 838-0800.

Are You Protected Against The Greatest Risk In Retirement?

Risk is like a puzzle. It cannot be solved unless you have all the pieces. The longer we live, the greater the risk of needing long-term care.

It is not just the elderly who are at risk. Forty percent of long-term care services are for adults between the ages of 18 to 65. Through **HCEA**, members and their spouses can get **long-term care insurance with a discount**.

For a no obligation consultation and quote,
Contact Michael Markowitz – 410-455-0680
mike.markowitz@ltcfp.net



"2nd ANNUAL HCEA FUTURE EDUCATORS SCHOLARSHIP BANQUET"

Join us as we recognize this years scholarship award recipient and enjoy a lovely dinner, entertainment and a silent auction. Cash bar available.



Wednesday, April 30, 2014 6:30 p.m to 9:30 p.m

Geneva Farms Golf Course
Harford Gardens Room
217 Davis Rd Street, Maryland 21154
\$35 Members & \$50 Non-Members

For more information contact HCEA @ 410-838-0800.

Click here to R.S.V.P online by April 9, 2014

Ticket price:

Members: \$35.00

Non Members: \$50.00

Pay by check or PayPal Invoice.

TELLCOUNTY EXECUTIVE DAVID CRAIG DO WHAT'S RIGHT FOR OUR STUDENTS & TEACHERS

Do what's right for Harford County's students by investing in our schools and children's future. Help us raise the ceiling for student achievement rather than lower the bar for school funding.

drccraig@harfordcountymd.gov

HCEA Elections

2014 Candidates

President:

Ryan Burbey

Vice President:

Kathleen Mader

Elizabeth Ray

Board of Directors

Elementary Member At Large:

Phil Cogdill

MSEA Delegate:

Thomas Fare

Alex Keene

Michelle Bowditch

Mike Curry

Michelle Mcdougall

Kathleen Mader

Elizabeth Ray

Tedra Webb

Ollie Danage

Horace Mann Auto Insurance Payroll Deduction Program

Horace Mann can now provide your auto insurance premium through your payroll deduction. Plus, you will receive a 10% payroll discount in addition to your HCEA member discount.

Horace Mann offers educators a special package that includes additional features and benefits at no additional cost through their Educator Advantage® Program.

Interested in a quote? Call or email

Susan McDonough (410) 939-7432

susan.mcdonough@horacemann.com Or

Bob Ward (443)-676-6224

bob.ward@horacemann.com



Receive a \$25 gift card from restaurant.com when you request a no obligation auto quote!

We must make the Harford County Board of Education understand that the continued failure to fund our teachers' salaries is having a negative effect on classrooms, as well as, hurting teachers and students. Tell Your Story.

ACT NOW.

Use the link below to email the Board of Education.

[Fund Our Salaries](#)

HCEA Scholarship

The HCEA Scholarship Banquet is being held Tuesday, April 30, 2014 at Geneva Farms Country Club.

Each year HCEA awards a scholarship to a HCPS high school senior interested in pursuing a career in education. Please come and celebrate our future educators. Tickets are \$35 each. **Any member purchasing a ticket will also receive a buy one get one free coupon for Chipotle** (While supplies last).

Contact the HCEA office at 410-838-0800 to purchase tickets.

**Sign
the petition
to Give
All Students
a 30 Minute
Lunch**



**Now Hiring
Teachers for
Summer Positions**

**For more Information
Contact David
at
dwatts@drdpools.com**

From January 1-April 15, NEA Member Benefits helps members save on tax preparation, tax software, and online tax programs at H&R Block.

Go to www.neamb.com.

See Shopping & Discounts.

Dues are tax deductible. In order to determine the total amount of dues deducted to date, look at your December paycheck. **If you were a member as a full-time teacher for the entire year of 2013, your total dues deducted are: \$604.51.**

**Your Unassigned
Planning Time is
Protected!**

If your administrator requests you to attend meetings, have a quick conversation, have a post-observation conference, evaluation conference, PPG meeting, etc. during your personal planning time, you need to assert your rights and inform your principal, **"Article 8.7 (secondary schools) or 8.8 (elementary schools) of the negotiated agreement says that I am afforded unassigned planning time. While I am not opposed to meet with you, please schedule the meeting during my duty day, while honoring my planning and lunch times."**

After asserting your rights, share the results with the HCEA office.



Please Join

LIEUTENANT GOVERNOR
ANTHONY G. BROWN
&
COUNTY EXECUTIVE
KEN ULMAN

For Our Organizational Party in Harford County!

Sunday, March 2nd
2:00 PM

[128 Post Road, Aberdeen, MD 21001](#)

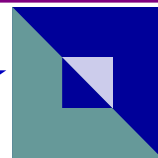
[Please click here to RSVP](#)

- This is not a fundraiser -

Facebook

Twitter

Friends of Anthony Brown
1101 Mercantile Lane
Largo MD 20774 United States



Chrystie Crawford-Smick

Independent Consultant

410-322-0466

crawfie01@aol.com

<https://chrystiec-s.scentsy.us>



**Grants Available
for High School
Athletics**

For more information
please visit

[www.CalCasAthletics
Grant.com](http://www.CalCasAthleticsGrant.com)

**Sign and Share Our
Petition for All
Harford County Public School
Students to receive a
30 minute lunch each day.**

[http://www.thepetitionsite.com/218/449/731/giv
e-students-time-to-eat/](http://www.thepetitionsite.com/218/449/731/give-students-time-to-eat/)

**Get Materials for
Your Classroom
Register at Donors
Choose**

[http://www.donorschoos
e.org/teachers](http://www.donorschoos
e.org/teachers)

NEA Click & Save "Buy-lights"

Sears:

Save \$35 on orders of
\$300 or more; free
shipping on orders of
\$59 or more

Nordstrom:

Free shipping & re-
turns, plus up to 50%
off sale

Omaha Steaks:

\$10 off orders of \$50
or more

Diamonds International:

Take 10% off

Under Armour:

Enjoy free shipping on
orders of \$45 or more

Sports Authority:

Enjoy free shipping on
orders of \$49 or more

Do you own a business?

Do have an event to advertise?

Do own rental properties?

Do you have something to sell?

Advertise With HCEA

Impact Ad Rates

*Member, retired member, or vendor or
business providing a discount to HCEA
members ¼ page = \$40, ½ page = \$80*

*Non-affiliated ads: ¼ page = \$80,
½ page = \$160*

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



Inclusion in HCEA IMPACT or Gateway does not express or imply endorsement by HCEA or HCEA responsibility for price or quality. HCEA assumes no liability for nor makes any warranty as the condition of any article advertised in HCEA IMPACT or Gateway. Priority is given to HCEA members.