



### *From the President...*

One thing I have learned serving as HCEA President for the past five years is that there is never a dull moment in HCPS. The past month has been extremely busy. I know it has been for all of you as well. We are attempting to resolve several issue with HCPS and continuing to advocate for our [Negotiated Agreement](#) to be fully funded. To be clear, we still have not received a commitment from HCPS that they will fully honor our salary agreement, despite Harford County Executive Barry Glassman, providing \$5 million in new funding for instructional salaries. HCEA strongly believes that funds realized through turn-over savings combined with the “new money” are more than sufficient to continue the commitment to returning lost steps and to improve wages for all HCEA unit members.

In order for our agreement to be honored and for HCPS to avoid losing even more teachers to other school systems, we must organize, speak out and attend the remaining Harford County Board of Education meetings. I am asking each of you to **Do Your Part** to ensure that the Harford County Board of Education fully funds our [Negotiated Agreement](#). Many of you have not lost steps. However, without action by everyone, we risk losing steps again. Some of you have reached the top of the salary scale. Without action by everyone we cannot leverage improvements to the upper end of the salary scale. None of us got into teaching thinking that every year we would have rally to protect our wages. However, this is the climate that HCPS has created. I cannot make HCPS a good employer. I need your help to change the dynamic. I need each of you to commit to action and help make necessary changes happen. The constant upheaval created by HCPS failing to honor its agreements is not just hurting our teachers. It is also hurting our students and causing a general deterioration in the quality of education Harford County. **Do Your Part** to put this failed practice to an end.

As noted in the 411, HCPS is attempting to implement an Attendance Monitoring Program. HCPS has the right to monitor its employees leave and to ensure that sick leave is used appropriately. HCEA acknowledges this right but opposes this program in principal and has worked from the onset to make changes which prevent our members from being harmed or our negotiated agreement from being violated. HCEA still fails to see how this program will in anyway improve working conditions, learning conditions or assist employees. We view it as unnecessary and onerous. We need you to voice your concerns about this program. **Do Your Part** to ensure HCPS implements fair and reasonable attendance policies.

Our strength lies with our collective resolve and support for each other. To effect change we must act in union. Please work with your building rep to schedule a night action for members in your building to attend one of the remaining Harford County Board of Education meetings and advocate for our students, our school and out teachers. Together, we can make changes happen. **Do Your Part.**

**Stand Strong With HCEA.**

### HCEA Board of Directors

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**Ryan Burbey**  
[rburbey@mseanea.org](mailto:rburbey@mseanea.org)

#### Vice President:

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Havre De Grace High School

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Hall's Crossroads Elementary School

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North Harford High School

#### HCEA Staff:

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**MSEA UniServ**  
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#### Office Manager:

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Phone: (410) 838-0800

HCEA  
2107 Laurel Bush Road  
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Bel Air, MD 21015

The Deadline for  
Non-tenured  
teachers to resign is  
this Monday  
May 1st

### Upcoming Events

**5/8, 5/22, 6/12 & 6/26**

**Harford County**

**Board of**

**Education Meeting**

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

5/1 & 5/18 HCEA Board of Directors Meeting

5/2 **Havre de Grace Elections**

5/18 HCEA Representative Assembly

4:45PM Media Center  
Harford Technical High School

6/8 **Last Day of School for Students**

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# 2016-17

# Teacher

# Evaluation

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**DO YOUR  
PART**

**HCEA Members**

- Support our students and teachers.
- Tell the Harford County Board of Education to fully fund teacher contracts.
- Attend Harford County Board of Education budget meetings.
- Join Harford Students Count on Us.
- Sign Our Funding Petition.
- Speak at Harford County Board of Education Budget meetings.
- Email the Harford County Board of Education.
- Recruit family, friends and neighbors to support our campaign.
- Participate in HCEA collective actions.
- Highlight areas of potential savings in HCPS.

**SLO  
Materials**

**Danielson  
Framework**

**2016-17  
Teacher  
Evaluation  
Model**

**Join the HCEA  
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**HCEA relies on a strong network of Building Representatives. We need additional Building Representatives in most buildings. Please consider volunteering to help out as a representative at your school. Email [rburbey@mseanea.org](mailto:rburbey@mseanea.org) to volunteer.**



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## Know Your Contract

### ARTICLE XIX

#### Probation, Tenure and Evaluation

19.1 Tenure in a Maryland school system is a protection granted to teachers who have satisfactorily passed a period of probationary service, to continue in a teaching position in the system. It requires that such teachers keep their professional teaching certificate in force and that dismissal be only for reasons specified in the State School Laws.

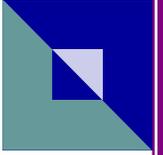
19.2 **Probationary Teachers.** The first three (3) years of employment is the probationary period or up to two (2) years for teachers who achieved tenure in another Maryland school system as described in COMAR 13a.07.02.01. During each of these years a teacher shall be observed at least four (4) times by more than one qualified person as determined by the Superintendent. Upon the request of a teacher, a supervisor shall provide for a demonstration of the classroom technique or procedure in question. All observations of a classroom teaching performance shall be conducted openly.

19.3 Administrators and/or supervisors shall hold formal evaluation conferences each semester with all **probationary** teachers 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.

19.9 A teacher shall be able, upon appointment and with or without an associate, to review the contents of the evaluation file and the personnel file concerning them. This review shall not include confidential materials such as reference letters or basic data received in the course of initial employment.

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



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