

MAY 2022

Official monthly newsletter of Harford County Education Association

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From the President:



Dear Colleagues,

As we are wrapping up Staff Appreciation Week, I want you to know that you are appreciated and supported by HCEA, not just this week but every week. I am honored to serve as the President of HCEA, representing so many exceptional professionals. Thank you for being so committed to our students and our profession.

Whether we realize it or not, our jobs are inherently political. Politicians all over the county, state, and nation drafting legislation to tell us how to do our jobs. Having educators in those positions is terrific, but when that isn't possible, it is essential to have a strong working relationship with elected officials and ensure that they will not only listen to but value the input of educators when they make decisions about our profession. If it's about us, it needs to include us. HCEA is a NON-PARTISAN organization; we encourage candidates from all political parties to seek our endorsement and work with us when educational matters are discussed. We need your help! Please consider volunteering some of your time to help us elect quality pro-public education candidates; some are fellow educators! Especially in Board of Education races, these people will impact our day-to-day lives. We must support those who will support us.

The Primary Election is just over two months away. We must elect pro-public education politicians, especially in the non-partisan Board of Education races. Having the wrong people behind the Board of Education dais will be highly detrimental, and the ripple effects will last for years. For the first time in numerous years, the Board of Education will be on the primary ballot in four districts. Too many of us remember what it felt like to have our steps frozen for numerous years. We cannot risk that happening again, and we cannot send this district backward. Our Government Relations Committee has been very busy interviewing candidates for the Board of Education and other local offices; we appreciate their commitment.

There are numerous ways to get involved. First, consider participating in the See Educators Run day of action on May 21st. Two fellow MSEA members are running for the Harford County Council, and we need boots on the group to get them elected. Next, we are looking for volunteers to distribute Apple Ballots during early voting in July. We will also need volunteers to help distribute Apple Ballots at polling locations across the county on July 19th. Please sign up by compiling this form: <https://forms.gle/vGeWJFKS94dwNF2T8>

In Solidarity,

Chrystie Crawford-Smick

ESP Perspectives

MSEA ESP CONFERENCE: MAY 7, 2022 ESPs: The Foundation of Schools and Students VIRTUAL, 8 AM-1:30

Workshops include: Bargaining for the Common Good, ESP Career Advancements, ESP Employment Rights, ESP Praxis Overview, Four Motivations of Recruitment, How to Think Like an ESP Organizer, Politics 101: How to Elect Your Bosses, Restorative Practices for ESP: A Deeper Dive, Roberts Rules: Process to Power, The Threat of Social and Class Hierarchy to Inclusive School Communities, Trauma Informed Approaches for ESP: Identifying and Handling Triggers, What's Your Superpower: Knowledge is Power

Register [HERE](#)

MSEA ESP of the YEAR, Due June 17, 2022

Nomination Packet [HERE](#)

Nominations may be submitted by any student, parent, teacher, administrator, citizen, or school organization or by a fellow education support professional. The nominator must describe the nature of the achievement of the nominee citing the stated criteria. All nomination forms must be signed by the local president. Professional Practice, Member Advocacy and Association Involvement, Community Engagement, Personal Achievement, Enhancement of the ESP Image

ESPs Go To New Orleans for NEA ESP Conference

by Josie Cosgrove, STRIVE Paraeducator at William S. James

From March 24 to March 27, I was fortunate to attend the NEA ESP Convention in New Orleans. My training sessions included information regarding Political Action Committees and lobbying, Organizing, Team Building, Leadership training, The Attacks on Education, and Building Bridges Within Your Community.

I acquired a wealth of information, not only from the sessions that I attended, but from the individuals that I met during the conference. There were three main themes that ran throughout the conference.

1. We are not alone in this struggle with education, politicians, parents, etc. All schools have some type of obstacles in their path, finances, curriculum, politics, etc. There is no perfect school or situation and the grass is not necessarily greener on the other side.
2. Even though it seems like everyone is against us and we are outnumbered, when it comes to education, we are not. We have heard many 'voices' about what the people of Harford County want. But the people making those claims are few in number and loud. One more important factor to ponder. Many bread winners are working from home which is causing shifts of working families all over the country. This may in time, change the demographics and diversity in our county.
3. My favorite. The importance of relationships. In addition to those of us already in the field of education, there are many groups willing to help us when it comes to promoting excellent public education. These groups include PTA's, churches, education retirees, select politicians, and other unions, etc.

I immediately plan to take what I have gained into promoting and endorsing the most qualified candidates in this upcoming election and looking for individuals such as yourself to help me as well. Thank you for allowing me to represent Harford County at this convention and I will do my best to continue to make education the number one focus in this upcoming election and beyond.

BUILDING REP CORNER



School Lists

All building reps should have been sent a list of members and potential members. Please look over your lists and notify us of any incorrect info such as staff members who have moved to other buildings or retired. It is important we have accurate records and the information we get from HCPS isn't always accurate. **Send any corrections to Lisa Cover, HCEA Office Manager, at Lcover@MSEANea.org**

SIPS IN SOLIDARITY

HAVE A CUP OF COFFEE ON HCEA'S EARLY CAREER EDUCATORS! WEAR YOUR HCEA SHIRT AND BRING A SIGN OR POSTER TO CHEER ON LOCAL STARBUCKS BARISTAS VOTING TO UNIONIZE.

STARBUCKS
563 BALTIMORE PIKE
BEL AIR MD



MAY
14
10-11 AM

SUPPORT THE UNION VOTE!

WE ♥ UNIONS

As a professional association and union, we believe labor organizations improve the lives of workers. Unions have been an important part of America's democracy and its belief in equal rights. Martin Luther King, Jr worked with labor unions in his fight for Civil Rights.

In addition, when labor unions are strong and membership is high, middle class wages grow and the middle class increases. But when union membership shrinks nationwide, as it has over the past decade, the middle class also shrinks, middle class wages go stagnant, and the richest Americans' wealth grows. It's no surprise that the richest people in America run some of the companies that do not support unionization: Amazon, Apple, Starbucks, Tesla, Google... the list goes on.

And while these companies had record breaking profit margins throughout the pandemic, workers wages and rights did not improve to keep up with the cost of living or inflation.

You may have noticed over this past year that many workers at wealthy companies have decided to unionize. It's not surprise that many workers who were considered "essential" during the pandemic are now fighting to unionize: food service workers, grocery stores, Amazon workers, Apple workers... Labor unions increase worker's rights, safety protocols, and wages. And essential workers are recognizing the importance of coming together in solidarity to negotiate with their employers.

As HCEA members, we know the power of a union. It is labor unions that fought to get children out of the workforce and back into classrooms. Labor unions fought for health benefits, leave, 40 hour work weeks, and weekends. Can we even think of teaching in a world without weekends?

And this is why we choose to support our local Starbucks and they vote to unionize. Join us at the Starbucks on Bel Air Road on May 14, across from the Chick Fil, as we remind the staff that we stand with them in solidarity. Wear red or your HCEA shirt and come have a cup of coffee with us. And bring a poster!

Questions and Advice: What's on Your Mind?

We're starting a new feature, Questions and Advice for Building Reps. Let us know what members in your building need to know.

Each month, we will choose an issue or question to address. If you have something you need help addressing, fill out the form.

[What's on Your Mind Form Here](#)



Six End-of-School-Year Teacher Tips

from NEA Member Benefits

Fast approaching is the time that all teachers both love and dread—the end of another school year. With the last day officially on the horizon, you can feel the excitement (and restlessness) radiating from your students. However, there is still work to be done before final grades are submitted!

With papers piling up and patience running low, how do teachers make it through this time of year to summer break?

Here are some end-of-the-year strategies and tips for teachers:

1. Count it down

Give students something to look forward to each day when they come to school by doing an activity that lets them count down the days until summer break. Need some countdown ideas that will keep your students engaged and motivated up until the very last day? Check these out!

2. Try something new!

You know that one lesson plan or activity that you've wanted to try, but just never had the time to do? The end of the year can and should still be for useful learning! If you have gaps in your lesson plans, it's the perfect time to test new strategies you've had in mind and would like to incorporate into your classroom plans for next year.

3. Stay in your routine as long as possible

Any experienced teacher will tell you that maintaining your routine is one of the best ways to navigate all the end-of-year craziness. That said, it doesn't hurt to add some fun games to your classroom routine!

4. Get organized

Among all the finals, overdue homework, grading, and lessons you're still completing, your desk can pile up pretty quickly at the end of the year. Staying organized and tracking progress on work tasks are key to finishing the year strong and getting final grades in on time.

5. Carve out some time for yourself

Although you want to stay on top of your work, try not to spend every night hunkered down in your classroom attempting to get everything done all at once. Finding some time for self-care is important, especially during the end of the year when you feel like your to-do list is a mile long. Allow time to go home and relax, take a walk outside, play with your children, read, take a bath, etc. This may seem counter-intuitive, but you will be able to release your stress and have more energy for the final push as the last day of school gets closer.

6. Reflect on the successes of your year

Take some time, with or without your students, to reflect on the past school year--what they've learned, what their favorite lessons were, the friendships that were built, and the strong bond you all have formed as a class. Celebrate student successes, laugh at funny moments, and don't forget to give yourself credit for all you have accomplished as an educator, as well.

Lastly, accept that your last few days of school are going to be filled with emotion and require your full attention. **But the end is near.** It may get a little rocky and you may become overwhelmed, but soon you'll be packing up your classroom and all of your memories from this past school year with it. Remember to enjoy your last days and moments with your students.

Hang in there—you've got this!

CALL TO ACTION

CAMPAIGN 2022

Government Relations Update

The Government Relations Committee has been hard at work, reviewing candidate questionnaires and interviewing those candidates seeking HCEA's endorsement.

The process on how HCEA endorses candidates is laid out in our bylaws. Invitations to take part in the endorsement process were sent to every candidate for offices making decisions about education or education funding, including County Council, County Executive, the Board of Education, and state legislature.

Candidates seeking our endorsement sent a questionnaire back to HCEA for the panel, run entirely by HCEA members, to review before interviewing the candidates. The interview panel then makes recommendations to the HCEA Board of Directors with the Board of Directors casting the final vote on whether to endorse a candidate.

The interview panels have several more interviews to conduct before deciding which candidates to recommend to the HCEA Board of Directors for endorsement.

However, the interview panel did recommend two educator candidates to the Board of Directors for endorsement. **The Board of Directors approved endorsement of HCEA's very own Jacob Bennett, kindergarten teacher at Havre de Grace Elementary School running for County Council District F, and Rachel Gauthier, current HCPS Board of Education President and Baltimore County Public Schools counselor and TABCO member, running for County Council District E.**

It is more important than ever that we elect pro-public education and teacher friendly candidates to the County Council and the Board of Education. While some educators say they just want to teach and not deal with politics, decisions about your job, your classroom, and what you teach are made by politicians.

Politicians decide state law, like Blueprint for Maryland's Future, which promises to provide more funding, special ed, ELL, and mental health services to children in public schools while also increasing teacher pay and retention.

HCEA negotiates our contract with the Harford County Board of Education. And the County Executive and County Council decide whether to fully fund Harford County Public Schools.

Elections matter and we need your help to get pro-public education candidates elected. We need to talk to as many voters as possible before the Maryland Primary on July 19th. We have many opportunities to take part in promoting pro-public education candidates.

On Saturday, May 21, we're going to canvass for our educator candidates, Jacob Bennett and Rachel Gauthier. See the image to the right for more details and [RSVP here](#) or using the QR code on the flyer.

Sign up to hand out our HCEA Apple Ballots during Early Voting July 7-July 14 [here](#).

It's easy to register to vote, update your voter's registration if you've moved, and request a mail in ballot through [Maryland's Online Voter Registration System](#).

Please keep important deadlines related to voting in mind.

- Last day to register to vote for the primary: June 28
- If you're going to be away during Early Voting and Primary day, request your ballot before July 12th.

We'll see you as we canvass and work to elect candidates who respect educators and are pro-public education!

VOTE.

**SEE
EDUCATORS
RUN**

SATURDAY
MAY 21
10 AM-12:30 PM

Come out for a fun morning of canvassing our community and talking with voters about our HCEA endorsed educator candidates running for Harford County Council!

Scan to RSVP
or go to <https://bit.ly/educatorsrun>

JACOB BENNETT
KINDERGARTEN TEACHER
HAVRE DE GRACE ELEMENTARY SCHOOL
Candidate for
County Council
District F

RACHEL GAUTHIER
SCHOOL COUNSELOR
BALTIMORE COUNTY PUBLIC SCHOOLS
Candidate for
County Council
District E

HCEA
Harford County Education Association

Congratulations to the HCEA Members of the Month!

March 2022

Kimberly Outhwaite

Edgewood Middle and High School

Becky Lorden

John Archer School

April 2022

Wendy Selznik

Patterson Mill High School

Nominate a deserving member today!
NOMINATIONS CLOSE ON THE 5TH OF EACH MONTH.



Above: John Applegate from Aberdeen High School works on waterproofing the basement; Below: Josie and Sharra with their fancy hard hats and new friends from the Harford community.



Below: Sharra Lear, ELL educator at Red Pump and Bel Air Elementary works with an assembly line team getting waterproofing done. Our team waterproofed the entire basement, which will keep a future Harford family's home dry.



Above: Josie Cosgrove, paraeducator in the STRIVE program at William S. James, works on sealing the floor of a new home.

Thank you HCEA Members for volunteering with Habitat for Humanity. Members worked on two different homes in the Havre de Grace area. Our team was so effective, Habitat for Humanity ran out of work for us to do and sent us home early. Need a job done? Send in the educators!

UPCOMING EVENTS

May 6: HCPS Early Release; staff directed PD

May 11: Board of Directors meeting

May 12: Human and Civil Rights Comm. Meeting

May 13: HCEA Social at 510 Johnny's

May 14: Sips In Solidarity at Starbucks

May 19: HCEA Representative Assembly

May 21: See Educators Run Canvass

JOIN US!

**HCEA
SOCIAL**

**510 JOHNNY'S
4:00-6:30 PM**

SCAN TO RSVP



or go to <https://forms.gle/q4du8sHvPNGRYzFz5>

friday
13TH
may 2022



Spend Summer in the Sun !

DRD Pool Management, Inc is accepting
resumes for summer job openings as
Swimming Pool Field Supervisors
&
Swimming Pool Managers
(Full or Part Time)

No Experience Necessary

For more information, email
David Watts at dwatts@drdpools.com

National Board Certification Salary Incentive Update

The Blueprint for Maryland's Future legislation provides financial incentives for educators with National Board Certification (NBCT). The law eliminates the current NBCT stipend program and replaces it with a \$10,000 salary increase. However, the Blueprint law was not clear as to who was included in receiving the salary incentive, and only listed who was excluded. In order to implement the law, the Maryland State Department of Education had to define language for local school districts so school districts and unions could negotiate these incentives.

We have finally received the definition of "teacher" from the Maryland State Department of Education. It states that a teacher is "a certified public-school employee who is primarily responsible and accountable for teaching students in the class. "Teacher" does not include, unless otherwise provided: curriculum specialists, instructional aides, attendance personnel, psychologists, social workers, clerical personnel, an individual with a Resident Teacher Certificate, or an individual with a certification for career professionals".

MSDE also defined what "primarily responsible" and "accountable for" as "a teacher of record, or co-teacher (including a special education teacher or ESOL teacher), who delivers instruction and is responsible for a student's or group of students' academic progress in a Pre-K-12 public school setting, subject to local school system interpretation".

We realize this leaves some of our members out of receiving any National Board stipends or salary incentives. HCEA has met with HCPS multiple times to negotiate continuing the \$2,000 stipend for those who currently receive it and for those currently awaiting to see if they passed National Board Certification for the 2022-2023 school year.

Currently, HCPS has refused to agree to anything other than a temporary agreement to protect the \$2,000 stipend for those currently receiving it and those who may receive NBCT next winter. We will continue to advocate for those who do not meet the MSDE definition of "teacher" to receive the stipend.

HCEA VISION INSURANCE OPEN ENROLLMENT

Open enrollment for our Vision Care Plan (United Healthcare) will run from **June 1st-30th**. During this time HCEA members may sign up for coverage, or currently enrolled members may make changes.

For more information on coverage, including a benefit summary, provider network information, and an enrollment form please visit harfordcea.org.

If you would like to enroll, cancel or make a change, all forms can be found on HCEA's Benefits website page under the [Insurance Program/Vision](#), or please find the below.

[United HealthCare Vision Enrollment Form](#)

[Payroll Deduction Form](#) (need to accompany enrollment form)

You must complete the UHC Vision Enrollment Form and Payroll Deduction Form to enroll or make a change. If you decide to enroll in the program, please keep in mind:

The program is only available to current & early enrollment HCEA members and their families*

Payment must go through payroll deduction, but it is not a pretax dollar deduction.

All applications & changes must be received by to our office by June 30, 2022 (HCPS courier or USPS)

2107 Laurel Bush Road

Suite 201

Bel Air, MD 21015.

Attn: Lisa Cover

Benefits for those who enroll in the program will begin on the new/renewal **policy effective date of September 1st** of the upcoming school year. If you have any questions, email Lisa Cover at lcover@mseanea.org

* OPEN ENROLLMENT FOR RETIRED MEMBERS IS IN JULY

SPECIAL PROGRAMS



HCEA
Harford County Education Association

Member of the Month

Do you know an amazing educator who deserves to be recognized for their commitment to our Association and our profession?

HCEA would like to recognize members who exemplify the qualities of an association leader and top-quality educator.

Nominate that educator **HERE**



Winners will be recognized in the IMPACT and will receive a special treat delivered to them at their worksite.



INVITE THE PRESIDENT

Do you need a guest reader?
Would you like to chat over lunch?

In an effort to support HCEA members and highlight the amazing work of educators, we are rolling out the Invite The President program.

SIGN UP BELOW

I am looking forward to joining you!

Scan the QR code to sign up.



HCEA
Harford County Education Association

Do you want to get more involved with HCEA?

VOLUNTEER

Complete the Committee Interest Form



SAVE THE DATE!

SLC22

Turn Up the Heat—Ed Justice For All

JULY 12-15, 2022 • SALISBURY UNIVERSITY

ORGANIZE, BUILD POWER, FIGHT TO WIN

It's time to turn up the heat! At SLC 2022 we're digging in on what education justice looks like for educators, students, and school communities. We'll study the issues and build the skills we need to be effective, informed, and focused ed justice warriors.

**THREE NEW
REASONS
NOT TO MISS
SLC2022**

DON'T MISS IT!

T(ED) Talks if we are big and bad enough, we can win the schools our kids deserve. Hear from the inspiring organizers who are turning up the heat across the labor movement.

Electives Build some mad skills in niche areas of union organizing – think building safe and just schools, dealing with administrators, how building a functional faculty council, and more.

Get inspired Fighting for education justice requires a lot of things, and hope is one of them. Connect with other fighters across Maryland in person and hear how they're winning. You'll leave SLC rejuvenated and inspired!

Keep an eye out for course descriptions and registration in early April. Marylandeducators.org

Interested? Contact slc@mseane.org and your local president!

SUMMER LEADERSHIP CONFERENCE 2022

IMPORTANT:

If you are interested in attending SLC, please email Chrystie at ccrawford-smick@mseane.org

**If you need assistance, please contact
HCEA UniServ Director Liz Jones.**

**Liz Jones: 410-353-9692
Ejones@mseane.org**

NEED HELP?

ENROLLMENT IN THE SICK LEAVE BANK (SLB) IS OPEN FROM MAY 1ST THROUGH MAY 31ST. THE SLB EXISTS AS A SAFETY NET FOR TEACHERS WHO MAY ENCOUNTER CATASTROPHIC AND INCAPACITATING ILLNESSES AND WHO HAVE EXHAUSTED ALL OF THEIR ALLOTTED SICK AND PERSONAL BUSINESS DAYS.

ALL EDUCATORS ARE ELIGIBLE TO JOIN THE SICK LEAVE BANK. PARTICIPATION IN THE BANK IS VOLUNTARY. COMPLETED SICK LEAVE BANK FORMS MUST BE RETURNED TO LISA COVER HCEA VIA COURIER OR EMAIL AT LCOVER@MSEANEA.ORG.

ALL ENROLLMENT/CANCELLATION FORMS MUST BE RECEIVED BY 4:00 PM ON FRIDAY, MAY 31ST.

HCPS AND HCEA LEADERSHIP ARE PLEASED TO CONTINUE TO OFFER THIS BENEFIT TO ALL TEACHERS. THERE WILL BE NO ASSESSMENT THIS YEAR, SO NO ADDITIONAL DAYS OF LEAVE WILL BE TAKEN FROM CURRENT SICK BANK MEMBERS. FOR MORE INFORMATION, PLEASE GO TO OUR WEBPAGE, WWW.HARFORDCEA.ORG.

IMPORTANT INFO

Keep these documents handy

**Certificated
Negotiated
Agreement**

**ESP
Negotiated
Agreement**

**HCEA COVID
MOU**

Student Support MOU

This MOU has been in effect since OCTOBER.
Contact HCEA if you would like to pursue
backpay.

TEACHER Appreciation Week

Enter to win a \$25 gift card



**AMERICAN
COLLEGE of
EDUCATION**

**Spring Into Action.
Apply Today and Save!**

Apply now and we'll credit
\$50-\$100 back to you for the
May 23 term.

GOLDEN APPLE

EDUCATOR REWARDS PROGRAM

Harford and Baltimore County school employees are eligible for Freedom's Golden Apple Program.

\$100 BONUS for joining¹

Benefits include:

- ★ Employees receive their payroll direct deposit one (1) day early²
- ★ 3.00% APY* on Empower Checking up to \$10,000³
- ★ Earn 2.50% APY* with the Educator Savings Program⁴
- ★ Shop for supplies with a Prime Rate Educator Visa⁵



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!

BERMAN | SOBIN | GROSS
FELDMAN & DARBY LLP
Attorneys at Law

www.bermandarby.com

HCEA SPONSORED LONG-TERM CARE INSURANCE

- ✓ Offering long-term care insurance to HCEA members and their families.
- ✓ 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

