From the President:

Colleagues,

Welcome back, HCEA members! I hope you had a fantastic summer and a wonderful pre-service week preparing for students to return. A new school year always signifies new beginnings and a fresh start for us all. While speaking to many members over the last few weeks, I have noticed there is a lot of positive energy. The last couple of years have been very challenging; here's to a smooth start to the 22-23 school year for us all.

New Hire Orientation and the New Educator Store were both in person. I am excited to share that New Hire Orientation also included a day dedicated to ESPs; this is something we have been advocating for. The event was a huge success, we thank the volunteers for their time and the local businesses that helped by making donations. I am looking forward to expanding this event and forging more partnerships with community organizations to help new educators blossom.

Thus far, our recruitment efforts have gone very well. Our membership is continuing to grow, along with our strength. We have made significant progress in the last few years. Everyone benefits from our work. Therefore, everyone should be a member. Please discuss the importance of membership with others in your school, especially those new to HCPS, and encourage them to join HCEA. We are launching a fall recruitment incentive program. You will receive an incentive for EACH member you recruit from now until October 31, 2022.

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

In Solidarity,

[Signature]
Welcome to HCEA, Will Suggs!

HCEA is excited to welcome Will Suggs to our team. Will replaces Larry Ginsburg, who retired last April. Will will serve as Chief Negotiator for the HCEA-ESP team. Will transferred to Harford County from Montgomery County where he worked as a Uniserv Director focused on remedying contract violations and enforcing the due process rights of members who came under investigation by the school district.

Prior to that, he worked as a union attorney where he advocated for individual employees and represented unions in arbitration and in front of the National Labor Relations Board. He has also worked as a union organizer and researcher for the American Federation of Teachers and both individually and professionally participated in political campaigns. He lives in Baltimore with his family where he can often be found taking on home improvement projects or running table-top roleplaying games with his fellow nerds. Will can be reached at WSuggs@mseanea.org.
**BUILDING REP CORNER**

**School Lists**

All building reps will receive member lists sometime this month, likely at the September 15th Representative Assembly. For any questions, please send them to Lisa Cover, HCEA Office Manager, at LCover@MSEANea.org.

**NEW HIRE ORIENTATION AND MEMBERSHIP UPDATE**

August 22-25th, HCEA attended HCPS's New Hire Orientation. Monday, August 22nd was dedicated entirely to newly hired ESPs and conditional educators. Our team of HCEA volunteers had the opportunity to talk with HCEA members and staff about what it means to be a part of our union.

All newly hired ESPs and Certificated members were also given the opportunity to "shop" (a.k.a. stuff a bag full of FREE supplies) in HCEA's New Educator Store.

The New Educator Store was stocked full of supplies to organize, decorate, and run a classroom. It was a huge draw to new hires to become members and an opportunity for HCEA to show how we support our members throughout the year.

That week, the district welcomed 270 certificated and 50 ESP educators to NHO. HCEA set a goal to earn the membership of 130 new hires that week.

**We signed up 22 new ESP members and 166 Certificated members. WE KILLED OUR GOAL!**

We continue to grow and know it is due to all of our amazing members and work they do to spread the word about HCEA and what we believe. The more members we earn, the stronger we are at the bargaining table.

We're super excited for this school year and look forward to seeing our Building Reps at the next meeting September 15th.
Educator voices and educator votes matter. It is critical that we elect educator and public education friendly candidates. The results of these elections will shape the future of HCPS and education in Maryland for the next 4 years.

HCEA, MSEA and NEA have endorsed candidates that we believe are education friendly. Our endorsement process is done without regard to the party affiliation of the candidates.

All candidates who wish to seek our endorsement must complete a questionnaire and be interviewed by an panel of HCEA members. This panel then makes recommendations for endorsement to HCEA’s Board of Directors. The Board then votes on all endorsements.

This primary season, HCEA member volunteers handed out Apple Ballots with our recommended candidates. Our advocacy and talking with voters paid off. 15 out of the 16 candidates we endorsed made it through the Primary and moved on to the General Election this November.

HCEA is proud to announce our endorsed candidates for Harford County offices:

**Board of Education Candidates:**
- District A: Stephen Puopolo
- District B: Wade Sewell BOE – District B
- District C: Carol Mueller
- District D: Ariane Grubb-Kelley
- District E: Carol Bruce
- District F: Sharon Jacobs

**County Council**
- County Council President: Pat Vincenti
- District A: Dion Guthrie
- District D: Jean Salvatore
- District E: Rachel Gauthier
- District F: Jacob Bennett

In addition, HCEA and MSEA are proud to announce the endorsement of the following candidates for the Maryland General Assembly:
- House of Delegates District 7B: Medford J Campbell, III
- House of Delegates District 34A: Andre Johnson
- House of Delegates District 34A: Steve Johnson
- House of Delegates District 34B: Gillian Miller
- State Senate District 34: Mary Dulaney James

Get Out the Vote!
by Cindy Poper, Bel Air Middle School

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Jacob Bennett, HCEA member, Science teacher at Magnolia Middle, and Early Career Educator Committee Co-Chair working the polls. Jacob won his race in the primary! If you would like to help Jacob win his race for the General Election and send him to the County Council, please go to [https://www.facebook.com/voteforjacobbennett](https://www.facebook.com/voteforjacobbennett)
UPCOMING EVENTS

September 6: First Day of School for Students
September 15: HCEA Representative Assembly
September 15: HCEA Board of Directors Meeting
September 22: Ice Cream Social at Broom's Bloom
September 28: Legal Rights Training
October 1: MSEA Member Organizing Workshop
October 8: HCEA Fall Fun at Brad's Farm

Volunteer

Do you want to get more involved with HCEA?
Do you want to start a committee?
We have something for everyone!
Complete the Committee Interest Form

Important Info
Keep these documents handy

Certificated Negotiated Agreement
ESP Negotiated Agreement

HCEA COVID MOU
This summer, 15 HCEA members attended a 3 day training on Restorative Practices in the classroom. Pictured below, participants learn how trauma impacts brain development in order to understand why restorative practices are necessary.

HCEA welcomed members back with our Back to School Bash held at Hopkins Farm Brewery. It was a perfect way to start the school year-- spending time with almost 100 members and their families. We love when we have the opportunity to see members’ kids. We welcome children at all of our events so that parents can come together with their union family.
THANK YOU EDUCATORS!
Harford County school employees are eligible for Freedom’s Golden Apple Program.

★ $100 BONUS for joining
★ Earn 3.00% APY* with our Empower Checking
★ Earn 2.50% APY* with our Educator Savings Program

FREEDOM FEDERAL CREDIT UNION
Federally Insured by NCUA

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!

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

www.bermandarby.com
ICE CREAM SOCIAL

September 22
4 pm - 6 pm

Broom's Bloom Dairy
1700 South Fountain Green
Road Bel Air, Maryland

LOST AND FOUND
with HCEA's Early Career Educators Committee

Feeling a little lost? Find your place with us!

Start Here

Get lost in a corn maze and find a supportive group

10/15/22
3-6 PM at Maize Quest just over the PA border
Celebrate finding your way out of 1st quarter and roast marshmallows by the camp fire.
RSVP Here

NATURE WALKS WITH EARLY CAREER EDUCATORS AND MEMBERSHIP COMMITTEES

Recharge with colleagues and explore the beauty of Harford County’s Nature Parks

October 8: Harford Glen
December 17: Tydings Park
January 21: Anita Estuary Center
March 25: Ma and Pa Trail
May 6: Conowingo Dam
June 3: Eden Mill/Falling Branch

8-10 am
Wear red or HCEA gear

Want to suggest an event?
Want your UniServ Director to come to your school for a visit?
Have an idea for a newsletter article?

Contact your UniServ Director!
How to Continue Your Education
American College of Education Information Webinar

September 21 7 PM EST

Melissa Hill
Manager, Field Operations

HCEA'S
LEGAL Q & A
(with a social after)
with Jamie Sapia, MSEA Counsel

WEDNESDAY
SEPT. 28, 2022
4:30-6:00
Bertucci's in Bel Air

Scan the QR code to RSVP
or click here

GET HONEST ANSWERS TO QUESTIONS ABOUT YOUR RIGHTS AS AN EDUCATOR!