

SEPTEMBER 2022

Official monthly newsletter of Harford County Education Association

HCEA BOARD OF DIRECTORS

President

Chrystie Crawford-Smick
ccrawford-smick@mseanea.org

ESP Vice-President

Vacant

Certificated Vice President/Treasurer

Doug Rudd
Bel Air Middle School

Secretary

Leigh Bondrole
Edgewood High School

Certificated ES Director

Crystal Rufenacht
Church Creek Elementary

Certificated MS Director

Andrea Weedn-Hughes
Aberdeen Middle School

Certificated HS Director

Jason Brooks
Bel Air High School

Certificated At-Large

Rob Tucker
Edgewood High School

Certificated At-Large

Erin Pracko
North Harford Middle School

ESP At-Large

Aaron Mason
Edgewood Middle School

ESP At-Large

Cindy Poper
Bel Air Middle School

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,



ESP Perspectives

STRIVE, CSP, Life Skills, and Harford Academy ESPs

When HCEA and HCESC merged on July 1, 2020, HCEA began advocating for ESPs who work in the STRIVE, CSP, Life Skills, and Harford Academy (formerly John Archer School) programs to receive additional pay due to the additional trainings, certifications, and physically demanding work required by their students' needs and IEPs.

Over the past year, a number of ESPs working these positions have written letters to the Board of Education advocating for a new job classification with a differentiated pay scale. Recently, the HCPS Board of Education responded stating "employee compensation is subject to the negotiation process. The Board of Education has always considered any proposals submitted by the HCEA-ESP association and will continue to do so in future negotiations". HCEA has requested negotiating this issue multiple times, but HCPS has refused to reopen negotiations on this topic due to HCEA-ESP's 3 year contract deal that does not reopen until the 2023-24 school year.

In addition, while HCPS BOE states they have "always considered any proposals submitted", their actions suggest otherwise. When the HCEA-ESP negotiations team proposed a salary stipend for folks in these job titles during the 2020-2021 negotiations, it was flatly rejected, as seen below in the HCPS BOE response to on HCEA Proposals January 27, 2021. No counter proposals were given. There was no discussion on how to come to an agreement, just a rejection.

If you wish to take part in pressing HCPS BOE on this issue, [please fill out this Google Form](#). All members are invited to take part in this advocacy. We are #STRONGERTOGETHER and must work together to secure wages that compensate members for the work they do each day on behalf of our students.

**Harford County Public Schools – Board of Education
Proposed Recommendations to HCEA ESP
Updated January 27, 2021**

Proposal Item	Counters or Responses
#1 – Grievance Presentation – 15 school days	Counter language – 15 calendar days
#2 – Duration of Agreement	Counter proposal
#3 – Dues Deduction Authorization	Counter proposal
#4 – New Impasse language procedures	Maintain current language consistent with law
#5 – 12 month pay option	Maintain current 22 & 26 pay practice
#6 – Family Bereavement language change to school work days, increase from 6 to 7 days	Maintain current language, accept increase from 6 to 7
#7 – Personal Rights Language	Maintain current language, covered by statute
#8 – Bullying – add language	Reject – covered in law
#9 – Association President's Rights – no reimbursement	Counter
#10 – No retaliation – add language	Reject – covered by law

#27 – Economic, clerical NB Cert stipend	Reject
#28 – Tuition Reimbursement, increase rate	Maintain current rate
#29 – Stipend for extra duty pay, increase to \$25/per hour	Maintain language
#30 – Stipend for Coaching	Not appropriate
#31 – New 12 Month Clerical Scale	Maintain proposed scale
#32 – New 10 Month Clerical Scale	Maintain proposed scale
#33 – New Scale for combined Para IH	Maintain proposed separate scales
#34 – New scale Interpreters, Braille	Maintain proposed scale
#35 – New scale Technicians	Maintain proposed scale
#36 – Para Differential Scale	Reject

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@mseane.org.



**HCEA's future is so bright we
have to wear shades!**

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.

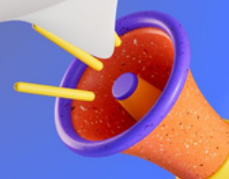
We're super excited for this school year and look forward to seeing our Building Reps at the next meeting September 15th.



HCEA members volunteering at New Hire Orientation. We firmly believe our members are the best in the state!

RECRUIT NEW MEMBERS!

FROM NOW UNTIL OCTOBER 31, SIGN UP NEW MEMBERS AND GET A \$25 RECRUITMENT INCENTIVE FOR EACH PERSON WHO PUTS YOUR NAME IN THE "REFERRED BY" BOX. USE THE JOIN NOW LINK!



CALL TO ACTION

CAMPAIGN 2022



Get Out the Vote!

by Cindy Poper, Bel Air Middle School

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 a 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

IMPORTANT ELECTION DATES

GENERAL ELECTION EARLY VOTING:
OCT. 27- NOV. 3

GENERAL ELECTION-
NOVEMBER 8, 2022



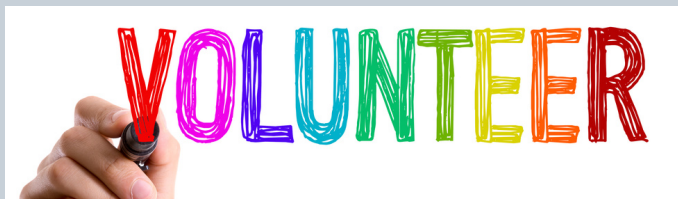
VOLUNTEER TO HAND OUT APPLE
BALLOTS ON ELECTION DAY



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>

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



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

**If you need assistance, please contact
your HCEA UniServe Director.**

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

**Will Suggs:
wsuggs@mseane.org**

NEED HELP?



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.



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.

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



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!



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





Harford County Education Association

ICE CREAM SOCIAL



September 22
4 pm- 6 pm

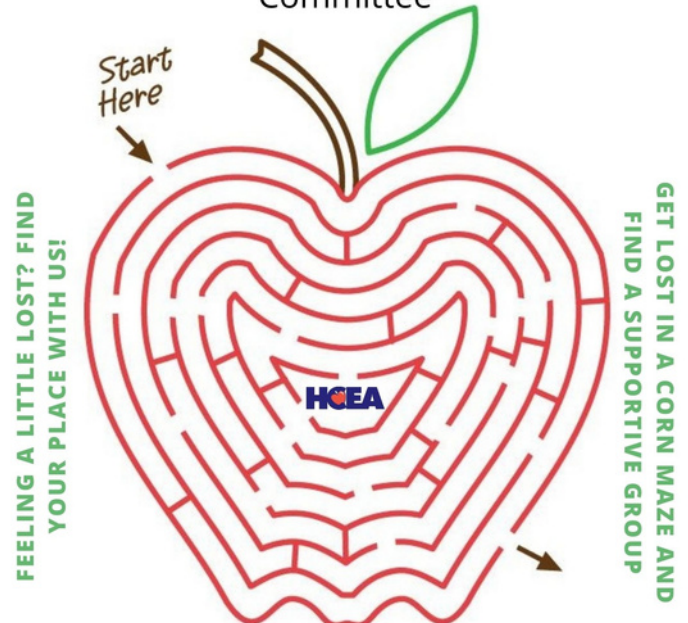
Broom's Bloom Dairy
1700 South Fountain Green
Road Bel Air, Maryland



Scan QR code to RSVP or
go to
<https://bit.ly/HCEAicecream>

LOST AND FOUND

with HCEA's Early Career Educators
Committee



10/15/22

3-6 PM AT MAIZE QUEST JUST OVER
THE PA BORDER

CELEBRATE FINDING YOUR WAY OUT OF 1ST QUARTER
AND ROAST MARSHMELLOWS 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

RSVP here or scan
the QR code



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!



AUTO AND HOME/RENTERS INSURANCE PROGRAM

for **Members** like you since 1914

- ✓ 99% Customer Satisfaction
- ✓ Guaranteed Rates For a Full Year
- ✓ Special Rates/Generous Discounts
- ✓ FREE Pet Injury Coverage

DON'T WAIT, SAVE TODAY

NEA® Auto and Home Insurance Program

© 2018 California Casualty
CA Lic #0041343



877.999.8942

ReadyForQuote.com

How to Continue Your Education

American College of Education Information Webinar

September 21

7 PM EST



Melissa Hill
Manager, Field
Operations



Register Now →

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!**