

NOVEMBER 2022

HCEA BOARD OF DIRECTORS

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ccrawford-smick@mseane.org
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Bel Air Middle School
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Andrea Weedn-Hughes
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- Certificated HS Director**
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- Certificated At-Large**
Rob Tucker
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- Certificated At-Large**
Erin Pracko
North Harford Middle School
- ESP At-Large**
Aaron Mason
Edgewood Middle School
- ESP At-Large**
Abbie Bennett
Havre de Grace Elementary School

Official monthly newsletter of Harford County Education Association

From the President:



Colleagues,

Election day was a busy day for HCEA; we had dozens of volunteers distributing Apple Ballots to support educator-endorsed candidates. We saw significant victories with our up-ballot candidates and have varying success in other areas. I heard from many of you about the Board of Education.

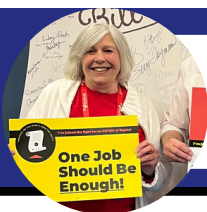
While the preliminary results are not what we wanted, we cannot lose sight of the thousands of mail-in ballots left to be counted. The final results may not be complete until next Friday. We will be patient and see what happens. A few more educator-endorsed candidates have a viable chance of winning.

The initial response to the election from many of our members has been fear; I have received dozens of emails and numerous other messages asking how we move forward. The answer is simple. We will do what we've always done: support our students and fight for our schools. Just as we have done with any new board members, we will work to build relationships; I hope they are open to that. Some of the incoming board members claim to support educators but have vilified HCEA; you cannot support educators and hate their Union simultaneously. Educators ARE the Union. We have many of the same goals, and working together is the only way to achieve them.

We will continue to demonstrate what it means to be a part of a union and to have solidarity. We will remain stronger together. And most importantly, when times get tough, we'll lean on each other and support our union siblings. We will not rest until every student has access to high-quality public education and every school employee feels supported to do their job. That is what it means to be a part of this Union.

We are Union strong!





ESP Perspectives

Cindy Poper, ESP Vice President
Bel Air Middle School

Elections are over, and no matter who wins or who loses, your association will continue to find ways to work with elected officials and advocate in the best interests of you and our students.

The ESP Bill of Rights is a reality and a sign of things to come. We will use it to educate and inform everyone about ESPs and our contribution to the success of public schools.

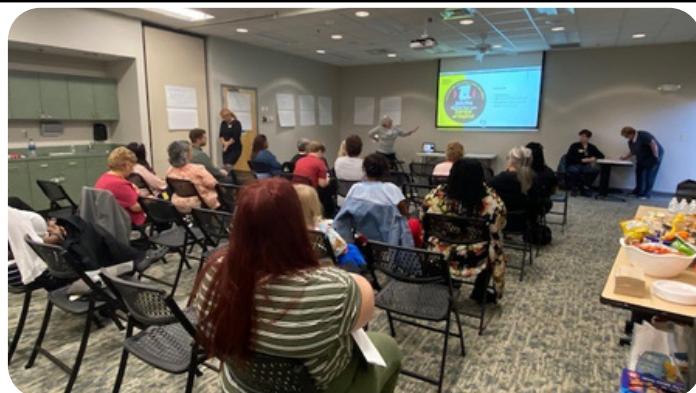
Many of you are feeling May-tired already; you are not alone. Lots of us are being pulled in fourteen directions each and every day. Please ensure that your school is honoring our contract when it comes to your breaks and your lunch. Not only are they contractual items, but everyone needs the opportunity to step away and collect themselves, take a breath, and re-center. Do not fall into the trap that we all feel at times, that if we aren't there our students will suffer. They will suffer more if we are not at our best. If you are having an issue with getting breaks and/or lunch, please reach out to our UniServ Directors or me.

If you are pulled from your regular duties to substitute for a certificated staff member, remember that our contract calls for you to be paid a stipend. Up to 5.00 hours it is \$10, and over 5.00 hours it is \$20. If you have not been receiving the stipend, first contact your lead secretary or the administrator or staff member that is responsible for substitutes. If it is still an issue, please contact our Uniserv Directors.

As we approach the holiday season, please take time for yourself. Do those things that bring you joy and happiness, and that recharge your soul. Spend time with those that are important to you. Both you and your students will be better for it as we move forward.



Bridget Crenshaw, Leigh Bondrole, Doug Rudd, Jacob Zebley, and Tracy Papinchock attended the Harford Education Foundations Tools for Schools breakfast



HCEA and MSEA held an ESP Listening Session to help create the ESP Bill of Rights. Over 20 HCEA ESP members came to share their story.



Despite HCPS rejecting HCEA's request to reopening bargaining for Special Ed Regional programs' ESPs pay (STRIVE, CSP, Harford Academy), we continue to have productive conversations with HCPS regarding the issue. We will keep members updated with any movement in this area.

This Veterans' Day, we'd like to thank the HCEA members who served in the Armed Forces. Not only have they served our country, they continue acts of service each day, working in our schools with children. We know this isn't all of our service members, so if you're a veteran, reach out to Liz at ejones@mseanea.org. We'd love to celebrate you on social media!



George Kasnic
Edgewood MS, History
Captain, US Army
1st Infantry Division, West
Germany



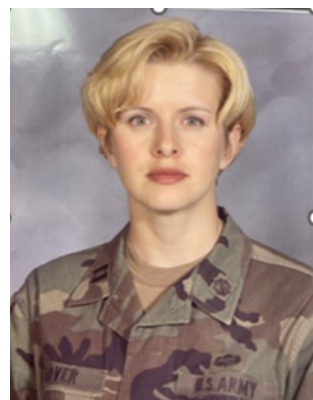
Tom Miley
Harford Technical HS, Cyber
Security
US Army



Stephanie Sauter
Harford Academy Media
Specialist
Army, 1st LT



Devin Wesly
Hickory ES Inclusion Helper
US Army



Judith Glover
Patterson Mill HS, Science
US Army

Humberto Quinonez
C. Milton Wright HS, Spanish teacher
US Army

Jamieson DuRette
C. Milton Wright HS, Tech Ed
Army National Guard

David McComas
North Harford MS, Media Specialist
US Navy



Mike Curry
North Harford MS, History
US Army



BUILDING REP CORNER

All building reps should have received updated membership lists. If there are inaccuracies, please send them to **Lisa Cover**, HCEA Office Manager, at LCover@MSEANea.org.

Check out these words of wisdom from your fellow building reps in HCEA!

Why do you think being an HCEA member is important?

“ Being an HCEA member is important, as the more members we have, the stronger the voice is to work and fight for a better work force for better wages, benefits, and a united voice.

–**Kathy Glover, Harford Technical HS**”

“ Our voices matter in this profession and HCEA is a major platform in having your voice heard.

–**Erin Pracko, North Harford MS**”

“ Being an HCEA member means being part of a team. Having a group of like-minded people that realize the importance of educating our youth is the best support system you can have!

–**Shelly Sparks, North Harford HS**”

What the best advice you have for new building reps?

“ Don't shy away from sharing the "Good News" that HCEA does for all HCPS educators. Continue to encourage nonmembers to attend events so they will see that it's all about relationship building and meeting the needs of our members which in turn, benefits everyone.

–**Angela Armstead-Foye, Hickory ES**”

“ You must advocate strongly for all members, regardless of how you may feel towards them or what they are seeking help with. Your responsibility is towards the collective good and you must focus on that mission.

–**George Kasnic, Edgewood MS**”

“ You are a confidant for your staff. Get to know your staff!

–**Susan Wurfel, Joppatowne ES**”

MSEA Representative Assembly and Convention

The MSEA Representative Assembly and Convention was held October 21-22 in Ocean City. HCEA sent 43 delegates to the RA, the most HCEA has ever sent. We had more delegates than some of the locals that are far larger than us. This is a testament to the growth and strength of HCEA over the past several years.

It was a productive weekend, full of New Business Items (NBIs), candidate speeches, conversations with Maryland State Superintendent Mohammed Choudhury, and of course, raising money for MSEA's Political Action Committee. One of the most important issues presented was the introduction of the ESP Bill of Rights. Our ESP Vice-President Cindy Poper worked with a statewide committee to hold 13 ESP listening sessions across the state. These listening sessions provided the backbone to the Bill of Rights. Stay tuned for future actions related to the ESP Bill of Rights.

Our very own Jacob Bennett attended his first in-person convention and presented a NBI about the science of reading. It passed with flying colors and requires MSEA to give resources and information about the science of reading on their website. And the MSEA By-law Amendment to reorganize the MSEA Board of Directors to include regional directors also passed, thanks to the work of our President Chrystie Crawford-Smick and many other state leaders working to find a solution so all voices are represented and heard at the BOD table.

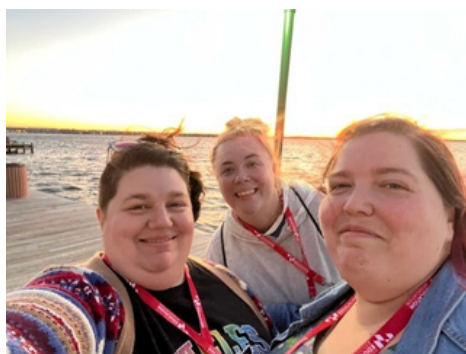
Next year's convention will be held October 19-21. If you are interested in attending as a delegate, don't forget to recommend yourself for a position in this year's election. Delegates are chosen by our membership in January election. Nominations for elections are open until November 17th at 3:30 pm. [Nominate yourself here!](#)



Some of our HCEA Delegates on the convention floor



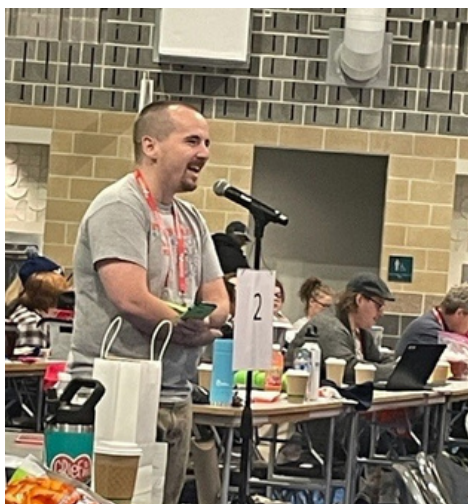
Kindra Stevens, MSEA VP Theresa Dudley, Andi Weedn-Hughes, Ali Weedn-Hughes, and Janice Rodgers



Aberdeen MS teacher besties out for a stroll between sessions



Convention is a lot of work, but our members know how to balance the work with fun and relaxing with union brothers and sisters at Seacrets



Magnolia Middle School Science teacher Jacob Bennett presenting his NBI on the Science of Reading



Church Creek ES Building Reps Robin Milton and Aaliyah Pink enjoying the beach and a sunset after the business was finished



HCEA VPs Cindy Poper and Doug Rudd pose after signing the ESP Bill of Rights



President Posse: Calvert ESP President Stacy Tayman, HCEA President Chrystie Crawford-Smick, and former TAAC President Russell Leone



Convention business starts at 7:30 am with regional caucuses, but that doesn't stop our members from dancing off the stress



HCEA VPs Cindy Poper with Bill O'Rights, mascot of the ESP Bill of Rights

CAMPAIGN 2022

It was a busy election day on Tuesday. We had 48 HCEA members hand out Apple Ballots of our endorsed candidates to voters. We've never had more educators participating in Election Day and supporting our endorsed candidates. And our numbers have certainly made a difference. Our goal was to help our endorsed candidates get just a few more percentage points on election day, and our efforts are showing: many of the Board of Ed races are too close to call based on the number of mail-in ballots that are still not counted. We will anxiously await the final results of mail-in ballots on November 18th. In the meantime, we will celebrate the good work of our members fighting for their students and their schools.



The GR Committee would like to take this opportunity to extend our sincere thanks to everyone that helped with Election 2022 activities.

Everyone that wrote letters, wrote postcards, door knocked, shared endorsements, talked to friends, family, and co-workers, and distributed Apple Ballots at the polls – you made a difference. Your work, time, and effort were worth it. Your support of our endorsed candidates this election cycle has been unprecedented.

We are looking forward to our lobbying sessions in Annapolis later this winter. We hope you will join us.

The GR Team

Leigh, Cindy, Crystal, Josie, Kim, Yvonne, Tracy, and Kyle

Know Your Contract: Faculty Advisory Councils (FACs)

All schools are entitled to have a Faculty Advisory Council (FAC) to help solve building level issues. The purpose of the FAC is to provide meaningful teacher input into the operation of our school system at the grass roots level. The FAC should be viewed by the administrators and teachers alike as a creative opportunity to foster teacher involvement and to solve problems in a constructive fashion. Article XXIII in the Certificated contract addresses the FAC, and while the FAC provisions are not in the ESP contract, the FAC includes all members of the HCEA bargaining unit, which is intended to include Education Support Professionals.

ARTICLE 23.1

A FAC composed of teachers shall be established in each school.

ARTICLE 23.2

The committee will consist of not less than three (3) members or more than fifteen (15) members.

ARTICLE 23.2

Members of the committee shall be elected in each school by the teachers during the month of September and shall serve through June 30. In case an elected member cannot serve, a special election shall be conducted to choose a successor.

ARTICLE 23.4

The purpose of the FAC will be to advise the principal with reference to procedures for the operation of the school. The principal shall meet with the Faculty Advisory Committee at mutually agreeable times upon the call of either the Faculty Advisory Committee or the principal, but not later than ten (10) school days from the date of request. The principal shall respond to the committee within ten (10) school days after a meeting between the parties. The principal shall consider the advice of the committee and may submit topics to the FAC for their study and advice.

If you have questions or feel you need assistance getting started, contact your UniServ Director (Liz or Will– please see the UD assignments).

DO NOT USE THE FAC TO ADDRESS A CONTRACTUAL GRIEVANCE!

If the contract is not being upheld (for example, teachers are not getting a planning period), you should IMMEDIATELY contact your UniServ Director (Liz or Will). The grievance procedure must be used to resolve any misunderstandings concerning the Negotiated Agreement.



HCEA'S ANNUAL

Ugly Sweater Social!



4:30-6:30PM | PROST GERMAN RESTAURANT |
102 NORTH RODGERS STREET, ABERDEEN, MD

The Best Ugly Sweater
wins a prize!

[RSVP HERE](#)

Join HCEA's LGBTQ Issues Committee

Our Human and Civil
Rights Sub-Committee
is meeting to:

- Discuss how to be better allies
- Develop materials to educate members
- Support each other!

November 16

4:45-6:00
HCEA office

[RSVP here!](#)



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

UPCOMING EVENTS

November 11: Veterans' Day: Early Dismissal

November 16: LBGTQ Issues committee meeting

November 17: HCEA Rep Assembly

November 23: HCPS System Wide Early Dismissal

November 30: First Negotiations session w/ HCPS

December 1: Building Rep 201 Training

December 5: New HCPS BOE Seated



Harford County Education Association

Being an Awesome Building Rep 201

Join us as we discuss best practices and tips for member advocacy, working with administration, and representing members.

Thursday, December 1

4:30-6:00

HCEA Office



scan the QR
code to join us



HCEA'S LEGAL Q & A

(with a social after)

with Jamie Sapia, MSEA Counsel



TUESDAY.

DEC. 13,

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!**

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

Liz Jones: 410-353-9692
ejones@mseaneae.org

Will Suggs:
wsuggs@mseaneae.org

NEED HELP?

HCEA School Split 2022-2023

Will Suggs wsuggs@mseaneae.org 240-653-7638	Liz Jones ejones@mseaneae.org 410-353-9692
1. Bel Air High School 2. Bel Air Elementary School 3. Bel Air Middle School 4. Emmorton Elementary School 5. Homestead/Wakefield Elementary School 6. Fallston High School 7. Fallston Middle School 8. Forest Hill Elementary School 9. Forest Lakes Elementary School 10. Harford Glen 11. Hickory Elementary School 12. Jarrettsville Elementary School 13. Red Pump Elementary School 14. Youth's Benefit Elementary School 15. Joppatowne High School 16. Joppatowne Elementary School 17. Magnolia Elementary School 18. Magnolia Middle School 19. Riverside Elementary School 20. North Harford High School 21. Dublin Elementary 22. Norrisville Elementary School 23. North Bend Elementary School 24. North Harford Elementary School 25. North Harford Middle School 26. Youths Benefit Elementary School 27. Darlington Elementary School 28. C Milton Wright High School 29. Fountain Green Elementary School 30. Churchville Elementary School 31. Prospect Mill Elementary School 32. Southampton Middle School	1. Aberdeen High School 2. Aberdeen Middle School 3. Abingdon Elementary School 4. Bakerfield Elementary School 5. Church Creek Elementary School 6. George D. Lisby Elementary 7. Halls Cross Roads Elementary School 8. Royce-Williams Elementary School 9. Swan Creek School 10. Edgewood High School 11. Edgewood Elementary School 12. Edgewood Middle School 13. Deerfield Elementary School 14. Old Post Road Elementary School 15. Patterson Mill High School 16. Patterson Mill Middle School 17. William S. James Elementary School 18. Ring Factory Elementary School 19. Havre de Grace High School 20. Havre de Grace Middle School 21. Meadowvale Elementary School 22. Havre de Grace Elementary School 23. Harford Academy 24. Harford Technical High School 25. Central Office 26. Harford Glen

If you are asked to attend a meeting that may be disciplinary in nature and would like your UniServ Director present, please contact us right away. If your UD isn't available, you can ask to have the meeting rescheduled when your UD is available.

However, if admin refuses to reschedule, **you must go to the meeting** so you do not face discipline for insubordination.

Just state that you will take notes and write down questions that you will answer after conferring with your rep.

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



HCEA and MSEA Elections

HCEA Elections:

The nominations period opened on 10/27/22. Electronic nominations will close at 3:30 pm on November 17, 2022. Final nominations will be taken from the floor of the RA meeting on 11/17/22. The election will take place from 1/30/23 – 2/17/23. Complete the **NOMINATION FORM** to nominate yourself or someone else.

- HCEA President- 1 position, 3-year term
- Certificated Vice President- 1 position, 3-year term
- ESP Vice President- 1 position, 3-year term
- MSEA Delegates (approximately 46, all will be funded by HCEA)
- NEA Delegates (approximately 16, three will be funded by HCEA)



MSEA Elections:

Nominations are open and will close on Friday, November 18 at 5 pm

<https://marylandeducators.org/elections-nominations/>

- MSEA Treasurer (1) 3-year term
- MSEA At-large Director (2) 3-year term
- MSEA Regional Director (2) 3-year term
- NEA Director (1)
- State Delegates to the NEA RA

(PLEASE RUN FOR AN AT-LARGE OR REGIONAL DELEGATE SEAT IF YOU ARE
RUNNING AS A LOCAL DELEGATE)