

DEC 2022/JAN 2023

Official monthly newsletter of Harford County Education Association

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From the President:



Colleagues,
Winter break is upon us. Please take time to recharge and reconnect with family and friends. Every person that HCEA represents is an educator; as you know, being an educator is exhausting. I know it sounds cliché, but we cannot properly take care of our students without caring for ourselves. You earned this break; enjoy it!

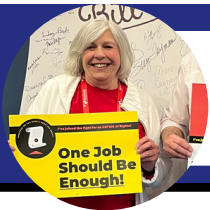
The New Year will bring many opportunities to advocate for our profession and students. From contract negotiations to the legislative session in Annapolis to the Harford County budget cycle, there will be many times when we will need to unify and use our voices. There will be times when we need to stand up against those who want to dismantle public education or who don't understand everything we need (and how much it costs) to provide a high-quality public education for ALL students. We have allies in the community; we use our voice to energize folks to ensure that Harford County moves forward. HCPS is no longer the lowest in per-pupil funding in the state. We need to keep it that way! We must encourage elected officials to do better because we are still near the bottom; not being last isn't good enough.

HCEA and MSEA elections are coming up in a few weeks; this is another opportunity to use your voice. Additional information will be coming out in January. Please vote!!

HCEA is all of us, and we strive to find something for everyone. Committees are great ways to get involved; sign-up information is on page five. Connecting with our union siblings is always a great time. Please join us at our next social event on January 27th. The details and sign-up form are on page six of this newsletter.

Thank you for all that you do. I appreciate you.

In Solidarity,



ESP Perspectives

Cindy Poper, ESP Vice President
Bel Air Middle School

The holidays are quickly bearing down on us. The weeks between Thanksgiving and Winter Break are always some of the toughest of the year. Everyone, kids and adults alike, feel the stress and the expectations of the season. Our calendars are overflowing with commitments, shopping, cooking, hosting, and everything that comes with the season. I have found over the years that ESPs find this time of year particularly stressful. We are by nature 'people pleasers'. We stress over making sure that everyone is included, happy, feels welcome, and is taken care of, both at school and in our personal lives. This can lead to 'holiday overload'. Make sure that you take time to take care of yourself as well as others.

This time of year also results in many of us, and other staff, having to take time off. I have heard that in some schools ESPs are being asked to provide, or line up their own coverages for duties, and in some cases, their own substitutes. Some also report that they need 'permission' from either the TIC or administration before they can put time in SFE. NO, NO, and NO!!!

Under the terms of the contract you are NOT required to provide coverages, substitutes or other arrangements before you can take time off. Those things are the responsibility of the TIC or administration.

Also, you do not need to have permission to enter any type of absence, except personal business leave and annual leave, into SFE. If you are taking any form of sick leave you are not required to get permission or provide a reason for using your leave. Annual leave must be requested through your principal or department head with as much advance notice as possible.

If you are taking personal days, you must request permission from your principal or department head, at least 3 days in advance. You are not required to provide a reason for taking your leave. If, however, you need to request leave inside of the 3 days, a reason must be included. Please remember that you are not to take personal leave immediately before or after a holiday or a day school is closed. You are also not allowed to take more than 3 personal days at a time.

If you find that you are having problems of this nature at your school, please contact your UniServ Director as soon as possible.

Finally, I would like to thank everyone for all that you do every day to support our students, our certificated co-workers, HCPS, and of course, each other. Check in on each other, make sure we are all ok. Enjoy your time with friends and family and have a wonderful holiday season. Season's Greetings to all.



CAMPAIGN 2022

Elections are finally certified. We had some great wins, and we had some tough losses. Again, you have our sincere thanks for all that you did in support of our candidates.

Every single vote mattered. In the race for Senate in District 34, Mary-Dulany James won by a mere 591 votes out of the 45,223 that were cast. Our own Jacob Bennett won by only 92 votes out of the 16,545 that were cast. Many of our Board of Ed races were won or lost by only hundreds of votes in districts where between 13,000 and 18,000 people voted.

The biggest thing we need to work on in the future is the large number (almost 22,000) of people that voted, but did not vote in the Board of Ed races. That is almost 21% of the voters and enough votes to have put many of our endorsed candidates over the top.

The election results are as follows:

*incumbent

State Legislature

Senator District 7- JB Jennings*
 Senator District 34- Mary-Dulany James
 Senator District 35- Jason Gallion*
 Delegate District 7B- Lauren Arian*
 Delegate District 34A- Andre Johnson and Steve Johnson*
 Delegate District 34B- Susan McComas*
 Delegate District 35A- Mike Griffith* and Teresa Reilly*

County Government

County Executive- Bob Cassilly
 Council President- Pat Vincenti*
 Council District A- Dion Guthrie
 Council District B- Aaron Penman
 Council District C- Tony "G" Giangliordano*
 Council District D- James Reilly
 Council District E- Jessica Boyle-Tsottles
 Council District F- Jacob Bennett

Board of Education

District A- Denise Perry
 District B- Wade Sewell
 District C- Carol Mueller
 District D- Melissa Hahn
 District E- Carole Pitt Bruce
 District F- Diane Alvarez

**YOUR VOTE
MATTERS**

**YOUR VOTE
HAS POWER**

The General Assembly session begins on January 11th. We will be scheduling several lobby nights. At this time we are not sure if they will be in person or virtual. There is some chance that the House may still conduct business virtually. We will know more in the coming weeks.

This year we will have our regular lobby nights and a special ESP lobby night that will be coordinated across the state. Once we receive the MSEA legislative priorities and some idea what legislation will be presented we will have a better idea of the focus of our lobbying efforts.

We are looking for anyone that is interested in participating in our lobbying efforts. Lobby nights, in person, are generally Mondays, virtual could be at any time or day of the week, depending on schedules. We will be holding lobbying training for both new folks and those that have lobbied in the past. More info will be coming as we get closer to session. If you are interested in joining us, please let anyone on the GR Team know, or contact Liz or Will.

Thanks again for all your support.

The GR Team (Leigh, Cindy, Crystal, Josie, Kim, Yvonne, Tracy, and Kyle)

Know Your Rights: Nursing Mothers

Recently, we have received complaints and concerns regarding the rights of nursing mothers. Both male and female staff have sent emails asking how it is acceptable for HCPS to have a policy for nursing students that allows students to leave class on demand to express milk, but to not have that same policy for the educators who nurse and must express milk throughout the day.

For a number of years, HCEA has attempted to negotiate language into our contract for nursing mothers. HCPS has always flatly rejected this language that would guarantee nursing mothers the right to express milk on their schedule rather than the arbitrary schedule of the school day. Nursing and expressing milk is a biological function and when a regular schedule is not followed, it impacts a mother's health and creates extreme discomfort while teaching.

Currently, HCPS guarantees nursing mothers a private place to express milk that is not a bathroom while working. Many teachers share rooms with other educators and the assigned pumping location may not be convenient to the mother to allow enough time to express milk.

However, HCPS refuses to prioritize the schedule of the mother and infant and instead forces new mothers to pump around their teaching/working schedule, which is not how the biology of nursing works. A pumping schedule does not necessarily align with a teaching schedule, but HCPS only guarantees expressing milk before school, during planning, at lunch, and after school. This is often problematic, especially for our elementary educators, when a teacher's planning period is directly after one of HCPS's preferred pumping times at the end of the day or immediately after the start of school.

In addition, many of our educators have less than 25 minutes to eat lunch after taking their students to the cafeteria for lunch and then picking them back up afterwards, making it near impossible to express milk during lunch.

In looking at **demographics of both the certificated and ESP unit together, HCPS's staff is 84.8% female** (81.7% female in certificated unit, 94.6% female in the ESP unit). We would think that a district with a workforce of predominately women would have a more compassionate and collaborative policy for women who come back to teaching after having a baby. But instead, our new mothers are not given sufficient breaks throughout the day in order to express milk.

Every time we bring this issue forward to HCPS, their response is they don't hear any complaints. We know that is not the truth. If you are a mother who has had issues getting a private space, time, and flexibility to pump during your work day, **please reach out to Liz at EJones@mseanea.org**. We are looking to collect the stories of current and past nursing mothers to show the depth of the problem through the district, especially as a women's health issue.



HCEA & MSEA ELECTIONS ARE COMING SOON!!!

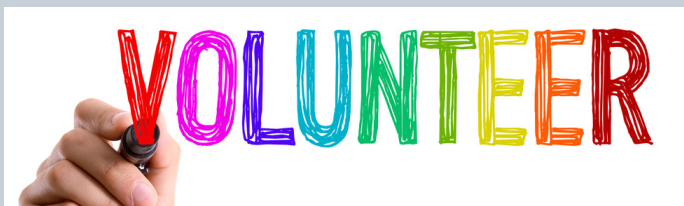
Elections will be held from 1/30/23 – 2/17/23. It is important for all members to use their voices and vote to choose who leads this organization.

HCEA Members will elect the following local positions:

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

A special edition IMPACT will be sent in January so you can learn more about who is running for local office. We will also include the names of those running for state office.

An email will be sent to your PERSONAL EMAIL on January 30th with voting instructions and the link. Please look for this email! Contact Lisa at lcover@mseanea.org if you need to update your email address.



**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

January 3: Back to School for 2023!

January 4: LGBTQ Issues committee meeting

January 5: ESP and Certificated Joint Negotiations

January 7: Food Drive @ Bel Air United Methodist Church

January 10: Government Relations Comm. meeting

January 12: Membership Committee meeting

January 19: Rep Assembly

**JOIN US FOR FOOD
AND FUN AT THE NEXT**

HCEA SOCIAL EVENT

Humagalas

**16 Bel Air S Pkwy
Bel Air, MD**

**Friday, January 27
4:00-6:30 pm**

[CLICK HERE](#) to RSVP or scan the
QR code below



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!

January 4

4:45-6:00

HCEA office

[RSVP here!](#)

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 <u>Cross Roads</u> Elementary School 8. <u>Royce</u> -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

