

APRIL 2023

Official monthly newsletter of Harford County Education Association

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ccrawford-smick@mseane.org

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From the President:



Colleagues,
Spring is here, and Spring Break is finally upon us. This is your time to reconnect with family and friends and recharge. I had hoped to send you off to Spring Break with a positive, uplifting message, but it is my duty to keep our members informed. While it is important to relax and recharge, I ask for your help with an extremely important task. We ALL need to contact Bob Cassilly and ask that he FULLY FUND the HCPS operational budget. This could be done by email or by calling his office. Refer to page 6 of this newsletter for his contact information.

As I have written before, County Executive Cassilly asked the Board of Education to expect a conservative budget. No one knows what that means; some suspected our funding level might be the same as last year. That would be **19.5 MILLION dollars** less than the current request, which is frightening because that would mean positions and programs would need to be cut, and new programs that could have been added would be put on the back burner again.

We have learned that his idea of a conservative budget may be Maintenance of Effort funding, the bare minimum he must fund by law. That amount would be **\$39.5 million LESS** than HCPS received from Mr. Glassman last year. Maintenance of effort (MOE) funding for HCPS is something we haven't seen in a very long time, at least not in the last few decades.

Yes, we have sadly become accustomed to this district being among the lowest in per-pupil funding in the state (we were the lowest for numerous years), but we never received the bare minimum. Even when HCPS was forced to cut positions, the funding they received was always over MOE.

How many positions and programs would need to be cut to make up for a potential \$39.5 million budget shortfall? Based on the superintendent's budget, our predictions would be HUNDREDS of cuts. Class sizes would increase, and programs/course offerings would be cut. You have worked far too hard since the pandemic to support the needs of our students to be forced to do it with fewer resources and people than you do now.

We must advocate for ourselves and our students. Contact Bob Cassilly today and tell him that you are an educator (include if you are a resident and if you voted for him.. tell him that) and that you are counting on him to fund the budget request fully.

We are not bare minimum educators, and we do not have bare minimum students, we deserve better than bare minimum funding.

Chrystie Crawford-Smick

Last week, the following letter from the presidents of all HCPS unions was sent to Board of Education member Diane Alvarez. To this date, the unions have not received a response to their request for a meeting.

March 25, 2023

Dear Ms. Alvarez,

The purpose of our outreach is to reiterate our school systems' mission and to share our concerns about your conduct.

The mission of Harford County Public Schools is:

"Each student will attain academic and personal success in a safe and caring environment that honors the diversity of our students and staff."

We appreciate your willingness to serve our community. We recognize your dedication to increase your knowledge and applaud your active participation in our school equity tours. These tours ensure our school systems' efforts are aligned with our mission as participants examine and explore the concept of ALL students' sense of belonging.

Unfortunately, it has come to our attention that you have made several comments that are inappropriate, inaccurate, and most disturbingly, exclusive. Data indicates your comments are offensive, which makes both students and staff uncomfortable. Bottom line, your conduct is making others feel unwelcomed and undervalued, which is contrary to Harford County Public Schools' mission.

As an elected system leader, it is an expectation that you represent ALL students. You must vacate your personal views to examine information and situations from a variety of perspectives. However, we have received numerous reports to the contrary. Equity tour participants shared the various inappropriate comments you made based on skin color and appearance. As documented in the video from "Exposing Gender Ideology" town hall, you publicly stated, you were hoping with the new members the board would flip to "make it more conservative." You further asked for guidance from the panel on how to "fight parents . . . who go along with" their child's right to select their pronoun and made a reference to "grooming." Please note, these actions are not aligned with the school systems' mission to embrace diversity.

Moving forward, as an elected official, we expect you to contribute to a safe and caring environment that honors the diversity of our students and staff. We expect you to refrain from making offensive comments related to skin color and appearance. We need you to fight for ALL families' rights for choice, not just those you agree with personally.

We request a meeting with you to discuss this matter further and look forward to your timely response.

Sincerely,

Dr. Stacey L. Gerringer
President

Danielle Bedsaul
President

Chrystie Crawford-Smick
President



OPPORTUNITY IS KNOCKING!



SLC23

You're Worth It!

Fight for a Living Wage, Fairness, and Respect!



MSEA'S SUMMER LEADERSHIP CONFERENCE

JULY 25 -27, 2023 • MARITIME INSTITUTE, LINTHICUM

You're worth it! Fight for a living wage, fairness, and respect!

At SLC 2023, we're keeping it classic with a twist. Attendees will learn the skills they need to advocate for fairness in their job, no matter the title, and win contracts to match through our core trainings—that's classic. The twist? We're going hard for the endorsement—by every local union— of the Education Support Professional Bill of Rights.

HCEA and MSEA can provide funding and a mileage stipend to attend this awesome training! Interested? Contact Chrystie at ccrawford-smick@mseane.org

To learn more and view the course catalog

<https://marylandeducators.org/summer-leadership-conference-2/>

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.

Top 3 reasons to

join HCEA:
Harford County Education Association

1. Use your voice to advocate for changes to increase compensation for educators
2. Meaningful and useful professional development like Trauma Informed Practices, leadership development, and book studies
3. We are stronger together!

If you're ready to join HCEA today, you can use the link or QR code to Join Now!

To learn more about HCEA, please visit our website:
www.harfordcea.org



It's Early Enrollment season!

From now until August 31, folks can join HCEA without paying any dues until next November. They'll have access to every member perk, except legal services.

This means folks who join through Early Enrollment can take advantage of some of the benefits of membership, including incredible savings on travel and vacations (we all need those this year)!

There are many reasons for being an HCEA member. Talk to your colleagues about why YOU are a member and what benefits you take advantage of, whether it is HCEA's free professional development or our amazing committees and work groups.

Now, more than ever, it is important to band together to fight for strong public schools. Send those who want to join to <https://www.mynea360.org/s/join-now> or use the QR code to the left.



We have something for everyone!

Complete the Committee Interest Form

IMPORTANT INFO

Keep these documents handy

Certified
Negotiated
Agreement

ESP Negotiated
Agreement

HCEA COVID MOU

HCEA *in the* Community

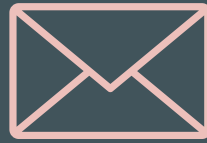


HCEA, with NEA and MSEA, gifted Old Post Road Elementary books for the school library. Lieutenant Governor Aruna Miller came to read to Old Post ES Penguins celebrating Read Across America. Retired educator Jerdine Nolen and author *On Her Wings: the Story of Toni Morrison*, took time to talk with OPES students to discuss how books are published.



Member and Literacy Specialist Lauren Hunter hosted a perfect event with a lot of guests from the Superintendent and the Lt. Governor Aruna Miller.

If you want to share photos of you and other HCEA members doing good work, send them to Liz at EJones@mseane.org.



COUNTYEXECUTIVE@HARFORDCOUNTYMD.GOV

EMAIL COUNTY EXECUTIVE BOB CASSILLY

AND TELL HIM TO:

FULLY FUND THE HCPS BUDGET

OUR STUDENTS CANNOT AFFORD UNDERFUNDED SCHOOLS

- KEEP EDUCATORS IN THE CLASSROOM
- KEEP CLASS SIZES SMALLER
- KEEP IMPORTANT PROGRAMING FOR STUDENTS' MENTAL HEALTH
- INCENTIVIZE EDUCATORS TO STAY IN THE PROFESSION
- KEEP HARFORD A HIGH QUALITY SCHOOL DISTRICT

TELL BOB CASSILLY WHAT CUTS TO THE SCHOOL BUDGET
MEAN FOR YOU, YOUR STUDENTS, AND YOUR FAMILY!



Harford County Education Association

OUR SCHOOLS DEPEND ON IT!



The Rainbow Connection is a feature brought to you by the LGBTQ Issues team, a sub-committee of the Human and Civil Rights Committee. We are working to develop materials so our members can be better allies to each other and how to support our LGBTQ+ students. We will share resources for educators on supporting our LGBTQ+ students. The LGBTQ+ Issues Team is open to ALL members regardless of orientation or gender identity.

Understanding Pronouns

It's important for educators to understand that using a student's chosen pronouns is important. Respecting the pronouns young people use to identify themselves is not only polite — it can save lives. According to The Trevor Project's 2022 National Survey on LGBTQ Youth Mental Health, "45% of LGBTQ youth seriously considered suicide, with more than half of transgender and non-binary youth".

Definitions:

Sex: the genetic and anatomical characteristics with which people are born, typically labeled male or female

Gender: the attitudes, feelings, and behaviors that a given culture associates with a person's biological sex

Gender Identity: A person's deeply held internalized sense or psychological knowledge of their gender, regardless of the biological sex they were assigned at birth

Maryland law, COMAR 13A.01.04.03; Public School Standards, School Safety states:

All students in Maryland's public schools, without exception and regardless of race, ethnicity, religion, gender, sexual orientation, language, socioeconomic status, age or disability, have the right to education environments that are safe, appropriate for academic achievement, and free from any form of harassment.

Best Practices

"They/them/their" works:

Growing up, many of us were taught that if you were identifying a single person by a pronoun, you had to use "he" or "she". They was only for groups of people. Those rules have changed, and "they" or "them" is now a nonbinary way to address everyone. The New York Times agrees. So does Merriam Webster, which reports that "they" has been used as a singular pronoun since at least 1300s.

Be Inclusive:

Instead of grouping students by gender or "boys against girls", try grouping based on things not attached to gender such as birthdays: January to June and July to December or by clothing colors.

Prepare for subs:

Put your student's chosen pronouns next to their name on rosters and be sure to include a copy in your substitute lesson plans so your students will always feel respected

What should I do if I use the wrong name or pronoun in addressing students?

People make mistakes and that is okay. Apologize briefly. For instance, "I was saying that he—I mean she—is a great teacher". There is no need to say, "Oh my gosh! I'm so sorry! This must happen all the time. I feel so bad". An over-the-top apology draws more attention and puts the attention on the mistake rather than using the correct pronoun.

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



VIEW BENEFITS ➔



Summer Employment For Faculty

Now Hiring:
Area Supervisors,
Pool Managers,
FT/PT Lifeguards
Positions
(Swimming Skills Required)



Contact David Watts at
dwatts@drdpools.com

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

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.