

MAY 2023

Official monthly newsletter of Harford County Education Association

HCEA BOARD OF DIRECTORS

**President**  
Chrystie Crawford-Smick  
ccrawford-smick@mseane.org

**ESP Vice-President**  
Cindy Poper  
Bel Air Middle School

**Certificated Vice President/Treasurer**  
Doug Rudd  
Bel Air Middle School

**Treasurer**  
Dr. Jacob Zebley  
Aberdeen High 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**  
Abbie Bennett  
Central Office

From the President:



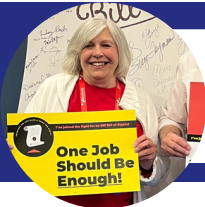
Colleagues,  
In his first budget cycle, our county executive made a very bold statement that he does not value public education. Our students are the future of this county. Yet time and time again, Harford County is among the lowest in per-pupil funding in the state. Unfortunately, reducing the HCPS budget by \$19.5 million will only seal our fate as the lowest in the state even longer.

Educators have had enough! On May 4th, we showed up to rally for our schools and our profession. Approximately 400 educators, community members, and advocates were in attendance to make our voices heard. There was so much positive energy in the air—many driving by waved and honked to show their support. Being with like-minded individuals who value our public schools was so refreshing. Even when three counter-protesters tried to provoke us, we remained focused and peaceful; they were the ones who looked foolish, not us. The people who signed up to speak did a fantastic job sharing their stories. Educators expressed concern about how the budget cuts will impact their schools and students. Community advocates said they value our quality public education system and educators. We made a difference; the County Council is listening! Thank you to those who joined us.

We cannot stop, or we will lose momentum. Therefore, I am urging you to email the county council to encourage them to reject Bob Cassilly's budget and send his team back to the drawing board. Cassilly's bare minimum budget does not adequately support our essential services.

More importantly, attend the next public budget hearing to speak to the council directly on May 10th at 7 pm. Sign up to speak by 5 pm on May 10th; send an email with your contact information to [council@harfordcountycouncil.com](mailto:council@harfordcountycouncil.com). Your voice matters! Your advocacy matters!

In Solidarity,  

## ESP Perspectives

Cindy Poper, ESP Vice President  
Bel Air Middle School

As we approach the end of the school year, I pause to reflect on some of the takeaways from this year.

This was a rough one. Every so often we have a year that is particularly tough. Why? Lots of reasons, and I think that everyone will agree this was one of those years. But every time I spoke with educators, both ESPs and certificated staff, everyone was pitching in, helping out, and doing their best to make sure we all make it to the end.

For the first time in a long while, MSEA is taking the lead in a multi-year campaign to lift ESPs. Welcome ESP Bill of Rights!!! The Bill of Rights will go a long way in bringing recognition to the issues that have plagued ESPs for decades and giving local associations resources and strategies to win at the bargaining table.

Bargaining had some firsts this year as well. Both the certificated unit and the ESP unit went to the bargaining table as a team for the first time to bargain our healthcare. Both teams left with new understandings about the other and are committed to working together next year on shared contract items. Another example of how working together we can accomplish bigger and better things.

Elections matter. As we have seen over the past few weeks, elections truly matter to our schools, our students, the school system, and to us. We will continue to advocate at every level and in every way possible to get the best we can for everyone. We need everyone to get involved, even by just sending an email, to advocate for the funding we know our schools and our students need. A big thank you to everyone that has emailed, made signs, showed up to our rally, and spoke at the County Council hearing. We are not done yet; we will continue to fight the good fight.

While this year has been hard, we have shown that we can do it (insert the Little Engine that Could – I think I can, I think I can....) and close out this year knowing that we have made a difference. A difference for our students, a difference for our colleagues, a difference for our schools and a difference in ourselves. Thank you for all that you have done and all that you will do. It is noticed and it is appreciated.

To our retirees and others that are leaving HCPS, thank you for your work and your service to the students of HCPS. We appreciate you. To everyone else, enjoy your summer break, rest, recharge, and have fun. See you all in August.

**STRONG ESP**  
**STRONG SCHOOLS**



# PAID OPPORTUNITY FOR ESP MEMBERS!!

## We're Hiring!

Apply now for...

**ESP  
UNION  
SUMMER**

**UNION  
STRONG**  
*Together*

**We want 100% of ESPs to know what the Bill of Rights means for all support staff and how we can use it to win at the bargaining table.**

- \$25/hour
- Mileage and meals stipend
- 20 hours/week
- June 19–August 18
- Deadline for applicants: May 12
- Interviews: May 22–26

At MSEA's 2023 Union Summer, ESP member organizers will work together, supported by MSEA organizers, to build union stronger locals by recruiting members and growing the ESP Bill of Rights movement.

### *You'll learn how to:*

- Sign up new members during one-on-one meetings and in union orientations
- Advocate for, and answer questions about, worker rights and expectations declared in the MSEA ESP Bill of Rights
- Conduct one-on-one organizing conversations with potential ESP members with a focus on membership, building union capacity for strong contract negotiations, and more
- Identify new union leaders and activists
- Develop and implement internal organizing campaigns
- Use and maintain organizing lists



#### **Apply today!**

Use this QR to learn more and complete the online application!



# OPPORTUNITY IS KNOCKING!



## 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! Are you interested in one of our remaining scholarships? Contact Chrystie at [ccrawford-smick@mseanea.org](mailto:ccrawford-smick@mseanea.org)

To learn more and view the course catalog

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



# Know Your Rights: Assault Leave

In the past couple of years, members have reached out with injuries sustained while trying to break up student altercations and fights. In addition, our members who work in STRIVE and CSP programs along with those working in Harford Academy face regular injuries throughout the school year. Unfortunately, the amount of these injuries seems to have increased.

If you are ever hurt on the job, regardless of the injury or its severity, file an incident report, SEEK MEDICAL ATTENTION, and file Worker's Compensation (WC) paperwork. Many people often don't feel pain right away after an injury, especially if it was brought about in a situation that increased adrenaline, like breaking up a fight. But if a student injures you, in addition to the Worker's Compensation paperwork, you should now fill out a request for assault leave.

In both the ESP and certificated units, those on WC leave get 20 work days at full pay without any loss of personal or sick leave. After 20 days, WC covers 2/3 leave and you can use 1/3 of your own sick leave to make full pay. But if you have been assaulted while at work, ALL of your pay should be covered through assault leave. If your injury was due to assault, you should not be using any of your own leave to make full pay. Both the law and our contract state that if your injury is due to assault, you should be on assault leave with no loss in pay until you are able to come back to work.

It's very important to request assault leave so none of your own leave is lost due to your injury. The form is available on HCPS's Sharepoint.

## 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](http://www.bermandarby.com)



## ASSAULT LEAVE APPLICATION

### Demographic Information

Employee Full Name: \_\_\_\_\_

Employee ID: \_\_\_\_\_ School/Location: \_\_\_\_\_

### Incident Information

Date of Incident: \_\_\_\_\_ Was an Employee Accident Report Entered? ☐ Yes ☐ No

Please List the Sequence of Events that Directly Lead to the Assault: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Was the Assault Reported to Your Supervisor? ☐ Yes ☐ No

If yes, list the person(s)'s name the incident was reported to: \_\_\_\_\_

\_\_\_\_\_

Was Local Law Enforcement Contacted Upon the Occurrence of the Incident? ☐ Yes ☐ No

If yes, provide a copy of the law enforcement report or case number: \_\_\_\_\_

Please provide the name and location where medical treatment was given:

Facility Name: \_\_\_\_\_ Facility Phone: \_\_\_\_\_

Facility Address: \_\_\_\_\_

I hereby certify that the information I have provided above is accurate and complete based on my personal knowledge. I acknowledge that any employee found to have falsified information for the purpose of the receipt of the Assault Leave will be disciplined up to and including termination. Please print and sign your full name below.

Employee Name \_\_\_\_\_ Date \_\_\_\_\_

Employee Signature \_\_\_\_\_

Request for Assault Leave is:
Approved: _____
Denied: _____

# 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@mseane.org](mailto:LCover@mseane.org).

## WHY UNIONS ARE IMPORTANT

Once upon a time, unions were so respected by employers that many union members came to expect that staff and elected leaders would solve workplace problems for them. And their unions often met this expectation because employers feared the consequences of drawing the ire of their employees' labor organizations. But those days have long passed. Today, employers, judicial activists, and well-funded outside organizations have successfully diminished and, in some cases, broken unions that once acted as profoundly effective advocates of their members. And staff and elected leaders can no longer count on an employer to voluntarily engage in harmonious labor relations with them as a result.

In this new landscape, the power of unions depends far more on the willingness of rank-and-file members to take action to improve their wages and working conditions. The most successful unions today still file grievances under their contract but their members, with the support of the community, leverage their collective power to force employers to respect their contract and their rights. These are the unions where members recognize that they themselves are the union and it's not simply a form of insurance for when things go wrong.

HCEA members can always count on staff to support them in appeals, grievances, bargaining, and more even as they are encouraged to engage with their union in a way that they may not have done before. And, as members continue to stand up and make their voices heard on the issues that matter most to them, their union will only continue to grow stronger in the years to come.

## 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** ►



# HCEA *in the* Community



Left: HCEA member and Hickory Elementary School teacher Angela Foye leads a hike and cleanup in Elk Neck State Park. Right: Angela Foye and HCEA member and Deerfield Elementary School teacher Leighla Roper volunteer at Aberdeen's Earth Day Festival making recycled water bottle terrariums. Below left: Kelley Fonger, Donna Kasnic, Abigail and Jacob Bennett and George Kasnic at HCEA's Social. Bottom right: HCEA Board member Crystal Rufenacht and Havre de Grace Elementary School Building rep Beth Kowalchek enjoy a chat at HCEA's social at Coakley's Pub in Havre de Grace



## VOLUNTEER

**We have something for everyone!**

**Complete the Committee Interest Form**

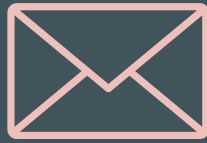
## IMPORTANT INFO

Keep these documents handy

Certificated  
Negotiated  
Agreement

ESP Negotiated  
Agreement

HCEA COVID MOU



COUNTYEXECUTIVE@HARFORDCOUNTYMD.GOV

EMAIL COUNTY EXECUTIVE BOB CASSILLY

AND TELL HIM TO:

AMEND HIS 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!

---

---



# YOUR VOICE MATTERS



We cannot allow Bob Cassilly to shortchange our schools. Email the County Council to ask them to demand the County Executive amend his budget.

Educators are counting on their support.  
HCPS cannot face another budget crisis.  
We have come too far!



**Scan this QR code to email the entire County Council.**

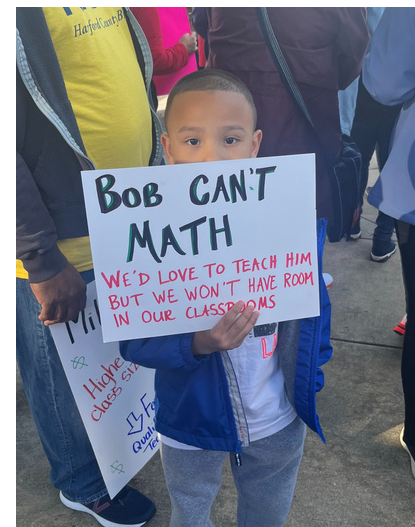
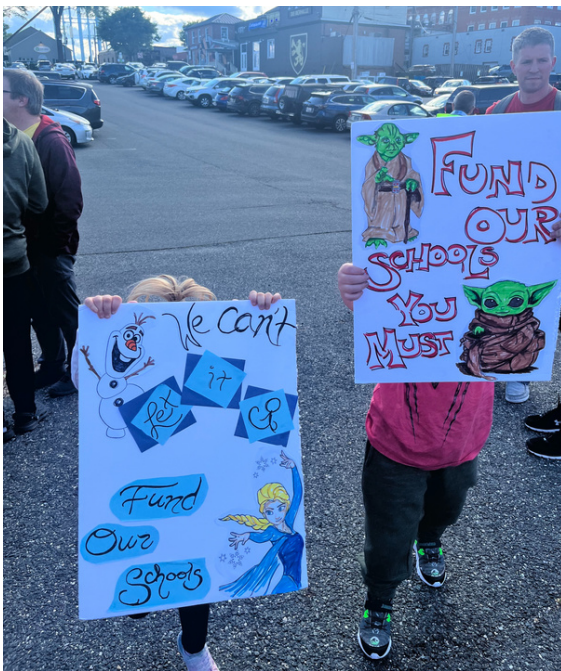


# Save Harford County Rally: May 4th, 2023



Approximately 400 educators, students, community members, and advocates rallied and marched in solidarity to advocate for HCPS funding and other essential public services.

HCEA Treasurer Jake Zebley (left) led the group in chants outside of the County Council Chambers.





# UPCOMING EVENTS

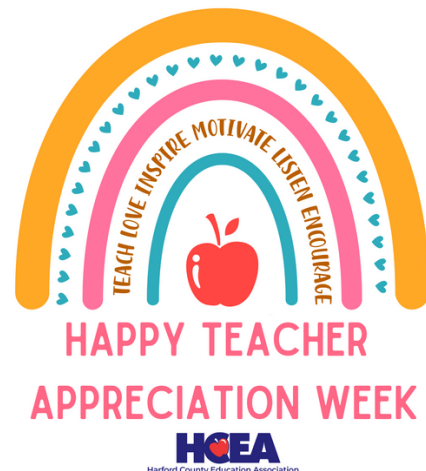
**May 10: Harford County Council Budget Hearing**

**May 11: HCEA Rep. Assembly**

**May 13: HCEA Sparks Training**

**June 15: End of Year Social**

**Happy Teacher  
Appreciation Week!  
May 8-May 12, 2023**



## Summer Employment For Faculty

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



Contact David Watts at  
[dwatts@drdpools.com](mailto:dwatts@drdpools.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](mailto:Mike.Markowitz@acsiapartners.com)



*Let's Celebrate!*



Harford County Education Association

# END OF YEAR CELEBRATION



**HOPKINS BREWERY**  
**THURSDAY, JUNE 15TH**  
**5:00-7:30**

SCAN QR  
CODE TO  
RSVP





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

**Liz Jones: 410-353-9692**  
**[ejones@mseanea.org](mailto:ejones@mseanea.org)**

**Will Suggs:**  
**[wsuggs@mseanea.org](mailto:wsuggs@mseanea.org)**

**NEED HELP ?**

## HCEA School Split 2022-2023

Will Suggs <a href="mailto:wsuggs@mseanea.org">wsuggs@mseanea.org</a> 240-653-7638	Liz Jones <a href="mailto:ejones@mseanea.org">ejones@mseanea.org</a> 410-353-9692
<b>1. Bel Air High School</b> 2. Bel Air Elementary School 3. Bel Air Middle School 4. Emmorton Elementary School 5. Homestead/Wakefield Elementary School <b>6. Fallston High School</b> 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 <b>15. Joppatowne High School</b> 16. Joppatowne Elementary School 17. Magnolia Elementary School 18. Magnolia Middle School 19. Riverside Elementary School <b>20. North Harford High School</b> 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 <b>28. C Milton Wright High School</b> 29. Fountain Green Elementary School 30. Churchville Elementary School 31. Prospect Mill Elementary School 32. Southampton Middle School	<b>1. Aberdeen High School</b> 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>Rove</u> -Williams Elementary School 9. Swan Creek School <b>10. Edgewood High School</b> 11. Edgewood Elementary School 12. Edgewood Middle School 13. Deerfield Elementary School 14. Old Post Road Elementary School <b>15. Patterson Mill High School</b> 16. Patterson Mill Middle School 17. William S. James Elementary School 18. Ring Factory Elementary School <b>19. Havre de Grace High School</b> 20. Havre de Grace Middle School 21. Meadowvale Elementary School 22. Havre de Grace Elementary School 23. Harford Academy <b>24. Harford Technical High School</b> <b>25. Central Office</b> <b>26. Harford Glen</b>

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.