

SEPTEMBER 2023

Official monthly newsletter of Harford County Education Association

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From the President:




Colleagues,
Welcome to the 2023-2024 school year! A new school year always signifies new beginnings and a fresh start. While speaking to many members over the last few weeks, I have noticed a lot of positive energy. The last couple of years have been challenging; here's to a smooth start to the 23-24 school year for us all.

Full contract negotiations will begin in early December. Over the next few weeks, our bargaining teams will be working hard to prepare for what we believe may be a challenging negotiation season. Our bargaining teams would like your input. Please take a moment to provide any contract suggestions you may have. The bargaining team uses input from HCEA members to shape their goals during contract negotiations. We would like to hear from you. Please go to page 7 seven of the newsletter for information on certificated listening sessions and more about negotiations for both units. Links to the survey are below:

- [Bargaining Survey for the Certificated Unit](#)
- [Bargaining Survey for the Education Support Professional Unit](#)

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, 2023. To learn more, check out [page 9.](#)

In Solidarity,




ESP Perspectives

Cindy Poper, ESP Vice President
Bel Air Middle School

Welcome to the 23-24 school year!

Finishing the 1st week back is a milestone. I hope everyone had a wonderful week and is filled with possibilities for our students for the remainder of the year.

Many of us welcomed our new certificated staff at the New Hire Orientation and then had the opportunity to do the same at our ESP New Hire Orientation. It was great to see all the new faces and welcome them to HCPS. Our ESP new hires were given the opportunity to attend three sessions covering lots of different things and were officially welcomed to HCPS by Dr. Eric Davis. If you have new ESPs in your building, please make a point to reach out, welcome them, and offer yourself as a resource should they need anything.

The campaign for the ESP Bill of Rights is continuing. If you have not had an endorsement meeting in your building, you will. At the state level we will be working to draft more contract provisions and potentially legislation in support of the ESP Bill of Rights.

As a reminder, your paycheck today should reflect the 3% COLA and a step that was negotiated last year. If you have any questions, please contact payroll.

This year, the ESP Bargaining Team will have a full open contract to negotiate. Please take a minute and complete the bargaining survey. The team reads every submission and uses your input at the bargaining table. The link is: [ESP Bargaining Survey](#).

I hope everyone is off to a great start and has a wonderful holiday weekend!

Labor Day Holiday

As educators, the Labor Day holiday is always prized; it's a wonderful day to get a break from the first full week of teaching. It's a time when families have cookouts, take long weekend vacations, and say goodbye to summer.

But do you take time to celebrate the REAL reason for Labor Day? Labor Day is a holiday that began thanks to the hard work of activists and labor unions. As educators, it's difficult to believe that at one point in our country, it was an accepted practice to send children to work in coal mines and factories instead of school.

And while an educator's work day never seems to end (from bumping into families at the grocery store, to evening events for the school, to the never ending grading and planning on weekends), we forget that thanks to labor unions, the United States has a standard practice of an 8 hour work day.

And thanks to the work of unions, we have weekends for rest. So rest up this weekend and remember that it is labor unions like ours that do the good work fighting for the rights of all.

Want to learn more about the Labor Movement? Check out these resources.

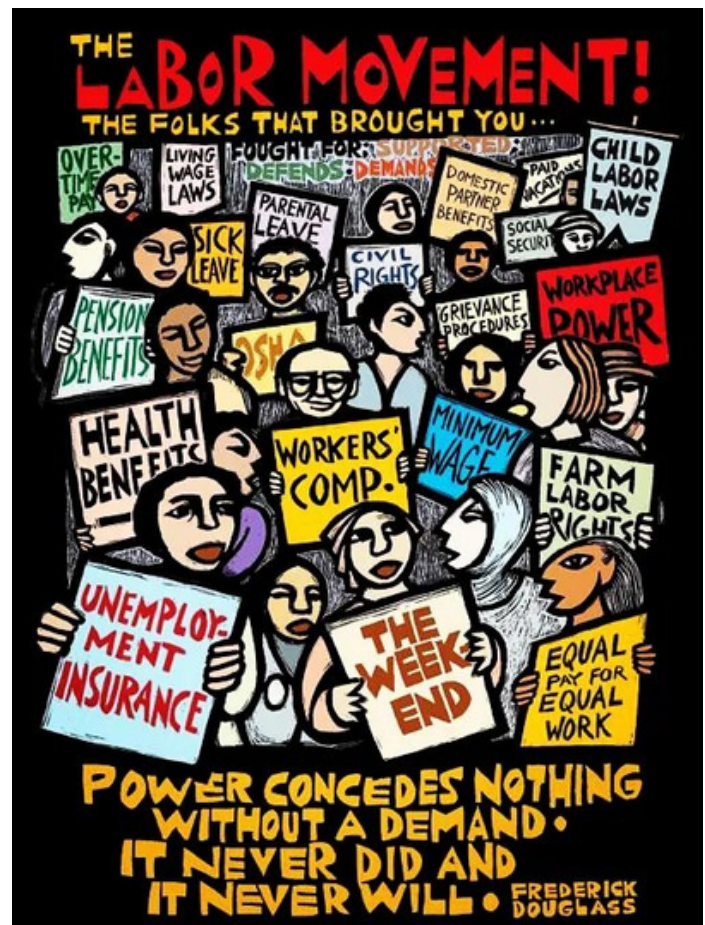
[Dolores: A Documentary](#) about Dolores Huerta

[History of Labor Day: US Dept. of Labor](#)

[Library of Congress: Primary sources about Labor Day](#)

[Labor Day video for kids](#)

[Classroom Activities about Labor Day](#)



KNOW YOUR CONTRACT: LEAVE

Each school year, it seems some folks in management forget that we have leave rights according to our negotiated agreements. Before students returned to buildings, we heard from members in a number of schools that their administrators were giving information or enacting policies that are contradictory to what we negotiated in our contract. **Please contact your UniServ Director if your administrator is giving false information and not following the contract regarding leave.**

Personal Leave

According to both the certificated and ESP contracts, you **do not** need admin approval to take Personal Business Leave as long as you give 3 work days notice. In addition, your administrator does not have the right to ask you for the reason **unless** you are requesting personal leave with less than 3 days notice.

Exceptions to this rule would be requesting personal leave before or after a holiday or PD day. In that case, the principal can deny leave based on school needs.

Sick Leave

Each year, members tell us their principal said they could only take 1.5 days of sick leave a month and that anything more than that would trigger Human Resources looking into their leave. **This is false.**

All HCPS employees are entitled to use the sick leave they have when they are ill. There is no threshold for the amount of sick leave you are able to use each month.

In addition, you do not need to provide a doctor's note for leave **unless** your leave is suspicious or before/after a holiday or PD day.

Harford County Public Schools
Leave Form

Your Name: _____ Today's Date: _____

Date(s) of Requested Leave: _____

AM: _____ PM: _____ Whole Day: _____ Annual Leave Hours Requested: _____

Instructional staff: Please identify any duties that will require coverage:

Please identify the appropriate leave type:

___055 Personal Business— Reason: _____

If submitting this form within three workdays of the requested leave, please state the reason for the absence.

Personal business leave may be requested, with at least three (3) work days advance notice, through the appropriate principal/supervisor who shall not require a reason for the leave. If, however, an unforeseen circumstance requires the member's absence which could not be requested three days in advance, the reason for the absence shall be stated and the principal may, at his/her discretion, approve the absence as a day of personal business leave. Personal business leave may be denied when, in the judgment of the principal/supervisor, the member's absence would impair the educational process.

___057 Professional Development--School Authorized

Activity: _____

___060 Professional Development--County Authorized

Activity: _____
Special Account #: _____

___071 Annual Leave -- Available to 12-month employees.

This is the new HCPS Leave form. All schools should be using this form without any adaptations to it. If your school is using something different, please notify us right away.

Assault leave

Assault leave is available to any employee who was injured by assault while working (this includes injuries sustained by breaking up a fight).

In order to obtain Assault Leave, employees must first file for Worker's Comp and then apply for Assault Leave (application is in HCPS Sharepoint). In both the certificated and ESP contracts, those injured would get 20 full days of Worker's Comp pay. Contact your UniServ Director for assistance assuring the district complies with the laws regarding Assault Leave.

Assault leave does not use any of your personal or sick leave.

Please submit this form to the designated SFE administrator at your location.

BUILDING REP CORNER

All building reps will receive updated membership lists around October. If you notice inaccuracies, please send them to **Lisa Cover**, HCEA Office Manager, at LCover@MSEANea.org.

Building Rep Tips for a Successful Start

The start of the school year brings opportunity to start fresh new routines for your rep team. Below are some tips for the start of the school year.


1. Let the staff know who you are and that you are the building rep. The end of staff meetings are a great opportunity to introduce yourself to the entire staff, which is especially important for any new hires in your building. Let folks know where they can find you and how you can be contacted if there are any issues.
2. Introduce yourself to new hires. If you need a list of new hires in your building, contact our Office Manager, Lisa Cover. In some buildings, there may be just a few new hires and you can visit them in person. But in schools with a lot of yearly turn-over, you can always use email. If you use email, be sure to include a picture of you so new hires know who you are. If you have a team of building reps, split the list up.
3. If you are alone as a rep, now is a good time to recruit other folks to join on as reps. Some of our school teams divide the work-- some go to meetings for the team, some work on communication to the building members, some handle the contract issues. There's not just 1 way to do this work. Find the system that works for you and your team. Better yet, invite your UniServ Director to a team meeting. We're always available to help you.
4. Introduce yourself to administration as an HCEA Rep. You may have worked with your admin team and principal for years as an educator. But as a rep, your role is different. **When you speak to administration as a building rep about a union issue, you are coming to them as an equal. You are not a subordinate (this is protected by law).** Discuss with the principal that you're there to solve problems and discuss how you can work together to handle issues. You'll know you're having success as a building rep if the principal comes to you first to solve a problem.

Check out this great idea from the Edgewood HS Building Rep team. Reps have placed this on their bulletin board- HCEA members know who their reps are and when their 10 min meetings will be. Great idea, Edgewood Reps!

Your HCEA reps for 2023-2024

Tentative 10-Minute Meeting Dates
Location: The Media Center / Library

September 28 th	Leigh Bondole, Noah Hutton, Abby Bennett
November 2 nd	Rob Tucker, Linda Zivkovic, Kim Phillips
November 30 th	
December 21 st	
January 25 th	
February 22 nd	
April 4 th	
April 25 th	
May 23 rd	



Important Contract Update for Certificated Staff

Last year, the certificated team added new language to the contract regarding representation in disciplinary meetings. The new language guarantees certificated staff representation if the meeting could result in discipline. Staff should be given at least 2 business days notice for the meeting in order to obtain HCEA representation.

Please notify your members in the building so we can assure all admin comply with this new contract language. See page 7 for more info.

HCEA *Members* IN ACTION

Harford County Education Association



(left) This summer, HCEA sent 19 members to MSEA's Summer Leadership Conference, more than any other local in the state. Members attended courses on Collective Bargaining, Organizing, and Representation. We were also excited to see new MSEA members from Harford Community College join us. We can't wait to see them at more MSEA and HCEA events.

HCEA is dedicated to sending members to trainings and conferences and will continue to pack all future MSEA events with HCEA members.

Middle left and right: HCEA members enjoying their time at SLC

Bottom left: We here at HCEA love when we get to see our former classmates as members (Go Edgewood Rams!). Welcome to the district, Morgan Reip and other New Hires!



If you have pictures from HCEA events, please send them our way and we'll put them in the newsletter.

Send pics to:

EJones@mseanea.org



Looking to earn some additional graduate credits?

Each year, HCPS hires transfers from other districts. Folks leave their schools and districts, accept offers of employment at HCPS, and then find most of their credits the former district accepted for salary advancement are no longer applicable for HCPS.

While we wish the district gave folks better and clearer information before transfers accepted offers to work in HCPS, we do have options to get graduate level credits quickly to make up for the loss of salary lane advancements. Many HCPS educators have used Teaching Channel (formerly Learner's Edge) to earn graduate level credits at a reasonable cost.

Teaching Channel gave HCEA a discount code: **GRP-175698-20364**. This discount grows as more educators use it. The discount code is only good until September 20th. Just be sure that you are choosing a course connected to a university for graduate credits if you want the courses accepted for salary lane advancement.



Teaching Channel

A K12 Coalition Company

The Bigger Your Group, the Greater Your Savings

Small

Save **\$70 Per Course**

Group Size: 3-5

Medium

Save **\$90 Per Course**
+
earn a free 1-credit course*

Group Size: 6-9

Large

Save **\$105 Per Course**
+
earn a free 1-credit course*

Group Size: 10-19

Extra Large

Save **\$115 Per Course**
+
earn a free 1-credit course*

Group Size: 20+

*Group discounts cannot be combined with other offers and bundles. Group discounts are not available on Hybrid/Blended Learning and Fast Track Courses.

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 ➔

Negotiations Update

Both the Certificated Unit and ESP Unit have full contract negotiations this year. This means our teams are already hard at work, even though negotiations don't typically begin until late November. In future months of the newsletter, the bargaining team will use this section of the newsletter to teach membership about the negotiations process and to give updates about what happens at the negotiations table.

Starting this month, the Certificated Bargaining Team is holding listening sessions to talk with HCEA members about negotiations. Please take a moment to RSVP for a session that works for you.

Both teams would love to hear from you through the bargaining survey. Your responses help the teams determine bargaining priorities (which ALWAYS includes increasing salaries). Please take a moment to fill out the survey because your voice and needs matter.



Harford County Education Association

CERTIFICATED BARGAINING

▶▶ LISTENING SESSIONS ◀◀

Join members of the HCEA Certificated Bargaining Team to discuss your negotiations priorities. If you haven't filled out the bargaining survey, [please do so here](#)

Sept. 26: 8-9 pm: All Certificated focus

Sept. 27: 4-5 pm: HS/MS focus

Oct. 4: 5-6 pm: Elementary focus

Oct. 12: 5:30-6:30 SpecEd/Related Services

**ITS YOUR CONTRACT!
TELL US YOUR
THOUGHTS!**

**RSVP for
[sessions here](#)**

[ESP Survey](#)

Please take a moment to fill out the survey because your voice and needs matter.

[Certificated Survey](#)

CERTIFICATED STAFF

Article 22.1: No teacher shall be disciplined, reduced in compensation, or rank with a resulting reduction in compensation without due process or for arbitrary or capricious reasons. When meeting with an employee for the purpose of discipline, suspension, demotion, or discharge, the employee shall be advised of their right to representation prior to the beginning of any such meeting and be given up to two business days to arrange for representation. The meeting will be conducted in private to preserve and respect the dignity of the employee except when immediate action is required by the Supervisor in an emergency situation. Discipline shall be defined as a penalty imposed upon a teacher and entered into the personnel record outside the normal evaluation process.

EDUCATION SUPPORT PROFESSIONALS

Article V: An employee called to a meeting who has reasonable suspicion that the meeting may lead to disciplinary action may request that an Association representative be present at the meeting

**YOUR CONTRACT
PROTECTS YOUR RIGHTS
AS AN EMPLOYEE.**



If administration requests you attend a meeting, ask if the meeting could result in discipline. If the answer is yes or maybe, please state the following:

"Because this meeting could result in discipline, I respectfully request this meeting be postponed so I may obtain representation as outlined in my contract."

If administration refuses to postpone the meeting so you can acquire representation, go to the meeting but state:

"I will ONLY take notes at the meeting and I will answer any questions after I am able to confer with my union representative."
It is important to go to the meeting so you do not face discipline for insubordination.

**IMMEDIATELY CONTACT YOUR HCEA UNISERV
DIRECTOR AT 410-838-0800**



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.

Join HCEA's LGBTQ Issues Committee

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

- Set goals and plan activities for the year
- Plan the the Upper Chesapeake Pride Festival
- Support each other!

Thursday
September 14
4:45-6:00

HCEA office

[RSVP here!](#)





HCEA Needs YOU!

You can receive a \$25 incentive for EACH new member you recruit. It's easy with our online application. Invite your colleagues in advocating for our profession, our students, and our schools.

Just tell those you recruit to type your name in the "Referred by" section of their application. This incentive is available until October 31!



Scan the QR code with a smart phone to go to <https://www.mynea360.org/s/join-now>



Harford County Education Association

[#StrongerTogether]



We're getting together for an in-person conference on October 28 to learn and discuss important ed issues you will experience in the classroom and as education professionals.

EACH SESSION LED BY EXPERIENCED EXPERTS!



CLASSROOM
MANAGEMENT



NBCT
CERTIFICATION



CONTRACT
SCAVENGER
HUNT!



TRAUMA-INFORMED/
RESTORATIVE APPROACHES



SOCIAL
EMOTIONAL LEARNING

Interested? Learn more about the program and let us know you'll be coming!



MORE PD FROM MSEA

MSEA offers many professional development opportunities for members throughout the year. Be sure to watch our social media and website for workshops and trainings on cultural-responsive education, trauma-informed education, National Board Certification supports, PRAXIS supports, and more. Our PD is delivered by peer experts and MSEA staff.

- September 22/23** National Board Jump Start
- October 20** MSEA Convention Workshops
- October 28** Early Career Educators Conference
- January 13** Racial & Social Justice Conference
- March 16** Instructional and Professional Development Conference

UPCOMING EVENTS

Sept. 4: No School! Labor Day!

Sept. 7: HCEA Govt. Relations Committee meeting

Sept. 8: HCEA Building Rep BBQ

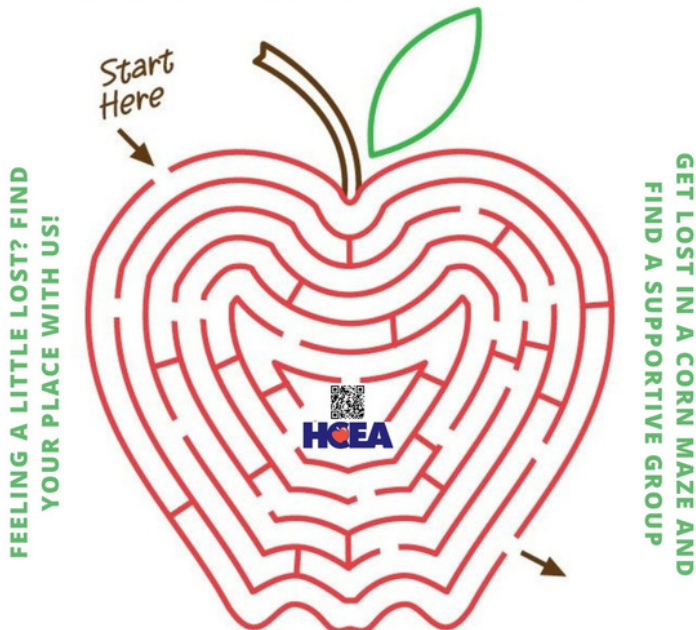
Sept. 11: HCEA Organizing Committee meeting

Sept. 14: LGBTQ+ Issues Committee meeting

Sept. 21: HCEA Representative Assembly

Sept. 29: HCEA Ice Cream Social

HCEA's 3rd Annual LOST AND FOUND



10/14/2023

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

CELEBRATE FINDING YOUR WAY OUT OF THE START OF THE YEAR
AND ROAST MARSHMALLOWS BY THE CAMP FIRE.

RSVP HERE

HCEA
Harford County Education Association

ICE CREAM SOCIAL



September 29
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>

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

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

Will Suggs: 240-653-7638
wsuggs@mseane.org



HCEA School Split 2023-2024

Will Suggs

wsuggs@mseane.org

240-653-7638

Liz Jones

ejones@mseane.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. Hickory Elementary School
11. Jarrettsville Elementary School
12. Red Pump Elementary School
13. Youth's Benefit Elementary School

14. Joppatowne High School

15. Joppatowne Elementary School
16. Magnolia Elementary School
17. Magnolia Middle School
18. Riverside Elementary School

19. North Harford High School

20. Dublin Elementary
21. Norrisville Elementary School
22. North Bend Elementary School
23. North Harford Elementary School
24. North Harford Middle School
25. Darlington Elementary School

26. C Milton Wright High School

27. Fountain Green Elementary School
28. Churchville Elementary School
29. Prospect Mill Elementary School
30. Southampton Middle School

1. Aberdeen High School

2. Aberdeen Middle School
3. Bakerfield Elementary School
4. Church Creek Elementary School
5. George D. Lisby Elementary
6. Halls Cross Roads Elementary School
7. Royce-Williams Elementary School

8. Edgewood High School

9. Abingdon Elementary School
10. Edgewood Elementary School
11. Edgewood Middle School
12. Deerfield Elementary School
13. Old Post Road Elementary School

14. Patterson Mill High School

15. Patterson Mill Middle School
16. William S. James Elementary School
17. Ring Factory Elementary School

18. Havre de Grace High School

19. Havre de Grace Middle School
20. Meadowvale Elementary School
21. Havre de Grace Elementary School
22. Harford Academy

23. Harford Technical High School

24. Central Office

25. Harford Glen

26. Swan Creek

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.

MSEA Opportunities

GRANTS AND AWARDS

MINORITY RECOGNITION AWARDS: DEADLINE NOVEMBER 1

For over 20 years, MSEA's Minority Affairs Committee has honored people of color who have demonstrated leadership on public education issues and fostered increased understanding of public schools in American society. Educators across our state are going above and beyond either in their daily work or outside of school to promote racial social justice, so please take the time to submit their names for recognition. The individuals must have promoted a positive image of public education on behalf of students, parents, and educators and encouraged improvement in Maryland's public-school systems.

The award categories are: public education, leadership, politics, community involvement, and aspiring educator membership. For detailed information and the online application [click here](#)! Applications are due by 5:00 p.m. November 1, 2023

DOROTHY LLOYD WRIGHT AWARD: DEADLINE NOVEMBER 1

Take the opportunity to recognize someone in your local association who goes above and beyond. The Dorothy Lloyd Award, sponsored by the MSEA Women's Concerns Committee, is named after the longtime association director of publications. The award honors persons, groups or programs for their accomplishments in the field of girls' and women's rights. Applications for the 2024 Dorothy Lloyd Women's Rights Award are due by 5:00 p.m. November 1, 2023. For more information and to apply, [click here](#).

BLACK LIVES MATTER AT SCHOOL YEAR OF ACTION GRANTS: DEADLINE OCTOBER 25

MSEA will support the efforts by individual members or local associations for activities/events in support of the Black Lives Matter at School Year of Action by providing financial assistance through 10 total grants in the amount of \$1000 each. Please note that the grant amounts have been increased from \$500 per grant to \$1000 per grant. [Click here](#) for the application.

The application deadline is 5:00 p.m. on October 25, 2023. Applications will then be reviewed by the MSEA Minority Affairs Committee who will make recommendations to the MSEA Board of Directors for final approval at its November meeting. Please share this information with your members. For additional resources, [click here](#).

HUMAN AND CIVIL RIGHTS AWARD: DEADLINE NOVEMBER 1

The Human & Civil Rights Award, sponsored by the MSEA Human and Civil Rights Committee, will provide statewide recognition to those individuals who promote and defend human and civil rights and encourage MSEA members to replicate the awardee's courageous activities and/or demonstrated leadership in areas of human and civil rights activism. Educators across our state are going above and beyond either in their daily work or outside of school to promote and protect human and civil rights, so please take the time to submit their names for recognition. For more information and to apply, [click here](#).

MSEA Opportunities

LEADERSHIP TRAINING

MINORITY AFFAIRS COMMITTEE COHORT LEADERSHIP TRAINING PROGRAM: DEADLINE SEPTEMBER 8

MSEA needs strong leaders to help move our schools and communities to safer, more equitable, more empowered places where everyone is welcomed and respected.

The 2023-2024 Minority Affairs Committee Cohort Leadership Training Program (MLTP) is a year-long, cohort-based, professional development program that seeks to support diverse educators interested in pursuing leadership opportunities within the Association at the local, state, and national levels. Cohort members will engage in a powerful learning journey whose goal is to raise their individual and collective awareness about their ideas and competencies as leaders, build and strengthen their capacity to become transformational leaders, and catalyze them to take action and lead the movements focused on creating and sustaining equitable, inclusive, and just schools and communities as well as strengthening a professional association firmly rooted in racial and social justice. Please note the deadline for applications is earlier this year.

Deadline for application: September 8, 2023 at 11:59 p.m. For more information and to apply, please email mltp@mseane.org

WOMEN'S CONCERNS COMMITTEE COHORT LEADERSHIP TRAINING PROGRAM: DEADLINE SEPTEMBER 8

MSEA's 2023-2024 Women's Concerns Committee Cohort Leadership Training Program (WLTP) is a year-long, cohort-based, professional development program that seeks to support diverse educators interested in pursuing leadership opportunities within the Association at the local, state, and national levels. Cohort members will engage in a powerful learning journey whose goal is to raise their individual and collective awareness about their ideas and competencies as leaders, build and strengthen their capacity to become transformational leaders, and catalyze them to take action and lead the movements focused on creating and sustaining equitable, inclusive, and just schools and communities as well as strengthening a professional association firmly rooted in racial and social justice. Please note the deadline for applications is earlier this year.

Deadline for application: September 8, 2023, at 11:59 p.m. For more information and to apply, please email wltp@mseane.org.

Join one of HCEA's
Committees

Volunteers
needed

WE HAVE SOMETHING
FOR EVERYONE! FILL
OUT THE FORM HERE



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!

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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 member 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



Ask me about ACE!

American College of Education has more than 80 online degree and non-degree options designed to fit a busy schedule. Help your employees gain knowledge, skills and confidence to serve, lead and achieve.

Benefits of working with ACE:

- Reduced program tuition
- Event sponsorship
- Dedicated info sessions
- Collaboration to support employees



Scan the QR code to learn
more or email me at
morgan.meadows@ace.edu



Morgan Meadows
Partnership Engagement
Administrator





Proud supporter of the Harford County Education Association

*Because you do all you can to help them grow,
let us do all we can to help you grow, too!*

Learn about our **U Educate Member Rewards Program**,
designed exclusively for our education professionals.

We're for .

apgfcu.com/UEducate

Serving Harford County, Cecil County,
Baltimore County & Baltimore City

apgfcu
achieve. prosper. grow.®

Federally insured by NCUA
Membership eligibility applies.