

OCTOBER 2023

Official monthly newsletter of Harford County Education Association

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ccrawford-smick@mseanea.org

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From the President:



Colleagues,

October is upon us! Our annual Maize Quest Event is coming up on Saturday, October 14. I hope to see many of you there.

As I mentioned last month, full contract negotiations will begin in early December. Our dedicated bargaining teams are already working hard to prepare for what we believe may be a challenging negotiation season. 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. **USE YOUR VOICE!** Links to the survey are below:

[Bargaining Survey for the Certificated Unit](#)

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

I am incredibly proud of our growth during my tenure as HCEA President. At the 2023 Member Organization Workshop, HCEA was awarded two major awards. We won the highest market share increase award for the THIRD year. Our Organizing plan received first place for the SECOND consecutive year. HCEA is an organization that our members are proud to be a part of, and it shows that our recruitment efforts continue to be solid. We still have much work ahead of us, but I truly appreciate those of you who have been a part of the change; this is a team effort.

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. Our FALL recruitment incentive is in full swing. You will receive an incentive for EACH member you recruit from now until October 31, 2023. To learn more, check out [page 13](#).

In Solidarity,





ESP Perspectives

Cindy Poper, ESP Vice President
Bel Air Middle School

Happy Fall!

While summer weather is still trying to hang on, it is nice to see all the fall decorations and celebrations, like Homecoming, happening around our schools.

It has come to my attention, due to staff shortages in some buildings, that many people are not taking their contractually obligated breaks. While I know that many of us feel obligated to fill in the gaps, it doesn't do anyone, not us or our students, any good if we don't take a minute to walk away and recenter ourselves. If you are having difficulties getting your breaks (2 15-minute breaks and a duty-free lunch), please let us know. We will be happy to work with you and your supervisor and/or school administration to remedy the situation. It is important that we are doing what we need to take care of ourselves as well as our students.

The ESP Negotiations team has kicked off its work for the negotiation of our contract this year. We are still determining our priorities and are still looking for your input in this area. Please take a minute to complete the bargaining survey linked below with any ideas, suggestions, or priorities that you think we should pursue at the bargaining table. As things progress, we will forward more information. [ESP Bargaining Survey](#).

Many of us will be heading to Ocean City in a few weeks to participate in the MSEA Representative Assembly and to attend the many workshops and professional development sessions that are available. MSEA and NEA offer many workshops and events to enhance our professional development, contact your building representative or the HCEA office if you would like more information on things being offered.

Take time to enjoy the season.

Cindy

Member Benefit for Education Support Professionals Only

HCEA was awarded a Great Public Schools Grant from NEA to support career advancement for Education Support Professionals. We have launched a members-only scholarship program. Details are below:

Scholarship Guidelines

ESP Tuition Scholarship Program 2023-2024

ESP Scholarship

ESP Scholarship 2023-2024

Education support professionals (ESPs) are organizing to build presence, strength, and power in a campaign focused on a bill of rights that defines the issues long nagging these dedicated employees and now threatening not only the recruitment of new employees but the retention of dedicated veteran employees.

“We want to build our strength at the bargaining table, and that starts with building power and purpose in every county.”
 – STACY TAYMAN, CO-CHAIR
 ESP ORGANIZING COMMITTEE

HAVE YOU ENDORSED THE ESP BILL OF RIGHTS?
 Contact Will Suggs for more information at wsuggs@mseanea.org

SCHOOL SUPPORT STAFF

Join the fight for a **living wage, fairness, and respect!**

JOIN US! YOUR VOICE MATTERS
 Attend a special ESP event at Abingdon Public Library from 4:30-6:00 pm on October 11th and lend your voice to the ESP Bill of Rights.

RSVP [HERE](#) or with the QR code below.



STAND UP FOR YOUR RIGHTS! School support staff deserve an Education Support Professionals (ESP) Bill of Rights that protects your rights and recognizes the contributions you make to public education.

WHY DO ESP NEED A BILL OF RIGHTS? The ESP Bill of Rights will define our fight for the rights and respect you and all ESP deserve as essential employees. Expectations like:

- ✓ A Living Wage
- ✓ Adequate Staffing
- ✓ Workplace Safety
- ✓ Benefits and Healthcare
- ✓ Respect on the Job
- ✓ A Secure Pension

MSEA Member Organizing Workshop and HCEA Membership Goals

At MSEA's Member Organizing Workshop, HCEA was proud to take home TWO awards: Greatest Market Share Increase (Certificated), and 1st Place of Outstanding Membership Plan. Last year, our certificated membership grew by 5.9%, our ESP membership grew by 3.1%, and we continue to grow. We look forward to growing even more and reaching our next goals.

As members, we think it's important for you to know what our goals are so you can help your union surpass them.

This year, HCEA has set a number of goals to achieve:

- 1.. Increase membership by at least 2% in both the certificated and ESP units
2. All buildings will have at least 1 building rep.
3. All buildings will reach at least 60% membership in the certificated unit.



We plan to celebrate our growth at the end of the year with awards for our buildings with the largest membership growth and the highest number of volunteers attending HCEA events. If you're a building rep, you should have your member and potential member lists so you can start working on winning your award. And if you'd like to help build membership at your school, reach out to your UD. Will and Liz are here to help!

Buildings Without HCEA Reps

Bakerfield Elementary

Darlington Elementary

Norrisville Elementary

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.

Building Rep Best Practices

Starting Out As a New Rep

Tips for Recruiting Members

- Map out where you have members in the building and where you have membership holes. Sometimes, a potential member might be more inclined to join if their friend or teammate next door has a good word to say about HCEA.
- Don't be afraid to tell people about success stories such as the contracts we've negotiated or stories of when you needed HCEA's help
- Have membership materials available including how much dues is for the year and per paycheck
- Ask your colleagues why they aren't a member; you may have information that will help them make a different decision
- When you are talking with a potential member or member, be sure to listen actively.
- Invite potential members to an HCEA event. Sometimes, all it takes for people to join is for people to see how much fun we have supporting each other.

Making a Name for Yourself

Your first job as a building rep is letting people know you're there to support them.

It's best to introduce yourself as a building rep in person, such as at the end of a staff meeting, so folks can put a friendly face to your name. Another option is to walk around the building delivering HCEA materials to members. or to just "check-in" on how your colleagues are doing.

It's also a good idea to post your information on the HCEA bulletin board in the faculty room. Tell people where your room is and how you'd like them to contact you (email, in person in your room...)

Reminders

- Don't try to visit each member on the same day. Set a goal to see a few members a week or to visit a wing of the building a week.
- Timing is important! Don't try to visit colleagues for recruiting or to talk about important union issues when grades are due. Everyone will be too stressed out to really talk.



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 the committee at their booth to create your own flag tote and rainbow bookmarks! We'll be at Booth F in the middle of the festival from 2-6pm.

We will talk to folks about how to be allies to our LGBTQ students.



Harford County Education Association

**JOIN THE LGBTQ COMMITTEE
AT UPPER CHESAPEAKE BAY
PRIDE FESTIVAL!**

Saturday, October 7

Attention Elementary School Educators: Reduced Meetings

HCPS Executive leadership has confirmed that all elementary school principals are expected to reduce staff meetings so educators have more time to plan.

This means no school should have weekly staff meetings. If your principal is still holding weekly meetings, please let your UD know right away so we can get it fixed.



JOIN *the* **MEMBERSHIP COMMITTEE**

The membership committee is looking for new members to join them!

The membership committee is in charge of planning socials, training events, recruiting members, and any awards programs within HCEA.

Would you like to get more involved? Come to the next Membership Committee meeting on Tuesday, October 10 from 4:45-6:00. [RSVP here.](#)



BE PART OF IT

Join **HCEA** on our Annual...

Harford County Education Association

Don't miss out on the fun
reserve your seat today!!



Ticket Prices:

\$55.00
Per Person

**** Tickets may only be purchased by HCEA members. ****

Bus Schedule

Date: Saturday, 12-2-2023

Departure Time: 7 a.m.

Departure Location: Bel Air HS

Arrival Location: Time Square

Leaving Time Square: 7 p.m.

Returning Bel Air HS: 11 p.m.

NYC Big Apple Adventure™

...

Let us do the driving. All you need to do is plan your day of adventure. Whether you decide to shop, sightsee, or experience a show this trip will be one you will never forget.

...

Buses will depart Bel Air HS and drop everyone off at Times Square. Return location will be the same as drop off. Please be on time.

**LIMITED SEATS AVAILABLE
FIRST COME, FIRST SERVE.**

**SEATS ARE NOT GUARANTEED UNTIL
PAYMENT IS RECEIVED**

Please bring your DVDs for the bus

[Click here to make your reservation today!!!](#)

HCEA and MSEA Elections

HCEA Elections:

The nominations period will open on 10/26/23. Electronic nominations will close at 3:30 p.m. on November 16, 2023. Final nominations will be taken from the floor of the RA meeting on 11/16/23. The election will take place from 1/30/23 – 2/17/23. The nomination form will be sent out electronically. Please use that form to nominate yourself or someone else.

- Middle School Director (certificated)- 1 position, 3-year term
- General At-Large Director (certificated)- 2 positions, 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 17 at 5 pm

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

- MSEA President (1) 3-year term
- MSEA Vice President (1) 3-year term
- MSEA At-large Director (2) 3-year term
- MSEA Regional Director (region 4 and region 6) 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 NEA DELEGATE)



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VIRTUAL EVENT

October 17 | 7 pm ET

Scan the QR code or click the arrow to register. If you cannot attend live, please register and a recording will be sent after the event.



Morgan Meadows
morgan.meadows@ace.edu
Partner Engagement
Administrator



Register Now →

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 our book study
- Support each other!

Tuesday,
October 10
4:45-6:00
HCEA office

[RSVP here!](#)



Early Career Educators Conference

REGISTRATION DEADLINE OCTOBER 20

Educators, students, and our school communities are facing years of recovery. New educators are recovering from the chaos and uncertainty of the pandemic, a shaky reality defining their early professional years. At the same time, their students and families look to them for guidance.

This year's conference is rooted in the foundations needed for education recovery. Speakers, workshops, and every member session is focused on the union and professional skills educators need to lift themselves and lead their students.

Breakouts (three per attendee) include classroom management, introductions to trauma-informed/restorative practices, MSEA's Praxis Prep for conditionally certified teachers, and teachers looking to the future - a session on National Board Certification.

Come for the learning, leave with friends, and a foundation for recovery for you and your students.

Audience: MSEA members with six years or less in the profession.

Date: October 28, 2023

Where: The Maritime Institute, 692 Maritime Blvd, Linthicum Heights, MD 21090

Times: 10:00 a.m. – 3:00 p.m. **CONTACT CHRYSTIE AT CCRAWFORD-SMICK@MSEANEA.ORG TO BE**

[Click here](#) to register.

APPROVED FOR MILEAGE/TOLL REIMBURSEMENT

Upcoming MSEA Opportunities

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.

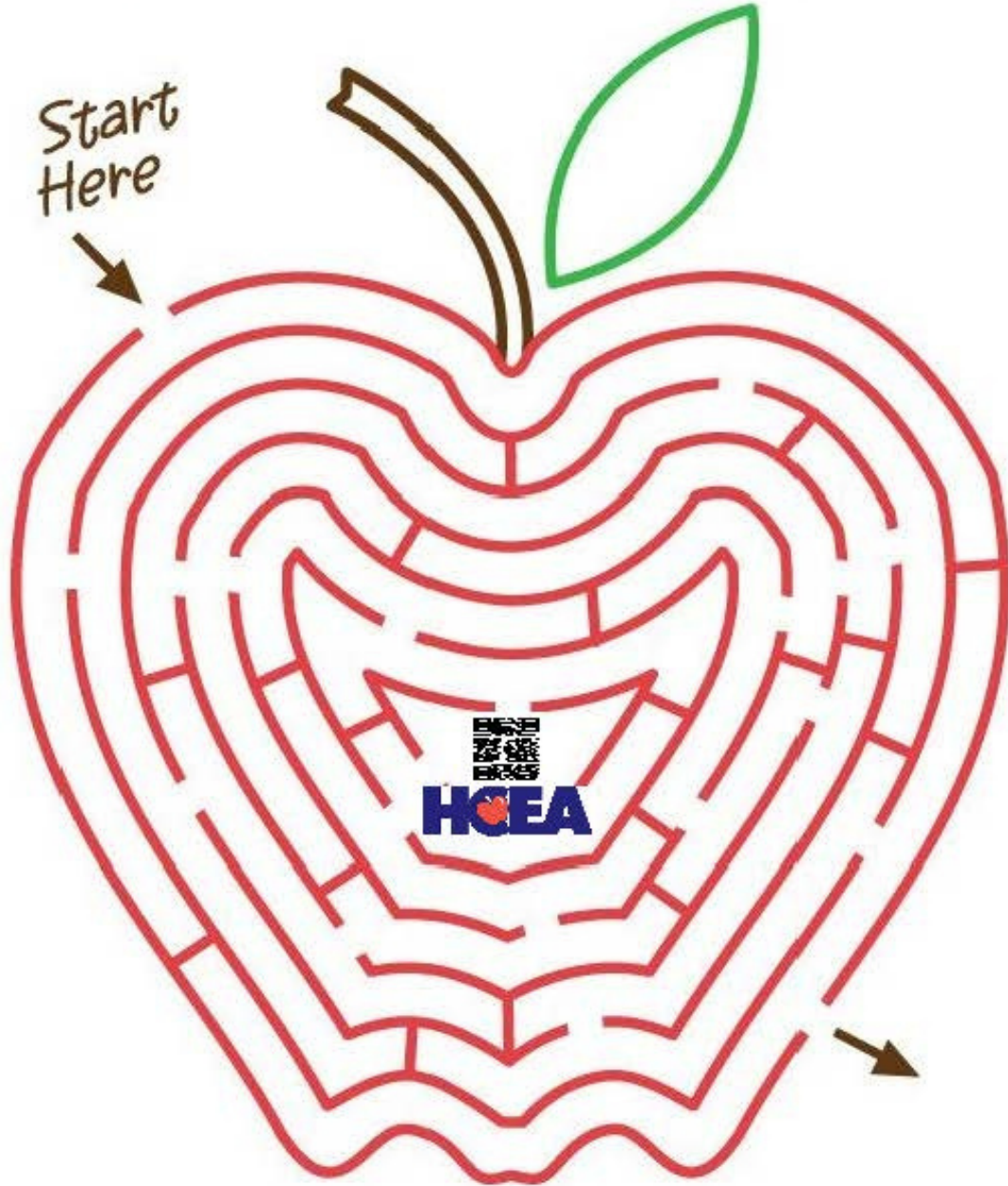
The application deadline is 5:00 p.m. on October 25, 2023. Applications will then be reviewed by the MSEA Minority Affairs Committee who will make recommendations to the MSEA Board of Directors for final approval at its November meeting. Please share this information with your members. For additional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

HCEA's 3rd Annual **LOST AND FOUND**

FEELING A LITTLE LOST? FIND
YOUR PLACE WITH US!



GET LOST IN A CORN MAZE AND
FIND A SUPPORTIVE GROUP

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](#)



MSEA and HarfordCEA Restorative Practices PD Day

Join MSEA and the Harford County Education Association for real world, practical professional development on Restorative Practices. Funded by a Great Public Schools grant from the National Education Association, MSEA has partnered with Harford County Educators to develop content that is deep, meaningful and useful in practice- not just in theory. We know because it was designed by your colleagues, folks who work with our students every day. Our sessions are real and designed to be job-specific. They also lead the way in the most current thought in Restorative Practices.

Do you want to know what RP is and isn't? We have a session for that. Do you want to know how to go beyond the behavior-based circle to use RP to build a community of learners? We have a session for that. Do you want to know more about the indigenous roots of RP? Guess what? We have a session for that!

So come and join us and learn more! The day is free and open to all MSEA members with a focus on Harford County and surrounding locals. Lunch and snacks will be provided and there will be door prizes!

SATURDAY, NOV. 18, 2023

10 a.m. - 4:00 pm

Towson University North
East Campus (TUNE)

510 Thomas Run Road, Bel Air MD

DOOR PRIZES

Lunch and snacks provided

RSVP HERE



Questions?

Evan @ ewest@mseanea.org

or

Liz at ejones@mseanea.org



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>

HCEA

Harford County Education Association

[#StrongerTogether]

Meet the HCEA UniServ Directors

HCEA has two UniServ Directors to assist members. A UniServ Director (UD) is the professional staff that supports the union and members through negotiations, contract enforcement, and member representation. UD's are also responsible for using their expertise to build the union's organizational capacity through professional development, leadership trainings, public relations, and organizing political events and actions.

If an incident occurs that threatens your certification, reputation, or your livelihood as an educator, your UD is your first line of defense. They are there to provide you advice and assistance.

Will Suggs



What causes are you passionate about?

Oof. It's a long list but economic justice for those that must work to live is at the top.

Who or what inspires you in your work?

Our members. It constantly inspires me to see people with so much on their plates already who find time for solidarity in their lives.

What is on your bucket list?

Traveling across the trans-Siberian railroad (currently delayed)

How do you like to spend your free time?

Exercising and playing table-top roleplaying games with my friends

What are the most important qualities in a leader?

Having followers! The ability to motivate others to take action defines leadership and we always need more leaders in the labor movement.

What's the best career advice you received?

Don't go to law school. (Oops.)

What did teachers used to say about you on your report card—and is it still true?

Mr. Moran in 10th-grade English gave me bad marks for "stirring the S-word." And it's still true! I have made "stirring the S-word" into a career.

What book changed your life?

No Logo by Naomi Klein

Liz Jones



What do you love about your job?

I get to help people recognize and find their power every day.

What causes are you passionate about?

Teaching about trauma-informed practices and restorative practices. Learning how trauma impacts the brain has changed how I parent and interact with others.

What is on your bucket list?

Camping in the Great Smokey Mountains during the Synchronized Firefly event.

How do you like to spend your free time?

I love watching all the creatures in my yard, from bees and pollinators to my kids and dog Wrecks, who share my little plot of land with me.

What are the most important qualities in a leader?

Being a good listener. Often folks who call themselves leaders don't stop to hear what folks are telling them.

What is the best advice you have received?

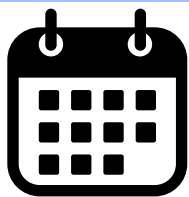
Be kind to yourself. Forgive yourself for mistakes you made.

What did teachers used to say about you on your report card—and is it still true?

"She's a talker and won't stop talking no matter where her best friend is moved". Still true- met my bestie at Edgewood Middle School and we've haven't stopped talking for over 30 years.

What book changed your life?

Fahrenheit 451 by Ray Bradbury



URGENT:



HCPS Academic Calendar Concerns

The HCPS calendar is under attack by Board Members who are not focused on educators' needs, our students' needs, or academic achievement.

[CLICK HERE TO REVIEW THE PROPOSED CALENDAR](#)

- **Planning time is in jeopardy.** Reducing early dismissal days is very problematic for everyone, especially elementary educators.
- Major changes to breaks and recognized holidays (i.e., PD attached to winter break and removal of Yom Kippur and Rosh Hashanah)
- Pre-service reduction. Will HCPS provide all three days for set up? If not, that will force educators to come in and prepare for the school year on their own time (UNPAID).
- The calendar should focus on what is best for academics. That is the primary purpose of public education. Seat time before assessments matters!

We need all educators to use their voices and tell the Board what they need. Here's how:

- First, complete the calendar survey. Select your preference WITH CHANGES to have the opportunity to provide more detailed feedback. [CLICK HERE TO ACCESS THE SURVEY](#)
- Second, EMAIL THE BOARD and tell them what is best based on your experiences as an educator. [CLICK HERE TO EMAIL THE BOARD OF EDUCATION](#)

We must stay engaged. **Encourage others to participate and consider speaking during public comment. Educators are the experts in public education.** The Board should focus on the real issues in our schools; the calendar isn't one of them.

UPCOMING EVENTS

October 7: Upper Chesapeake Pride Festival

October 10: Membership and LGBTQ Committee meetings

October 11: HCEA Board of Directors meeting

October 14: HCEA Maize Quest event

October 19: MSEA Representative Assembly and Convention

October 26: HCEA Representative Assembly

October 28: MSEA Early Career Educator Conference



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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 U.

apgfcu.com/UEducate

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Membership eligibility applies.



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

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

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



HCEA School Split 2023-2024

Will Suggs

wsuggs@mseanea.org

240-653-7638

- 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

Liz Jones

ejones@mseanea.org

410-353-9692

- 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. Roye-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.

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



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[VIEW BENEFITS](#)

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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HCEA SPONSORED LONG-TERM CARE INSURANCE

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- ✓ Providing members with peace-of-mind.

For a no obligation consult and quote,

Contact: Michael Markowitz - 410-455-0680

Mike.Markowitz@acsiapartners.com

