

APRIL/MAY 2024

Official monthly newsletter of Harford County Education Association

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From the President:



Colleagues,

County Executive Cassilly promised a 5% funding increase, and he has chosen to flat fund instead. Thank you to the hundreds of HCEA members who have been sending emails and letters to the County Executive and County Council.

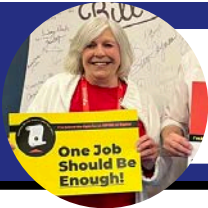
You are making a difference! The County Council is listening and many of them have been in contact with me to ask questions and discuss potential options. In addition, all members of the County Council except Jim Reilly have been willing to sit down representation of all HCPS employee unions. They are referencing examples from your advocacy, so that's means they are reading your emails and letters.

There is still time to make a difference. We cannot give up. Please use [THESE TEMPLATES](#) or draft your own email to contact the county council using the email addresses below:

- Pat Vincenti, Council President:
pvincenti@harfordcountycouncil.com
- Dion Guthrie, District A: dfguthrie@harfordcountycouncil.com
- Aaron Penman, District B: adpenman@harfordcountycouncil.com
- Tony Giangjordano, District C:
tgiangiordano@harfordcountycouncil.com
- James Reilly, District D: jreilly@harfordcountycouncil.com
- Jessica Boyle-Tsottles, District E:
jbtstottles@harfordcountycouncil.com
- Jacob Bennett, District F: jdbennett@harfordcountycouncil.com

Thank you for your advocacy!

In solidarity,



ESP Perspectives

Cindy Poper, ESP Vice President
 Bel Air Middle School

Happy Educator Appreciation Week!

At the end of March, I had the privilege of presenting how the Maryland ESP Bill of Rights was developed and where we are today, at the NEA ESP Conference. NEA has adopted the ESP Bill of Rights and launched a nationwide campaign at that event. NEA President Becky Pringle is committed to raising up ESPs and working to ensure that all ESPs earn a living wage and get all the things in the Bill of Rights. Her message regularly includes the phrase “we deserve all the things, and we want all the things!”

While national attention and a national campaign is wonderful, and it will certainly help us get “all the things,” here at home we are again facing the severe underfunding of our schools. We all know what this means. Our jobs will get harder and harder. All educators will be working to overcome the deficits that underfunding will be bringing to our schools. As I have said before, elections matter.

Tomorrow and May 13th, the County Council will be having budget hearings. Make no mistake, the County Council is on our side. We need their help again this year to influence the County Executive to keep his promise to HCPS. If you can, please try to attend one of these meetings. We need to use our educator voices to support our students and our schools.

Our year is quickly coming to an end. Hang in there – summer is just around the corner.



Proud supporter of Harford County Educators and Support Staff

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

We're for U.
apgfcu.com/UEducate

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

Federally insured by NCUA
 Membership eligibility applies.

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

Thursday, June 6, 2024 | 2 pm
 Register in advance for this meeting at the link below or scan the QR code:
<https://tinyurl.com/2nc9cbwa>



After registering, you will receive a confirmation email containing information about joining the meeting.



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.

Spread the word about the budget fight, reps! In the pages below, we have documents to help educate our members on the truth about the budget. Ask members and colleagues to **Speak Out** about the budget crisis at the County Council's Budget Hearings on May 8th or May 13th and/or send emails to council members using our [templates](#). You can get their email addresses [here](#). Please make sure everyone in your building is aware and up to date with the budget crisis. We're working with the 3 other unions representing HCPS employees because we know we are **STRONGER TOGETHER!**

SPEAK OUT

Speak at BOE our Council Meetings. Write a letter to the editor. Tell folks what resources and programs are important to you and your school. We need to continue advocating for services and programs and what we don't want cut next year and the year after.

If you don't know how to start, some of our members have used AI to get the format down and then add in your personal examples.

TIPS FOR PUBLIC SPEAKING

This is your opportunity to share your voice. Your speech doesn't have to be long. It's totally okay to just give a 30-45 second speech.

1. Introduce yourself, where your work, and what you do for HCPS.
2. Tell YOUR story. Give examples of how the budget crisis impacts your position and students.
3. Tell them what they can do to help

WHAT YOU CAN DO TO FIGHT THE BUDGET CRISIS

EMAIL THE COUNTY COUNCIL

[Email council members.](#)

Thank them for their advocacy last year in getting an additional \$10 million added to the budget. We need the same support this year. Ask them to continue advocating for Bob Cassilly to amend his budget for the school system. Feel free to use one of our [templates](#).

ATTEND COUNCIL BUDGET HEARINGS

Advocate for the council to amend the budget either May 8 or May 13th. RSVP with the QR code below.



JOIN US!

EDUCATORS: SPEAK YOUR MIND



ASK THE COUNCIL TO ONCE AGAIN SUPPORT HCPS AND TO PUSH BOB CASSILLY TO AMEND HIS BUDGET. TELL THE COUNTY COUNCIL HOW THE BUDGET CRISIS IMPACTS YOUR JOB AND STUDENTS. WEAR **BLACK OR AN HCEA SHIRT** IN SOLIDARITY!

COUNCIL BUDGET HEARINGS

WEDNESDAY, MAY 8

MONDAY, MAY 13

7:00 PM

212 S. Bond St, Bel Air, MD 21014

YOU ARE THE TRAINED AND EXPERIENCED EXPERTS IN EDUCATION. YOUR VOICE AND EXPERTISE ARE ESSENTIAL TESTIMONY REGARDING THE NEEDS OF THE DISTRICT.



Harford County Education Association

RSVP HERE



HCPS BUDGET FACTS



HCPS'S

\$354.9 million

request for next year(FY 2025) is just to maintain the status-quo of the school district. It does not include new programs or resources

Bob Cassilly is THE ONLY County Executive in Harford's history to fund the school system less than the previous year (see FY 2023 and FY 2024 on the back of this page)

In less than 2 years, Bob Cassilly has underfunded HCPS by

\$71.99
million dollars!



MAINTENANCE OF EFFORT OR FLAT FUNDING

or "fully funded at legal requirement" is NOT "fully funded". All of these terms are synonymous for UNDERFUNDING the school system and all mean cuts to budgets and programs.

FUND BALANCE

Even if HCPS uses ALL of it's fund balance to fund next year, the district would need to ask for even more money to maintain status-quo next year.

PLEASE SEE THE
CHART ON THE
BACK SHOWING
SCHOOL FUNDING
SINCE 2012.

**WHAT THE BOARD OF
ED ASKED THE
COUNTY EXECUTIVE
FOR THAT YEAR**

**THE AMOUNT HCPS
WAS UNDERFUNDED
THAT YEAR**



**Unrestricted Funds
Revenue from County Sources
FY 2012 - FY 2025**

Fiscal Year	BOE Proposed Local Revenue Request	Actual Local Revenue Received	Difference
2012	\$237,064,636	\$217,782,344	(\$19,282,292)
2013	\$238,460,980	\$219,821,368	(\$18,639,612)
2014	\$241,010,440	\$221,300,729	(\$19,709,711)
2015	\$253,290,949	\$223,667,302	(\$29,623,647)
2016	\$252,548,526	\$228,208,971	(\$24,339,555)
2017	\$255,845,115	\$233,534,504	(\$22,310,611)
2018	\$251,603,673	\$238,715,645	(\$12,888,028)
2019	\$263,671,826	\$245,815,645	(\$17,856,181)
2020	\$260,815,645	\$256,465,645	(\$4,350,000)
2021	\$276,927,778	\$276,927,778	\$0
2022	\$293,812,984	\$293,812,984	\$0
2023	\$324,237,657	\$324,237,657	\$0
2024	\$346,783,834	\$314,852,402	(\$31,931,432)
2025	\$354,913,621	\$314,852,402	(\$40,061,219)

Total Amount Underfunded Since 2012	(\$240,992,288)
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Total Amount Underfunded by Bob Cassilly in less than 2 years: \$71,992,651
--

**WHAT WOULD HARFORD SCHOOLS LOOK LIKE WITH
THE \$240.9 MILLION THEY WERE UNDERFUNDED
SINCE 2012?**

**WHAT RESOURCES ARE WE MISSING DUE TO THIS
LEVEL OF UNDERFUNDING?**

CERTIFICATED TENTATIVE AGREEMENT HIGHLIGHTS

3 YEAR DEAL

Starting July 1, 2024: Step to all eligible and 1.5% COLA
Half way through next school year: Another 1% COLA



BENEFITS PROTECTED FOR THE NEXT 3 YEARS

BACK TO SCHOOL NIGHT



TEACHERS WILL ATTEND **ONLY ONE** BACK TO SCHOOL EVENT (EITHER SNEAK-A-PEAK OR BACK TO SCHOOL NIGHT

PLANNING

FOR ELEMENTARY EDUCATORS

SPECIAL EDUCATORS

SPECIAL EDUCATORS WILL GET AN ADDITIONAL 60 **NON-CONSECUTIVE** MINUTES FOR PAPERWORK

EARLY DISMISSAL DAYS

ELEMENTARY EDUCATORS WILL GET 90 CONSECUTIVE MINUES OF PLANNING ON EARLY DISMISSAL DAYS

PARENT- TEACHER CONFERENCES

5

Educators will have 5 hours during duty day to conduct parent conferences

6

Maximum number of hours after duty day for parent-teacher conferences

ELEMENTARY TEACHERS AND SPECIAL EDUCATORS

AT LEAST ONE ADDITIONAL 45 MINUTE PERIOD FOR PLANNING PER MONTH

CLASS CHANGES

ANY GRADE LEVEL OR ELEMENTARY EDUCATOR CHANGES GRADES AFTER START OF SCHOOL YEAR GETS 1 DAY TO PLAN

CERTIFICATED HIGHLIGHTS CONT.

ASSOCIATION RIGHTS

INCREASED ACCESS TO BUILDINGS

NO LIMITATIONS ON PRESIDENT'S
LEAVE OF ABSENCE TO SERVE
OFFICE

NO RETALIATION FOR TAKING PART
IN A GRIEVANCE AT INFORMAL
LEVEL OR FOR PARTICIPATING IN
FACULTY ADVISORY COUNCIL (FAC)

USE OF MAILBOXES, EMAIL, AND
COURIER FOR HCEA MATERIALS AND
NEWSLETTER

LEAVE

PERSONAL

USE UP TO **5** DAYS

BEREAVEMENT

CAN USE **2** DAYS UP
TO 6 MONTHS LATER
FOR SERVICES

LEAVE
DEDUCTIONS

TAKE UP TO **1** HOUR
IF COVERAGE NOT
NEEDED/ARRANGED

MISCELLANEOUS

HARFORD GLEN

INCREASED STIPEND
FOR NIGHT VISITS TO
\$250

NEW HIRES

NEW HIRES WILL BE
PAID \$150/DAY FOR
MANDATORY NEW
HIRE ORIENTATION

NON-CLASSROOM BASED

THOSE WITH NIGHT AND
WEEKEND EVENTS MAY
REQUEST CHANGE IN
START AND END TIME

Voting for ratification will begin Friday

ESP TENTATIVE AGREEMENT HIGHLIGHTS

2 YEAR DEAL

Starting July 1, 2024: Step to all eligible and 1.5% COLA
Half way through next school year: Another 1% COLA



**SALARY SCALE FOR
INCLUSION HELPERS
INCREASE BY 7%**



**STEP, ME TOO
COLA +
2 LANG. ITEMS**

BENEFITS PROTECTED FOR THE NEXT 2 YEARS

PROFESSIONAL CERTS AND PROMOTIONS

- BETTER PROMOTION LANGUAGE FOR CLERICAL STAFF
- PARAS WITH CDA CERT PLACED ON THE AA LANE

EMPLOYEE RIGHTS

ASSOCIATION REPRESENTATION MUST BE OFFERED FOR POTENTIAL DISCIPLINE

EXPANDED JUST CAUSE PROTECTION

OPPORTUNITY TO ATTEND STAFF MEETINGS

ADDITIONAL OPTIONS FOR PROVIDING OR MAKING UP BREAKS

PROFESSIONAL DEVELOPMENT

CONFERENCES

SUPPORT PROFESSIONALS CAN ATTEND CONFERENCES RELATED TO POSITION WITH SUPERVISOR APPROVAL

PROF. DEV. COMMITTEE

MOU EXTENDED TO GIVE SUPPORT PROFESSIONALS A VOICE IN DEVELOPING PD

PLANNING DURING EARLY DISMISSAL

INSTRUCTIONAL SUPPORT EMPLOYEES WILL HAVE 50 MIN OF PLANNING ON EARLY DISMISSAL DAYS

MSEA CONVENTION

ATTENDING CONVENTION WILL BE CONSIDERED PD AND WILL NOT COUNT AGAINST LEAVE

ESP HIGHLIGHTS CONT.

ASSOCIATION RIGHTS

INCREASED ACCESS TO BUILDINGS

FEWER LIMITATIONS ON USE OF UNION BUSINESS LEAVE

NO RETALIATION FOR TAKING PART IN A GRIEVANCE AT INFORMAL LEVEL OR FOR PARTICIPATING IN FACULTY ADVISORY COUNCIL (FAC)

USE OF MAILBOXES, EMAIL, AND COURIER FOR HCEA MATERIALS AND NEWSLETTER

LEAVE

PERSONAL USE UP TO **5** DAYS

BEREAVEMENT CAN USE **2** DAYS UP TO 6 MONTHS LATER FOR SERVICES

LEAVE DEDUCTIONS TAKE UP TO **1** HOUR IF COVERAGE NOT NEEDED/ARRANGED

MISCELLANEOUS

SUBSTITUTE PAY

INCREASED COMPENSATION FOR SERVING AS A SUBSTITUTE

FACULTY ADVISORY COUNCIL

SUPPORT PROFESSIONALS NOW INCLUDED IN FAC OPPORTUNITY

JUNETEENTH

JUNETEENTH IS A PAID HOLIDAY FOR 12 MONTH SUPPORT STAFF

RATIFICATION VOTING WILL BEGIN FRIDAY

TEACHER APPRECIATION NIGHT!

Friday, May 10th @ 7:05pm



VS



The Aberdeen IronBirds are happy to invite you to Teacher Appreciation night on Friday, May 10th as they take on the Hudson Valley Renegades!

Use the following promo codes for:

HCEA24 → one (1) free complimentary Upper Bowl
Seat for HCEA faculty & staff

TEACH24 → \$5 Off Upper Bowl Seat HCEA

To redeem, please visit

<https://www.milb.com/aberdeen/tickets/single-game-tickets>

Promo codes may be applied during the checkout process

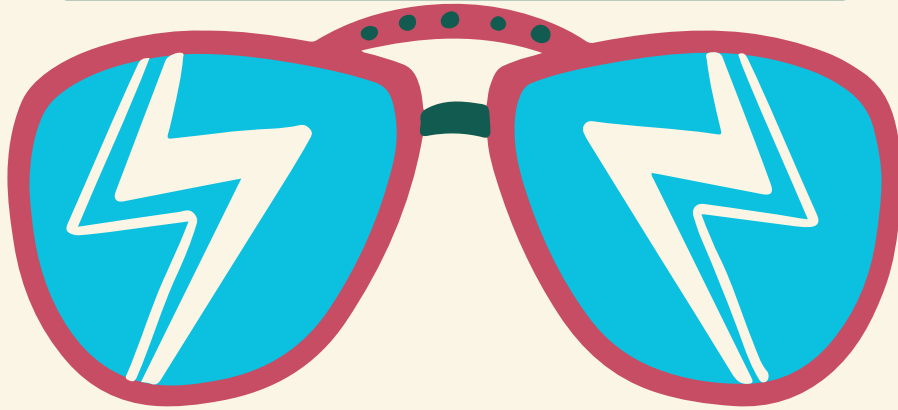
410-297-9292



Welcome Summer

YOU MADE IT!
LET'S PARTY!

FRIDAY, JUNE 7TH, 4:00 PM
HOPKINS BREWERY



COME ENJOY SOME DELICIOUS
BEVERAGES, SNACKS, AND RAFFLE
PRIZES!

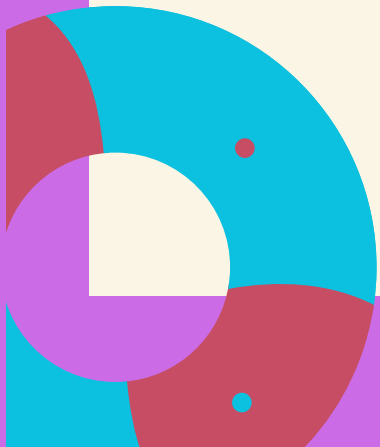
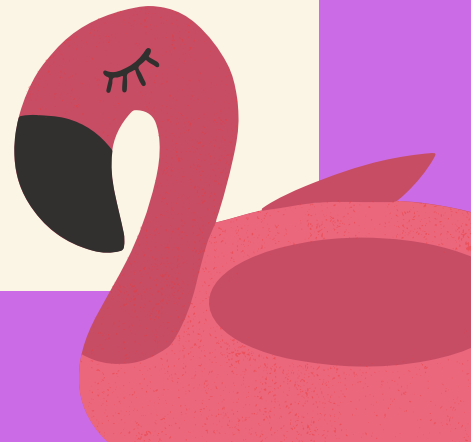
HOPKINS BREWERY
3833 RIDER LANE, HAVRE DE GRACE

RSVP
HERE



HCEA

Harford County Education Association



UPCOMING EVENTS

May 8: County Council Budget Hearing

May 10: HCEA Night at Iron Birds Stadium

May 13: County Council Budget Hearing

May 16: Representative Assembly

June 7: HCEA End of Year Celebration

June 12: Last day for staff!

August 23: HCEA Back to School Picnic

Thank You Educators

Enter to win a \$25 gift card →



Summer Employment For Faculty

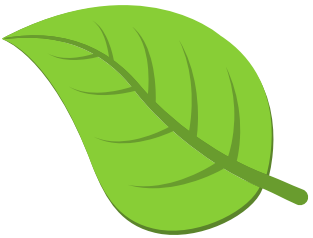
Now Hiring:
Area Supervisors,
Pool Managers,
FT/PT Lifeguards
(Swimming Skills Required)



Contact David Watts at
dwatts@drdpools.com

SAVE THE DATE!

Picnic
in the
Park



FRIDAY, AUGUST 23
Flying Point Park, Edgewood, MD



JOIN HCEA FOR OUR ANNUAL BACK-TO-SCHOOL EVENT

Start the year off right with one more day of
your toes in the sand and near the water making
some memories with your HCEA union family!

FOOD ♦ DRINKS ♦ SAND ♦ VOLLEYBALL ♦ PLAYGROUND
♦ HORSESHOES ♦



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

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

Larry Ginsburg: 240-653-7638
LGinsburg@mseanea.org



HCEA School Split 2023-2024

Liz Jones
ejones@mseanea.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. 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



Federally Insured by NCUA



HCEA MEMBERS: Protect Yourself!

IF YOU ARE INJURED AT WORK:

1. Report it to your supervisor
2. Document the injury completely
3. Seek medical attention from the doctor of your choice
4. Call us at (410) 769-5400 to discuss your legal rights!

Solely reporting the accident to the county **WILL NOT** protect your rights!

Protect your rights by filing a workers' compensation claim with the State of Maryland.

Contact us today at (410) 769-5400 to protect your rights!



BERMAN | SOBIN | GROSS
FELDMAN & DARBY LLP
Attorneys at Law

www.bermandarby.com

HCEA SPONSORED LONG-TERM CARE INSURANCE

- ✓ Offering **long-term care insurance** to HCEA members and their families.
- ✓ Helping members protect their hard-earned assets.
- ✓ Giving members a way to remain in control of their healthcare choices.
- ✓ Providing members with peace-of-mind.

For a no obligation consult and quote,

Contact: Michael Markowitz - 410-455-0680

Mike.Markowitz@acsiapartners.com

