

JUNE 2025

Official newsletter of Harford County Education Association

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From the President:



Colleagues,

We have finally reached the end of the 2024-25 school year. Regardless of your job title and role in HCPS, every single one of us are exhausted by this point each year.

This entire school year has been a wild ride of emotions, so the end of the year should not be different. Some of us are heading into the summer ready to relax, but many of our colleagues are still uncertain about their placement for next year. Many are taking on new roles at new schools and are feeling both anxious and excited about what is to come, while others have decided that it is time to close this chapter of their professional journey and they are resigning or retiring. Regardless of where you are going and what your life will look like in August, I truly hope you take some time this summer to rest and recover. This isn't an easy profession, rest is essential.

This year we stood together against an unjust budget cycle, and made our voices heard. While HCPS, like every other school district in the country is imperfect, they deserve so much better than what our local government is providing. Our budget fight is not over; we will continue to use our voice to hold elected officials and Board members accountable. While we slow down a little this summer, we must stay vigilant. HCEA will continue to keep you updated on policy changes, budget conversations and anything else that will impact our profession and our students. It is not about the people in power; it is about the power of the people.

We will continue to do great things on behalf of everyone in our bargaining units and the students of HCPS. I hope you have a wonderful summer.



Contract Spotlight

Did you know the certificated contract GUARANTEES you time in the classroom in the beginning of the year? Check out Article 8.1:

Work Year. Teachers may be scheduled to be in attendance for a maximum of 190 days. When the school calendar includes three (3) or more in-service days prior to the start of the school year, one (1) full day will be designated by the Superintendent for teachers to work at their assigned work sites, performing professional educational tasks as they deem appropriate.

Are you an ESP? The beginning of your school year starts at the same time as your certificated colleagues, unless you're clerical staff. Article 6 provides the details:

6.1 Ten (10) Month Employees – Duty Year

(a) The duty year shall be the same as identified in the school calendar for other instructional personnel not to exceed 190 days.

(b) As a general rule, the beginning date in any one fiscal year will be on or before the first day scheduled for new certificated staff... The specific beginning and ending date is established by the principal, provided the duty days are within the fiscal year.

If you're a twelve month employee, you probably already know this doesn't apply to you. Check your contract for more specifics, but know that we appreciate the work you do during the summer to keep everyone going during the school year!



Join friends, family, and colleagues from Harford County Education Association at Oriole Park at Camden Yards on Friday, August 22nd! Game time is 7:05 and the first 15,000 fans will receive an Orioles cowboy hat!

HCEA members will receive one clear bag per ticket order to bring their snacks to the game while supplies last. Send your ticket confirmation to lcover@mseanea.org and arrange pick up.

\$5 from every ticket sold will be donated to the HCEA Future Educators Scholarship fund!

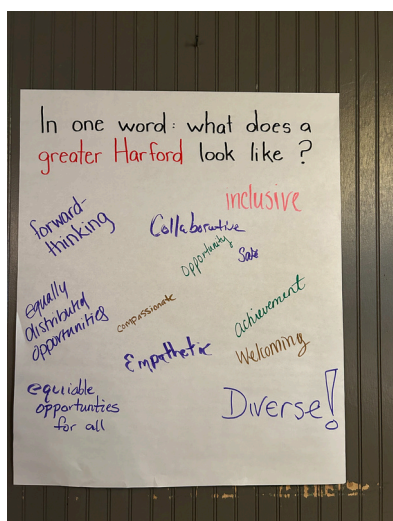
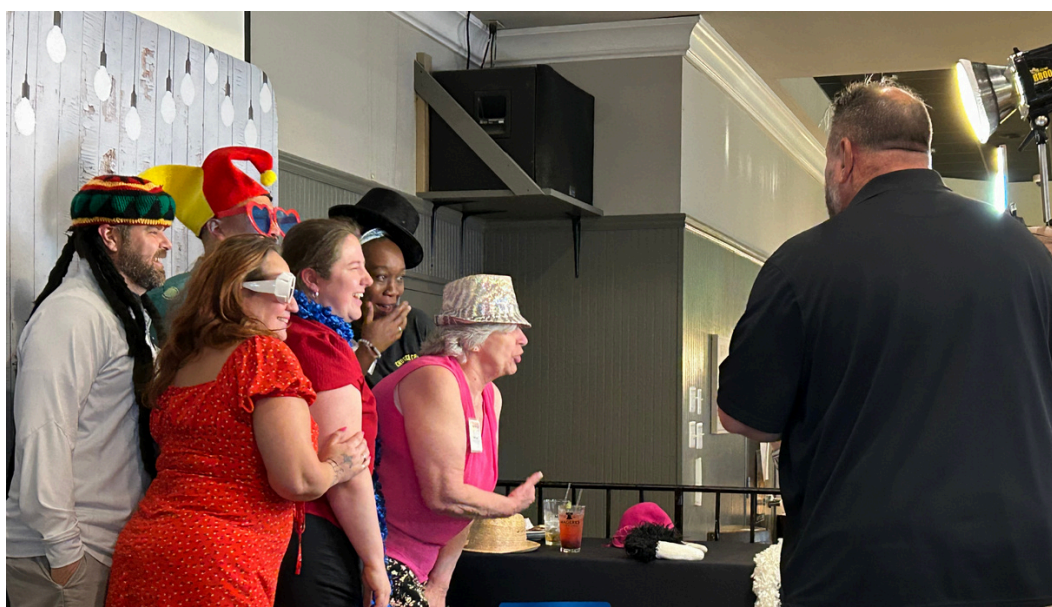
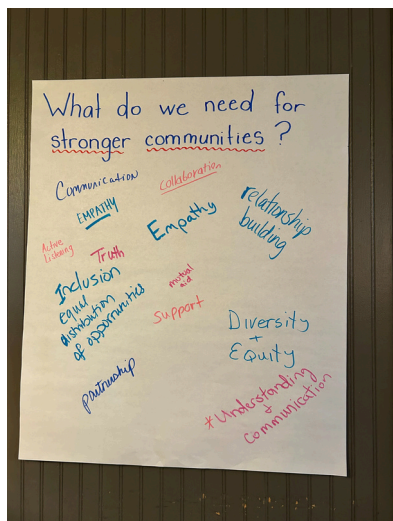
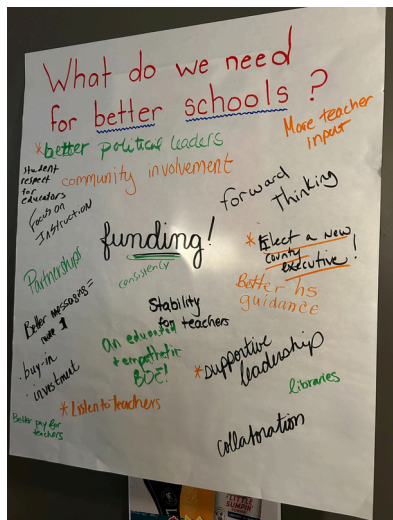
Click the image above to purchase or use the link below:
<https://www.gofevo.com/event/HarCoEdA2025>

Use the code HCEA2025 to purchase tickets.



Members IN ACTION

Harford County Education Association



**BETTER SCHOOLS
STRONGER COMMUNITIES**
A Greater Harford

Community Partners
for Harford County
Public Schools



* REQUIREMENTS *

HCEA member

Ability to schedule visits during
summer

Personable and willing to talk
with potential members

Organized in data tracking

Applications close on 6/23/25

Apply [HERE](#)





Proud supporter of the Harford County Education Association

Since you do everything possible to help them grow,
let us do all we can to help you succeed!

Discover our U Educate Member Rewards Program,
designed exclusively for education professionals.

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

Federally insured by NCUA
Membership eligibility applies.


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achieve. prosper. grow.®

UPCOMING EVENTS

June 18: End of Year Celebration

June 19: Schools/Offices closed for Juneteenth

June 20: Last day for teachers!

June 23: Membership Committee Meeting at 10 am



AMERICAN COLLEGE *of* EDUCATION®

ACE Partner Webinar

American College of Education is a low-cost, high-quality online college offering accessible programs to help you advance your career. Join us to learn more about your exclusive partner benefits, including tuition reduction grants. We'll also share program information and answer your questions.



REGISTER NOW



June 19

7 pm ET

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

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

Liz Jones: 410-353-9692

ejones@mseane.org

Allison Heintz: 410-816-5025

aheintz@mseane.org

NEED HELP ?

HCEA School Split 2024-2025

Allison Heintz aheintz@mseane.org 410-816-5025	Liz Jones ejones@mseane.org 410-353-9692
<ol style="list-style-type: none"> 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 	<ol style="list-style-type: none"> 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

IMPORTANT INFORMATION ABOUT DISCIPLINE MEETINGS

If you are asked to attend a meeting that June be disciplinary in nature and would like your UniServ Director present, please contact us right away. According to both contracts, you must be given at least 2 business days to get representation.

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



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!



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HCEA Sponsored Long-term Care Insurance

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- Helping members protect their hard-earned assets
- Giving members a way to remain in control of their healthcare choices
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Mike.Markowitz@acsiapartners.com

