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*From the President...*



As another holiday season arrives and a new year lies just around the corner, I am always reminded of how blessed I am. I am particularly thankful for each of the dedicated HCEA members who are fighting for our public schools, our students and our profession. I am proud of the work HCEA is doing, but I am even more grateful for the opportunity to serve as your president.

Like many of you the burden of the salary freeze is hitting home for me. There will be less under the Burbey Christmas Tree this year than in years past. I too worry what the future will hold. Our teachers should not be scrimping and worrying over each small gift. Our teachers should not be working additional jobs just to make ends meet and put something in their children's stockings. HCEA is committed to improving wages for our teachers in Harford County. HCEA is fighting to return the lost steps. To be successful, all HCEA members must join this fight.

We must convince the Harford County Board of Education to end this detrimental salary freeze. We must convince the Harford County Board of Education to fund our steps and develop a plan for repatriating lost steps. Our teachers' livelihoods can no longer be tied to the whims and insufficient funding provided by our county government. We must all work together to change this dynamic. HCEA will hold our first Day of Action on January 13<sup>th</sup>. Please rally with you colleagues to tell the Harford County Board of Education how deeply the salary freeze has offended and hurt you, your family, your students, your children and your school.



As the year progresses, several issues have arisen. Many teachers are still being denied appropriate planning time. You must be afforded 225 minutes of unassigned planning time each week. You cannot be required to attend meetings, complete professional development or attend evaluation/observation conferences during your unassigned planning time. Please contact HCEA if you have any questions. We have also responded to several issues rising out of the new evaluation system. Please review the specifics of

the evaluation system when you have a chance. [You can download a copy by clicking this link.](#) Also, remember that you are in complete control of at least one of your SLO's. Your administrator may not set requirements for either your teacher selected assessment or the teacher determined SLO. If you have questions please contact HCEA. If you have received a poor evaluation, a poor observation or are on a professional growth plan contact HCEA. **We can help.**

I would like to wish all of you a happy and safe holiday. Each new year brings new hope for success and growth. I am committed to making 2014 better than 2013. I hope you will join me in our struggle.

If we stand together, we will win. **Stand Strong With HCEA in 2014!**



**Are interested in helping out?**

**Want to become more involved?**

**Be a voice for public education.**

**Be an HCEA Building Representative.**

Contact Ryan Burbey, President-HCEA  
[rburbey@mseanea.org](mailto:rburbey@mseanea.org)

**Upcoming Events**

- 1/7 [Harford County Council Meeting](#)  
7:30 PM Council Chambers  
212 South Bond Street, Bel Air
- 1/9 HCEA Board of Directors Meeting  
4 PM HCEA Office
- 1/13 **HCEA DAY OF ACTION**
- 1/13, 1/27 [Harford County Board of Education Meeting](#)  
6:30 PM HCPS A.A. Roberty Bldg.
- 1/16 HCEA Representative Assembly  
4:30 PM Patterson Mill High School Cafeteria

Harford County Education Association and  
Maryland State Education Association  
CAA/School Quality present:

**C.A.R.E.: Culture, Ability, Resilience, and Effort**

(3 CPD credits, approved by MSDE)

**July 14-18, 2014**

Bel Air High School  
100 Heighe Street  
Bel Air, MD 21014

[Register now!](#)

Gain greater cultural understanding. Learn how to use students' strengths and background to improve achievement.

**Earn  
Credit!**

**Questions?**

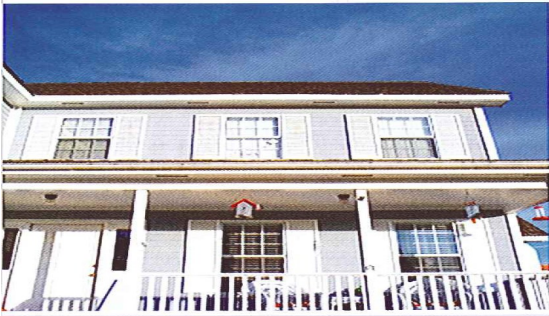
Contact Ryan Burbey, President  
Harford County Education Association

[rburbey@mseanea.org](mailto:rburbey@mseanea.org)

410/879-2706

To learn more about C.A.R.E., visit: [marylandeducators.org/care](http://marylandeducators.org/care)





## \$200 NEA Member Gift Card

Receive a \$200 gift card when you close a new mortgage or refinance with Wells Fargo Home Mortgage<sup>1</sup>

## Take Advantage of Our Special NEA Home Financing Program<sup>®</sup>

A Variety of Options for NEA Members and their Families

Now you can purchase or refinance a home the easy way! The NEA Home Financing Program<sup>®</sup>, available exclusively by Wells Fargo Home Mortgage, provides competitive interest rates, exceptional customer service, and quick and easy applications.

Take advantage of a variety of home financing options, including:

- Purchase or refinance
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**Call Al Baker today for more information on your NEA member benefits!**

**Al Baker**  
Home Mortgage Consultant  
Office: 410-879-5221  
Cell: 443-528-2209  
Alfred.E.Baker@wellsfargo.com  
NMLSR ID 460021



1. To be eligible for this promotion, you must close on a new purchase or refinance loan secured by a first mortgage or deed of trust through a Wells Fargo Home Mortgage eligible program, subject to availability. This promotion cannot be combined with the benefits of The Relocation Mortgage Program<sup>®</sup>, Wells Fargo Three-Step Refinance SYSTEM<sup>®</sup> or any other program or promotion. Not available on assumption or modification loans, loans originated through brokers, joint ventures or other third parties, home equity loans or home equity lines of credit. This promotion is subject to change, or may be withdrawn at any time without notice and is administered by a third-party vendor, not affiliated with Wells Fargo Home Mortgage. This promotion consists of a stored-value gift card that may be redeemed at participating merchants. Obtain the list of participating merchants by calling 1-800-875-0190 or by going to <http://www.performanceplusaward.com/>. Once redeemed, the gift card promotion may be reported to the IRS on a Form 1099-MISC. Please consult your tax advisor regarding your individual tax implications. Contact your home mortgage consultant for additional details, including current availability, terms and conditions. Information is accurate as of date of printing and is subject to change without notice. Wells Fargo Home Mortgage is a division of Wells Fargo Bank, N.A. © 2013 Wells Fargo Bank, N.A. All rights reserved. NMLSR ID 399801 AS982055 Expires 7/2013



## NEGOTIATIONS UPDATE

**Your HCEA Negotiations Team met with the HCPS Bargaining team on Dec. 3<sup>rd</sup> & 14<sup>th</sup>. Initial proposals were exchanged. HCEA is seeking increases to planning time, adjustments to your working conditions & wages to offset your losses during the recession.**

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NEA Wireless offers:

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for complete details.



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1-800-440-4120 ★ [www.freedomfcu.org](http://www.freedomfcu.org)

**Know Your Contract**

**10.2 Personal Business Leave.** Unit members shall receive a total of three (3) work days per year with no loss in salary that may be used for personal business. Unit members employed on or after February 1 shall receive one (1) work day of personal business leave. Effective July 1, 2005, unused personal business leave days may be accumulated up to no greater than five (5) days. On July 1 of each year any personal business days in excess of five (5) will be converted to sick leave days.

Personal business leave may be requested, **with at least three (3) work days advance notice**, through the appropriate principal 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, the member's absence would impair the educational process.

Personal business leave shall not be taken immediately before or immediately after a holiday or weekday when school is closed on the master calendar, or on an inservice day for teachers, or at the beginning (first five scheduled work days) or at the end of the school year (last five scheduled work days). If, however, a circumstance requires the member's absence on one or more of the foregoing days, the member may request use of personal business leave through the principal. The principal may, at his/her discretion, approve the absence as a day of personal business leave.

In normal circumstances a member shall not use more than three (3) consecutive personal business days at one time.

Exceptions to the foregoing restrictions on days to be used for personal business leave may be made by the Assistant Superintendent of Human Resources for circumstances which require the member's absence on these days.

**11.1 Sick Leave.** Sick leave shall be defined as personal illness of the teacher. Teachers shall be granted sick leave at a rate of one (1) day per month during the first two (2) years of service with the Harford County Public Schools. Beginning in the third year of service in Harford County, sick leave shall be granted at a rate of one and a 18 quarter (1.25) days per month of regular employment, the annual total of which shall be available at the beginning of the school year.

Accumulation of unused sick leave shall be unlimited. As of June 30, unused personal business leave shall be added to accumulated sick leave. Teachers shall be given a written notice of available sick leave days as of September 1, no later than October 30 of each year.

A teacher is permitted to use up to seven (7) work days of his/her sick leave per year for illness of a member of the teacher's household or the teacher's parent or anyone for whom the teacher is the primary caregiver. When leave is used for illness of a person for whom the teacher is the primary caregiver, other than a member of the teacher's household

**If you are being asked to find coverage during your absences or are being required to complete forms stating the reason for sick leave or the reason for personal business request which have been submitted with at least three (3) work days advance notice, contact HCEA.**

**Are You Protected Against The Greatest Risk In Retirement?**

Risk is like a puzzle. It cannot be solved unless you have all the pieces. The longer we live, the greater the risk of needing long-term care.

It is not just the elderly who are at risk. Forty percent of long-term care services are for adults between the ages of 18 to 65. Through **HCEA**, members and their spouses can get **long-term care insurance with a discount.**

**For a no obligation consultation and quote, Contact Michael Markowitz – 410-455-0680**  
[mike.markowitz@ltcfp.net](mailto:mike.markowitz@ltcfp.net)



NEA MEMBER BENEFITS  
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Savings on all your holiday and year-end shopping are just a click away. From buying gifts for loved ones to travel deals, buying clothes, eating out, and everything in between, NEA Member Benefits Seasons Savings has everything you need.

Also, don't miss entering the Seasons Savings Getaway Sweepstakes. Starting November 21, 2013, enter for a chance to win a 3-night hotel stay and a 3-day car rental.\*

Visit [www.neamb.com/seasonssavings](http://www.neamb.com/seasonssavings) today! Savings continue from November 21 to December 31, 2013!

\*Total prize value awarded is approximately US \$495. Sponsor, Operator is NEA Member Benefits Corp. Offers open only to NEA members. Details and rules at [neamb.com/sweepstakes](http://neamb.com/sweepstakes). Odds of winning depend on number of eligible entries. NO PURCHASE NECESSARY TO ENTER OR WIN. VOID WHERE PROHIBITED.

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## Horace Mann Auto Insurance Payroll Deduction Program

Horace Mann can now provide your auto insurance premium through your payroll deduction. Plus, you will receive a 10% payroll discount in addition to your HCEA member discount.

Horace Mann offers educators a special package that includes additional features and benefits at no additional cost through their Educator Advantage® Program.

Interested in a quote? Call or email

**Susan McDonough (410) 939-7432**

[susan.mcdonough@horacemann.com](mailto:susan.mcdonough@horacemann.com) Or

**Bob Ward (443)-676-6224**

[bob.ward@horacemann.com](mailto:bob.ward@horacemann.com)



Receive a \$25 gift card from [restaurant.com](http://restaurant.com) when you request a no obligation auto quote!

## The HCEA Scholarship Committee is accepting applications.

Do you know an HCPS High School Senior who will be pursuing a career in education?

Each year HCEA awards a **\$1,500 scholarship** to a deserving HCPS senior who will be pursuing a career in education.

[Share this link with potential applicants.](#)

## HARFORD COUNTY EDUCATION ASSOCIATION

Requests the pleasure of your company at the ...

**2nd Annual**

**HCEA Future Educator**

**Scholarship Banquet**

April 30, 2014

6:30 p.m. to 9:30 p.m.

Geneva Farms Gold Course

Harford Gardens Room

217 Davis Rd

Street, Maryland 21154

Tickets: \$35 for HCEA Members

\$50.00 for non members

Join us as we recognize this year's scholarship award recipient while you enjoy a lovely dinner and entertainment. We will also hold a silent auction. Dinner menu includes; light hors d'oeuvres, boneless stuffed chicken, red potatoes, green beans and assorted desserts.

Cash bar will be available.

For More Details,

Contact Nitza Harris

[nharris@mseanea.org](mailto:nharris@mseanea.org)

## TELL COUNTY EXECUTIVE

**DAVID CRAIG**

### DO WHAT'S RIGHT FOR OUR STUDENTS & TEACHERS

Do what's right for Harford County's students by investing in our schools and children's future. Help us raise the ceiling for student achievement rather than lower the bar for school funding.

[drccraig@harfordcountymd.gov](mailto:drccraig@harfordcountymd.gov)



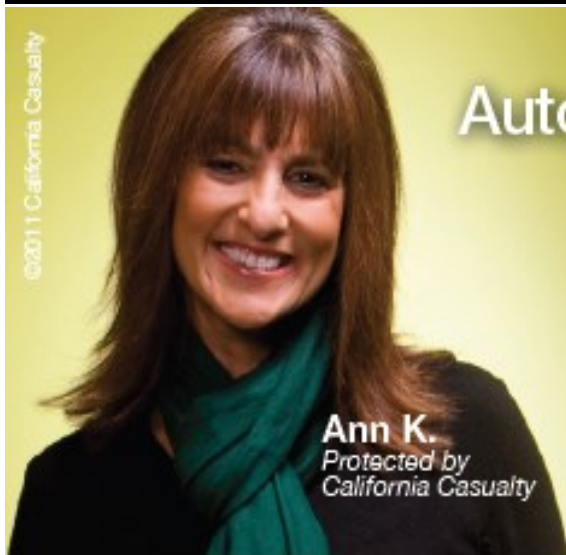
**Now Hiring  
Teachers for  
Summer Positions**

**For more Information  
Contact David  
at  
dwatts@drdpools.com**

**All Teachers will  
be off with pay on  
Monday, April 14,  
2014 and Tuesday,  
April 15, 2014.**

The April dates connect to Spring Break school closures and may be adjusted should those dates be required as an inclement weather make-up school days.

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## MSEA SEMINARS

FOR 2013–2014  
NATIONAL BOARD CANDIDATES

January 11, 2014

PROFESSIONAL SUPPORT FOR INITIAL CANDIDATES • ADVANCED CANDIDATES • RENEWAL CANDIDATES

### 8:30 a.m. to 4:00 p.m. Follow-up Jump Start

*Candidates formally accepted in their first-year cycle*

Follow-up Jump Start helps candidates focus on their entries and professional practice. Candidates will examine their specific portfolio requirements and standards; examine best practices for analyzing video and student work entries; review strategies for preparing for the assessment center; and review submission requirements and packing of materials.

**Registration Fee** Breakfast and lunch included.  
\$35 members • Fee is non-refundable.

**SAVE \$10! Members-Only Early Bird Special** • \$25  
Register before December 2, 2013. Must have attended September 28, 2013, Jump Start seminar.

**REGISTER AT** [marylandeducators.org/jumpstart](http://marylandeducators.org/jumpstart)

### 8:30 a.m. to 1:00 p.m. Advanced Candidate Jump Start

*Candidates in their second- or third-year cycle*

Advanced Candidate Jump Start helps candidates examine their submission to determine what is needed to move toward certification. Candidates will review and examine the Banking Process; best practices for analyzing video and student work entries; review strategies for preparing for the assessment center; and examine the Standards and Standardized Feedback Statements to help determine which exercises to retake.

**Registration Fee** Breakfast and lunch included.  
\$35 members • Fee is non-refundable.

**SAVE \$10! Members-Only Early Bird Special** • \$25  
Register before December 2, 2013. Must have attended Fall or Winter 2012–2013 Jump Start seminar.

**REGISTER AT** [marylandeducators.org/jumpstart](http://marylandeducators.org/jumpstart)

100%  
of participants highly  
recommend MSEA's  
NBPTS seminars.

### 8:30 a.m. to 1:00 p.m. Renewal Jump Start

*Certified candidates in their eighth or ninth year of NBPTS Certification*

Renewal Jump Start helps the NBCT formally accepted as a 2013–2014 renewal candidate consider their experiences as an NBCT. Candidates will familiarize themselves with the renewal process and discuss how to choose, develop, and showcase their Professional Growth Experiences.

**Registration Fee** Breakfast and lunch included.  
\$35 members • Fee is non-refundable.

**REGISTER AT** [marylandeducators.org/jumpstart](http://marylandeducators.org/jumpstart)

### FOR MORE INFORMATION

Géraldine Duval, NBCT  
[Schoolquality@mseanea.org](mailto:Schoolquality@mseanea.org) • 410/263-6600, ext. 3641

Visit [marylandeducators.org/jumpstart](http://marylandeducators.org/jumpstart)

**LIMITED SEATING**  
**Registration closes January 3, 2014**  
*MSEA supports your professional growth.*

Not a member of MSEA? To attend MSEA Jump Start programs, contact Pat Alexander, [palexander@mseanea.org](mailto:palexander@mseanea.org).



### Connect with us!

[marylandeducators.org](http://marylandeducators.org) [facebook.com/marylandeducators](https://facebook.com/marylandeducators) [@MSEAEducators](https://twitter.com/MSEAEducators)  
 [youtube.com/marylandeducation](https://youtube.com/marylandeducation) [pinterest.com/mseaeeducators](https://pinterest.com/mseaeeducators)



### Does Your Administrator Follow Progressive Discipline?

Progressive discipline is the increased severity of a consequence for repeated disciplinary infractions. Unless the infraction is severe, the progressive discipline procedures are as follows:

\* **verbal warning**—It may be written for administrative documentation.

\* **written warning**—It is usually documented and you sign the letter stating that you received a copy of it. Like the evaluation, your signature acknowledges receipt, not agreement.

\* If there is a continued concern, then your administrator can refer your disciplinary situation to the Executive Director or Assistant Superintendent for additional disciplinary action. At this point, the Executive Director or Assistant Superintendent can provide a monetary disciplinary consequence. Some consequences include, but are not limited to docking pay, suspension, or termination.

**It has been brought to the attention of HCEA that building level administrators are using consequences appropriate for more senior administrators.**

**If your administrator has docked your pay, please contact the HCEA office for further investigation and action.**

### Get the Support You Need with Tools Aligned to State Standards & CCSS

Through a partnership with the NEA Academy, Learning Bridges offers a way for Educators to efficiently stay up-to-date with **both State Standards by Grade Level and the Common Core State Standards** using the "[Teacher Support Tool](#)". This annual subscription provides online access to five valuable tools:

- **Instructional Strategies** – ranked in order of their power to impact student achievement
- **Lesson Plans** – ready to use for every grade level, K-12
- **Parent Activities** – to engage parents in their child's learning (English and Spanish)
- **Professional Development** – unlimited online access to nearly 50 standards-aligned courses

**National Online Community** – where educators can ask and answer questions in an online forum

**Limited time offer for NEA Members:** \$95 Annual Subscription Fee (That's 40% OFF!)

Drawn from the Learning Bridges® Online Professional Development System for teachers – the courses included in this offering have been shown to have a significantly high impact on achievement and feature 24/7 availability online! For more information on the "[Teacher Support Tool](#)" and other courses from Learning Bridges, please visit: [www.neacademy.org/learningbridges.html](http://www.neacademy.org/learningbridges.html)

# HCEA

## Day of Action

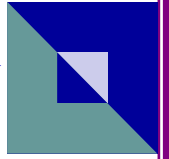
**HCEA is calling all members to demonstrate our collective frustrations arising of the Board of Education failing to fund our Negotiated Agreement for 4 out of the past 5 yrs.**

**Monday January 13<sup>th</sup> will our 1<sup>st</sup>**

## Day of Action

**We are asking all HCEA members to take the following protest actions on 1/13/2014**

- **Strictly observe work to rule.**
- **Leave your school together.**
- **Rally outside your building following the conclusion of your work day.**
- **Rally at the A.A. Roberty Building at 6 PM, prior to the Board of Education.**
- **Attend and speak at the Board of Education Meeting.**



## Chrystie Crawford-Smick

*Independent Consultant*

410-322-0466

crawfie01@aol.com

<https://chrystiec-s.scentsy.us>



### Grants Available

for High School  
Athletics

For more information  
please visit

[www.CalCasAthletics](http://www.CalCasAthletics)

[Grant.com](http://Grant.com)

**Sign and Share Our  
Petition for All  
Harford County Public School  
Students to receive a  
30 minute lunch each day.**

<http://www.thepetitionsite.com/218/449/73/give-students-time-to-eat/>

**Get Materials for  
Your Classroom  
Register at Donors  
Choose**

<http://www.donorschoose.org/teachers>

## **Kids' Magazines Combo Offer—Great for Holiday Gifts!**

Delight the kids, grandkids or other special children in your life with an entertaining and educational holiday gift. The **NEA Magazine Service**® is offering a combo deal consisting of one-year subscriptions to *Discovery Girls* (6 issues) and *Ranger Rick* (10 issues)—both for \$35! That's a combined savings of almost \$8 off already discounted prices. To place your order, please visit [www.neamag.com/kidsgifts](http://www.neamag.com/kidsgifts). Happy Holidays!

## **NEA Click & Save "Buy-lights" for December 2013**

- |                           |   |
|---------------------------|---|
| <b>Kmart:</b>             | Save \$5 on orders over \$50; free shipping on orders of \$59 or more         |
| <b>800wine.com</b>        | Save 15% on all orders  |
| <b>SmartBargains.com:</b> | Get \$10 off orders of \$50 or more site wide, plus free shipping and returns |

**Do you own a business?  
Do have an event to advertise?  
Do own rental properties?  
Do you have something to sell?  
Advertise With HCEA**

### Impact Ad Rates

*Member, retired member, or vendor or business providing a discount to HCEA members* ¼ page = \$40, ½ page = \$80

*Non-affiliated ads:* ¼ page = \$80, ½ page = \$160

**HCEA Gateway  
ads are free to  
HCEA members.**

Inclusion in HCEA IMPACT or Gateway does not express or imply endorsement by HCEA or HCEA responsibility for price or quality. HCEA assumes no liability for nor makes any warranty as the condition of any article advertised in HCEA IMPACT or Gateway. Priority is given to HCEA members.