

January, 2014



HCEA Board of Directors

President:
Ryan Burbey
rburbey@mseanea.org

Vice President:
Pete Rost
Riverside Elementary School

Secretary/Treasurer:
Elizabeth Ray
Aberdeen Middle School

Members at Large:
Elementary
Ollie Danage
Red Pump Elementary School

Phil Cogdill
Hickory Elementary School

Thomas Fare
Hall's Crossroads Elementary School

Middle School
Mark Gross
Edgewood Middle School

Mike Curry
North Harford Middle School

High School
William Smith
Harford Technical High School

Tiffany Higgins
Patterson Mill High School

HCEA Staff:
MSEA UniServ
Director:
Seleste Odewole
sodewole@mseanea.org
MSEA UniServ
Director:
Larry Ginsburg
lginsburg@mseanea.org

Office Manager:
Connie Birdwell
cbirdwell@mseanea.org
Office Assistant:
Nitza Harris
nharris@mseanea.org
Phone: (410) 838-0800
Fax: (410) 638-9045

From the President...

I hope all of you have weathered the recent storms and extreme weather safely. I know many of you are frustrated over the failure of HCPS to extend the grading windows and report card submission deadlines. I requested an extension on Thursday January 23, but was denied. This unfortunate circumstance has called to light the need for some changes in our practice. Teachers should no longer leave grading until professional development days or establish deadlines for submitting assignments close to the end of the quarter. Likewise, teachers who have HCPS mandated tests and exams to grade, must prioritize the scanning and grading of these exams soon after completion. We cannot predict when weather will affect us again but we can prepare for the inevitable. Next year, the professional development days will not align with the end of quarters. We must adapt our protocols and practices to effectively persevere.

You have received this newsletter via your home email due to the on-going argument with HCPS about what qualifies as a newsletter or membership materials, how many I can send each month, etc. Quite frankly, I would like to abandon use of the HCPS email system altogether. To do this we need each member to establish an email account outside of school. If you know anyone who does not currently have a home email account on file with HCEA, please have them establish one. If you change your home email, please notify HCEA.

On Monday January 27th we will hold another Day of Action. I need every member to unite in solidarity and protest. Strictly observe Work to Rule. Exit the building together and take pictures. Join us at the A.A. Roberty Bldg. for the Board of Education Meeting. The meeting begins at 6:30. Please arrive early and sign up to speak. We must make the Board of Education prioritize its teachers and our salary steps. **We need every HCEA member to join this struggle.**

Since it is unlikely that County Executive Craig will fully fund the **FY 2015 HCPS Budget**, HCEA is anticipating additional cuts to staff in the spring, if you are untenured, teach a niche subject or were one of the teachers cut last year, HCEA is strongly advising that you begin to identify and apply for opportunities in other school systems. Don't wait until the cuts come. Prepare yourself ahead of time.

Nominations for the 2014 HCEA elections are open. Details are on page six. Please consider running for a position in HCEA leadership.

I and HCEA are committed to improving schools for both teachers and students in Harford County. To be successful, we must all engage, activate, demonstrate, protest and perhaps most importantly vote. We will overcome if we all join the struggle. Stand Strong with HCEA!

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

Upcoming Events

- 1/27 HCEA DAY OF ACTION**
1/27 **Harford County**
Board of Education Meeting
6:30 PM HCPS A.A. Roberty Bldg.
- 2/6 HCEA Board of Directors Meeting**
4 PM HCEA Office
- 2/4, 2/11 & 2/18 Harford County**
Council Meeting
7:30 PM Council Chambers
212 South Bond Street, Bel Air
- 2/20 HCEA Representative Assembly**
4:30 PM Patterson Mill High School Cafeteria

Your Unassigned Planning Time is Protected!

If your administrator requests you to attend meetings, have a quick conversation, have a post-observation conference, evaluation conference, PPG meeting, etc. during your personal planning time, you need to assert your rights and inform your principal, **“Article 8.7 (secondary schools) or 8.8 (elementary schools) of the negotiated agreement says that I am afforded unassigned planning time. While I am not opposed to meet with you, please schedule the meeting during my duty day, while honoring my planning and lunch times.”**

After asserting your rights, share the results with the HCEA office.

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

HCEA

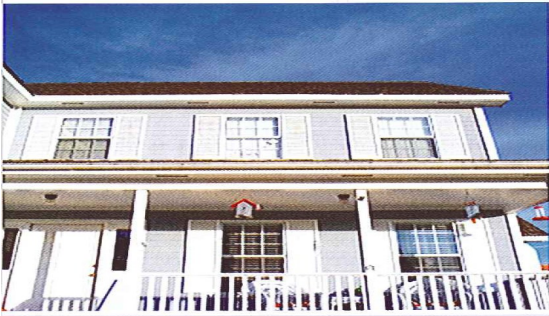
Day of Action

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

Monday January 27th
will be our next
Day of Action

We are asking all HCEA
members to take the
following protest actions on
1/27/2014

- **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.**



\$200 NEA Member Gift Card

Receive a \$200 gift card when you close a new mortgage or refinance with Wells Fargo Home Mortgage¹

Take Advantage of Our Special NEA Home Financing Program[®]

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[®], 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
- Home equity loans and lines of credit
- Low down payment options for qualified borrowers
- Vacation and investment properties
- Renovation loans

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[®], Wells Fargo Three-Step Refinance SYSTEM[®] 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 Jan. 14th.

HCEA and HCPS are still far apart on many issues, especially wages and benefits.

From January 1-April 15, NEA Member Benefits helps members save on tax preparation, tax software, and online tax programs at H&R Block.

Go to www.neamb.com.

See Shopping & Discounts.

Dues are tax deductible. In order to determine the total amount of dues deducted to date, look at your December paycheck. **If you were a member as a full-time teacher for the entire year of 2013, your total dues deducted are: \$604.51.**

JOIN



HCEA
Harford County Education Association

for our



Future Educator's Scholarship
Fundraiser



Located on 120 S. Bond St Bel Air, Md 21014

January 29, 2014 5 p.m-9 p.m

Enjoy a night of fun and indulge in delicious food while supporting a worthy cause.

10% of your TABLE DINNER SALES, including food and drinks, will go towards the fundraiser.

Help make a difference in the life of a deserving student who will benefit from our scholarship program. Our Future Educators need your support!!!

As a teacher, You're Golden



Get up to \$200 and more with Freedom's Golden Apple Program.

Contact Patrice Ricciardi
410-952-3374 • pricciardi@freedomfcu.org.



Federally insured
by NCUA

Offer subject to change. With
Checking, Direct Deposit,
E-Statements and Visa® Credit
Card. Go to www.freedomfcu.org
for complete details.



Harford County's Better Way to Bank

1-800-440-4120 ★ www.freedomfcu.org

Know Your Contract

HCEA has worked on your behalf to ensure that you receive self-assigned planning time. 8.7 Planning Periods. Teachers in secondary schools shall receive not less than 225 minutes of unassigned planning time on a weekly basis and shall be scheduled for one unassigned planning period per day of not less than forty-five (45) consecutive minutes. Neither this provision, nor 8.8 below will apply during times when the normal school schedule must be adjusted during emergencies; or in cases when an individual teacher has requested in writing to teach more than the usual number of periods for teachers in that subject in that school, or in the case of a teacher who volunteers for other school activities during the scheduled unassigned planning period.

8.8 The unassigned planning time provided on a weekly basis for elementary teachers shall not be less than 225 minutes. Teachers in elementary schools shall be scheduled for unassigned planning time during the regular day for students in increments of not less than thirty (30) consecutive minutes per day.

8.9 Pre-Kindergarten teachers shall assume responsibility for getting children from the morning session on the buses and shall be available to receive children as they arrive for the afternoon session. The balance of time between sessions is considered to be unassigned planning time and duty-free lunch period. Scheduled conferences between sessions should be kept to a minimum.

If your administrator requests you to attend meetings, have a quick conversation, have a post-observation conference, evaluation conference, PPG meeting, etc. during your personal planning time, you need to assert your rights and inform your principal, "Article 8.7 (secondary schools) or 8.8 (elementary schools) of the negotiated agreement says that I am afforded unassigned planning time. While I am not opposed to meet with you, please schedule the meeting during my duty day, while honoring my planning and lunch times." After asserting your rights, share the results with the HCEA office.

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



Long Term Care Insurance Specialists

"2nd ANNUAL HCEA FUTURE EDUCATORS SCHOLARSHIP BANQUET"

Join us as we recognize this years scholarship award recipient and enjoy a lovely dinner, entertainment and a silent auction. Cash bar available.



Wednesday, April 30, 2014 6:30 p.m to 9:30 p.m

Geneva Farms Golf Course
Harford Gardens Room
217 Davis Rd Street, Maryland 21154
\$35 Members & \$50 Non-Members

For more information contact HCEA @ 410-838-0800.

Click here to R.S.V.P online by April 9, 2014

Ticket price:

Members: \$35.00

Non Members: \$50.00

Pay by check or PayPal Invoice.

MSEA Elections

MSEA Elections will again be completely online this year. You will need your 10 digit MSEA membership ID number and the last four digits of your Social Security number to vote. Your building rep will have a list of all membership numbers.

[Click here to view the MSEA Online Elections Booklet which includes information about all the candidates.](#)

MSEA voting begins January 27 at marylandeducators.org/msea2014election

Please contact the HCEA Office if you have any questions.

Please Be Sure to Vote!

HCEA Elections

Nominations are currently being taken for HCEA elections. This year you will elect:

- HCEA President
- HCEA Vice President
- One Elementary Member of the HCEA Board of Directors
- Delegates to the MSEA Convention
- Delegates to the NEA Convention

Due to budgetary constraints, delegates to the NEA Convention will not be funded. Anyone elected to serve as NEA Delegate will be responsible for their own expenses.

If you are interested in running for any of these positions or if there is someone you would like to nominate, you may submit your nomination via email. Please send an email stating nominee name, school and the position nominated to:

Hceanominationsandcredentials@gmail.com

Nominations will also be taken from the floor of the Representative Assembly on February 20th. Nominations will close at the Representative Assembly on February 20th. Please consider running for one of these important leadership positions.

If you have any questions, please contact the HCEA office.

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

410/879-2706

To learn more about C.A.R.E., visit: marylandeducators.org/care



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 Or
Bob Ward (443)-676-6224
bob.ward@horacemann.com



Receive a \$25 gift card from restaurant.com when you request a no obligation auto quote!

We must make the Harford County Board of Education understand that the continued failure to fund our teachers' salaries is having a negative effect on classrooms, as well as, hurting teachers and students. Tell Your Story.

ACT NOW.

Use the link below to email the Board of Education.

[Fund Our Salaries](#)

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.](#)

**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



**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.**

Advocating for Yourself, Supports the Students and Community

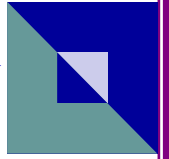
HCEA continues to request the members to speak out in favor of education. Many members are hesitant to advocate for the school system to guarantee salary steps and challenging the County Council to fund the Harford County Board of Education's budget. By suffering in silence, your students continue to receive less funding for updated books in the media center, inconsistency in instructional staff, decreased number of staff, decreased interventions for neediest students, inadequate school furniture, unsafe and insecure learning environments, increased class size, decreased academic variety, decreased for available transportation, lack of special education and ELL services, and the list goes on. **The time has come for you to stop suffering in silence, now is the time to speak up and act!**

**nea Member
Benefits**



**nea NATIONAL
EDUCATION
ASSOCIATION**

msea maryland
state education
association



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

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>

NEA Click & Save "Buy-lights" for January 2014

NEA Click & Save, the online discount buying service for NEA members, highlights select retailers and merchants each month. Check out these featured "Buy-lights" for January!

- | | |
|-----------------------------|---|
| NorthFace: | Free ground shipping on online orders over \$50 |
| Champs Sports: | Save \$30 off \$200 (online only) |
| Columbia Sportswear: | Save 15% (online only) |
| UnderArmour: | Free shipping on all orders |
| TicketsAtWork: | Save 20% online |
| McAfee: | Save 50% on top products (online only) |
| EMeals: | Save 20% on all 12-month plans |

**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.

