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***From the President...***

I continue to be overwhelmed by the passion and dedication of HCEA members. Last night, hundreds of educators, PTA members and students rallied at County Executive Craig's budget hearing. HCEA counted over 400 citizens in attendance. Sixty-two activists signed up to speak. For over four hours, speakers argued for more education funding. Nearly all the speakers were HCEA members! However, several PTA's, community organizations and parents also spoke on behalf of our teachers, students and schools. You can read about the hearing [here](#). Disregard the erroneous 175 person count from the Aegis reporter. You can see from the picture below and the report from Channel 2 that there were far more citizens in attendance the Aegis reported. Advocates for public education were still arriving at the hearing after 7PM. Last night, both I and Mr. Craig were interviewed by Chanel 2 News. You can view it [here](#). HCEA will continue to draw attention to the crisis in our schools. We will continue to fight for the funding our schools need.

Moving forward, we must continue to protest and apply pressure to the Harford County Board of Education, the Harford County Council and Candidate Craig. We must show all elected officials and aspiring candidates that failure to fund our schools will have dire consequences. We must hold all decision makers accountable for their failure to provide adequate funding for our schools, our students and our teachers. I am committed to this fight. I need you to stand with me. Together, we can and will make a difference. Together, we will make education the number one priority in Harford County.

I hope everyone has a restful and well-deserved Thanksgiving break.



**Are interested in helping out?**

**Want to become more involved?**

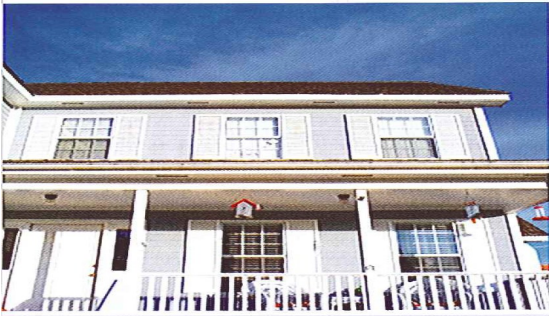
**Be a voice for public education.**

**Be an HCEA Building Representative.**

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

**Upcoming Events**

- 12/3,10,&17 **Harford County Council Meeting**  
7:30 PM Council Chambers  
212 South Bond Street, Bel Air
- 12/4 **All Member Meeting**  
4:30 PM Bel Air High School Auditorium
- 12/5 **HCEA Board of Directors Meeting**  
4 PM HCEA Office
- 12/9&16 **Harford County Board of Education Meeting**  
6:30 PM HCPS A.A. Roberty Bldg.
- 12/19 **HCEA Representative Assembly**  
4:30 PM Patterson Mill High School Cafeteria



### \$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>

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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.

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- 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  
NMLS 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. NMLS ID 399801 AS982055 Expires 7/2013



## NEGOTIATIONS UPDATE

**Your HCEA Negotiations Team will meet with the Board of Education Bargaining team on Tuesday December 3rd. We will keep you posted as negotiations evolve.**

## Save 15% on AT&T Cell Phone Service with NEA Wireless

NEA Wireless offers:

- 15% discount on AT&T cell phone monthly service
  - \$50 credit for each new activation in AT&T's Premier online store
  - Enjoy the blazing fast speeds of the nation's largest 4G network
  - Free use of AT&T's 26,000 WiFi hotspots across the United States
- Visit [www.neamb.com](http://www.neamb.com) for details



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 your entire order, no minimum required  
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 now through December 31st, 2013  
 use promo code **NEAMB**

#TCH1527: Dr. Seuss- Cat in the Hat Wall Clock  
 #TCH1529: Dr. Seuss- Cat in the Hat Small Shopper  
 #TCH1532: Dr. Seuss- The Grinch Large Gift Tote  
 #TCH1533: Dr. Seuss- Cat in the Hat Large Tin Tote  
 #TCH1528: Dr. Seuss- Oh the Places Travel Mug  
 #TCH1531: Dr. Seuss- The Grinch 12 oz Mug

nea Member Benefits  
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**SmileMakers**

**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](mailto:mike.markowitz@lctcp.net) [mike.markowitz@lctcp.net](mailto:mike.markowitz@lctcp.net)**



## 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)



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## 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)

## Government Relations Update

In 2014, Harford County hold elections for positions on the Board of Education, the County Council, the Maryland House of Delegates, and the Maryland Senate, as well as for a new County Executive. The impact of these elections upon schools, school funding, and the students and employees of HCPS can't be overstated!

The Government Relations Committee of HCEA / HCSEC is tasked with conducting research and interviews in order to make endorsements, or recommendations, to our members regarding which candidates in which races are most aligned with our vision of a pro-education candidate. We would also like to increase voter registration in our county dramatically, so that the will of the citizens themselves will surely be done.

We are asking for help with this vital work. Please consider joining the GR committee. Its meetings take place at the HCEA office in Bel Air from 4:30 until 6 on the dates listed, below. We are hoping to conduct activities around the county on additional dates and times, as well.

Contact committee chair, Kathleen Mader at [Maderka@hotmail.com](mailto:Maderka@hotmail.com), if you would like to attend, or if you have any further questions.



### Are you ready for Common Core Math?

The [I CAN Learn Program's online graduate credit courses](#) offered through the [NEA Academy](#) have proven to be effective tools in helping members to prepare to teach to the Common Core requirements for real-world application learning and get every child thinking like a mathematician. NEA member Angelia Reich, from Sidham Public School in Oklahoma, has benefited from the program:

*"I know the I CAN Learn Program's lesson orders are already aligned to the new standards so I don't have to worry about whether I am missing any key concepts."* Ms. Reich feels confident that her students are learning everything they need to achieve real-world application learning, as they work through the Common Core pre-arranged strands. Plus, once inside the lesson flow, the various individual components take students through the form and meaning of the math concepts at great depth. As part of the process, students are asked to make use of patterns and structure to subsequently learn how to reason abstractly and quantitatively, rather than sending them straight to the solution attempt - just as envisioned by the Common Core State Standards initiative.

Who do you  
**LOVE?**



### Enter the "Who do you LOVE?" contest .

Tell us who you love. Win \$1,000 in Visa gift cards. **September is Life Insurance Awareness Month.** To encourage you to think about life insurance as an expression of your love, the NEA Members Insurance Trust is sponsoring a "Who do you LOVE?" contest from now until October 15, 2013.

To enter the "Who do you LOVE?" contest, simply submit a story (200 words or less) that expresses why you love someone and why you want to protect them. You may also include a photo. Winning stories may be featured on the NEA and NEA Member Benefits websites. **PLUS**, if you're the Grand Prize Winner, you'll receive two \$500 Visa gift cards – one for you to keep and one for you to share with your loved one! Visit [www.mynealife.com](http://www.mynealife.com) for more details or to enter!

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Harford County's Better Way to Bank

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

**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.

### 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)

**Harford County Public Schools has recently informed you that the Flex Spending Account provider companies are changing.**

**There will be a black-out period between December 5-16 where you will not be able to use your FSA debit card.**

In order to decrease your potential out-of-pocket costs, HCEA/HCESC recommend that you consider the following options:

- Contact your healthcare provider requesting a 60-day or 90-day prescription and fill it prior to December 5.
- If you have any medical appointments scheduled during the blackout period, prepay for your appointment.

**If you have any questions or concerns, please contact HCEA.**



GET A JUMP START ON YOUR NBPTS CERTIFICATION!

## 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)

### 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)

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

### 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!

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 [youtube.com/marylandeducation](https://youtube.com/marylandeducation) [pinterest.com/mseaeeducators](https://pinterest.com/mseaeeducators)



## 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/218/449/731/give-students-time-to-eat/>

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

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

**Special Scholarship Opportunity &  
Tuition Discounts for NEA Members  
from WGU *Expand Your Education For Less***

**Apply Now!**

Western Governors University (WGU), in partnership with the NEA Academy, proudly offers NEA members an exclusive opportunity to obtain a **WGU-NEA Academy Partner Scholarship**. Multiple applicants seeking to earn a master's degree in education will each be awarded up to **\$2,400** in program assistance!

**Don't leave money on the table!**

WGU wants to provide assistance to NEA educators, but you must apply to be awarded scholarship funds! This simple step could help you to secure a valuable advanced degree while saving a significant amount of your hard-earned money.

Other special NEA member benefits offered by WGU include:

**\$65 application fee waiver**

**5% tuition discount** on an already affordable tuition (under \$6,000 a year for most programs)

**NEA Members - expand your knowledge by attending college online for less this year!**

For information about the WGU scholarship, tuition discounts, and program options, please visit:



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