



From the President...

This year, all across the state, teachers are being asked to do more than ever before. I know you are struggling. I know you're worried about the future. I know you feel tired, over-worked, under-paid and frustrated. I share your frustrations. I share your concerns. Educators all across the country are stressed like never before due to the changes in evaluations and the roll out of the Common Core Standards. The difference for us in Harford County is that we are also enduring a politically motivated pay-freeze and catastrophically under-funded education budget. I have heard many members asking what is HCEA doing? I want to answer these concerns. I am constantly advocating to our elected officials and school board members on behalf of teachers and students. I recently was on HCN advocating for increases to the HCPS budget. [Click this link to view the program.](#) I have begun attending PTA and PTASA meetings throughout the county describing our plight and the dire circumstances facing our schools. HCEA has been coordinating our efforts with the support of our state affiliate, MSEA. HCEA has ramped up our protests and is planning multiple demonstrations throughout the year. Soon, we will escalate our organizing for County Executive Craig's budget hearing. To be successful, I need your help.

Our power is in our numbers. It will take a commitment from each of our members to change our circumstances. I need each of you to commit to attending the demonstrations. I need each of you to commit to participating in job actions. I need each of you to reach out to the community and advocate for our schools. I need each of you to speak up about the hardship which we all are enduring. I need each of you to speak out about the dire need within our schools. I know this is not easy. I know you are already stressed. I know your time is already over-burdened. However, without collective action and commitment, nothing will change. I am your advocate and your representative. I work day and night to fight for you, our students and our schools, but I am only one voice. We need the voices of thousands crying out in support of our cause. I need you to be one of the those voices. Whether you do it by speaking publicly or you speak with your feet by attending our demonstrations and participating in our job actions, we must all engage in this fight. We must all become activists and advocates for our profession, our students and our schools.

Some will say, "We have done this before and it is not working". To them, I say we have not begun to fight. It is true that nearly 500 teacher advocates came out to demonstrate last year at the county executive's budget hearing and Mr. Craig turned a deaf ear to our pleas. This year, we must raise the stakes for our county executive. We must make sure Mr. Craig can't turn a blind eye to our cause. This year, we must turn out thousands of teachers, parents and community members in support of our schools. I need your help. I need you to rally you friends, neighbors, church members, colleagues, and family. I need you to volunteer for our public relations committee so we can broaden the reach of our message. I need you to volunteer for our government relations committee so we can hold our elected officials accountable for their poor decisions. We are fighting for more than just ourselves and our salaries. We are fighting to preserve the integrity of our public schools for our children and community. If we fight together, we can and will win this fight.

HCEA Board of Directors

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rburbey@mseane.org

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lginsburg@mseane.org

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cbirdwell@mseane.org
Phone: (410) 838-0800
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Are interested in helping out?

Want to become more involved?

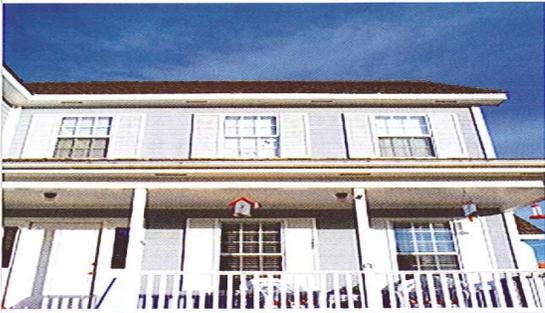
Be a voice for public education.

Be an HCEA Building Representative.

Contact Ryan Burbey, President-HCEA
rburbey@mseane.org

Upcoming Events

- 10/28 [Harford County Board of Education Meeting](#)
6:30 PM HCPS A.A. Roberty Bldg.
- 10/29 Retirement Seminar
5 PM Aberdeen High School Cafeteria
- 11/5 [Harford County Council Meeting](#)
7:30 PM Council Chambers
212 South Bond Street, Bel Air
- 11/7 HCEA Board of Directors Meeting
4 PM HCEA Office
- 11/11 HCEA Member Organizing Training
4:30 PM Aberdeen High School Media Center
- 11/21 HCEA Representative Assembly
4:30 PM Patterson Mill High School Cafeteria



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NEGOTIATIONS UPDATE

By now, you should have received a survey of negotiations priorities for the 2014-15 contract. Please take some time to before the Nov.3rd deadline to complete this important survey. It will be used to guide our negotiations team.

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

NEA Wireless offers:

- 15% discount on AT&T cell phone monthly service
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- Visit www.neamb.com for details



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

Welcome National—to the NEA Car Rental Program!

National Car Rental just joined Enterprise, Hertz, and Alamo as a partner in the NEA Car Rental Program. As an NEA member, you get up to 25% off National car rental rates*. Plus, enroll for free in National's Emerald Club®, and you can bypass the counter and choose your own car!

To make a reservation online, go to www.neamb.com, click the "Discounts" tab and find National under "Car Rental". You also may reserve a car by phone by calling 1-800-CAR-RENT. Be sure to **mention Contract ID #5030378** to get your NEA discount!

*Terms and Conditions

Discount applies to base rate only. Up to 25% discount applies to participating locations. Discount varies by rental date, location and vehicle type. Taxes, other governmentally-authorized or imposed surcharges, license and concession recoupment fees, airport and airport facility fees, fuel, additional driver fee, one-way rental charge and optional items (such as LDW up to US \$30 per day) are extra. In the US check your insurance and/or credit card for rental vehicle coverage. Renter must meet standard age, driver and credit requirements. 24-Hour advance reservation required. May not be combined with other discounts. Availability is limited. Subject to change without notice. Unlimited miles offer available only at participating locations. Blackout dates may apply. Void where prohibited.



Contract Compliance Update

Last year HCEA was informed that some of the coaches who are also staff have been expected/required to use their personal or sick leave if they needed to be released from school to perform their coaching responsibilities. Please contact HCEA if you were expected/required to use your leave to fulfill your coaching duties.

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](mailto:mike.markowitz@ltcfp.net) – 410-455-0680
mike.markowitz@ltcfp.net



Know Your Contract

8.3 Duty. The length of the normal duty week for teachers may be up to thirty-seven and one-half (37 1/2) hours including duty free lunch.

(A) In addition to the 37 1/2-hour duty week:

General faculty meetings, school improvement meetings and other meetings directly related to the teacher's assignment will not be scheduled for more than once weekly for approximately fifty (50) minutes except in instances of school evaluation, the opening of a new school, and emergencies which affect the operation of the school. Faculty meetings will not be scheduled on a regular basis on Fridays and the days before holidays.

Elementary and Middle school teachers may be assigned to supervise school-related activities which are held before or after school or in the evening. Such assignments will be made so that the responsibilities for such supervision are shared among the members of the faculty. Consideration will be given to teacher preferences. Assignments will be filled by volunteers first. If there are not sufficient volunteers, to fill the assignments, the remaining assignments will be filled by assigning teachers in an equitable manner.

High school teachers may be assigned to supervise school-related activities that are held before or after school or in the evening. Each high school principal shall establish a fair and equitable method for distributing extra duty responsibilities among the teachers in the school. Consideration will be given to teacher preferences when assigning teachers to supervise school-related activities. Assignments will be filled by volunteers first. Each teacher will be required to perform extra duty responsibilities for nine (9) hours per school year without additional compensation. After a teacher has completed nine (9) hours of extra duty responsibilities without compensation, the teacher shall be paid for subsequent extra duty responsibilities at the rate of twenty dollars (\$20) per hour. Duty hours for extra duty responsibilities shall be calculated from the officially assigned start time until the Administrator in charge of the event officially releases the teacher. Weekend activities shall be voluntary; however, teachers may select weekend activities toward the nine (9) required hours as noted below. Extra duty responsibilities may include ticket sales, ticket collection, general supervision, and other reasonable duties assigned by the administrator in charge. Teachers assigned to general supervision shall monitor those in attendance, and make and administrator aware of an behavior which is inappropriate, disruptive, or in violation of school or HCPS rules.

The required nine (9) hours shall be chosen from the list of activities provided below. After completing the required nine (9) hours as noted above, a teacher that supervises an activity included in the following list shall be paid at the rate of \$20 per hour.

Academic Tournaments

Art Show

Computer Lab

Music Presentations

Dances

Detention (PM, Saturday mornings) - \$1,200 maximum per school per year

Graduation

Interscholastic Sports

Media Center - \$1,200 maximum per school per year

Proms

Swimming Meets (supervising and/or officiating)

Forensic Judging

Theater

Track and Field (supervising and/or officiating)

Wrestling Tournament Junior Varsity and Varsity (County Meet)

Any other activity that is mutually agreed upon in writing between the Board and Association

Questions???

Call the HCEA Office (410)838-0800

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.

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



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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

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, if you would like to attend, or if you have any further questions.

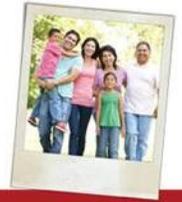


Are you ready for Common Core Math?

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 for more details or to enter!

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410-952-3374 • pricciardi@freedomfcu.org.



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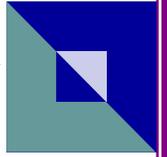


Harford County's Better Way to Bank

1-800-440-4120 ★ 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.



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/218/449/731/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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Non-affiliated ads: ¼ page = \$80, ½ page = \$160

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