



IMPACT

September 2013



From the President...

Hopefully, your first couple of weeks have gone smoothly. As the year progresses, I will be visiting each school to answer questions and address any concerns that you may have. Several concerns have already arisen. Probably the most prolific concern is the increases in workload, stemming from class sizes, Safe Schools training and the new evaluation system. While there is little we can do to address class sizes, except continue to advocate for increases in funding for our schools, HCEA is committed to enforcing our contract language surrounding duty and planning time.

You **cannot** be required to complete Safe Schools training during your unassigned planning time. Your administration should designate time either during a faculty meeting or during additional planning time beyond your minimum unassigned planning time to complete both Safe Schools and the Danielson self-assessment. Elementary teachers may also be asked to complete these tasks during their elementary half-day planning. **Do not use your unassigned planning time to complete these tasks.**

Your unassigned planning time is reserved for you to plan. Each teacher should have minimum of 225 minutes/week of unassigned planning time. If your administrator has assigned timelines for completing these tasks which are onerous or unreasonable, please address your concerns through your building level FAC or contact HCEA. **If you are not receiving 225 minutes of unassigned planning time each week contact HCEA immediately!**

Another issue which has arisen is teachers being asked to serve on committees outside of the duty day. You may be required to stay for one faculty meeting each week. **You cannot be required to stay for committee meetings in addition to one weekly meeting.** Faculty meeting time may be used for committee work but it may only occur at most once each week. Contact HCEA if your are being required to attend more than one meeting per week outside the duty day.

Moving forward, we must get our message out to the community at large. Every HCEA member must talk about their struggles and the plight of schools with your friends, family, church members, community members, neighbors, etc. We must all be prepared to canvas neighborhoods with flyers and to rally the community behind our cause. We must educate the community so they understand the dire circumstances which our schools are facing. Our first protest action will be on Oct. 1st. I am asking every HCEA member to come to the Harford County Council meeting to tell their story and advocate for additional funds for our schools. Recently, members of the council and anti-public education leaders from the community have been indicating that our schools are "fine" and that there is no need to increase funding, since enrollment is dropping. If we are ever to return to our negotiated salary scale, we must respond to the anti-public education sentiment which resounds from these few individuals.

I need your voices to help plead our case. I need you to show the elected officials that you will not tolerate the degradation of our schools and teachers any longer. We must be more active this year than ever before. We must fight. Bring your papers to grade while we wait to speak. Speak up for our schools! Speak up for our students! Speak up for our profession!

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rburbey@mseanea.org

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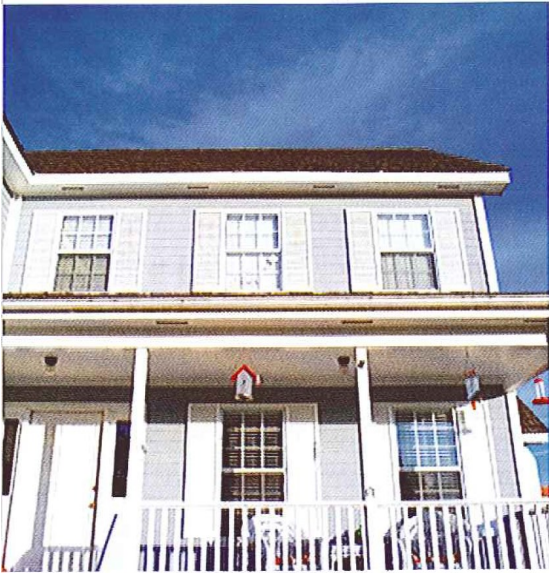
Are interested in helping out?
Want to become more involved?

**Be a voice for
public education.
Be an HCEA Building
Representative.**

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

Upcoming Events

- 9/23 Harford County Board of Education Meeting
7PM
- 10/01 Harford County Council Grade-in Protest
6:45PM
- 10/14 Harford County Board of Education Meeting
7PM
- 10/17 HCEA Representative Assembly
4:30 PM
Patterson Mill High School Cafeteria
- 10/18-19 MSEA Convention



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NEGOTIATIONS UPDATE

The HCEA Board of Directors has voted to settle our impasse claim against HCPS in lieu of two days being waived from the teacher work year. While this is not the outcome we hoped to achieve, we believe it gives the best possible benefit to teachers in light of the austere finances which HCPS currently faces.

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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.

THE FACULTY ADVISORY COMMITTEE

HCEA negotiated the Faculty Advisory Committee (FAC, Article 23.1) as a priority goal in the Negotiated Agreement. The purpose of the FAC is to provide meaningful teacher input into the operation of our school system at the grass roots level. The FAC should be viewed by the administrators and teachers alike as a creative opportunity to foster teacher involvement and to solve problems in a constructive fashion.

The following guidelines are prepared with these objectives in mind:

The FAC should select a chairperson (Note: The teachers are the members of the FAC. The principal is not a member).

The FAC should make a concerted effort to ascertain the needs of teachers.

The FAC should consider any and all suggestions. No idea should be rejected initially.

The FAC then decides on items to be submitted to the principal along with suggests for achieving this change

The FAC reports back to the faculty as per topics to be presented prior to the session with the principal.

Meet Monthly with Your Principal

Preparation for sessions with the principal:

Select a spokesman

Select a recorder

Show evidence of faculty support for ideals.

Atmosphere of sessions with principal:

Informal, friendly atmosphere is good.

Approach the session as a positive, problem solving, opportunity.

Don't allow sessions to generate into verbal slugfest.

Do not approach the sessions from a "demanding, bang-on-the table" approach.

Keep on the topic. Don't side traced into extraneous argument on discussions. Stick to your objective.

Do not lose your temper.

Remember, your goal is to foster creative teacher input and to solve problems.

Following each session with the principal:

Immediately after each session with the principal, hold a follow-up meeting of your committee.

Discuss exactly what happened – the progress, your success or failure.

Feedback to teachers.

Report back to the teachers after each session with the principal.

Do not use the FAC for grievance!

The grievance procedure must be used to resolve any misunderstandings concerning the Negotiated Agreement. It is not the purpose or function of the FAC to deal with grievances in any way.

Most of the teachers understand that the purpose of FAC will be to "advise principals with reference to procedures for the operation of the school" and not contractual items. FAC provides the staff members a means of anonymously addressing concerns by opening the lines of communication to make positive changes at their school. Many teachers look at FAC as a way of griping about what the administration is doing wrong. This should not be the case.

With a highly functioning FAC the principal may use them to advise him about how to proceed with some change he/she is thinking of implementing.

Questions??? Contact Ryan Burbey, President-HCEA rburbey@mseanea.org

From the desk of Amanda Koss

Amanda Koss
Harford Glen Environmental Education
502 West Wheel Road
Bel Air, Maryland 21015

August 29, 2013

To Whom it May Concern at HCEA,

When a teacher signs a teaching contract they imagine a future at a school, with a classroom full of inquiring minds. Never does it cross their mind that they may be tucking their students into bed, waking up to wipe away the homesick tears of students who can't sleep and conducting a 7am wakeup call in their pajamas. But that's all in a year's work for fifth grade teachers in Harford County.

Harford Glen Environmental Education Center is Harford County Public School's Outdoor Education Center. Each year every fifth grader in our county is offered the unique experience to move into the great outdoors and receive quality instruction from the Harford Glen staff or their classroom teachers.

Since the program began in 1980, teachers have been doing what's best for students and putting in the extra time and energy to make the experience beneficial to their class of students and help the staff create the best possible learning environment. In those first years, the program ran five days and four nights. The teachers were paid an overnight stipend of \$40 (before taxes) per overnight duty. Each session the teachers volunteered 22 hours of their own time to make the experience successful. They walked away with less than \$160 (after taxes) for their efforts.

Until approximately five years ago, teachers continued to receive the \$40 per night stipend to bring their class to Harford Glen. The overnight stipend was brought to the attention of HCEA and the negotiation team worked to ensure an increase was added to the next negotiated agreement. When asked how much that stipend should be, the Harford Glen staff requested it be raised to \$180 per night to make the teacher overnight stipend equal to that of the overnight nurse shift. Teachers were now earning \$540 (before taxes), but were still volunteering close to 16.5 hours.

As times changed, the program did so as well. Beginning with the 2012-2013 school year, every fifth grade class comes to Harford Glen for three days and two nights. The HCEA wants to be sure that teachers are being paid for their time with their students. After a few meetings with our UniServe Rep, many, many brainstorming sessions amongst the HCEA team, staff and administrators the problem was presented to the Human Resources Department. It was agreed that the teachers will be paid for their time at Harford Glen. Now, teachers receive 75% of their hourly rate for the time outside their contracted day and \$180 per night stipend. All participating fifth grade teachers are paid for 100% of their time during their Harford Glen experience.

On behalf of the Harford Glen staff and fifth grade teachers, THANK YOU! Thank you for your past efforts and continued support of our program.



Amanda Koss
Outdoor Educator

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**.

* U.S. Department of Health and Human Services, 2006

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

How to Make Working to Rule Work

- Work cooperatively with grade level, content or subject area teachers to plan by splitting planning duties.
Example: One elementary teacher might plan math lessons for their grade, one might plan reading lessons, and another might plan social studies or science. Teachers within the same subject or grade level could divide planning duties by days. Please note, you may need to adapt the plans for your groupings but cooperative planning will substantially cut down on planning time.
- Reduce the number of extended projects which you assign by combining multiple skills or expectations into one assessment or assignment.
Example: Rather than assigning a weekly essay or summative writing, assign a bi-weekly assignment which encompasses the skills and expectations for both weeks. Also, combining content by using comparison can reduce workload. Content for two weeks could be combined into one comparative assignment rather than two summaries.
- Grade formative assignments, classwork and homework for completion not correctness. It is pedagogically sound to grade homework, classwork and other practice assignments for correctness. This allows students the opportunity to learn and take risks without negatively impacting grades.
Example: Assign symbols to equate to percentages in gradequick. Complete = 100%, Partially complete = 75%, etc. This is acceptable grading practice and is widely used both within HCPS and throughout the country.
- Utilize peer grading and review. Assign students to review and evaluate each other's work using rubrics. This allows students to develop analytic skills.
Example: Rather than grading a particular assignment yourself, guide students through grading an essay, problem or assignment using a rubric. This allows the instructor to review pertinent information, as well as, provides the opportunity for students to reflect upon the work of their peers. Similarly, it provides the opportunity for teachers to grade students both upon their work completing an assignment, as well as, their work evaluating their peers.
- Utilize selective grading. Rather than grading every item in an assignment grade only selective assignments.
Example: A math assignment might contain several similar items. Grade only one of each item type or grade only the items which reflect a targeted skill.
- Use scantron and performance matters to grade multiple choice items. Grading time can be greatly reduced by using machine grading.
Example: Virtually any assignment can be adapted into a multiple choice item.
- Use pre-produced plans on sharepoint.
Example: Most content areas and departments have plans which have been uploaded to share point. These often include all ancillary materials.

- Create “form-letter” emails and hard copy responses for parents.

Example:

Dear Parent,

Your child is not completing assignments. This will dramatically affect their grade. Please discuss the importance of responsibility and accountability with them.

Sincerely,

Or

Dear Parent,

Your child displayed numerous inappropriate behaviors today. Please discuss appropriate classroom behavior with them. If you would like to discuss this in greater detail, please schedule a conference during parent/teacher conference night.

Sincerely,

- Respond to parent messages or questions with emails, not phone calls. Emails are much more efficient than phone calls. Send notification to your students’ parents that you would prefer to address concerns or questions via email.
- Use pre-produced plans on <http://www.gpsnetwork.org/>.
Example: The NEA Common Core Toolkit has links to sample lesson plans which can be used rather than writing your own.
- Upload your lessons to <http://www.gpsnetwork.org/>. That way you can get peer review and share your expertise with teachers across the country.
- Upload you plans to your building level sharepoint site or create a building level google docs account for sharing.
- Direct students who require additional assistance to utilize <http://www.khanacademy.org/>. Rather than staying after school to tutor them. Khan Academy has tutorials in virtually all subject areas.
Example: This is a link to a tutorial on basic division.
<http://www.khanacademy.org/math/arithmetic/multiplication-division/delightful-division/v/division-1>
- Utilize Common Core resources from the web.
Example: Below are some examples. There are many more sites.
<http://www.inspiration.com/lessonplans/inspiration>
<https://www.teachingchannel.org/>
<http://www.edtechtips.org/2012/09/10/free-common-core-lesson-plans/>
<http://nms.org/Resources/FreeLessons.aspx>
<http://www.sharemylesson.com/article.aspx?storyCode=50003209>

Above all else, share, assist and help each other.

Be sure to explain to community members and parents our plight and why we have been force to take this serious action.

We must work together to succeed.

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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

TELL COUNTY EXECUTIVE DAVID CRAIG

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drccraig@harfordcountymd.gov



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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.

MSEA CONVENTION 2013



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OCTOBER 18-19 • OCEAN CITY, MD

Mark your calendars now to attend **MSEA's 2013 Convention!**

When you get there, you'll find free workshops to support you in the classroom and on the job, and plenty of opportunity for inspiration, networking, and fun at education exhibits and special events, including a chance to win an iPad mini and other great prizes.

It's all happening **October 18-19 at the Convention Center in Ocean City.**

On Thursday, Region Feud returns for a hilarious kick off to the convention. Don't miss the great **networking reception** before the show begins at 8 p.m.

On Friday and Saturday mornings, you can **choose from more than 35 professional development workshops** to enrich your practice and your job. You'll find trainings and information on topics like special education, ELL, new teacher resources, conflict resolution, diversity, parent involvement, and much more.

Join MSDE experts for a **special presentation on Common Core State Standards and student learning objectives** on Friday afternoon for guidance and tips on navigating the transition to new evaluations and new standards. Expect plenty of time for Q&A.

Friday, October 18 & Saturday October 19 Morning

More than 35 FREE professional development workshops, including topics like:

- Building an Instructional Toolkit
- Common Core Standards (Reading/Math)
- Cultural and Diversity
- Aware Classroom
- Classroom Management
- New Teacher Supports
- Accessing Student Resources
- Special Education and Inclusion
- English Language Learners
- Intervention and Support Programs
- Collaborating in a Global Society
- Community and Parent Involvement
- Mediation and Conflict Resolution
- Exploring Personal and Professional Assets
- ESP Professional Development
- EEP—Your Educator Evaluation Portfolio

Friday, October 18 Afternoon

Hear MSDE experts speak on two of the most pressing issues for Maryland educators.

Student Learning Objectives (SLOs)

MSDE experts offer advice on how to write, implement, and fine-tune SLOs for elementary, middle, and high schools—from academics and electives to career-focused programs.

Look for details on an SLO Swap Meet

Common Core State Standards (CCSS)

Get an overview of CCSS and how Maryland is transitioning from the Maryland School Assessments (MSA) to the new Partnership for Assessment of Readiness for College and Careers assessments (PARCC).

Ample time for Q&A!



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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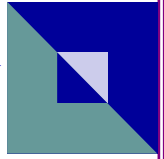


NEA Click & Save "Buy-lights" for June 2013

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 September!

- | | |
|--------------------------------|--|
| Zales | Save \$50 on orders over \$300 |
| PetFoodDirect.com | Save \$10 on orders over \$100 |
| Nina Shoes | Save 20% on glamorous shoes |
| Last Minute Travel Club | Free membership valued at \$50 and up to 50% off hotels worldwide |
| Irv's Luggage | Take 15% off |
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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)

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**Do you own a business?
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Do you have something to sell?
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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.

Work To Rule

Based upon the votes cast by our members, an overwhelming majority (Over 80%), of HCEA members support Work to Rule. **HCEA is calling for system-wide Work to Rule starting on Monday June 10th and continuing throughout the 2013-14 school year.** I am asking all teachers to support this action. We need to act as one, in solidarity and cooperation. HCEA will provide you with guidance and support necessary to make this job action effective. Contact me if you have any questions.

Again, I am asking **all** teachers to support this job action. For those of you who have concerns, I offer you some important points to consider:

- If we take no action, all teachers in years 1-18 will be 4 steps behind. This represents a yearly loss of thousands upon thousands of dollars.
- If we take no action, it will stand as support for the status quo. Harford County will continue to be one of the lowest funded school systems in the state and Harford County teachers will be among the lowest paid.
- If we take no action, every student will be impacted by the loss of great teachers who will leave to find better working conditions elsewhere.
- If we take no action, every student will continued to be impacted by their teachers being forced to work multiple jobs during the school year rather than solely dedicating their time to teaching.

By supporting Work to Rule, you show we are united. You show your youngest colleagues that you empathize with their plight. You show HCPS that we **will not** just be tread upon. We **will not** just accept more and more work with no increases in pay. We **will not** allow our children to continued to be short-changed by short-sighted actions of our county executive, county council and school board. **We will fight for our students, our schools and our profession.**

We must call attention to the tragedy which is taking place in our schools. This is not just about our salaries. This is a fight for quality education for our students. This is a fight for everything that teachers have labored to build. Without our continued action, our students will continue to receive fewer and fewer opportunities, our classrooms will continue to lack necessary resources and our salaries will continue to be frozen.

In their most recent meetings, the Harford County Council indicated that next year they will continue to fund the schools at the current sub-standard level. Will you tolerate another two years of salary freezes and position cuts? Will you tolerate an endless stream of new responsibilities, dramatic increases in class sizes without your basic contractual rights being honored?

Throughout the past two years many HCEA members have stood together to fight for our schools. We must send a loud message to the citizens, county government and school board that our students, schools and teachers are suffering.

Martin Luther King Jr said, "If you lose hope, somehow you lose the vitality that keeps moving, you lose that courage to be, that quality that helps you go on in spite of it all. And so today I still have a dream." We cannot relent until our voices have been heard. Nothing will speak as loudly as thousands of teachers rallying together for our students, our schools and our profession!

President Theodore Roosevelt said, "Courage is not having the strength to go on; it is going on when you don't have the strength."

I know you are tired and frustrated, I am too, but we must come together and fight if we are to persevere.

I will continue to fight until we persevere. Will you fight with me?

Stand Strong With HCEA!

Working-To-Rule Guidelines

Contact HCEA 410-838-0800 if you have questions

Do's

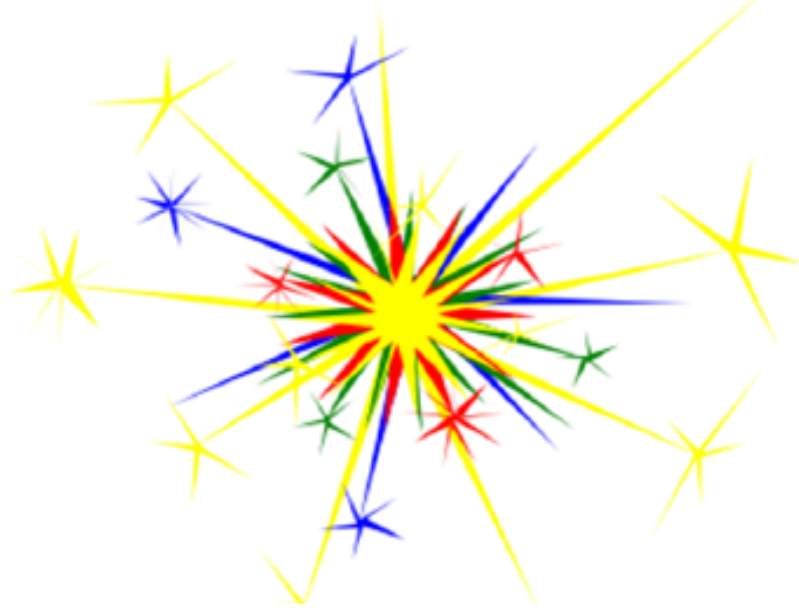
- Meet in the school parking lot together at the prescribed start of the teacher day. Walk in together.
- Meet at the lobby at the prescribed end of the teacher day. Walk out together. Take nothing home with you.
- Attend your school PTA meeting to explain to the PTA (or CAC, or Booster Club, or all) what Work to Rule is and why the teachers will be doing it.
- Be sure to note that you are not merely doing this for teacher salaries but to change the funding dynamic in Harford County so that students will have better opportunities.
- Notify your principal that you will no longer be performing the voluntary activities that you normally do.
 - ◊ These include but are not limited to SIT Team, Social Functions, Clubs, Dances, etc.
 - ◊ Contact HCEA if you have questions or are told you must perform a voluntary activity by your principal.
- Request all materials for your classroom which you normally purchase on your own from your principal.
 - ◊ If your principal cannot provide needed materials through their normal budget, simply do not use them.
- Support each other with ideas, materials and cooperative planning.
- Continue to meet all contractual and instructional obligations.
- Encourage colleagues to join you.
- Encourage non-members to join HCEA.
- Complete a mileage request every time you are required to attend meetings which are not held at your primary job site.
- Consider resigning from coaching and other extra-curricular activities.

Working-To-Rule Guidelines

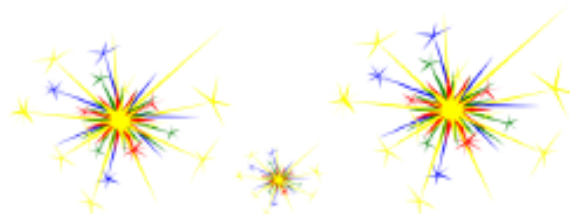
Contact HCEA 410-838-0800 if you have questions

DON'TS

- **DON'T** in any way breach your paid obligations. In working-to-the-contract you need to honor all contracts you have with the Board of Education.
 - ◊ Contact HCEA if you have questions about an obligation.
- **DON'T** use instructional time to discuss teacher work-to-rule activities.
- **DON'T** purchase any materials for your classroom.
- **DON'T** stay after school or at faculty meetings any longer than you are contractually required.
- **DON'T** call or email parents outside of the duty day.
- **DON'T** check your school email outside of the duty day.



SPARKS



Spark a Change in the World!

Sparks is an **MSEA professional development training for teachers who have six or fewer years' experience in public schools.**

What is the Purpose?

- To make a positive connection with newer members
- To provide an opportunity for newer members to network with other new members
- To provide information on various topics chosen by participants
- To enlighten new teachers with knowledge that will protect them and their job

How is this Professional Development Training Different?

- Attendees teach each other.
- Leaders create a very relaxed and social environment where participants are free to ask many questions.
- We support attendees after SPARKS is over.
- We encourage them to participate in Association activities and ask them to engage other members their age.

What do Attendees enjoy About the Sparks Program?

- We honor them.
- We spoil them and listen to them.
 - Attendees will enjoy the weekend in Ocean City during the [MSEA Convention](#)
 - Attendees will enjoy socializing with MSEA leaders at the annual MSEA Night Out at [Secrets Nightclub](#)
- We create a safe environment for them to share scary issues.
- Attendees enjoy having a personal connection to leadership and staff.
- Attendees enjoy having more knowledge on issues of interest and the association.

**Are you interested in becoming more involved?
Do you know someone that may be interested?**

Email sharris@mseanea.org

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- Attendance
- Homework completion
- Class participation and behavior



Students log in redeem their points for rewards they want.

- Avatar gear
- Charitable donations
- Virtual room rewards
- Contest entries