



IMPACT

HCEA Elections Edition

March 2014



From the President...

I take great pride in the confidence which you have shown in my leadership. I am proud to have the opportunity to continue to serve as your president. Although I am running unopposed, it is crucial that each of you vote in the HCEA Elections. Over the past couple of years, our elections have been increasingly scrutinized by the public and the media. We need to show a united front. We need every HCEA member to vote. In addition to HCEA President, you will also be electing a new HCEA Vice President. Both candidates are strong and committed advocates. They deserve a strong turn-out in this election. When you vote you show our solidarity and strength. Be sure to vote in the HCEA election.

Our number one priority right now is mobilizing for the Harford County March for Public Education. This will be a powerful, positive event which will highlight the need to invest in our schools. I need your help to make this a success. I need each of you to commit to attending. I need each of you to ask your friends, family, neighbors and colleagues to attend. This is not just a "union" event. This is a community event. Our schools, students and teachers are suffering. The underfunding of our schools will affect every member of the Harford County Community. We need to have a strong turn-out for this march. We need to show that our entire community wants our schools to be properly funded. You are a part of this community. You are the voice for our students. I need your help to advocate for our students. I need your help to advocate for our schools. I need your help to advocate for our profession. Together we are strong. Together we will make a difference.

We are still getting many reports about principals not following the evaluation model properly. It is essential that you review the evaluation model. You can download a copy [here](#). Please carefully check to make sure that your administration is properly following the evaluation model. If you have questions, please contact me at rburbey@mseanea.org. HCEA can assist you but you must contact us. If you have been told that you are effectively developing, ineffective or are being put on a plan of professional growth (formerly a plan of assistance), please contact HCEA immediately. You have rights. We are here to help you to understand your rights but we cannot help you if we do not know the problem exists.

It has been my honor to serve as your president for the past year and a half. I am looking forward to representing you for another three years. We have a tremendous opportunity to improve public education in Harford County for both students and teachers. We have tremendous potential to build a strong union that is a force for change in our community and our schools. We can only accomplish these goals together. Join me in this fight. I look forward to marching with you on April 8th. Stand up for public education. Stand strong with HCEA!

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

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

**4/8 Harford County
March For Public Education**

4/14 & 4/28 **Harford County
Board of Education Meeting**

6:30 PM HCPS A.A. Roberty Bldg.

4/10 **HCEA Board of Directors Meeting**
4 PM HCEA Office

4/1, 4/8 & 4/15 **Harford County
Council Meeting**

7:30 PM Council Chambers

212 South Bond Street, Bel Air

4/24 **HCEA Representative Assembly**

Name: Elizabeth W. Ray
Candidate for: Vice-President



School: Aberdeen Middle

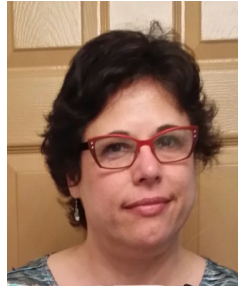
1. In what direction should HCEA move in order to improve the overall educational climate in Harford County?

Professional Development and Community Service, before the Department of Education was formed, The Federal Government looked to the National Education Association (NEA) for information when it came to education. NEA has been conducting research in the field of education since its formation. Teachers needed a strong voice to advocate not only for themselves but also for students. Teachers not only taught in the classroom but also were active in their communities. We have access to a wealth of knowledge and should form alliances with the Board of Education in having a strong voice in our own professional development. Many of us are active in our communities through mentoring, tutoring, coaching, etc. Our service needs to be recognized not only as public servants but also as professionals who take our craft seriously and understand that teaching does not end in the classroom. Education is the most important system that our country has. It can make a country stronger or it can break it down. Understanding comes from education. It can break down barriers.

2. What specific things would you do as an HCEA officer that would improve the Association?

I have and continue to build upon my professional experiences by attending conferences, collaborating with our colleagues state and nationwide. I am currently a Cadre trainer for CARE, I have worked hard to solicit membership and move the HCEA IPD committee forward. I have and will continue to sit on various statewide committees. I was instrumental in bringing NEA Cultural Proficiency to Harford County that was not only attended by HCEA teachers and Administrators but Harford County Government employees. We are currently working on bringing back this training. I am in the process of trying to build bridges with other community organizations in the county to bring support to our profession. It is still in the early stages; however, I am confident that I will succeed in this endeavor with support from HCEA membership.

Name: Kathleen J. Mader
Candidate for: HCEA Vice President



School: Havre de Grace High School

1. In what direction should HCEA move in order to improve the overall educational climate in Harford County?

HCEA must do a better job of teaching the public about what teachers truly do. We need to make a deliberate effort to attend and partner with PTAs and describe our true activities and duties to parents.

Fact-filled presentations like the one Ryan gave to the Board of Education about salaries and comparisons to other Maryland jurisdictions need to be published and shared beyond the Board meetings.

In my work as GR Chair, I have heard elected officials say that if the public were demanding more education spending, officials would comply. So we need to move beyond COM-plainning to EXplaining what we do. Not just that we are selflessly going "above and beyond" every day – though most of us are. But moreover that typical teachers simply and generously doing their duties are working very hard for increasingly small rewards.

I recall what one candidate at a GR forum last fall said to me. She asked, "have you heard about these things called SLO's? A teacher was telling me what they were and how they needed to do TWO of these this year at her school!" I of course explained that we ALL have to do two of those this year. I thought about how impossible it seemed that politicians seeking to work with us had no clue whatsoever what our challenges are.

So information and positive publicity needs to be shared broadly with the community.

2. What specific things would you do as an HCEA officer that would improve the Association?

As vice president I would coordinate efforts to issue reports and press releases about what teachers must do every day and every week.

I believe that this would help us also to address another critical issue: we need to increase our membership. Teachers have taken note of Ryan's excellent and tireless representation to the Board and Council of challenges and of educational decline in Harford County.

I would also collect simple examples of the hours we spend performing the required duties of our jobs. When our peers see us representing their lives accurately and continuing to fight for their compensation faithfully, perhaps new members will be moved to join.

Name: Elizabeth W. Ray
Candidate for: Vice-President (cont.)



Experience:

I am a career changer, the experiences I bring into the classroom are varied. I clearly understand systems and how they each affect each other. I understand the importance of building relationships. I know what it takes to be a team player.

Association Activities:

National Education Association – 13 yrs
 NEA Convention Delegate (6/2005 to present)
 ELECTED State Delegate to NEA convention (2yrs.)
 Mid-Atlantic Region Minority Leadership Training Program (2yrs)
 Mid-Atlantic Regional Leadership Conference (2yrs)
 Joint Conference of Minorities and Women (4yrs.)
 Member of the following caucuses: American Indian/Alaskan native, Black, Exceptional Needs and Human Rights.
 Organizing Training- Summer, 2013
Maryland State Educator's Association – 13 yrs

Appointed by Governor Martin O'Malley with Senate confirmation to serve on the Governing Board of the Maryland Center for School Safety (July, 2013 to July, 2016)

Appointed to represent MSEA on the MSDE Task force on Best Practices in School Discipline by President Elizabeth Weller (November 2012 – February, 2014)

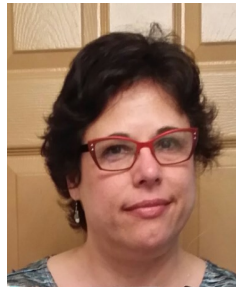
Appointed to Chair MSEA Special Education Task Force Committee by President Clara Floyd. (July 2011 – December, 2012)

Appointed to serve on Governor's Task Force on School Safety by Governor Martin O'Malley, (December 2011 – December 2012)

NEA/MSTA CARE (Culture, Ability, Resiliency and Effort) **Cadre Trainer**

MSEA Minority Caucus Committee (July, 2008 to July, 2011)
 Response to Intervention Training – MSTa Convention, 2007
 Organizing and Community Partnerships Training – 2004
 Personal and Professional Decision-Making Skills Training – 2006
 Organizational Analysis Skills Training – 2006
 Cultural Characteristics of African American Students in Academic Settings- MSTa Convention, 2006
 The Gentleman's Club – MSTa Convention, 2006
 A Unique Tool For Closing the Gap-MSTa Convention, 2007
 MSTa Urban CBC Teacher Negotiations Training, 2008
 Standing for Equity and Excellence, 2008
 MSEA/NEA Diversity Training, 2009
 MSEA Collective Bargaining Training, Summer Institute, 2011
Harford County Education Association – 13 yrs.
 Contract and Negotiations Team for HCEA (2008- 2011)
 Head Union Representative of AMS for HCEA
 Judicial Committee Member
 Nominations and Credential Committee member
 Human and Civil Rights Committee Chairperson

Name: Kathleen J. Mader
Candidate for: HCEA Vice President (cont.)



I am energized by our work in Government Relations, and will continue to spend time phone banking, canvassing, interviewing, attending events, etc. to build our political clout.

I respect and admire the work of our current president, Ryan Burbey. I would as vice president seek to help him accomplish more of the tasks and initiatives that he sets. His vision is strong and I support it.

Experience:

After earning my teaching certificate in both Biology and in French (I couldn't give one up so I got both) my first teaching job was in Baltimore City, at Hampstead Hill on Patterson Park. During my five years there teaching five classes a day of 40 students each, I earned my master's degree in Gifted and Talented Education at Johns Hopkins University. Also, I divorced my first husband and met my second. We married, I landed a job at Havre de Grace High School, and I thought my life might become less hectic.

But at Havre de Grace, my job as French Teacher has always kept me hopping. I have never had a year with fewer than four preparations, and most years it is five. I have taken on biology classes, English classes, and have acquired special training to provide SAT preparation. Because French has varied in popularity, I have become something of a marketing expert to keep my program alive. I am the sole sponsor the Student Government Association, and I lead the French Honor Society. For some years I ran a Future Teachers of America group, but few students show an interest in our profession any more.

One year, we had a principal who decided that in addition to my four French preps, I should become the school's Test Coordinator. He took this duty off of guidance and assistant principals, and for two horrible years, he tasked me with administration all of the functional tests (these were test transition years), MSAs, HSAs, PSATs and AP tests in addition to my four French preparations PLUS an English class that he tossed at me. I said to myself, "I will last longer than this guy," and I was right.

Also during the last 24 years, my husband and I have created a family. Our first daughter was born in July 1992, and our second child turned out to be triplets, born in January 1995. HCPS allowed 8 weeks off because they were a caesarian birth. And then, needing the salary and certainly needing the health insurance, back to the classroom went I.

I have never stopped teaching since.

So if you wondered whether I as your Vice President can set goals, work hard, juggle career and family, or think creatively to solve problems, I hope you have a resounding answer to that question. You are darn right I can.

Name: Elizabeth W. Ray

Candidate for: Vice-President (cont.)

Elected HCEA Delegate to NEA/MSTA Conventions (2yrs)
Elected Board of Directors- Middle School Representative (2yrs)
Elected Secretary-Treasurer – (2008 – Present)

Other Activities:

I have coached, tutored and mentored.

Name: Kathleen J. Mader

Candidate for: HCEA Vice President (cont.)

Association Activities:

I have attended many meetings, rallies, and demonstrations when asked over the years. I served on the FAC committee extensively at my school. Now that my children are young adults and I am no longer their taxi mom, I have stepped up my involvement in the Association.

I spoke recently at a Harford County Council meeting, advocating full funding of the Education budget. For video, please access this link and go to minute 45:

http://harfordcountymd.granicus.com/MediaPlayer.php?view_id=2&clip_id=311

My other Association Activities Include:

- took statewide leadership training with MSEA in Towson
- helped to craft our fair and transparent process for candidate endorsements
- distributed literature and promoted the cause of fully funding public education at several community events
- attended candidate events as your official representative, signifying that we are at the political table
- lobbied legislators in Annapolis about Harford County concerns and about Fair Share
- trained at the HCEA office on how to run campaigns and how to lobby
- attended MSEA open house last fall in Annapolis, and spoke with visiting candidates
- organized and held candidate forums at the HCEA office
- attended a legislative breakfast in Cecil County with local leaders and candidates
- attended 2013 MSEA convention and served on the Endorsement Council
- spoke on your behalf before the County Council (see link, above)
- spoke on your behalf before the Board of Education
- canvassed with MSEA in Baltimore to build our alliance and gain their assistance with our own canvass
- met with Board members to discuss our needs for pro-public-education candidates
- attended MSEA Spring RA and served on the endorsement council for Attorney General and Comptroller candidates
- organized Day of Action activities at Havre de Grace High School
- organized demonstrations last spring at school – that's our picture on the HCEA website!

Other Activities:

- Advisor of Student Government at HHS for five years
- Sponsor of French Honor Society for more than 10 years
- Volunteer at Havre de Grace Public Library as Book Jam Reader for one year
- Foster of 2 rescue dogs one year
- Creator and Leader of Parent Prom Committee one year
- Board of Directors as Recording Secretary and as Vice President for six years at my church
- Band Fruit Fundraising Chair for three years
- Girl Scout Camping Leader and Cookie Mom five and two years, respectively

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
410/838-0800

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



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!

Need PD?

The HCEA Instructional Professional Development Committee wants your input. We are here to help meet your PD needs.

Let us know what they are. **Watch for a survey link in your mailbox soon.**

We can also connect you to other organizations (e. g. HCRC and HCABSE).

Contact Shirley Faulkner (Shirley.faulkner@hcps.org) or

Liz Ray

(Elizabeth.Ray@hcps.org if you're interested in being a member of the committee or if you need more information.

EVALUATIONS ISSUES

Several Administrators are not properly following the evaluation model. HCEA has filed an appeal in this matter.

However, you must carefully check to make sure your administrator is following the evaluation model properly.

The model can be downloaded at this link:

[HCPS/HCEA 2013-14 Evaluation Model](#)

Contact HCEA immediately if you believe your administration is not adhering to the current evaluation model.

HARFORD COUNTY MARCH FOR PUBLIC EDUCATION!!!



Join the Fight for Public Education!!!

On April 8, 2014 at 6:30 p.m. Harford County teachers and concerned citizens will unite in a “March for Public Education”. The march will start at Bel Air Elementary School and end at The Harford County Council Chambers on Bond St.

Let's unite and take a stand for PUBLIC EDUCATION. Let's show our County Council and County Executive that we care about our schools, we want increased funding for our children and we will not be quiet.

Buses will be available to pick up participants at Edgewood HS and Aberdeen HS @ 6p.m. [Click here](#) if you would like to reserve a seat on the bus.

NEGOTIATIONS UPDATE

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

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@lctcfp.net

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Know Your Contract

Grievance Process

5.5 Grievance Presentation. All grievances shall be presented in writing at Step 1 within ten (10) school days from the date of their occurrence, signed by the grievant. The Administrator's answer at each step shall be given in writing within ten (10) school days after the step meeting which shall be held within ten (10) school days following receipt of the appeal. Unless a grievance is appealed to the next step within five (5) school days after the Administrator's answer, it shall be deemed settled in accordance with the Administrator's answer, which shall be considered acceptable to the grievant and the Association.

If your contractual rights have been violated, you must inform HCEA within 10 school days of the violation so that the UniServ can file the grievance within the contractual timeline.

If you have questions about the Grievance Process contact the HCEA office 410 838-0800.



Freedom is Once Again Offering

a **\$1,000 Golden Apple Plus Educator Award!**

To apply for the Golden Apple Educators Award, submit an essay that explains why you, as a teacher or education employee, deserve this award.

See this year's [application form](#) for full details.

Please submit your essay to marketing@freedomfcu.org by April 1, 2014.

Eligibility Rules:

Must be a Freedom Federal Credit Union Member

Must be enrolled in Freedom's Golden Apple Plus Program

Must be a member of HCEA or HCESC

"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.

TELLCOUNTY 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

HCEA Elections

2014 Candidates

President:

Ryan Burbey—*Unopposed must still be elected by ballot*

Vice President:

Kathleen Mader

Elizabeth Ray

Board of Directors

Elementary Member At Large:

Phil Cogdill—*Unopposed Elected via acclamation*

MSEA Delegate:

All Delegates elected via acclamation at March RA

Thomas Fare

Tedra Webb

Alex Keene

Ollie Danage

Michelle Bowditch

Elizabeth Ray

Mike Curry

Michelle Mcdougall

Kathleen Mader

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](#)

HCEA Scholarship

The HCEA Scholarship Banquet is being held Tuesday, April 30, 2014 at Geneva Farms Country Club.

Each year HCEA awards a scholarship to a HCPS high school senior interested in pursuing a career in education. Please come and celebrate our future educators. Tickets are \$35 each. **Any member purchasing a ticket will also receive a buy one get one free coupon for Chipotle** (While supplies last).

Contact the HCEA office at 410-838-0800 to purchase tickets.

**Sign
the petition
to Give
All Students
a 30 Minute
Lunch**



**Now Hiring
Teachers for
Summer Positions**

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

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.**

**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.



HCEA

Member Benefits presents:

Understanding Your Retirement

a Workshop by

***DENNIS REISHER of
INTEGRATED FINANCIAL SOLUTIONS***

This workshop is designed for all HCEA members, especially individuals considering retiring in the next five years.

Preparing for income in your retirement years:

- *Pension and payout options in retirement.
- *Social Security retirement benefits.
- *Income from your investments.

**Bel Air HS
Cafeteria**

Wednesday, April 9, 2014

4:30 p.m. – 6:00 p.m.

Refreshments will be provided

RSVP: Dennis Reisher at Dennis.Reisher@LPL.com

SECURITIES OFFERED THROUGH LPL FINANCIAL MEMBER FINRA/SIPC

HCEA Member Benefits is not affiliated with, nor endorsed by, LPL Financial



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

2 BR/1BA - 2nd floor condo in OCMD available for family vacation rental. Walk to beach and boards. Sleeps 6.

No High School Seniors

Email Peggy at teaguepeg@aol.com for rates and information.

HCEA member discount.

Available starting in May, 2014

NEA Click & Save "Buy-lights"

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- Nordstrom:** Free shipping & returns, plus up to 50% off sale
- Omaha Steaks:** \$10 off orders of \$50 or more
- Diamonds International:** Take 10% off
- Under Armour:** Enjoy free shipping on orders of \$45 or more
- Sports Authority:** Enjoy free shipping on orders of \$49 or more

Do you own a business?
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Do own rental properties?
Do you have something to sell?
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Non-affiliated ads: 1/4 page = \$80, 1/2 page = \$160

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