



From the President...

I want to take the opportunity to thank all of the HCEA Members who attended the Harford County March for Public Education. Your activism is key to realizing our goals of fair pay, improved working conditions and a quality education for all the children of Harford County. You can view news coverage of the march [here](#). Video coverage of the march is also located [here](#).

Following the march, County Executive Craig and I appeared on Midday with Dan Rodricks to discuss the funding issues. County Executive Craig stated that he thinks, "The schools are getting enough money". He also stated, "Don't complain. If you don't like your job go somewhere else." You can listen to the entire show [here](#).

Mr. Craig's refusal to acknowledge the need for increased funding or the hardship that he has placed upon our teachers does not bode well for the current HCPS budget being fully funded. As a result, HCEA anticipates a reduction of force at the conclusion of this year. To assist teachers who desire to leave HCPS due to financial concerns brought about by the salary freeze, as well as, to help teachers who may lose their jobs due to position cuts, HCEA has arranged for a recruiting seminar with representatives from Baltimore County Public schools. You can find all the details on page four.

HCEA is committed to finding a workable solution to the funding woes of our schools. We are committed to realizing the dream of a quality 21st century education for all Harford County students. We are committed to achieving fair wages, quality professional development, adequate resources and improved working conditions for all teachers in Harford County. If the current elected officials are not willing or able to make the necessary commitment to education that our children, our teachers and community deserve, then **we must elect leaders who will**. HCEA will be endorsing, supporting and helping to elect leaders who truly believe in education. We need all of our members to actively participate in this year's elections. **We need you to continue to Stand Strong with HCEA as we work to improve our schools for teachers and students alike.**



HCEA Board of Directors

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rburbey@mseanea.org

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Harford Technical High School

Tiffany Higgins

Patterson Mill High School

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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

- 4/14 & 4/28 **Harford County Board of Education Meeting**
6:30 PM HCPS A.A. Roberty Bldg.
- 4/24 **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**
- 4/25 **BCPS Recruiting Seminar**
- 4/30 **HCEA Future Educators Scholarship Banquet**

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.



APRIL 25, 2014 JOIN TEAM BCPS!

Baltimore County Public Schools Open House Session

We are excited to reach out to you and educators to let you know about the teaching opportunities and supportive culture you can find teaching with Baltimore County Public Schools. The presentation will include information on:

- Available Communities – BCPS
- Applying to BCPS – please bring a resume
- New teacher support
- Major district initiatives – technology, equity, and global learning
- Salary & benefits



Harford County
Education
Association

Homewood Suites
4170 Philadelphia
Road, Bel Air, MD
21035
10:00 am - 1:00 pm

BUILD YOUR
CAREER

MAKE AN IMPACT

ENJOY LIVING IN
AND AROUND
BALTIMORE
COUNTY

BALTIMORE COUNTY
PUBLIC SCHOOLS

Department of
Human Resources
6901 Charles Street
Building E
Towson, MD 21204

www.bcps.org

Cancelled

As a teacher,
You're Golden



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

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



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 for complete details.



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1-800-440-4120 ★ www.freedomfcu.org

Know Your Contract

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

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

Evaluation Conferences and other meetings should not be scheduled during minimum unassigned planning time.

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

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



We're at the bargaining table, and in board rooms, council chambers, and the State House fighting for professional respect and the funding students, schools, and educators need for success!

JOIN FOR
FREE
THROUGH
AUGUST 31!

Enroll in your local professional association between April 1 and August 31 and pay no dues until November 7!

Join your local association now and pay no dues until November 7. You'll get many of the benefits of membership, including the exclusive NEA Educators Employment Liability (EEL) coverage that protects you from personal financial liability stemming from employment-related lawsuits.

Join now and you'll get immediate access to the EEL program and more, including:

- NEA Accidental Death and Dismemberment Plan
- NEA Group Term Life Insurance Plan
- NEA Members Auto & Home Insurance Program
- NEA Car Rental Program
- NEA Credit Card Program
- NEA Magazine Service

Visit neamb.com and click Member Benefits to learn more about the money-saving benefits that come with membership in your professional association.



Learn more about your local professional association! Visit www.harfordcea.org, or call 410/838-0800.

 **HCEA**
Harford County Education Association

**STRONG
SCHOOLS
STRONG
MSEA**

Leading the change, leading the change

 **msea** maryland state
education association

Connect with us! marylandeducators.org |  facebook.com/marylandeducators |  [@MSEAeducators](https://twitter.com/MSEAeducators)

Early Enrollment Spring 2014 Promotion Membership Application

**RETURN APPLICATION
TO YOUR LOCAL
ASSOCIATION**

SSN (all digits are desired, last 4 digits are required)		EMPLOYEE ID #	LOCAL ASSOCIATION
MR. <input type="checkbox"/> MISS <input type="checkbox"/> DR. <input type="checkbox"/>	FIRST	MIDDLE	LAST
MRS. <input type="checkbox"/> MS. <input type="checkbox"/>	ADDRESS		
CITY		STATE	ZIP CODE
HOME PHONE	CELL PHONE	HOME EMAIL	WORK EMAIL
HIRE DATE	ETHNICITY (optional)	DATE OF BIRTH	GENDER <input type="checkbox"/> Male <input type="checkbox"/> Female
WORK LOCATION		POSITION	SUBJECT

The following information is REQUIRED:

Have you been a member of NEA in the past?	<input type="checkbox"/> Yes (not eligible for early enrollment) <input type="checkbox"/> No (not eligible for early enrollment –benefits start 9/1/14)	Check One: <input type="checkbox"/> Employed more than 50% <input type="checkbox"/> Half-time or less
2014-15 Salary:	<input type="checkbox"/> Over \$41,549	<input type="checkbox"/> \$20,775 to \$41,549
	<input type="checkbox"/> below \$20,775	
How would you like to receive your MSEA ActionLine magazine?	<input type="checkbox"/> Print	<input type="checkbox"/> Digital copy (email)

As a participant in the local association(see above)/Maryland State Education Association/National Education Association Early Enrollment Membership Incentive Plan, I am eligible to receive prior to September 1, 2014 (but in no event before April 1, 2014) benefits under the NEA Educators Employment Liability (EEL) Program, as well as access to select NEA Member Benefits programs. As a condition of eligibility for these benefits, I agree to pay the appropriate unified Active membership dues for the 2014-2015 membership year in accordance with established payment procedures. Should I fail to do so, my eligibility to receive benefits under the NEA EEL Program shall immediately terminate. In addition, I shall be liable for the cost of any benefits that were provided to me under the NEA EEL Program prior to September 1, 2014.

EEL Program coverage from date of signature below (April 1, 2014 through August 31, 2014) is available only to individuals who are joining the Association for the first time as Active members for the 2014-2015 year.

Payroll Deduction Authorization: I authorize continuing payment or deduction of dues in the sum determined by my local affiliate, the Maryland State Education Association and the National Education Association, each year, unless I revoke this authorization in writing to my local affiliate by such time as is designated in my local affiliate's collective bargaining agreement or my local affiliate's policy. In case of my resignation or termination, the board of education shall deduct the balance of my yearly dues from my final check. Dues payments are not deductible as charitable contributions for federal income tax purposes.

SIGNATURE _____

DATE _____

Yes! I want to see our elected officials stand up for public education and my students. I hereby authorize the following contribution to the Fund for Children and Public Education of NEA, MSEA, and my Local Association to build a strong voice for educators:

TOTAL PAC PAYROLL DEDUCTION PER PAY PERIOD \$6.00 \$3.00 \$1.00 \$ _____ SIGNATURE _____

The NEA Fund for Children and Public Education (NEA Fund) collects voluntary contributions from Association members which are used for political purposes, including, but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for federal office. Only U.S. citizens or lawful permanent residents may contribute to the NEA Fund. Contributions to the NEA Fund are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. Contributions to the NEA Fund are not deductible as charitable contributions for federal income tax purposes. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year. I understand that I am making a joint contribution and that one-third of my contribution will go to the NEA Fund, one-third to the MSEA Fund and one-third to the local Fund. Federal law prohibits the NEA Fund from receiving donations from persons other than members of NEA and its affiliates, and their immediate families. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.

REFERRED BY: _____ LOCAL ASSOCIATION: _____

● RETAIN A COPY FOR YOUR RECORDS



"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

NEGOTIATIONS UPDATE

**HCEA and HCPS
Still lack agreement
on several issues,
including wages &
benefits. We will
inform you of any
developments**

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.





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"

- Sears:** Save \$35 on orders of \$300 or more; free shipping on orders of \$59 or more
- 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?
Do have an event to advertise?
Do own rental properties?
Do you have something to sell?
Advertise With HCEA

Impact Ad Rates

Member, retired member, or vendor or business providing a discount to HCEA members ¼ page = \$40, ½ page = \$80

Non-affiliated ads: ¼ page = \$80, ½ page = \$160

HCEA Gateway ads are free to HCEA members.

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