



From the President...

As we approach the end of another school year, I want to thank each of you for your hard work and advocacy. You make a difference.

This year our work will not be done when summer comes. June 24th is the primary election. We must work to elect public education supporters. HCEA will be canvassing neighborhoods in support of our endorsed candidates. Our first canvases will be June 7th and 22nd in support of Duvowel Peaker candidate for County Council District E. Please visit <http://www.duvowelpeaker.com/> to learn more about his candidacy. HCEA has also endorsed Joseph Smith for County Council District F. More details about his candidacy can be found at <http://www.votejoesmith.com/>. It is crucial that all HCEA members, our friends and our families vote to support our endorsed candidates this year.

HCEA is still receiving many reports of improper evaluations. Many administrators still are not following the current evaluation model as written. Please carefully check your evaluation for accuracy. You can download a copy of the current evaluation model [here](#). If you have any questions contact HCEA. HCEA and HCPS still have not reached agreement on an updated evaluation model for the 2014-15 school year. I will update you with any new developments.

Despite rumors to the contrary, there have been no changes to the healthcare plans or premium split. There is a modest rate increase of 3%, which is well below the national average. HCPS proposed a 5% increase but HCEA was able to successfully advocate for a lower rate. This year's open enrollment is a "passive enrollment". Your current medical, dental and life elections will carry over to 2014-15. However, Flexible Spending Account (FSA) elections must be made each plan year. **Open Enrollment ends May 24, 2013.** You can download a benefits guide at <https://www.hcps.org/departments/docs/humanresources/benefits/ActiveEmployeeBenefitEnrollmentReferenceGuide2013.pdf>

HCEA continues to pressure the Harford County Council to fund the contingency language in our tentative agreement. Please take some time to [email](#) the Harford County Council, emphasizing the importance of funding the \$8.5 million necessary to meet the contingency language. I anticipate action by the Harford County Council in the next couple of weeks. I will notify you as soon as the timeline for council action becomes more clear. Again, it is essential that we continue to pressure the Harford County Council to fund our contingency language. Please [email](#) the council members asking that they prioritize teachers above discretionary budget items like fleet replacement, playground equipment, new capital projects and parkland acquisition. Please be sure to let the council members know that you and your family are all voters, who will be making your decisions in the upcoming elections solely upon each candidate's commitment to teachers and public schools.

HCEA continues to fight for you, for our schools and for our students. **Stand Strong with HCEA.**

HCEA Board of Directors

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rburbey@mseaneaa.org

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HCEA Staff:

MSEA UniServ

Director:

Seleste Odewole

sodewole@mseaneaa.org

MSEA UniServ

Director:

Larry Ginsburg

lginsburg@mseaneaa.org

Office Manager:

Connie Birdwell

cbirdwell@mseaneaa.org

Office Assistant:

Nitza Harris

nharris@mseaneaa.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@mseaneaa.org

Upcoming Events

- 5/27 & 6/9 [Harford County Board of Education Meeting](#)
6:30 PM HCPS A.A. Roberty Bldg.
- 5/29 HCEA Board of Directors Meeting
4 PM HCEA Office
- 5/20, 5/27 & 6/3 [Harford County Council Meeting](#)
7:30 PM Council Chambers
212 South Bond Street, Bel Air
- 6/12 The Last Day of the 2013-14 School Year**



Member Incentive for Recruitment Efforts

HCEA is offering an incentive to current members who help in our new member recruitment efforts. From now until August, HCEA will give you a \$25 gift card for each new member you recruit. Simply advise the non-member to complete a member application. You then sign your name on the bottom of the application, make a copy, send the original to our offices and the copy to MSEA. Once we receive and process the enrollment we will send you a \$25 gift card.

In addition, you will also be eligible for MSEA's limited time new member recruitment incentive. MSEA will enter your name into a \$25 gift card drawing for every eligible application they receive by July 11, 2014.

For help in your recruitment efforts and a membership application visit our website "<http://harfordcea.org/>".

If you have any questions call 410-838-0800.

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)	Check One:	<input type="checkbox"/> Employed more than 50%
	<input type="checkbox"/> No (not eligible for early enrollment –benefits start 9/1/14)		<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



Are you working for HCPS this Summer?

If you are doing summer work for HCPS that is not specifically summer school or developing curriculum, you must be paid your per diem rate.

Some positions that this may affect are:

Special Educators

School Psychologists

Guidance Counselors

Occupational Therapists

Early Childhood Intervention Teachers

HCEA is prepared to file a grievance for any member who is not being paid appropriately.

If you have questions Contact HCEA Immediately!

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.

As a teacher,
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410-952-3374 • pricciardi@freedomfcu.org.



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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





Enter Now

NEA Member Benefits has teamed up with **Sallie Mae**[®], provider of the NEA[®] Smart Option Student Loan[®] Program, to offer NEA members five chances to **win \$2,000 cash!** It's our way of rewarding you for your dedication and helping you further your own educational pursuits. From April through August, 2014, enter each month at www.neamb.com. If you're one of the lucky \$2,000 winners, you could choose to fund professional development courses for yourself, cover some of your expenses toward National Board Certification, or even help a family member with their college tuition!

To enter, visit www.neamb.com
or call the NEA Member Service Center at 1-800-637-4636.



No purchase necessary. Void where prohibited. Visit neamb.com/prize for official rules and eligibility.

Smart Option Student Loan, Sallie Mae, and the Sallie Mae logo are registered service marks of Sallie Mae Bank or its subsidiaries. NEA, NEA Member Benefits and the NEA Member Benefits logo are registered service marks of NEA: Member Benefits Corporation.

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 Elections 2014 Results

President:

Ryan Burbey

Vice President:

Kathleen Mader

Board of Directors

Elementary Member At Large:

Phil Cogdill

MSEA Delegate:

Thomas Fare

Tedra Webb

Alex Keene

Ollie Danage

Michelle Bowditch

Michelle Mcdougall

Mike Curry

HCEA officers are also elected to serve as delegates

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

Enter to Win a \$7,500 School Lounge Makeover® from California Casualty, Provider of the NEA® Auto and Home Insurance Program

Don't miss a chance to brighten up your school lounge. California Casualty, provider of the NEA® Auto and Home Insurance Program, is taking entries for the next California Casualty School Lounge Makeover® contest. Details and rules can be found at www.schoolounge makeover.com.

The contest was created as a way to give back to teachers and staff who often lack an area of repose and respite to offset the hard work required to educate our children.

English Teacher Debbie Siebert of Plainville High School in Connecticut says the makeover of their lounge in November of 2013 resulted in "a striking and soothing area." Siebert learned about the School Lounge Makeover while reading her *NEA Today* publication.

The more entries received from your school, the better your chances of winning!

The deadline to enter the next California Casualty \$7,500 School Lounge Makeover® is October 3, 2014, with the next winner announced in November 2014. A contestant must be an active employee of a K-12 public school or school administrator and a member of NEA or ACSA, COSA, NASA, KASE or OAESA. Should a school administrator win who does not work on a school campus, he/she will have the option of choosing the public school to receive the makeover. All members at the school may also enter, thus increasing their school's chances of winning. Find all the details and information at www.schoolounge makeover.com.

Get VIP Savings with the NEA Car Rental Program

If holiday or vacation travel is in your future, consider renting a car, van or SUV through the NEA Car Rental Program! A choice of car rental partners, including Alamo, Enterprise, National, and Hertz, ensures a selection of benefits to meet your needs, such as:

- NEA member discount
- No daily mileage limits
- No charge for a second driver
- Rent from local or airport locations
- 24-hour emergency roadside assistance

Coupons for additional savings

To find out about these special program benefits, go to www.neamb.com.

Look under the Discounts tab, and then click on "Car Rental."

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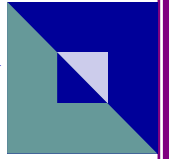
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Chrystie Crawford-Smick

Independent Consultant

410-322-0466

crawfie01@aol.com

<https://chrystiec-s.scentsy.us>



Grants Available

for High School
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please visit

www.CalCasAthletics

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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; plus get free shipping on orders of \$59 or more

Drugstore.com:

Get free shipping on orders of \$35 or more

Harry and David:

Get 20% off site wide with no minimum purchase (for a limited time)

Tool King:

Save up to 40%

Exhale:

15% off spa therapies, classes, and Boutique One

Fandango:

Save 10% on a \$50 gift card

Restaurants.com:

Discount restaurant certificates frequently available

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.

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.

