



From the President...

It is always bittersweet coming to the end of a school year. I am always proud of the work which I and my students have accomplished during the school year. So too I am proud of all the HCEA members, not just for your work in the classroom but for your never-ending efforts to advocate for our schools and our profession. However, this year is more bitter than it is sweet. It is sad watching our friends and colleagues leave for other counties with better opportunities. It is distressing for us to face yet another year of frozen salaries.

Our County Executive, our County Council and our Board of Education have once again failed us. They once again have refused to listen to our pleas and our protests. They once again have sent the message to teachers that we are expendable. It is time we take our protests to the ballot box. It is time we act to replace the Harford County leaders who support the status quo. It is time for us to make a change.

HCEA has endorsed candidates who support public education. We believe these candidates give teachers and students the best chance to have the kind of schools they deserve. These candidates have been vocal supporters of public education and have assured us that they intend to make positive changes for teachers. We must support our endorsed candidates. We must help our endorsed candidates to get elected by canvassing, phone banking, posting yard signs, working polls on election day and most importantly, voting.

Every HCEA member must engage in the election process. Every HCEA member must act to make the changes we want. The current leadership has proven that they will not act on our behalf. We must make a change. We must take our protests and efforts to the ballot box on election day. Every HCEA member must educate their family, friends, community and neighbors about our plight and encourage them to vote with us. To make a change, we must get voters to the polls who will vote for our endorsed candidates.

HCEA will be contacting you to ask you to volunteer your time to elect pro-public education candidates. We need every HCEA member to commit to volunteering to help out. Even if you can only give an hour or two, every little bit helps. We also need teachers to post yard signs for endorsed candidates in their yards. Please contact me if you have any questions, are willing to post yard signs or are ready to volunteer. We can win but we must do this together. 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:

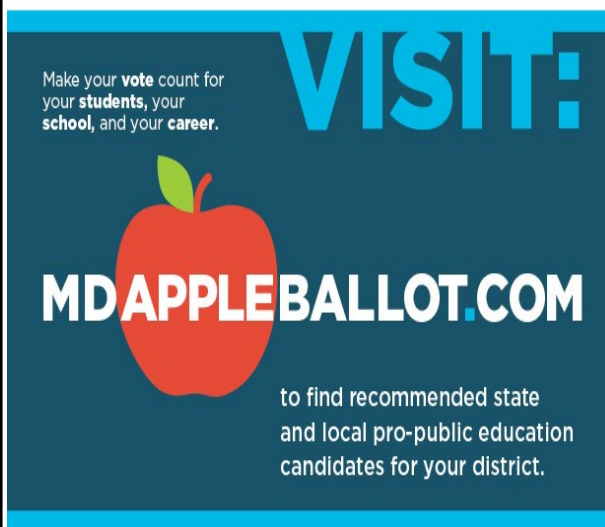
MSEA UniServ
Director:
Seleste Odewole
sodewole@mseanea.org

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



Make your **vote** count for your **students**, your **school**, and your **career**.

VISIT:

MDAPPLEBALLOT.COM

to find recommended state and local pro-public education candidates for your district.

Upcoming Events

6/12 The Last Day of the 2013-14 School Year

6/24 Primary Election Day

*****We need volunteers to work the polls.*****

7/28-7/30 MSEA Summer

Leadership Retreat

*****Contact rburbey@mseanea.org if you would like to attend*****



**All HCEA
Members
Must
Vote
June 24th !!!**

Endorsed Candidates

COUNTY EXECUTIVE

Barry Glassman

Governor

Anthony Brown

COUNTY COUNCIL PRESIDENT

James Thornton

Comptroller

Peter Franchott

HARFORD COUNTY BOARD OF EDUCATION

District A – Jansen Robinson

District B – Robert Frisch

District E – Barney Michel

District F – Michael Hitchings

Attorney General

Brian Frosch

HARFORD COUNTY COUNCIL

District A – Dion Guthrie

District C – Gina Kazimir

District E – Duvowel Peaker

District F – Joseph Smith

MD HOUSE OF DELEGATES

District 34A - Pat Murray

District 35B - Andrew Cassilly

MD SENATE

District 35 – Bridget Kelly

I am asking all HCEA members to vote for the HCEA endorsed candidates regardless of party affiliation. Our Government relations Committee, HCEA Board of Directors and I feel that these candidates give us the best possible chance to ensure our schools are properly funded and our teachers' contracts are honored. Please encourage your family and friends to vote for our endorsed candidates as well. We can change the political dynamic and the state of education funding in Harford County if we elect leaders who truly make teachers, students and our public schools their number one priority.
Ryan Burbey, President-HCEA



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 you 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) <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



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.

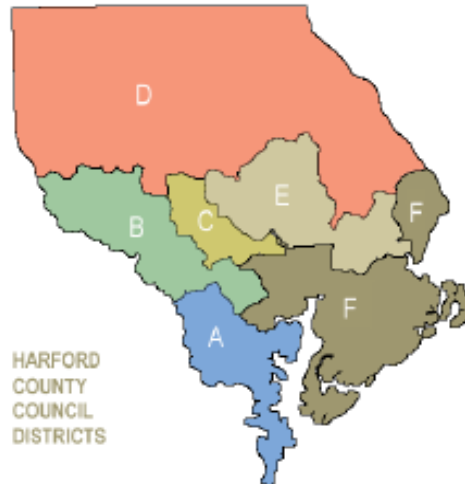
The model can be downloaded at this link:

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

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

HARFORD COUNTY COUNCILMANIC DISTRICTS

IF YOU WANT TO VOTE FOR EDUCATION, TEACHER STEPS, AND SOLID EDUCATION FOR OUR STUDENTS....VOTE FOR THE FOLLOWING CANDIDATES:



<p>District A Jansen Robinson – BOE Dion Guthrie - CC</p> <p>1-01 Joppa 1-03 Edgewood 1-04 Joppa 1-05 Edgewood 1-06 Edgewood 1-10 Abingdon 1-15 Abingdon 1-19 Edgewood 1-23 Joppa 1-24 Joppa 1-41 Joppa 1-45 Joppa</p>	<p>District B Robert Frisch – BOE TBA - CC</p> <p>1-02 Joppa 1-07 Joppa 1-08 Bel Air 1-09 Abingdon 1-11 Abingdon 1-21 BelAir 3-03 Fallston 3-06 Fallston 3-07 Joppa 3-13 Bel Air 4-02 Fallston 4-05 Fallston</p>	<p>COUNTY EXECUTIVE:</p> <p>Barry Glassman</p> <p>COUNTY COUNCIL PRESIDENT:</p> <p>James Thornton</p>	
<p>District C TBA – BOE Gina Kazimir - CC</p> <p>1-14 BelAir 3-08 Forest Hill 3-09 Forest Hill 3-10 Bel Air 3-11 Bel Air 3-12 Bel Air 3-14 Bel Air 3-15 Bel Air 3-16 Bel Air 3-17 Bel Air 3-19 Bel Air</p>	<p>District D TBA – BOE TBA - CC</p> <p>2-02 Havre de Grace 2-07 HavredeGrace 2-21 HavredeGrace 3-04 Forest Hill 3-05 Forest Hill 3-24 ForestHill 3-26 ForestHill 4-01 Jarrettsville 4-03 White Hall 4-04 Jarrettsville 4-06 Jarrettsville 4-07 Jarrettsville 5-01 Street 5-02 Pylesville 5-03 Pylesville 5-04 Darlington</p>	<p>District E Barney Michel – BOE Duvowel Peaker - CC</p> <p>2-01 Aberdeen 2-04 Aberdeen 2-05 Aberdeen 2-10 Aberdeen 2-11 Aberdeen 2-14 Aberdeen 2-15 Aberdeen 2-20 Aberdeen 2-22 Aberdeen 3-02 Churchville 3-18 Bel Air 3-20 Bel Air 3-21 Bel Air 3-22 BelAir 3-23 BelAir 3-27 BelAir 6-05 Aberdeen</p>	<p>District F Michael Hitchings – BOE Joseph Smith - CC</p> <p>1-12 Abingdon 1-13 Abingdon 1-16 Belcamp 1-17 Bel Air 1-18 Abingdon 1-20 Belcamp 1-22 Abingdon 1-25 Abingdon 1-26 Abingdon 1-27 BelAir 2-03 Aberdeen 2-19 Aberdeen 6-01 Havre de Grace 6-02 Havre de Grace 6-03 Havre de Grace 6-04 Havre de Grace 6-06 HavredeGrace 6-07 Aberdeen</p>

As a teacher,
You're Golden



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

Contact Patrice Ricciardi
410-952-3374 • pricciardi@freedomfcu.org.



Federally insured
by NCUA

Offer subject to change. With
Checking, Direct Deposit,
E-Statements and Visa® Credit
Card. Go to www.freedomfcu.org
for complete details.



Harford County's Better Way to Bank

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





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!

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:

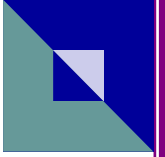
- NEA member discount
- No daily mileage limits
- No charge for a second driver
- Rent from local or airport locations
- 24-hour emergency roadside assistance

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."

Sign
the petition
to Give
All Students
a 30 Minute
Lunch



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; 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.

