



From the President...

Harford County teachers face one of the most challenging environments in the state of Maryland. Harford County has always been one of the lowest funded school systems in the state of MD. For the past six years, this underfunding has resulted in teachers not having their contract honored and not receiving annual salary steps. This is a tremendous hardship to us all. It has lead many teachers to ask, "What is the HCEA doing?" "Why should I belong to HCEA?"

Over the past several years, HCPS has aggressively attempted to roll back teachers' benefits, rights and protections. I would like to describe some of the attacks on your contract and benefits that HCEA has successfully thwarted. Without our dues paying members, it would not have been possible to protect these important rights and stop HCPS from harming Harford County teachers.

In 2010, HCPS unilaterally changed our healthcare. Many of you will remember that HCEA members fought ardently and protested to get this illegal change reversed. You can read a little about this struggle here. <http://www.daggerpress.com/2010/05/25/hcps-employees-protest-changes-to-health-care-plan/> After months of legal battles, HCEA prevailed and our benefits were restored. In every negotiations since 2010, HCPS has proposed reducing healthcare coverage and increasing your share of the premiums. HCEA is the only bargaining unit which did not agree to a costly mandatory generic prescription plan.

Every year since 2011, HCPS has proposed eliminating seniority, which would allow veteran teachers' jobs to be cut solely to save money. Last year, HCPS proposed significant restrictions on the Sick Leave Bank both in negotiations and at the Sick Leave Bank Rules Committee. HCPS also proposed removing your impasse rights from our contract.

In the face of constant opposition by HCPS, what has HCEA done? We have preserved your healthcare benefits. We have collaboratively developed a fair evaluation system with HCPS. We have increased planning time for elementary teachers. We have broadened your grievance rights and have filed many grievances to protect our members. We have vigorously defended Harford County Teachers at every turn. All of this has been accomplished with dues dollars.

Today, HCPS has again attacked the Sick Leave Bank; proposing unilateral changes which will impact every member of the Sick Leave Bank. Please read the letter I received on the next page. A response from HCEA will follow soon.

We need every teacher to support our efforts! Too many teachers pretend that left unchecked, HCPS will look out for our best interests. **Only HCEA protects teachers' rights in Harford County.** HCEA will continue to advocate for the teachers of Harford County. We will continue to form coalitions which improve our standing with the community. HCEA will continue to pursue adequate funding; not just for teachers' salaries but for the betterment of our students. **We need you to fight with us. We need you to help elect HCEA endorsed candidates.**
Stand Strong with HCEA!



Upcoming Events

9/4 HCEA Board of Directors Meeting
4:30 PM HCEA Office

10/9 **The Power of Resources Conference**

5-8 PM Aberdeen High School

10/23 HCEA Representative Assembly
4:30 PM Paterson Mill Cafeteria

HCEA Board of Directors

President:
Ryan Burbey
rburbey@mseanea.org

Vice President:
Kathleen Mader
Havre De Grace High School

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Red Pump Elementary School

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Tiffany Higgins
Patterson Mill High School

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Barbara P. Canavan, Superintendent of Schools
102 S. Hickory Avenue, Bel Air, Maryland 21014
Office: 410-838-7300 • www.hcps.org • fax: 410-893-2478

HUMAN RESOURCES

Ms. Jean A. Mantegna, SPHR
Assistant Superintendent for Human Resources
410-588-5226/Fax 410-588-5315
Jean.Mantegna@hcps.org

September 30, 2014

Mr. Ryan Burbey, President
Harford County Education Association
260 Gateway Drive, Suite 13A
Bel Air, MD 21015

Dear Mr. Burbey:

Please be advised of the following necessary actions relating to the Sick Leave Bank for HCEA represented employees:

1. Tax Treatment of Donated Leave: Based on IRS Revenue - Ruling 90-29 and the advice of the IRS Chief Counsel's office, employees who donate sick leave to a sick leave bank do not recognize income for the value of the donated leave, if the sick leave bank plan is to be administered by the employer. In administering the plan, the employer must have discretion over the sick leave bank rules and discretion over grants of sick leave for medical emergencies. Failure to qualify as an employer administered plan has adverse tax consequences and will result in income to the donor of the leave. In the current arrangement, the sick leave bank is administered by HCEA, who is not a fiduciary of HCPS. As a result, effective immediately, any donations by employees to the Sick Leave Bank must be treated as imputed income for tax purposes. You have already notified us of your intention to assess all returning members for the 2014-15 school year. HCPS will process the leave deduction and tax withholding in the November 7, 2014 paycheck for all new and returning members. Until that time, we are open to discussing options that would provide the Sick Leave Bank with IRS qualified status as an employer administered plan.
2. Cost of Health Insurance Benefit while utilizing the Sick Leave Bank: The negotiated agreement provides a voluntary sick leave bank for all active duty teachers for "...salary payment for qualifying, incapacitating, and/or catastrophic personal illness..." It does not provide for benefits above those afforded to similarly situated teachers who choose not to join the sick leave bank. As such, effective immediately, teachers utilizing the sick leave bank while on a non-FMLA qualifying absence may continue to participate in the health insurance benefit at the 100% contribution rate. Upon returning to work, the teacher's contribution rate will return to the current active duty contribution rate based on the plan elected.

Sincerely,

Jean A. Mantegna, SPHR
Assistant Superintendent for Human Resources

pc: Mrs. Barbara P. Canavan, Superintendent of Schools (*electronic copy*)
Mr. James Jewell, Assistant Superintendent for Business Services (*electronic copy*)
Mr. John Staab, Director of Finance (*electronic copy*)
Mr. Jeffrey M. Fradel, Senior Manager of Staff and Labor Relations (*electronic copy*)
Mrs. Audrey Simpson, Coordinator of Benefits (*electronic copy*)
Mrs. Roxanne Burton, Salary and Time Accrual Specialist (*electronic copy*)
File



PRESENT...

A large graphic consisting of a yellow wireframe cube. Three yellow banners are draped across the front of the cube. The top banner contains the word "The", the middle banner contains the word "Power", and the bottom banner contains the word "RESOURCES" in all caps. The banners have blue and red ribbon-like ends.

Learn how to make the most of your Union Membership. Join us for an evening full of great workshops, food and refreshment.

Location:
Aberdeen HS
Date:
October 9, 2014
Time:
5pm to 8pm

Creating Effortless Flip Charts

Membership Pays

Lesson Plan Swap

SLOs

CLICK HERE
TO REGISTER
BY OCT. 6, 2014!



All HCEA Members Must Vote

Endorsed Candidates

COUNTY EXECUTIVE

Barry Glassman

COUNTY COUNCIL PRESIDENT

James Thornton

HARFORD COUNTY BOARD OF EDUCATION

- District A – Jansen Robinson
District B – Robert Frisch
District C – Joe Voskuhl
District E – Rachel Gauthier
District F – Michael Hitchings

HARFORD COUNTY COUNCIL

- District A – Dion Guthrie
District C – Gina Kazimir
District E – Pat Vincenti
District F – Joseph Smith

Governor

Anthony Brown

Comptroller

Peter Franchott

Attorney General

Brian Frosch

MD HOUSE OF DELEGATES

- District 34B - Cassandra Beverley
District 35B - Andrew Cassilly
- Jeff Elliot (HCEA Member)

MD SENATE

District 35 – Bridget Kelly

I am asking all teachers to vote only 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

Advertisement for MDAppleBallot.com featuring a red apple and the text: VISIT! Make your vote count for your students, your school, and your career. MDAPPLEBALLOT.COM to find recommended state and local pro-public education candidates for your district.

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Our Voice.

2014 MSEA CONVENTION OCTOBER 17-18 OCEAN CITY

www.marylandeducators.org

September 2014

marylandeducators.org/Convention



Our Profession.
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2014 MSEA CONVENTION SCHEDULE OF WORKSHOPS OCTOBER 17-18 OCEAN CITY

ROOM	FRIDAY MORNING		FRIDAY AFTERNOON	SATURDAY MORNING	
	8:30 – 10:00	10:15 – 11:45	1:00 – 2:30	8:30 – 10:00	10:15 – 11:45
201	Equalizing the Playing Field: Technology Supports \$00.00 to \$555 <i>Elizabeth Luce Rebecca Perasio Nicole Zimmerman MSDE Master Teachers</i>	Equalizing the Playing Field: Access Through Universal Design for Learning <i>Elizabeth Luce Rebecca Perasio Nicole Zimmerman MSDE Master Teachers</i>	<p>How Do We Get What We Want?</p> <p><i>Floyd Cox NEA</i></p> <p>Bayfront Ballroom</p>	Equalizing the Playing Field: Formative and Summative Assessments that Address the Needs of ALL Learners <i>Elizabeth Luce Rebecca Perasio Nicole Zimmerman MSDE Master Teachers</i>	The SLO Treasure Chest <i>Shirley Faulkner Holly Walsh MSEA SLO Leadership Cadre</i>
202	Managing Student Behavior to Get Results <i>Robert Murphy, MSDE</i>	Substance Abuse Update for Educators <i>Kim Henson</i>		Engaging the Cafeteria Fringe: Science Fiction and Fantasy Clubs <i>Arthur Boonman</i>	Classroom Held Hostage by Bad Behavior <i>James Black</i>
203	G.O. for ELA: Graphic Organizers that Connect Reading to Writing <i>Lauren Rivers</i>	The Total Engagement Classroom: Instructional Strategies that Make a Difference <i>Dr. Louis Norbeck</i>		Classroom Management Through the Integration of a Youth Development Approach <i>Thandor Miller Syreeta Evans</i>	Building Agents of Change in an Era of Climate Change <i>Coreen Weikmister, DNR</i>
204	Content Is Dead—21st Century Global Skills and AP Capstone <i>Troy Bradbury</i>	Creative Teaching and Learning With the Brain in Mind <i>Dr. Carmen White Lennie Smith</i>		Achieving Student Growth through Your Professional Development <i>Lisa Guzmán NEA Academy</i>	Six Steps to Powering Up Student Writing <i>Barbara Friedlander</i>
215	Close Encounters of the Reading Kind <i>Pamela Mesta Olga Reber Melissa Thomas</i>	Make and Take Madness <i>Pamela Mesta Olga Reber Melissa Thomas</i>		A Walk in the PARCC <i>Pamela Mesta Olga Reber Melissa Thomas</i>	Add Hours of Teaching Time a Week Without Staying Late <i>Gemie Shancik Bender</i>
208	iParent: Fostering 21st Century Communication With our Parent <i>Dr. Ashanti Foster</i>	The Value of a School Counselor <i>Ennice Humphrey Dr. Sonja Ford</i>		Unlocking Opportunity—Making School Work for African American Girls <i>Lara Kaufman</i>	Learning to Build a Positive Climate and Culture to Prevent Bullying <i>Shane Hynson</i>
209	Coping With Difficult Personalities <i>Veronica Henderson</i>	Work Pays—Court Costs: Learn What Work Behaviors Could Cost You and How to Avoid Them <i>Damon Felton, Esp.</i>		How to Deal With a Workplace Bully <i>Jocelyne Jones</i>	Make Your Money Work for You <i>Dan Wiley Security Benefit</i>
210	Yes You Can! <i>Géraldine Duval Elaine Crawford</i> 8:30 a.m.—4:30 p.m. Friday/Saturday classroom management program for pre-registrants only.			Yes You Can! <i>Géraldine Duval Elaine Crawford</i> 8:30 a.m.—Noon Friday/Saturday classroom management program for pre-registrants only.	

Check with your local certification/staff development/human relations department regarding credit.



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YES YOU CAN!

CLASSROOM MANAGEMENT FOR MARYLAND EDUCATORS

PART 1

Fri - Sat, October 17-18

MSEA 2014 Convention
Roland E. Powell Convention Center
Ocean City, Maryland

PART 2

February 2015

St. Michaels, Maryland

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For a no obligation consult and quote, contact:

Michael Markowitz – 410-455-0680



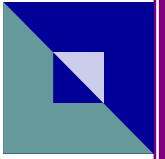
Know Your Contract

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. Classroom and special education teachers in elementary schools shall be scheduled for unassigned planning time during the regular day for students in increments of not less than forty five (45) consecutive minutes per day. All other elementary teachers shall be scheduled for unassigned planning time during the duty day in increments not less than forty five (45) consecutive minutes per day.

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

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



Chrystie Crawford-Smick

Independent Consultant

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crawfie01@aol.com

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



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