



# IMPACT

October 2014



## From the President...

Election day is less than two weeks away. HCEA has worked diligently through our Government Relations Committee to identify candidates who are strong supporters of public education and teachers. From the top of the ballot to the bottom, there are clear choices.

All of our Board of Education candidates are committed to making the tough choices necessary to fund our contract and retain the best teachers in Harford County.

Our candidates for Harford County Council have committed to making our public schools their top priority and to working closely with HCEA to make sure the needs of our teachers, students and schools are met.

Our candidates for the MD State Legislature have promised to work closely with HCEA and MSEA to ensure that the state education funding formula is fair to Harford County Public Schools.

Our candidate for Harford County Council President, Jim Thornton, has been a strong advocate for our teachers, students and schools, while serving on the Board of Education. He has promised to work to end the system of cronyism which has drained precious funding from our public schools.

Our candidate for Harford County Executive, Senator Barry Glassman, has committed to fixing the inequities of the past administration. He has promised to make our teachers, sheriffs and other public servants a priority rather than capital projects moving forward.

Our candidate for MD Governor, Anthony Brown has been a strong supporter of public education and teachers throughout his career. He will protect necessary funding for Harford County Schools.

**If we want to improve our circumstances, we all must work to elect these candidates. We all must volunteer some time to support HCEA endorsed candidates. We all must vote for HCEA endorsed candidates. Stand Strong with HCEA.**

### HCEA Board of Directors

#### President:

**Ryan Burbey**

[rburbey@mseane.org](mailto:rburbey@mseane.org)

#### Vice President:

**Kathleen Mader**

Have De Grace High School

#### Secretary/Treasurer:

**Elizabeth Ray**

Aberdeen Middle School

#### Members at Large:

##### Elementary

**Ollie Danage**

Red Pump 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@mseane.org](mailto:sodewole@mseane.org)

##### MSEA UniServ

#### Director:

**Larry Ginsburg**

[lginsburg@mseane.org](mailto:lginsburg@mseane.org)

#### Office Manager:

**Connie Birdwell**

[cbirdwell@mseane.org](mailto:cbirdwell@mseane.org)

#### Office Assistant:

**Nitza Harris**

[nharris@mseane.org](mailto:nharris@mseane.org)

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## Upcoming Events

- 10/23 HCEA Representative Assembly  
4:30 PM Paterson Mill Cafeteria
- 10/27 Regional Representative Training  
4:30 PM Edgewood High School

## 11/4 ELECTION DAY Volunteer and Vote

- 11/6 HCEA Board of Directors Meeting  
4:30 PM HCEA Office
- 10/23 HCEA Representative Assembly  
4:30 PM Paterson Mill Cafeteria



**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



# GREATER EXCELLENCE IN EDUCATION FOUNDATION

*Building Partnerships. Achieving Dreams.*

Several HCEA members were honored as Everyday Heroes by the [Greater Excellence in Education Foundation](#). Please let them know how proud we are of their dedication.

### GEEF Everyday Heroes 2014

School	Principal	Everyday Hero
Aberdeen Middle School	Tony Bess	Laura Cassilly
Alternative Education	Kilo Mack	Michelle Kozak
Bakerfield Elementary	Tara Dedeaux	Christina Gray
Church Creek Elementary	Chrissy Douglas	Danielle Taylor
Churchville Elementary	Edith Buckler	Ina Gardner
Deerfield Elementary	Greg Lane	Jennifer Amato-Minton
Edgewood Elementary	Jennifer Drumgoole	Erika Jones
Edgewood Middle	Patrice Brown	Bridgette Bell
Edgewood High	Lisa Santos	Sarah Friedman
Forest Hill Elementary	Tammy Bosley	Terri Brown
Forest Lakes Elementary	Chris Langrehr	Wendy Jett
Harford Technical High School	Chas Hagan	Michael Svezese
Havre de Grace Elementary	Ron Wooden	Chris Hedges
Havre de Grace Middle	Chandra Krantz	Nancy Murphy
Havre de Grace High	James Reynolds	Kirsten Somers
Joppatowne High	Pamela Zeigler	Cheryl Orrichio
Magnolia Elementary	Patty Mason	Stephanie Guzman
Magnolia Middle	Melissa Mickey	Barbara Ford
Meadowvale Elementary	Debbie Freels	Anastasia "Stasi" Rajewski
North Harford Elementary	Lisa Sundquist	Kathy Ayers
Norrisville Elementary	Victoria Elliott	Erica Pickett
Red Pump Elementary	Blaine Hawley	Brenna Talbard
Ring Factory Elementary	Earl Gaskins	Margaret "Carol" Dietrich
Roye Williams Elementary	Rose Martino	Ronald Stump
William Paca/Old Post	Gail Dunlap	Reynard Burgess

HCEA & HCESC held our first Power of Resources Conference Thursday October 9. The conference was designed in response to members requesting a myriad of trainings and wanting to know resources available to them. Approximately 30-40 members attended, participating in the member-led workshops on topics like politics to paychecks, member benefits, SLOs, common core, the negotiation process, technology, and balancing home & work life. HCEA/HCESC vendors participated as well. **Special thanks to Glenn Pippen, who provided delicious baked goods for desert. Watch for more professional development opportunities from HCEA in the future!**

SCHOOL OF EDUCATION

NCU  
Northcentral University

#### GRADUATE PROGRAMS

- Doctor of Philosophy in Education (PhD)  
*12 specializations*
- Doctor of Education (EdD)  
*13 specializations*
- Education Specialist (EdS)  
*12 specializations*
- Master of Education (MEd)  
*16 specializations (9 TEAC Accredited)*

#### GRADUATE CERTIFICATES

- Post-Master's Certificate  
*13 specializations*
- Post-Baccalaureate Certificate  
*10 specializations*

FOR MORE INFORMATION:  
[neacademy.org/ncu](http://neacademy.org/ncu)  
855.346.7491  
[neamembers@ncu.edu](mailto:neamembers@ncu.edu)

## NEA MEMBERS SAVE 15% ON TUITION when you enroll as a student at NCU!

At Northcentral University, our passion is education. Our partnership with the NEA Academy allows us to provide the quality professional development NEA members need while saving both money and time. As a regionally accredited, online and graduate-focused university, we have nearly two decades of experience providing working professionals with access to professionally relevant and academically-rigorous degree and certificate programs. Our School of Education offers both post-baccalaureate and post-master's certificates in addition to online PhD, EdD, EdS and MEd programs that are designed to help today's educators and administrators meet and exceed the challenges they face on a regular basis.



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

## We Put the Candidates for Governor to the Test:

**Anthony Brown**  
stands up for our students.



**Larry Hogan's**  
education plans are dangerous.



ANTHONY BROWN	ISSUE	LARRY HOGAN
✓ Brown pledges to work with state and local association leaders on all budget, personnel, and policy matters. <sup>1</sup>	Working with Educators	✗ Hogan refused to complete MSEA's candidate questionnaire. <sup>6</sup>
✓ Brown pledges to lead efforts to update our state's education funding formula to ensure our schools are properly funded. <sup>2</sup>	School Funding	✗ Hogan's budget proposal would result in massive cuts to school funding, layoffs, and larger class sizes. <sup>7</sup>
✓ Brown opposes voucher schemes that take vital funds away from our public schools. <sup>3</sup>	School Vouchers	✗ Hogan supports vouchers, redirecting taxpayer money from public to private schools. <sup>8</sup>
✓ Brown supports additional funding for community colleges and has a plan to keep tuition down. <sup>4</sup>	College Affordability and Career Readiness	✗ Hogan proposed eliminating the Department of Education, which would discontinue the Pell grant program. <sup>9</sup>
✓ Brown has pledged to provide voluntary universal pre-k for all four-year-olds by 2022. <sup>5</sup>	Universal Pre-K	✗ Hogan opposes voluntary universal pre-kindergarten in Maryland. <sup>10</sup>

**When it comes to education, the choice is clear:  
Anthony Brown for Governor.**

**Check the Facts:**

1, 2, 3. MSEA Candidate Questionnaire, 8/22/13 4, 5. www.anthonymbrown.com 6. MSEA candidate questionnaire and recommendation process, 7/23/13-8/8/14 7. Capital Gazette, 4/11/13 8. DMV Daily Dose, 2/13/14 9. Laurel Leader, 10/29/92 10. Capital News Service, 5/11/14; "Marc Steiner Show," WEAA, 6/19/14



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HCEA continues to fight to preserve your sick leave bank benefits, despite attempts by HCPS to dismantle the sick leave bank. HCEA stringently objects to the message in the 411 and considers it to be completely inaccurate.

HCPS continues to attempt to deny our teachers even the most basic and long-standing benefits afforded through our negotiated agreement.

**HCEA will not allow these attacks to go unchecked.**

Please take a minute to read the letter on the next couple of pages from MSEA General Counsel Kristy Anderson to Jean Montegna, HCPS Assistant Superintendent for Human Resources.

More information will follow as it is available.



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October 2014



maryland state education association

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**SAURABH GUPTA**

October 6, 2014

Jean A. Mantegna  
Harford County Public Schools  
102 S. Hickory Avenue  
Bel Air, Maryland 21014

RE: Taxing of the HCEA Sick Leave Bank

Dear Ms. Mantegna:

As you know, this office serves as counsel to the Harford County Education Association. In that capacity, I am in receipt of your September 30, 2014 letter wherein you informed HCEA that HCPS would begin taxing the "donor" employee for all leave deducted and donated to the sick leave. HCPS purports that this is consistent with IRS Revenue Ruling 90-29. We strenuously disagree with your interpretation and ask that you cease and desist in making any tax deductions until this matter may be appropriately and fully addressed.

Specifically, IRS Ruling 90-29 is over twenty-four (24) years old as is the negotiated sick leave bank. Based upon the plain reading of the IRS Ruling, it appears that you have misinterpreted the ruling or misrepresented how the negotiated sick leave bank operates to your auditors or the IRS agent. IRS Ruling 90-29 clearly determined that a qualified leave sharing arrangement consisted of an employer established plan whereby an employee who suffers a serious medical condition requiring a prolonged absence may qualify as a recipient of leave surrendered to the employer by other employees. In such an arrangement, the donor who deposits leave in the leave bank does not realize any income, and therefore, is not taxed. Rather, it is the recipient of the leave that is taxed since the amounts paid are considered wages.

HCEA's sick leave bank is a qualified leave sharing arrangement. It is a written plan made known to employees through Article XI of the Negotiated Agreement. Pursuant to the Negotiated Agreement, the rules of the sick leave bank are established by the Rules Committee, which consists of two (2) members appointed by the President of HCEA and two (2) members appointed by the Superintendent. The President of HCEA and the Superintendent must approve rules before taking



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effect. (Article XI, Section 4 of the Negotiated Agreement). The employees surrender the leave to the employer; HCPS and HCEA jointly establish the rules to determine a serious medical condition; HCEA reviews the applications and applies the standards; and HCPS makes the "salary payment" to qualified recipients per Article 11.4 of the Agreement. Clearly, HCEA merely "administers" the application process; the Board, however, remains responsible for the administration of the sick leave bank as well as payments to a qualifying recipient. Pursuant to IRS Publication 15-A, Circular E, a third party that provides such administrative service qualifies as an agent of the employer, thereby maintaining a qualified leave sharing arrangement.

Inasmuch, to disqualify the sick leave bank as a leave sharing arrangement under IRS Ruling 90-29, it would require an actual third-party payment of sick pay. In that case, assuming HCEA is the third party, the Board would be required to pay over to HCEA the employee's daily rate of pay minus taxes; HCEA would have control of the bank account and would make the payments directly to the qualified recipients. That, however, is not the arrangement that exists under the Negotiated Agreement.

It appears that this is an attempt by HCPS to circumvent the administrative rules of the sick leave bank that were properly negotiated in order to make desired changes to the bank, which HCPS has heretofore been unsuccessful in obtaining through the Rules Committee. If I am wrong, please provide us with your private letter ruling from the IRS to support the position that you have taken.

In the meantime, I would suggest that we continue to have discussions regarding this matter. In the interim, no tax deductions should be taken from "donor" employees.

Very truly yours,

*Jane M. Lavetto-Kennedy*  
Signing for:  
Kristy R. Anderson

c: Ryan Burbey  
Seleste Harris  
Larry Ginsburg



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## Know Your Contract

**10.2 Personal Business Leave.** Unit members shall receive a total of three (3) work days per year with no loss in salary that may be used for personal business. Unit members employed on or after February 1 shall receive one (1) work day of personal business leave. Unused personal business leave days may be accumulated up to no greater than five (5) days. On July 1 of each year any personal business days in excess of five (5) will be converted to sick leave days.

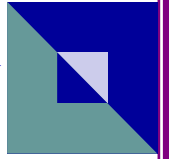
Personal business leave may be requested, with at least three (3) work days advance notice, through the appropriate principal who shall not require a reason for the leave. If, however, an unforeseen circumstance requires the member's absence which could not be requested three days in advance, the reason for the absence shall be stated and the principal may, at his/her discretion, approve the absence as a day of personal business leave. Personal business leave may be denied when, in the judgment of the principal, the member's absence would impair the educational process.

**Personal business leave shall not be taken immediately before or immediately after a holiday or weekday when school is closed on the master calendar, or on an in-service day for teachers, or at the beginning (first five scheduled work days) or at the end of the school year (last five scheduled work days).** If, however, a circumstance requires the member's absence on one or more of the foregoing days, the member may request use of personal business leave through the principal.

**The principal may, at his/her discretion, approve the absence as a day of personal business leave. In normal circumstances a member shall not use more than three (3) consecutive personal business days at one time.**

Exceptions to the foregoing restrictions on days to be used for personal business leave may be made by the Assistant Superintendent of Human Resources for circumstances which require the member's absence on these days.

**If you have questions contact the HCEA office 410 838-0800.**



**Chrystie Crawford-Smick**

*Independent Consultant*

410-322-0466

crawfie01@aol.com

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



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