



From the President...

Our efforts to make change politically are paying off. HCEA successfully helped elect 4 out of 5 HCEA endorsed candidates to the Harford County Board of Education. HCEA endorsed candidates were also elected to County Executive, County Council District E and Delegate in District 35. We must continue to support and elect candidates who will advocate for our teachers and our schools.

However, our struggle with HCPS continues. HCEA has filed multiple grievances related to our access to schools, the banning of the HCEA President, as well as, many other issues related to the continuing efforts of HCPS to ignore various sections of our negotiated agreement.

Last week, all members of the Sick Leave Bank were taxed on their donation. HCEA disputes the interpretation of IRS ruling 90-29 which HCPS has used as a basis for this taxation. HCEA is investigating the steps for an individual taxpayer to seek a ruling from the IRS regarding the taxation of the day through which the tax may be returned. Once we know more about that process we will provide that information to individuals interested in following up on the matter.

I know this action by HCPS has negatively impacted many HCEA members. I need all of you to know that HCEA attempted in all reasonable ways to prevent this action. HCPS refused to make any reasonable compromise. We continue to seek a favorable resolution to this matter which preserves the integrity of the Sick Leave Bank.

Through the grievance process we have been able to stop HCPS from implementing changes to insurance coverage for SLB grantees who have exhausted FMLA leave for this year. HCPS still intends to implement this change next year. HCEA is pursuing arbitration on this matter to preserve full compensation and insurance for all SLB grantees.

HCEA will continue to fight to preserve this benefit which literally saves teachers lives. Through this hardship we must hold together and marshal our strength in solidarity.

Next week, we will begin negotiations for 2015. You HCEA Negotiations Team is well-prepared to bargain for improvements to our contract, your rights and for fair compensation. Updates will follow as they become available.

Following the Thanksgiving Holiday, HCEA will be calling on you to act in protest of our mistreatment at the hands of HCPS. Look for updates next week. Stand Strong with HCEA!

HCEA Board of Directors

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rburbey@mseanea.org

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Patterson Mill High School

HCEA Staff:

MSEA UniServ

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MSEA UniServ

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Nitza Harris

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Phone: (410) 838-0800

Fax: (410) 638-9045

Are you tired of
being mistreated by HCPS?
Are you tired of your voice
not being heard?
Complete the
Teacher Working
Conditions Survey.

Upcoming Events

12/4 HCEA Board of Directors Meeting

4:30 PM HCEA Office

12/8&15

[Harford County](#)

[Board of Education Meeting](#)

6:30 PM HCPS A.A. Roberty Bldg.

12/18 HCEA Representative Assembly

4:30 PM Paterson Mill Cafeteria

12/24-1/4 Winter Break

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¹ Educator insurance benefits not available in all states.

² A \$100 deductible applies in PA.

³ Discounts and savings are available where state laws and regulations allow and may vary by state. To the extent permitted by law, applicants are individually underwritten; not all applicants may qualify.

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Holiday Planning Center Helps NEA Members Stress Less and Enjoy More!

Are you ready for the holidays? NEA Member Benefits wants to help you kick off this joyous season with members-only resources so you can enjoy your family, stay healthy, stick to your budget and reduce stress. Visit www.neamb.com/holiday to get helpful tips and advice on:

Holiday shopping: 7 tips to wrap up your gift list quickly, how to cash in with customer rewards during the holidays, how to ship holiday gifts for less, and more.

Holiday travel: Know your rights when holiday travel goes wrong, 10 steps to hassle-free holiday hosting, how to bring your family home for the holidays, and more.

Holiday health and wellness: 8 no-diet tips to keep holiday weight gain at bay, how to enjoy holiday buffets without regret, ways to move your workout indoors, and more.

Holiday finances and budget: How to maximize your holiday budget, ways to avoid wasting money during the holidays, 6 smart money moves to make before year-end, and more.

Save time and money this holiday season by visiting the Holiday Planning Center at www.neamb.com/holiday today.

Happy holidays!

The contract states in article 8.1: ***Not less than two (2) half (1/2) days out of the four in-service days, to be scheduled each year, shall be reserved for teachers to work at their assigned worksites, performing professional education tasks as deemed appropriate.***

The 1/2 days of personal planning were scheduled during the in-service days at the start of the school year. And November 24 or November 25.

If you did not receive this planning time please contact HCEA.



Part Time Teachers Wanted Bel Air and Perry Hall Locations

- Work with motivated students who need your help
- Individualized instruction for each student
- Small student to teacher ratios
- Flexible after school and weekend hours
- No lesson plans or papers to grade
- No work to take home!
- Competitive Part time Wages

If interested, please contact us at:

Bel Air- 410-420-3020 or hlcbelair@gmail.com

Perry Hall- 410-256-3390 or hlcperry@gmail.com

Buying a Car? Take Advantage of End-of-Year Deals!

If you didn't know, the end of the calendar year is a fantastic time to purchase a car—dealers want to get the last of the previous year's models off their lots! The **NEA Auto Buying Program** offers Guaranteed Savings and a no-hassle car buying experience. In fact, members have seen an average savings of \$3,221 off MSRP on new cars.* With the NEA Auto Buying Program, it's easy to 1) Get a price and your Guaranteed Savings** before going to a dealership, and 2) Work with pre-screened dealers for customer savings and a great experience!

You've got an advantage—now take it! Visit www.neamb.com/buyacar today!



NEA Members: Get Your Educator Discount from General Motors Offer Valid Until January 2, 2015

In appreciation of the hard-working education community, current school, college and university employees can receive the GM Educator Discount. This program provides the same pricing valued GM suppliers receive on the purchase or lease of eligible, new Chevrolet, Buick or GMC vehicles. Visit www.gmeducatordiscount.com today to learn more!

(Note: Program ends January 2, 2015.)

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 (TEAC Accredited)

GRADUATE CERTIFICATES

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

FOR MORE INFORMATION:
neacademy.org/ncu
855.346.7491
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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Northcentral University is regionally accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools (HLC) 230 South LaSalle Street, Suite 7500, Chicago, IL 60604. 1-800-621-7446, www.ncu.edu. The Northcentral University Master of Education Program, which is designed to prepare professional educators to become effective teachers, reflective practitioners and successful communicators within the diverse field of education, centered on improving teaching, learning, research and leadership contributions throughout P-12 Education, is granted Initial Accreditation by the Teacher Education Accreditation Council (TEAC) for a period of five years, from June 24, 2013 – June 24, 2018. This accreditation certifies that the formalized professional education program has provided evidence that the program adheres to TEAC's quality principles. For program disclosures, visit www.ncu.edu/TEAC.

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MERC

MARYLAND EDUCATION RECRUITMENT CONSORTIUM



Maryland Education Recruitment Consortium

Friday, March 13, 2015

8:30 am - 3:00 pm

Baltimore Harbor Hotel

101 West Fayette Street

Cost: \$10.00

REGISTER NOW: <http://merc.maspamd.org/registration/>



Home Loan Programs for HCEA Educators

As a member of HCEA, you're eligible for special home buying programs, including first time home buyers. If you're looking for a new home or to save money on your monthly bills by refinancing, we have a program that fits your goals.

Direct Mortgage Loans is a local, privately-owned and operated licensed direct lender. Our staff has successfully helped thousands of homeowners purchase or refinance their homes. Because we manage every aspect of the loan process in-house, we're able to close in just 16 days without compromising quality, efficiency or accuracy.

Contact us today to find out how our Educator Mortgage Program is your best choice.

Plus, as a HCEA member, **you'll receive a \$500 Visa Gift Card** that you can use for home decor, vacation plans or to spoil yourself! You deserve it.

DirectMortgageLoans

For A Mortgage That Feels Like Home




11011 McCormick Rd · Suite 400
Hunt Valley, Maryland 21031
directmortgageloans.com

An Equal Housing Lender


For information contact
Tony Tamanini, Mortgage Specialist
410.891.3999
ttamanini@directmortgageloans.com
NMLS #663306

3rd Annual HCEA Future Educators Scholarship Banquet




Join us as we recognize this year's scholarship award recipient and enjoy a lovely dinner, entertainment and a silent auction.

Cash bar available.



Wednesday, April 15, 2015 6:00 p.m to 9:30 p.m.



Mountain Branch Golf Club
1827 Mountain Rd
Joppa, MD 21085

For more information contact

HCEA

@

410-838-0800

[Click here to RSVP by](#)

April 1, 2015

Ticket price:

Member & Spouse: \$35.00

Non Members: \$50.00

Pay by check or credit card

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HCEA SPONSORED LONG-TERM CARE INSURANCE

- Offering discounted long-term care insurance to HCEA members and their spouses/partners.
- Helping members protect their hard-earned assets.
- Giving members a way to remain in control of their healthcare choices.
- Providing members with peace-of-mind.

For a no obligation consult and quote, contact:

Michael Markowitz – 410-455-0680



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.



IMPACT

November 2014

HCEA

Member Benefits presents:

Understanding Your Retirement

a Workshop by

***DENNIS REISHER of
INTEGRATED FINANCIAL SOLUTIONS***

This workshop is designed for all **HCEA members**, especially individuals considering retiring in the next five years.

Preparing for income in your retirement years:

- *Pension and payout options in retirement.
- *Social Security retirement benefits.
- *Income from your investments.

**Patterson Mill HS
Cafeteria**

Wednesday, December 10, 2014

4:30 p.m. – 6:00 p.m.

Refreshments will be provided

RSVP: Dennis Reisher at Dennis.Reisher@LPL.com

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HCEA Member Benefits is not affiliated with, nor endorsed by, LPL Financial

November 2014

NEA MEMBER BENEFITS
SEASONS SAVINGS -

ONE STOP SHOPPING FOR THE HOLIDAYS!



Savings on all your holiday and year-end shopping are just a click away. From buying gifts for loved ones to travel deals, buying clothes, eating out, and everything in between, NEA Member Benefits Seasons Savings has everything you need.

Also, don't miss entering the Seasons Savings Getaway Sweepstakes*

Starting November 21, 2014, enter for a chance to win an iPad Mini.

Visit www.neamb.com/seasonssavings today! Savings continue from November 21 to December 12, 2014

*Total prize value awarded is approximately US \$299. Sponsor, Operator is NEA Member Benefits Corp. Details and rules at neamb.com/sweepstakes. Offers open only to NEA members. Odds of winning depend on number of eligible entries. NO PURCHASE NECESSARY TO ENTER OR WIN. VOID WHERE PROHIBITED

 /NEADeals

 @NEADeals

 **Member Benefits**



FINANCE



INSURANCE



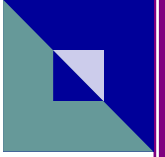
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Chrystie Crawford-Smick

Independent Consultant

410-322-0466

crawfie01@aol.com

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



Have you been Sparked??

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Tiffany Higgins

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Do own rental properties?
Do you have something to sell?
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Impact Ad Rates
Member, retired member, or vendor or business providing a discount to HCEA members
 ¼ page = \$40,
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 ¼ page = \$80,
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