



From the President...

As we all prepare for a much deserved rest over the holidays, I want to thank each of you for your commitment to our children, our profession and our union. Over the course of the past several years, HCPS employees have undergone hardships, pay freezes, increased workload and unnecessary turmoil brought on by poor leadership practices both within HCPS, on the Harford County Board of Education and within County Government. Over and over, your wages have been held hostage by leaders who can't seem to reach a point of understanding and compromise. Through this all, you have stood by your students. You are a credit to our profession.

Last week, I presented the results of our teacher working conditions survey to the Harford County Board of Education. I would encourage every HCEA member to watch this presentation. http://harfordcountymd.granicus.com/MediaPlayer.php?view_id=2&clip_id=399

Rather than considering the results as a reflection of their failed policy and our extreme displeasure with the salary freeze, they chose to attack my intentions and the credibility of the survey. Rather than accepting results showing that a third of our teachers feel that they are being treated unprofessionally and prioritizing corrective action, they attacked the validity of the survey. You can view the results of the survey here. <https://www.hcps.org/boe/BoeAgendaExhibits.aspx?MeetingID=1546>. You can read the Aegis coverage here. <http://www.baltimoresun.com/news/maryland/harford/abingdon/ph-ag-burbey-poll-1219-20141218-story.html>

We must make the Board of Education understand the true hardship that they have imposed upon their employees. We must make them see the level of dissatisfaction which currently exists within our schools. We must tell them our stories, so they can not turn blindly away. I need your help. I know you are tired of begging for simple respect. I know you are tired of pleading for your contract to be honored. I need you to present your dissatisfaction directly to the Harford County Board of Education. I need you to tell the story of your hardships and your colleagues hardships. While you are home this week please take some time to email the entire Harford County Board of Education. We can no longer afford to sit in silence. We must all make our voices heard and our suffering public.

I hope you all have a wonderful Holiday Break. Please take time to enjoy your family and friends.

Are you tired of
being mistreated by HCPS? Are you
tired of your voice not being heard?

Email the
Harford County
Board of Education

Upcoming Events

12/24-1/4 Winter Break

1/7&12

Harford County

Board of Education Meeting

6:00 PM HCPS A.A. Roberty Bldg.

1/13, 15 & 21 Harford County Board of Education

Budget Public Input Session

1/15 HCEA Representative Assembly

4:30 PM Paterson Mill Cafeteria

1/29 HCEA Board of Directors Meeting

4:30 PM HCEA Office

HCEA Board of Directors

President:

Ryan Burbey

rburbey@mseanea.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

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MSEA UniServ

Director:

Larry Ginsburg

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Office Manager:

Connie Birdwell

cbirdwell@mseanea.org

Office Assistant:

Nitza Harris

nharris@mseanea.org

Phone: (410) 838-0800

Fax: (410) 638-9045

Thinking of Leaving HCPS?

Maryland Education Recruitment Consortium

Friday, March 13, 2015

8:30 am - 3:00 pm

Baltimore Harbor Hotel

101 West Fayette Street

Baltimore, MD 21201

Cost: \$10.00

[REGISTER NOW: http://merc.maspamd.org/registration/](http://merc.maspamd.org/registration/)

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¹ Educator insurance benefits not available in all states.

² A \$100 deductible applies in PA.

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HCEA Elections 2015

Nominations are currently open for the Following HCEA Offices:

- HCEA Board of Directors
 - Elementary Member at Large(2)
 - Middle School Member at Large(2)
 - High School member at Larger(2)
- HCEA Secretary/Treasurer
- Delegates to The NEA Convention July 2015
- Delegates to the MSEA Convention October 2015

Please consider running for one of these important leadership positions.


For additional information or

To submit your nomination

Email rburbey@mseanea.org


Nominations will close at the February RA.

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



Part Time Teachers Wanted Bel Air and Perry Hall Locations

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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!

IPD Update

The HCEA Instructional Professional Development Committee has welcomed new committee members Lauren Hunter, Robin Kelly, Keri Magness, and Nicole Young. We participated in the October mini conference, The Power of Resources, to equip members with knowledge and resources. We are now prepared to bring other professional development to you once you tell us what you want. Please indicate your preferences by completing the survey below.

Contact Shirley Faulkner

Shirley.faulkner@hcps.org or

Liz Ray Elizabeth.Ray@hcps.org if you're

interested in being a member of the committee or if you need more information.

IPD SURVEY



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.nccu.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, earning on improving teaching, learning, research and leadership contributions throughout PK-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 formal professional education program has provided evidence that the program adheres to TEAC's quality principles. For program disclosures, visit www.nccu.edu.



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.

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Michael Markowitz – 410-455-0680



Know Your Contract

ARTICLE V Grievance Procedure

5.1 Grievance. A grievance is an alleged violation, misinterpretation, or misapplication

of the terms of the negotiated agreement between the Board and the Association.

5.2 Grievant. A grievant is the individual(s) who have been affected by the grievance. A grievant may be an individual, a class, or the Association.

5.4 Procedural Steps. Any grievance that a teacher has not adjusted informally with the immediate supervisor shall be presented in the following steps:

Step 1. Between the grievant, a representative of his or her choice, and the employee's immediate supervisor and/or designated representative(s).

Step 2. Between the grievant, and his or her Association representative, and the appropriate director, elementary or secondary, and/or designated representative(s).

Step 3. Between the grievant and his or her Association representative, and the Superintendent and/or designated representative(s).

5.5 Grievance Presentation. All grievances shall be presented in writing at Step 1 within ten (10) school days from the date of their occurrence, signed by the grievant. The Administrator's answer at each step shall be given in writing within ten (10) school days after the step meeting which shall be held within ten (10) school days following receipt of the appeal. Unless a grievance is appealed to the next step within five (5) school days after the Administrator's answer, it shall be deemed settled in accordance with the Administrator's answer, which shall be considered acceptable to the grievant and the Association.

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

December 2014



SPRING 2015

ONLINE Professional Development Courses
*Offered by the Maryland State Department of Education
and MPT Thinkport*

NEW! Use your credit card to pay for your MSDE course.

You will need a credit card to register and pay for your course fee and nonrefundable \$25 registration fee along with a 3% bank assessment fee. Your course fee is refundable **only** if you withdraw via email during the first seven days of the course. All withdrawals must be sent to onlinepd.msde@maryland.gov.

**Registration for ALL MSDE courses will close at midnight on
February 11th!**

Spring Specials! New MSDE courses will be piloted during Spring 2015. These pilots ask participants to reflect on course technology and content. As a result, participants will **ONLY** need to pay the \$25 registration fee and 3% bank assessment fee.

These specials **may include** the courses listed below. **Please look for the complete listing of courses, including the Spring Specials, on Blackboard after January 6th!** There will only be one open section for each course, so register early!

- Processes and Acquisitions of Reading
- Instruction of Reading
- Materials for Teaching Reading
- Geometry
- Algebra II
- Digital Portfolio for STEM
- Supporting Data Dialogue in the Classroom through the Classroom-Focused Improvement Process (CFIP) – This course is listed in this booklet

[English...2](#)

[English
Language
Learners...5](#)

[Gifted &
Talented...5](#)

[Instruction &
Pedagogy...6](#)

[Instructional
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[Mathematics...9](#)

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& Teaching...11](#)

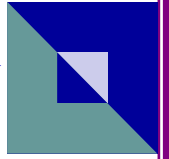
[Physical
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[Science...12](#)

[Service
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[University-
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Chrystie Crawford-Smick

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