



From the President...

A new year has begun but far too little has changed in HCPS. On Wednesday January 28th the Harford County Board of Education voted to approve the Superintendent's budget which calls for an increase of nearly \$30 million from Harford County Government. While County Executive Glassman has committed to prioritizing people over projects, the same cannot be said for HCPS. During the discussion of the budget the Board of Education and HCPS administration defended their continuing practice of failing to honor our salary scale to offset funding shortfalls. [You can view the entire discussion here.](#) Until this practice changes, our economic stability, security and livelihoods will continue to be contingent on massive funding increases which are not likely to be forthcoming.

Last week, Governor Hogan also released his first proposed budget. His proposed budget is devastating for public schools and makes dangerous reductions to all state agencies. These unwarranted and irresponsible cuts threaten the quality of education in Maryland. Governor Hogan's education cuts include efforts to rebase the Thornton funding formula, thereby reducing expected education spending in all 24 school districts. These changes coupled with some adjustments in other education funding calculations; create across the board per-pupil reductions and cut \$76 million from state aid for education. HCEA and MSEA will need each of you to join us as we fight to reverse these horrible cuts which will harm teachers and students across the state.

Despite pending cuts to state education aid, virtually every other school district in MD prioritizes its teachers, yet HCPS continues to ignore its commitments to its employees. Last year, over three hundred teachers left HCPS. How many more of our best teachers, closest friends and trusted colleagues must leave before HCPS finally prioritizes honoring its commitments to our hard working staff and teachers?

Your HCEA negotiations team has proposed language to improve your working conditions, increase your planning time, promote quality continuing education, as well as, return to a system of fair compensation and repatriate lost income to you. However, HCPS and HCEA are still extremely far apart on all these issues. Despite pervasive increases in workload and cost of living, which are dramatically affecting us all, it seems that HCPS is more concerned with maintaining the status quo than improving the working conditions and compensation of its teachers.

It is during these hard times that we must fight even harder. Our voices must be louder. Our numbers must be greater. Together, our will must be stronger. Only through continued solidarity and collective action will we overcome, persevere and attain the justice we deserve. Rather than retreating I ask you to press forward. We need all the teachers in HCPS to join us. Please make time next week to ask a non-member in your building to help in our struggle by joining HCEA. I will continue to fight. Will you join me? Stand strong with HCEA.

**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

- 2/8 & 23 **Harford County Board of Education Meeting**
6:00 PM HCPS A.A. Roberty Bldg.
- 2/19 HCEA Representative Assembly
4:30 PM Paterson Mill Cafeteria
- 2/23 HCEA Lobby Night
Annapolis, MD
- 2/26 HCEA Board of Directors Meeting
4:30 PM HCEA Office
- 3/1 **HCPS Voluntary Transfer Deadline**
- 3/13 Maryland Education Recruitment Consortium
- 4/9 & 10 HCEA Negotiated Paid Days Off**

HCEA Board of Directors

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rburbey@mseanea.org

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MSEA UniServ
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Office Assistant:
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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/)

MERC

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Elections

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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.



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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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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- Education Specialist (EdS)
12 specializations
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Know Your Contract

ARTICLE VI Transfers

6.1 Voluntary Transfer. Requests for voluntary transfers will be accepted from tenured teachers who meet the certification requirements for the position identified.

(A) The names of new schools to which teachers may request transfers for the following school year shall be announced. When the principal is appointed, that

information will be distributed through the normal channels of communication and shared with the Association.

(B) Requests for transfer to other than new schools are to be in writing and to be received prior to March 1 of the current year. A teacher may submit in writing a request to withdraw a request for a voluntary transfer prior to June 30.

Principals must interview a minimum of three voluntary transfer candidates if three or more apply, before a new teacher candidate can be selected for a vacancy. The voluntary transfer candidate with the longest continuous service in Harford County must be one of the three candidates interviewed. Unsuccessful candidates will be advised.

The requests are to be in writing and to be received prior to March 1 of the current year.

Voluntary transfers will not be effected during a school year.

All such requests will apply to vacancies identified prior to July 15.

A part time teacher who has requested full-time employment shall be considered for a position for which he/she is qualified before a new teacher may be hired for that position, except that voluntary transfers, leaves of absence and administrative transfers shall be given priority.

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

HCEA SPONSORED LONG-TERM CARE INSURANCE

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Michael Markowitz
– 410-455-0680

Mike.Markowitz@acsiapartners.com



January 2015



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
Technology...6](#)

[Mathematics...9](#)

[Online Learning
& Teaching...11](#)

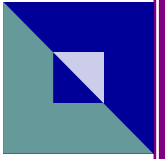
[Physical
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[Science...12](#)

[Service
Learning...12](#)

[Social
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[University-
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crawfie01@aol.com

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