



From the President...

On Thursday February 26th, the HCEA Negotiations Team reached agreement with HCPS for a Memorandum of Understanding to implement healthcare changes. The team has debated this issue extensively and voted to accept these changes to HCPS healthcare. The HCEA Negotiations Team supports this MOU for the following reasons:

- This agreement provides guaranteed money to employees regardless of funding. (.5% in the first and third years).
- This agreement effectively maintains our current benefits. It maintains the current PPO and Open Access HMO, as well as adds the Triple Option Plan.
- Triple Option Coverage will provide the same access to benefits and the doctors as the current PPO Plus, but will allow HCPS to save valuable funds on provider reimbursements.
- Members can see significant savings through reduced premiums. Open Access HMO will be a 95-5 split, PPO Core 90-10, Triple Option 85-15, and the PPO Plus will increase to 80-20 and phased out over the next three years.

You can read the entire MOU [here](#).

Ratification voting will begin next Friday March 6th at 12 AM and will end on Tuesday March 10th at 12 AM. Each HCEA member will receive a link to vote electronically.

Multiple information sessions will be held across the county next week to discuss the changes and monetary effects on you and your family. The meetings are open to all bargaining unit members.

- Monday 3/2 Patterson Mill Middle/High School at 2:30, 3:30, and 4:30 PM
- Tuesday 3/3 Fallston High School at 2:30, 3:30, and 4:30 PM
- Wednesday 3/4 Edgewood High School at 2:30, 3:30, and 4:30 PM
- Thursday 3/5 Aberdeen High School at 2:30, 3:30, and 4:30 PM

I realize that many HCEA members may not trust HCPS, especially as related to Healthcare. However, I must encourage you to set your distrust aside as you consider this plan. HCEA was instrumental in developing this plan. HCEA and the other bargaining units worked for months in collaborative sessions with HCPS to craft a plan which would not reduce benefits and coverages but would reduce healthcare costs. This MOU represents the culmination of those efforts. If ratified, it will have a positive impact on every HCEA member, as well as, the system as a whole.

While you may not trust HCPS, I am asking you to trust HCEA, your HCEA Negotiations Team and me, your HCEA President.

I will be voting **YES** for ratification of the MOU. I am asking you to vote **YES** for ratification of this MOU as well.

Upcoming Events

- 3/10 & 3/23 [Harford County Board of Education Meeting](#)
6:00 PM HCPS A.A. Roberty Bldg.
- 3/19 HCEA Representative Assembly
4:30 PM Paterson Mill Cafeteria
- 3/26 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

President:
Ryan Burbey
rburbey@mseanea.org

Vice President:
Kathleen Mader
Havre 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@mseanea.org
MSEA UniServ
Director:
Larry Ginsburg
lginsburg@mseanea.org

Office Manager:
Connie Birdwell
cbirdwell@mseanea.org

Office Assistant:
Nitza Harris
nharris@mseanea.org


Phone: (410) 838-0800
Fax: (410) 638-9045

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

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Member & Spouse: \$35.00

Non Members: \$50.00

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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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410.878.9730 ext 132
pthomas@directmortgageloans.com
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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.

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For a no obligation consult and quote, contact:

Michael Markowitz

• 410-455-0680



Mike.Markowitz@acsiapartners.com



IMPACT

February 2015

HCEA Election 2015

All Candidates were unopposed and elected via acclamation.

Secretary/Treasurer

- Thomas Fare

HCEA Board of Directors

- **Elementary Member at Large**
 - Michelle Kagen
 - Ollie Danage
- **Middle School Member at Large**
 - Michelle McEndree
 - Mike Curry
- **High School Member at Large**
 - Chrystie Crawford-Smick

MSEA Delegate

- Erin Chojnacki
- Allison Heintz
- Erika Gooding
- Kristine Bull
- Kelsey Melamed
- Michelle Kagen
- Michelle Bowditch
- Alison Warner
- Chrystie Crawford Smick
- Ollie Danage
- Shirley Faulkner
- Michelle McEndree
- Mike Curry
- Cole Bishop
- Sally Frantz
- Laura Nieman
- Jennifer Franco
- Jennifer Howard
- Bonnie Jo Greek
- Brenda Hinton
- Tiffany Higgins

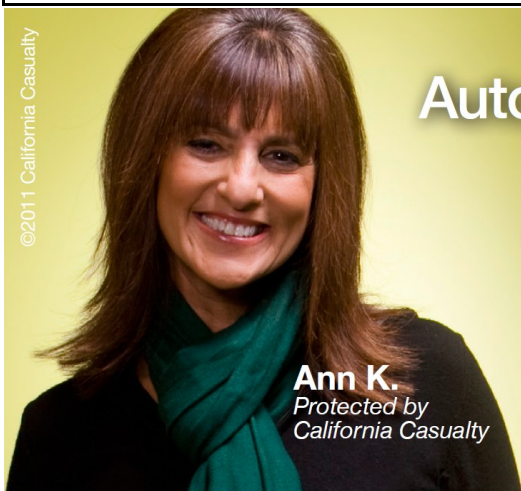
NEA Delegate (unfunded)

- Ollie Danage

Please congratulate all the candidates who were elected to serve as HCEA Leadership. HCEA still has an opening for a High School member of the HCEA Board of Directors.

Please contact rburbey@mseanea.org if you are interested.

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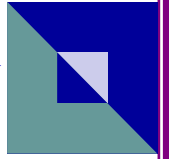
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Chrystie Crawford-Smick

Independent Consultant

410-322-0466

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Laurie M. Evans

240-223-7173

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Tiffany Higgins

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