



From the President...

Despite not honoring our negotiated salary scale for 5 out of 6 years, HCPS still refuses to commit to paying our salary steps. HCPS also refuses to make important changes to our negotiated agreement which will foster better working conditions for teachers and better learning conditions for students. As a result, HCEA has filed for impasse in our current negotiations with HCPS. We will continue to seek these vital improvements through the impasse process.

HCEA currently has 3 grievances which we are pursuing through arbitration. Perhaps the most important is our grievance of HCPS attempting to change insurance splits for members receiving Sick Leave Bank Grants. HCPS intends to force all Sick Leave Bank Grantees who have exhausted their FMLA leave to pay 100% of their health insurance. This change would have a terrible impact on our most needy members. This case will be heard at arbitration in June.

In addition to the grievances, HCEA has filed for Unfair Labor Practice with the PSLRB in relation to the banning of the HCEA President and implementation of the Use of Facilities Form for HCEA meetings within school buildings. Both of these actions are severe impediments to our rights under the negotiated agreement and to our interactions you, our members.

HCEA is fighting these clear attacks on our union and collective bargaining rights but we need your help. We need every HCEA member to commit to this fight by getting more involved, participating in HCEA protests, attending monthly building meetings and reaching out to our community.

Are you tired of being tread upon by HCPS? Are you tired of your rights being subject to "principal discretion"? Do you want to have more input in decisions at your school? Do you want your voice to be heard? Do you want to end the salary freeze in HCPS?

We must fight for a better future together. Together we are strong. If we stand in solidarity, together as professionals and as a union; we will be heard. HCEA is fighting for you, for our schools, for our students and for our community. **Stand Strong With HCEA!**

Upcoming Events

- 4/13&27, 5/11&26 [Harford County Board of Education Meeting](#)
6:00 PM HCPS A.A. Roberty Bldg.
- 4/15 3rd Annual HCEA Scholarship Banquet
6 PM Mountain Branch Golf Course
- 4/16 HCEA Representative Assembly
4:30 PM Paterson Mill Cafeteria
- 4/21 Retirement Seminar
4:30 PM Bel Air High School Cafeteria
- 4/25 [MSEA Instruction & Professional Development Workshop](#)
- 4/30 HCEA Board of Directors Meeting
4:30 PM HCEA Office

HCEA Board of Directors

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Ryan Burbey
rburbey@mseane.org

Vice President:

Kathleen Mader
Havre De Grace High School

Secretary/Treasurer:

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Ollie Danage
Red Pump Elementary School

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Nitza Harris
nharris@mseane.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

Ticket price:

Member & Spouse: \$35.00

Non Members: \$50.00

Pay by check or credit card

Tell Congress a new federal education bill must mean more opportunity and learning for students

Since adopted 12 years ago, No Child Left Behind has made no significant progress in closing achievement and opportunity gaps for students. Instead, it has perpetuated a system that delivers unequal opportunities and uneven quality to America's children making it impossible for educators to do what is most important: instill a love of learning in their students.

Call Congress Today 866-331-7233. Tell them to pass a new ESEA bill that provides opportunity for all students.

As educators, we have a chance to set a new vision for a public education system that promotes opportunity and excellence for ALL students.

- Create more opportunity for all students to receive a quality education, no matter their zip code.
- Reduce the amount of mandated standardized testing, and allow more time for students to learn and more time for teachers to teach
- Ensure every student has a qualified educator who is empowered to lead.

Join us in the fight to give every child access to a great public education. Call Congress today: 866-331-7233





Get Paid to Recruit New Members

From now until August, HCEA will give you a \$25 gift card for each new member or returning member you recruit.

Simply advise the non-member to complete an [early enrollment form](#), write your name on the bottom, make a copy & send the original to HCEA.

Once we process the enrollment we will send you a \$25 gift card.

In addition, you will also be eligible for MSEA's limited time new member recruitment incentive. MSEA will enter your name into a \$25 gift card drawing for every eligible application they receive by June 30, 2015. (Returning member applications are not eligible for the MSEA incentive)

For help in your recruitment efforts and a membership application visit our website [HCEA Membership Enrollment](#).

If you have any questions call 410-838-0800.

Early Enrollment Spring 2015 Promotion Membership Application

**RETURN APPLICATION
TO YOUR LOCAL
ASSOCIATION**

SSN (all digits are desired, last 4 digits are required)		EMPLOYEE ID #	LOCAL ASSOCIATION HCEA-Harford	
MR. <input type="checkbox"/> MISS <input type="checkbox"/> DR. <input type="checkbox"/>	FIRST	MIDDLE	LAST	
MRS. <input type="checkbox"/> MS. <input type="checkbox"/>				
ADDRESS				
CITY		STATE	ZIP CODE	
HOME PHONE	CELL PHONE	HOME EMAIL	WORK EMAIL	
HIRE DATE	ETHNICITY (optional)	DATE OF BIRTH	GENDER <input type="checkbox"/> Male <input type="checkbox"/> Female	
WORK LOCATION		POSITION	SUBJECT	

The following information is REQUIRED:

Have you been a member of NEA in the past?	<input type="checkbox"/> Yes (not eligible for early enrollment – benefits start 9/1/15) <input type="checkbox"/> No	Check One: <input type="checkbox"/> Employed more than 50% <input type="checkbox"/> Half-time or less
2015-16 Salary:	<input type="checkbox"/> Over \$41,482	<input type="checkbox"/> \$20,741 to \$41,482
	<input type="checkbox"/> below \$20,741	
How would you like to receive your MSEA ActionLine magazine?	<input type="checkbox"/> Print	<input type="checkbox"/> Digitally

As a participant in the local association (see above) Maryland State Education Association/National Education Association Early Enrollment Membership Incentive Plan, I am eligible to receive prior to September 1, 2015 (but in no event before April 1, 2015) benefits under the NEA Educators Employment Liability (EEL) Program, as well as access to select NEA Member Benefits programs. As a condition of eligibility for these benefits, I agree to pay the appropriate unified Active membership dues for the 2015-2016 membership year in accordance with established payment procedures. Should I fail to do so, my eligibility to receive benefits under the NEA EEL Program shall immediately terminate. In addition, I shall be liable for the cost of any benefits that were provided to me under the NEA EEL Program prior to September 1, 2015.

EEL Program coverage from date of signature below (April 1, 2015 through August 31, 2015) is available only to individuals who are joining the Association for the first time as Active members for the 2015-2016 year.

Payroll Deduction Authorization: I authorize continuing payment or deduction of dues in the sum determined by my local affiliate, the Maryland State Education Association and the National Education Association, each year, unless I revoke this authorization in writing to my local affiliate by such time as is designated in my local affiliate's collective bargaining agreement or my local affiliate's policy. In case of my resignation or termination, the board of education shall deduct the balance of my yearly dues from my final check. Dues payments are not deductible as charitable contributions for federal income tax purposes.

SIGNATURE _____ DATE _____

Yes! I want to see our elected officials stand up for public education and my students. I hereby authorize the following contribution to the Fund for Children and Public Education of NEA, MSEA, and my Local Association to build a strong voice for educators:

TOTAL PAC PAYROLL DEDUCTION PER PAY PERIOD \$6.00 \$3.00 \$1.50 \$ _____ SIGNATURE _____

The NEA, MSEA and applicable local Funds for Children and Public Education (FCPE) collect voluntary contributions from Association members and use those contributions for political purposes, including but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for federal, state and local offices. Contributions to the Fund for Children and Public Education are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. A member may contribute more or less than the amount suggested above or may elect not to make any contribution and this will not affect his or her membership status, rights or benefits in MSEA, NEA or any of their local affiliates. Contributions to the MSEA Fund for Children and Public Education will be distributed evenly between the NEA FCPE, the MSEA FCPE and the local FCPE. Contributions to the NEA, MSEA, and local Funds for Children and Public Education are not deductible for federal income tax purposes. Federal law requires us to use our best efforts to collect the name, mailing address, occupation, and the name of employer for each individual whose contributions to the NEA Fund for Children and Public Education aggregate in excess of \$200 in a calendar year. Federal law prohibits the NEA Fund for Children and Public Education from receiving donations from persons other than members of the NEA and its affiliates and their immediate families. All donations from persons other than members of NEA and its affiliates and their immediate families will be returned forthwith.

REFERRED BY: _____ LOCAL ASSOCIATION: **HCEA-Harford**

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HCEA

Member Benefits presents:

Understanding Your Retirement

a Workshop by

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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.

**Bel Air High School
Cafeteria**

Tuesday, April 21, 2015

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

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- 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
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10 specializations

FOR MORE INFORMATION:

neacademy.org/ncu
855.346.7491
neamembers@ncu.edu

**NEA MEMBERS
SAVE 15% ON TUITION
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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 La Salle Street, Suite 7-500, Chicago, IL 60604. L806237461. www.ncu.edu The Northcentral University Master of Education Program, which is designed to prepare professional educators to become effective leaders, reflective practitioners and successful communicators within the diverse field of education, earning or improving teaching, learning, research and leadership qualifications through the MEd Education, is granted initial accreditation by the Teacher Education Accreditation Council (TEAC) for a period of five years, from June 24, 2011 - June 24, 2016. This accreditation certifies that the featured professional education program has provided evidence that the program adheres to TEAC's quality principles. For program disclosures, visit www.ncu.edu.

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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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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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WE PROVIDE GREAT HOME FINANCING BENEFITS TO FAMILY MEMBERS OF THE NEA.

NEA family members are also eligible to participate in the NEA Home Financing Program and receive NEA promotions such as the \$500 reward card. Be sure to identify yourself as a NEA family member when purchasing or refinancing a home with Wells Fargo Home Mortgage.

1. Eligible individuals can receive the Wells Fargo My Mortgage Gift® promotion approximately 6 weeks after closing on a new purchase or refinance loan secured by a first mortgage or deed of trust with Wells Fargo Home Mortgage, subject to qualification, approval and closing, when identifying themselves as eligible. The My Mortgage Gift® promotion is not available with any Wells Fargo Three-Step Refinance SYSTEM® program, The Relocation Mortgage Program™ or the HOME program. Only one award permitted per new loan. This promotion cannot be combined with any other promotion, discount or rebate. This promotion is void where prohibited, transferable, and subject to change or cancellation with no prior notice. Gifts may constitute taxable income. Federal, state and local taxes, and any use of the gift not otherwise specified in the Terms and Conditions provided at receipt of gift are the sole responsibility of the My Mortgage Gift® recipient. Please see Terms and Conditions document for more information. DMC500GCARD



100066-04/14

REV 1/14

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



Mike.Markowitz@acsiapartners.com

March 2015

Teachers have begun receiving notification of non-renewal. Early notification of non-renewal should not prevent proper completion of your evaluation.

19.5 Probationary teachers who will not be retained will receive notice in writing before May 1. For individuals employed on or after January 1 the notification date shall be not later than sixty (60) days prior to the anniversary date of employment of the first year or second year or not later than sixty (60) days prior to the third anniversary date of employment.

Notice of Resignation

It is expected that non-certificated employees will give a minimum of two weeks' notice in writing when they intend to resign from active service. Such notice should include the reasons for resignation and should be submitted to the Human Resources Office as well as the principal or immediate supervisor. If less than two weeks' notice is given, the employee will not be eligible for re-employment with Harford County Public Schools in any capacity.

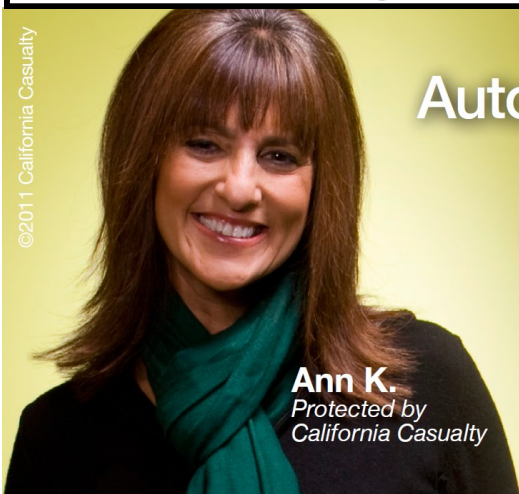
Conditional teachers or non-tenured teachers have an annual contract. To resign, written notice must be submitted by May 1 of the current school year. Tenured teachers must submit written notice by July 15. Certified staff who violate notification deadlines may have their certificate suspended and/or revoked.

5

If you are planning to resign, please be sure to follow the guidelines to the left from the HCPS Employee Handbook.

Non-tenured teachers who are seeking employment in other Maryland Districts must resign by May 1st.

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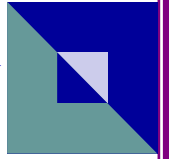
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