



### *From the President...*

To say that this year has been challenging, would be a huge understatement. However, we have overcome one of our most pressing issues. We have reached a **Tentative Agreement** with HCPS. Under this agreement HCPS will honor our salary steps, longevity and provide a 1.5% COLA. This is a step in the right direction. While we still lag behind many other counties due to the salary freeze, these salary increases will help to get us caught up.

Many members have emailed or called to thank me for my hard work on this. While I appreciate the support and gratitude, I did not do this alone. Throughout negotiations, our Negotiations Team shouldered a difficult burden trying to convince HCPS that our salary steps were essential. Our UniServ Director, Seleste Odewole, did an amazing job as our chief negotiator. However, none of these advancements would be possible without you our members. You emailed the Board of Education. You spoke out. You acted together for change. Without the advocacy and collective action of our members, we would not have been able to achieve this contract and would likely still be stuck with frozen salaries. I want to thank every member who emailed, every member who distributed petitions, every member who came to the Board of Education meeting on Monday and especially every member who spoke. Our speakers were truly inspiring. I would encourage you to watch the **pubic comment** from Monday if you did not attend. For now we get to celebrate our success but many challenges still lie ahead.

HCEA will take our grievance to prevent the Board of Education from charging sick leave bank grantees who have used all their FMLA leave the full cost of health insurance to arbitration on June 9th. This policy which HCPS seeks to unilaterally impose would have a terrible effect on our most vulnerable members. If this policy stands, it could literally bankrupt our members who are forced to take extended sick leave past the 12 weeks protected by FMLA. HCEA continues fighting to preserve our members rights.

While we have received our salary steps for this year, the larger challenge of convincing the Board of Education to honor our salary scale year to year regardless of funding still lies ahead. Teachers should not be forced to conduct a yearly pilgrimage to the Board of Education to beg for our salary steps. Just as we have done this year, we will need a strong presence to advocate for our rights. We will need you to stand together, united to advocate for our future.

We have proven that when we stand together we can accomplish our goals. It is you our members who make us strong. Thank you for your support and your advocacy. Together we will make the prosperous future we envision happen.

**Stand Strong With HCEA!**

### Upcoming Events

- |           |   |
|-----------|---|
| 4/5/11&26 | <b>Harford County Board of Education Meeting</b><br>6:00 PM HCPS A.A. Roberty Bldg. |
| 5/2       | MSEA Teacher Appreciation Day<br>Annapolis, MD                                      |
| 5/14      | HCEA Board of Directors Meeting<br>4:30 PM HCEA Office                              |
| 5/21      | HCEA Representative Assembly<br>4:30 PM Paterson Mill Cafeteria                     |
| 5/30      | MSEA Day at Oriole Park   |

#### HCEA Board of Directors

##### President:

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[rburbey@mseane.org](mailto:rburbey@mseane.org)

##### Vice President:

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##### Tiffany Higgins

Patterson Mill High School

##### HCEA Staff:

##### MSEA UniServ

##### Director:

**Seleste Odewole**

[sodewole@mseane.org](mailto:sodewole@mseane.org)

##### MSEA UniServ

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##### Office Manager:

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##### Office Assistant:

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Phone: (410) 838-0800

Fax: (410) 638-9045



## 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.



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## 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.



# HCEA IMPACT APRIL 2015

## 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 <b>HCEA-Harford</b>	
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**

● RETAIN A COPY FOR YOUR RECORDS





## MARYLAND STATE EDUCATION ASSOCIATION DAY

**Saturday, May 30<sup>th</sup> at 4:05 p.m. vs. Tampa Bay Rays**  
*Orioles T-Shirt Giveaway (All fans)*

**Left Field Lower Box (Section 66-86): \$20\***  
**Upper Reserve (Section 316-356, rows 13-25): \$10\***

\*There is an additional 10% service charge per ticket.

For any questions or accessible seating, please call 888.848.BIRD (2473) and ask for the Ticket Services team.

### FOLLOW THE STEPS BELOW TO PURCHASE TICKETS:

1. Click on the link below
2. Select a quantity of tickets
3. Create a Baltimore Orioles ticket account
4. Purchase and print your tickets

<http://www.orioles.com/tix/msea>

*Tickets posted for re-sale are subject to cancellation. Offer is NOT valid at the Box Office.*

# MSEA *Celebrates* TEACHER *Appreciation* DAY!

Visit [marylandeducators.org/teacherappreciation](http://marylandeducators.org/teacherappreciation) for more information, directions, and parking tips.

**Saturday, May 2  
11 a.m. – 5 p.m.  
Music, food, and  
discounts from  
Annapolis businesses!**

Celebrate Teacher Appreciation Day with MSEA at our headquarters in downtown Annapolis! You'll find exclusive teacher-only discounts and specials for MSEA members at shops and businesses on Main, Market, and West Streets and Maryland Avenue. Stop by MSEA for your list of participating businesses and a wristband to receive discounts.

[marylandeducators.org/teacherappreciation](http://marylandeducators.org/teacherappreciation)



Connect with us!

[www.marylandeducators.org](http://www.marylandeducators.org)



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**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. L1806237461. 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 an impressive teaching, learning, research and leadership certification through the PC-13 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 foremost professional education program has provided evidence that the program adheres to TEAC's quality principles. For program documents, visit [www.ncu.edu](http://www.ncu.edu).

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The Harford County Education Association is pleased to announce that there has been a [Tentative Agreement](#) with Harford County Public Schools for the FY 2015-16 school year. This is a one year agreement. The terms reached are as follows:

#### Financial

A step/longevity increase and a 1.5% COLA. This includes the .5% increase from the new healthcare plan.

NOTE: This guarantees a minimum 1.5% increase for all employees and approximately 90% will see 4.5% increase in salary

#### Other terms

Reorganization of the Sick Leave Bank  
New Health Care package (that provides 1% salary increase over 3 years)

Guaranteed access to the HCPS email system

Pay and leave protections for teachers working as 11/12 month employees (defines pay periods and days worked)

Improvement to evaluation language. A second observations will not occur until a post observation conference and written response for the first observation happens.

Guaranteed summer school and trainer  
Per-deim rate pay (75% of salary)

This agreement is a result not just of the work of the negotiations committee or the association president and officers.

**This agreement is a direct result of the advocacy of the HCEA members that have actively worked to inform and educate our elected officials and our community.**

## Know Your Contract

### ARTICLE XIX

#### Probation, Tenure and Evaluation

19.1 Tenure in a Maryland school system is a protection granted to teachers who have satisfactorily passed a period of probationary service, to continue in a teaching position in the system. It requires that such teachers keep their professional teaching certificate in force and that dismissal be only for reasons specified in the State School Laws.

19.2 Probationary Teachers. The first three (3) years of employment is the probationary period or up to two (2) years for teachers who achieved tenure in another Maryland school system as described in COMAR 13a.07.02.01. During each of these years a teacher shall be observed at least four (4) times by more than one qualified person as determined by the Superintendent. Upon the request of a teacher, a supervisor shall provide for a demonstration of the classroom technique or procedure in question. All observations of a classroom teaching performance shall be conducted openly.

19.3 Administrators and/or supervisors shall hold formal evaluation conferences each semester with all teachers in their first and second year in Harford County. At that time, if appropriate, the teacher shall be advised by the principal that the principal will recommend that the teacher not be retained in the system.

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.

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





# IMPACT

April 2015

## 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.

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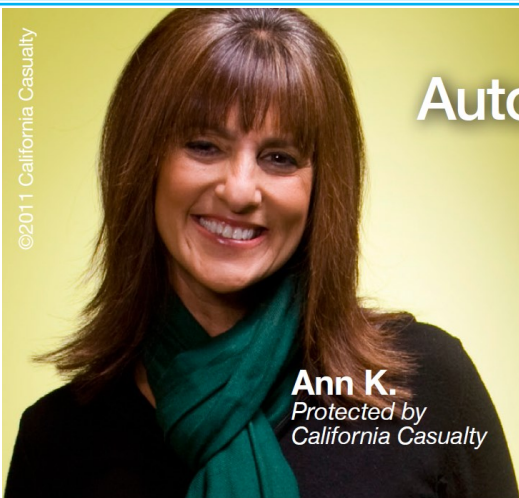
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Anyone who has received an overall rating on their evaluation of either Effective Developing or Ineffective should contact HCEA immediately.

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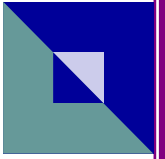
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