



### *From the President...*

As this year winds down, I want to express my gratitude for your support. This year has been exceptionally challenging for me both personally and professionally. Through all the hardships, HCEA members, HCEA Representatives and HCEA Leadership have stood beside me. I can not express how proud I am to serve as your president. You have made all the work worthwhile.

Before we all leave for a much deserved summer break from HCPS, we must make a strong push to recruit new members. Over the course of the salary freeze, some of our colleagues have left HCEA. I need you help to bring them back into the fold. There still are some teachers who are not contributing their fair share as members of our union. I need you to help out by recruiting them. You know that without our union, without our collective efforts and without the support of MSEA; we would never have receive our steps and raises. Without HCEA fighting to preserve our benefits and protect our contract, teachers in Harford County would have sub-par health care and no professional rights. Tell the non-members in your building to join us. Tell them to contribute to the fight. Make them understand that without our union, we would have none of the rights, benefits or wages which we currently maintain. **For every new or returning member you recruit, HCEA will give you a \$25 gift card.**

Our work is not done. HCEA is already planning for a successful 2015-16 school year. I look forward with pride to another year serving as your president. We will continue to press on. Together, we will succeed. Stand Strong with HCEA.

#### HCEA Board of Directors

##### President:

**Ryan Burbey**  
[rburbey@mseane.org](mailto:rburbey@mseane.org)

##### Vice President:

**Kathleen Mader**  
Havre De Grace High School

##### Secretary/Treasurer:

**Elizabeth Ray**  
Aberdeen Middle School

##### Members at Large:

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**Ollie Danage**  
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**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@mseane.org](mailto:sodewole@mseane.org)

**MSEA UniServ**  
Director:  
**Larry Ginsburg**  
[lginsburg@mseane.org](mailto:lginsburg@mseane.org)

**Office Manager:**  
**Connie Birdwell**  
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**Office Assistant:**  
**Nitza Harris**  
[nharris@mseane.org](mailto:nharris@mseane.org)

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

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finished basement,  
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All major appliances included.  
Near the Hickory By-pass.  
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\$1,4000 per month.  
410 688-0204

### Upcoming Events

- June 1, 8 & 22 **Harford County Board of Education Meeting**  
6:00 PM HCPS A.A. Roberty Bldg.  
6/4 HCEA Board of Directors Meeting  
4:30 PM HCEA Office  
**6/22 The last day of the 2015-16 School Year**  
9/17 HCEA Representative Assembly  
4:30 PM Paterson Mill Cafeteria





## 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.



For A Mortgage That Feels Like Home

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 An Equal Housing Lender | NMLS ID 832799



## 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 MAY 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



# BRICK BODIES/LYNNE BRICK'S TEACHER APPRECIATION WEEK

FOR  
**HARFORD COUNTY EDUCATION  
ASSOCIATION**

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**JUNE 16<sup>TH</sup> THROUGH JUNE 26<sup>TH</sup>**

WORK OUT FOR FREE THIS WEEK AND JOIN FOR  
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at 410-825-0550 or [Chris.Canneti@BrickBodies.com](mailto:Chris.Canneti@BrickBodies.com)



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410-547-0053

Brick Bodies  
Perry Hall  
(Co-Ed)  
Perry Hall, MD  
410-529-2348

Brick Bodies  
Reisterstown  
(Co-Ed)  
Reisterstown, MD  
410-833-3386

Brick Bodies  
Green Spring  
(Co-Ed)  
Lutherville, MD  
410-825-0550

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410-363-4600

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12 specializations
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- Post-Master's Certificate  
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10 specializations

**FOR MORE INFORMATION:**

[neacademy.org/ncu](http://neacademy.org/ncu)  
855.346.7491  
[neamembers@ncu.edu](mailto: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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1-800-440-4120 ★ [www.freedomfcu.org](http://www.freedomfcu.org)

Open enrollment for our Vision Care Plan (UnitedHealthcare) will run from **June 1st-30th**. Please refer to the comparison chart to help you decide if you need vision coverage in addition to the minimal coverage provided through your health insurance. You can download the comparison chart below. HCEA brings you this coverage as a benefit of your membership.

## 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.

	HCEA Union United Healthcare	Blue Choice/Triple Option Devis Vision
Premium		
Individual	\$4.02/day	Included
Parent & Child	\$9.75/day	Included
Family	\$9.24/day	Included
Co-pay		
Exam	\$10.00	\$25
Materials	\$25.00	Fees Vary
Frames	Once / 24 months \$130 allowance	Discounts Available at Any Time \$40 for frames up to \$70; \$40 + 10% of cost above \$70 for frames more than \$70
Lenses	Once / 12 months	Discounts Available at Any Time
Single Vision	Covered in Full	\$35
Bifocal	Discount varies by provider	\$45
Trifocal	Discount varies by provider	\$45
Lenticular	Discount varies by provider	\$110
Standard Progressive	Discount varies by provider	\$60
Premium Progressive	Discount varies by provider	\$110
Glass Lenses	Discount varies by provider	\$18
Polycarbonate Lenses	Discount varies by provider	\$30
Scratch Resistant Coating	Covered in Full	\$15
Anti-Reflective Coating	Discount varies by provider	\$40
Ultraviolet Coating	Discount varies by provider	\$15
Old Tint	Discount varies by provider	\$10
Gradient Tint	Discount varies by provider	\$12
Polarized Lenses	Discount varies by provider	\$75
Intermediate Lenses	Discount varies by provider	\$30
High Index Lenses	Discount varies by provider	\$55
Blended Segment	Discount varies by provider	\$20
Photography	Discount varies by provider	\$35
Transitions	Discount varies by provider	\$65
Contact Lens		
Covered in Full elective lenses	Covered in Full + 4 boxes of disposable lenses after copay	N/A
All other elective lenses	\$100.00 allowance	N/A
Convention	Covered in Full after copay	20% off Usual & Customary
Necessary Contact Lenses	Covered in Full after copay	20% off Usual & Customary
Disposable/Planned Replacement	N/A	10% off Usual & Customary
Lens 1-2-3 Contact lens Replacement Program	N/A	Up to 60% off Retail Prices
Examination	Covered in Full after copay	15% off Usual & Customary
Laser Vision Benefit	15% off Usual & Customary; 2% off Promotional Pricing	No Benefit
Out of Network Reimbursements		
Exam	\$40.00	No Benefit
Frames	\$45.00	No Benefit
Single Vision Lenses	\$40.00	No Benefit
Bifocal Lenses	\$60.00	No Benefit
Lenticular Lenses	\$80.00	No Benefit
Trifocal Lenses	\$80.00	No Benefit
Elective Contacts in Lieu of Eye Glasses	\$105.00	No Benefit
Necessary Contacts in Lieu of Eye Glasses	\$210.00	No Benefit

Contact Information

1-800-638-3120

1-800-538-7123



# IMPACT

May 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.

**For a no obligation consult and quote, contact:**

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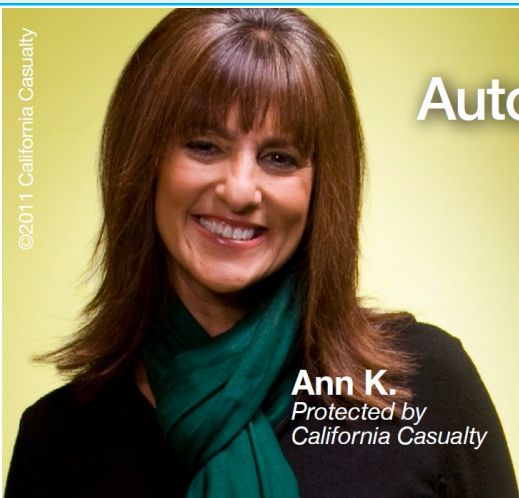
• 410-455-0680

[Mike.Markowitz@acsiapartners.com](mailto:Mike.Markowitz@acsiapartners.com)



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

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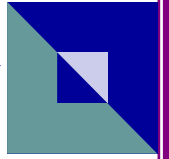
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**Chrystie Crawford-Smick**

*Independent Consultant*

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**1/4 page = \$40,**

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*Tiffany Higgins*

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