



From the President...

I hope everyone is enjoying their summer. As you are reading this, another school year looms right around the corner. Your HCEA leadership is working hard this summer to prepare for a productive and exciting year. Our membership committee has planned numerous fun events where HCEA members can socialize. Our board of directors is working on an ambitious strategic plan to move our agenda forward. Our government relations committee is preparing for municipal elections.

HCEA will be aggressively advocating for improvements to public education both here in Harford County, as well as, throughout our state and nation. Teachers and public education are under attack. It is more important than ever that all teachers become members. If you know a non-member in your building, please remind them how important it is for them to support our efforts by joining HCEA. Remind them that HCEA negotiated improvements to their healthcare and the best improvements to their wages in nearly a decade.

HCEA intends to build off our success from 2014-15. While we have successfully improved wages with every teacher receiving a 1.5% COLA, as well as, step and longevity increments for eligible teachers, it is long-past time that HCPS repatriated teachers who have remained loyal throughout the salary freeze. Unfortunately, the salary improvements have not stemmed the tide of teachers who are leaving HCPS after losing faith in the system. HCPS once again lost over 300 teachers in 2014-15. As of July 20th, HCPS still had over 80 vacant teaching positions. We must convince the Board of Education and Superintendent that the only path forward is to annually honor our salary scale and repatriate lost steps to all teachers who incurred lost wages due to the salary freeze.

HCEA, in partnership, with our state affiliate MSEA, will be launching a Time to Learn, Time to Teach and Time to Play Committee, with the purpose of reducing needless testing. We need your help with this important endeavor. Over-testing is robbing our students and teachers of valuable time. Our kids deserve more time to learn in the classroom and time to play at recess. Our teachers need time to teach if we are ever to realize the goals of providing quality public education to all students and eliminating the achievement gap. More details will follow soon. If you are interested please email rburbey@mseanea.org

I look forward to meeting and talking with each of you, as I visit all of your schools this year. If you have any questions or concerns, please do not hesitate to contact me. I hope you enjoy the rest of your summer.

Stand Strong With HCEA.

Upcoming Events

- | | |
|------|---|
| 8/17 | Harford County Board of Education Meeting
6:30 PM HCPS A.A. Roberty Bldg. |
| 8/20 | New Teachers on Duty |
| 8/24 | All Teachers on Duty |
| 8/27 | First Day of School |
| 8/26 | HCEA Board of Directors Meeting
4:30 PM HCEA Office |
| 9/17 | HCEA Representative Assembly
4:30 PM Paterson Mill Cafeteria |

HCEA Board of Directors

President:
Ryan Burbey
rburbey@mseanea.org

Vice President:
Kathleen Mader
Havre De Grace High School

Secretary/Treasurer:
Thomas Fare
Hall's Crossroads Elementary School

Members at Large:

Elementary
Ollie Danage
Red Pump Elementary School

Michelle Kagan
Hall's Crossroads Elementary School

Middle School
Michelle McEndre
Bel Air Middle School

Mike Curry
North Harford Middle School

High School
Chrystie Crawford-Smick
North Harford High School

HCEA Staff:
MSEA UniServ
Director:
Jamie Sapia, Jamie Sapia, Jamie
jsapia@mseanea.org

MSEA UniServ
Director:
Larry Ginsburg
lginsburg@mseanea.org

Office Manager:
Nitza Harris
nharris@mseanea.org

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

HCEA IMPACT SUMMER 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 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)	Check One:	<input type="checkbox"/> Employed more than 50%
	<input type="checkbox"/> No		<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





Golden Apple Plus

A program designed exclusively for Harford County Education Association (HCEA) and Harford County Educational Services Council (HCESC) members.

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A Golden Opportunity To Earn \$100*

It's easy as 1, 2, 3:

1. Open a Freedom Checking Account with an initial deposit of at least \$100
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3. Enroll in e-Statements

HCPS Early Deposit

- HCPS employees will receive their payroll direct deposit one (1) day early.**

ADDITIONAL BENEFITS EXCLUSIVE TO HCEA AND HCESC MEMBERS

- Free Printed Checks
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Call 410-952-3374 for more details.

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* Offer subject to change without notice. Offer available only to new Freedom members and current members without a Freedom Checking Account. Initial \$100 opening deposit must be credited into the new checking account. One debit card transaction required. Eligible transactions include point-of-sale purchase or ATM withdrawal. Enrollment in e-Statements requires establishing a free, secure online banking account with Freedom and paper statements will not be provided. \$100 bonus will be issued on a Freedom VISA® Platinum Rewards credit card within 15 business days of completion of qualifying criteria. Offer will expire 60-days after account opening if all qualifications are not met.

** Early direct deposit available to members who set up a direct deposit to a Freedom checking account that originates from the Harford County Public School system.

***Eligible to skip any loan payment(s) twice per year for free. Not valid on mortgages, home equity lines/loans and credit card. All request are subject to approval.





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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Hunt Valley, Maryland 21031
410-878-9732 · directmortgageloans.com
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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.
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For a no obligation consult and quote, contact:

Michael Markowitz

• **410-455-0680**

Mike.Markowitz@acsiapartners.com



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.

19.4 Teacher Evaluations. Under normal circumstances, the teacher will be notified by September 30th of each year of the upcoming annual evaluation. Lack of this notification however will not prevent the evaluation process from proceeding as required by regulation.

When teachers are observed, they shall be provided written feedback before any future observations are conducted.

A written statement of evaluation will be prepared and reviewed with the teacher within a reasonable time after each formal evaluation conference. In the event that the teacher feels his or her evaluation is incomplete or unjust, he or she will append an addendum giving his or her point of view. The evaluation is, however, to be signed by the teacher; this signature means only that the teacher read the evaluation. A copy of this evaluation and addendum shall be filed in the school office, a copy shall be placed in the evaluation file in the Human Resources Department and a copy shall be given to the teacher

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

SCHOOL OF EDUCATION

NCU
Northcentral University

GRADUATE PROGRAMS

- Doctor of Philosophy in Education (PhD)
12 specializations
- 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
- Post-Baccalaureate Certificate
10 specializations

FOR MORE INFORMATION:

neacademy.org/ncu
855.346.7491
neamembers@ncu.edu

NEA MEMBERS SAVE 15% ON TUITION when you enroll as a student at NCU!

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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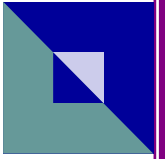
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Northcentral University is regionally accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools (HLC) 230 South LaSalle Street, Suite 7-500, Chicago, IL 60604, 800.621.7440, www.nca.org. The Northcentral 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, emphasizing on improving teaching, learning, research and leadership contributions throughout PK-12 Education, is granted Initial Accreditation by the Teacher Education Accreditation Council (TEAC) for a period of five years, from June 24, 2013 – June 24, 2018. This accreditation certifies that the referenced professional education program has provided evidence that the program adheres to TEAC's quality principles. For program disclosures, visit www.ncu.edu/QE.



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 1/4 page = \$80,
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