

September 2015



From the President...

As I am writing you today, HCEA has filed many grievances regarding our access to schools and members. HCPS is actively trying to prevent HCEA from accessing our members over lunches, as well as, within their workplaces after the duty day. This is a clear attempt by HCPS administration to limit our ability to enforce our negotiated agreement, to safe-guard your rights and to ensure that you have favorable working conditions. That is the bad news. The good news is that you can help change this. We need every HCEA member to help organize within your building.

Every school site should have an elected FAC. FAC Guidelines can be found [here](#).

Every school needs to fill all building representative positions. If you would like to become more involved and serve as a building representative contact rburbey@mseanea.org

All teachers need to join HCEA. If you have not already joined us, don't you think it is time. Don't you have enough proof that HCPS is not looking out for your best interests? HCEA is the only organization advocating for teachers. Our strength is you our members. For every new member you recruit, we will give you a \$25 gift card. Here is a link to an [enrollment form](#).

The truth is that our livelihoods, our salaries, our working conditions and our benefits are all at risk. We must all fight together for the future we want.

We continue to have issues with principals not properly implementing the Evaluation Model. One of the biggest concerns is that some elementary principals are telling teachers that they must have one Reading and one Math SLO. This is completely and totally inaccurate. If teachers cannot agree on the SLOs with their principal, then the principal may select an SLO and the teacher may select an SLO. Principals should not be dictating both SLOs to teachers. Teachers should have input on all SLOs. Principals may not require both SLOs to be tied to the SIP. Teachers have the option of generating one SLO independently. If you have questions about SLOs or the evaluation model please contact me, I can provide training on the evaluation model for members in you building.

Get Involved. Strong With HCEA.

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rburbey@mseanea.org

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MSEA CONVENTION 2015
OCTOBER 16-17 | OCEAN CITY, MD

Upcoming Events

- 10/6, 7, 8 & 15 Superintendent's Budget Input Sessions
- 10/12 & 26 [Harford County Board of Education Meeting](#)
6:30 PM HCPS A.A. Roberty Bldg.
- 10/16-17 **MSEA Convention**
Ocean City, MD
- 10/22 HCEA Representative Assembly
4:30 PM Paterson Mill Cafeteria



less testing more learning



Standardized testing takes far too much time away from learning, preventing students from developing well-rounded skills and a love for learning. We need less testing and more learning in our schools.

Have you had enough testing? Are you ready for less testing and more learning? In cooperation with our state affiliate, HCEA is launching a campaign to give our teachers time to teach and give our students time to learn and play by reducing the massive burden of over-testing. Please take some time to visit <http://lesstestingmorelearning.com> to join our movement. You can join our Time to Learn, Time to Teach and Time to Play Committee by simply emailing rburbey@mseanea.org. **Help us improve the lives and education of our students by ending the practice of over testing.**



SCHEDULE OF WORKSHOPS

MSEA CONVENTION 2015

OCTOBER 16-17 | OCEAN CITY, MD

This year, MSEA offers free workshops and training on best practices and skillful pedagogy that address today's education issues, including classroom management, the achievement gaps, SLOs, professional concerns, social and academic issues facing students, and how building strong educator/school counselor teams helps create successful school communities.



Building an Instructional Toolkit

Get inspired at workshops that address challenges that you face now—the achievement gaps, classroom management, Common Core, incorporating STEM, creating successful SLOs, and implementing innovative instructional practices.



Exploring Personal and Professional Assets

Topics cover the education and real life issues of teachers, school counselors, education support professionals, and administrators.



Accessing Students Resources

Improve your connection to resources that can help you engage and inspire *all* of your students. Choose from topics like conflict resolution, providing support and guidance for English Language Learners, special needs students, and hard-to-reach students. Many workshops will provide resources and materials that can be immediately used in your classroom.



The Whole Student

Workshops designed by school counselors focus on the social and academic challenges students face and the individual and school-wide rewards of strong educator/school counselor partnerships. All educators are invited to attend.

For credit, consult your local certification/staff development/human relations department. Participants who arrive and check in with the workshop host within the first 10 minutes of the presentation and stay for its entirety will receive an MSEA Certificate of Attendance.



MSEA Convention workshops are free and open to all Maryland educators.

Connect with us!

www.marylandeducators.org



[facebook.com/marylandeducators](https://www.facebook.com/marylandeducators)



[@MSEAEducators](https://twitter.com/MSEAEducators)



SCHEDULE OF WORKSHOPS

MSEA CONVENTION 2015

OCTOBER 16-17 | OCEAN CITY, MD

	FRIDAY AM		FRIDAY PM	SATURDAY AM	
ROOM	8:30 - 10:00	10:15 - 11:45	1:00 - 3:00	8:30 - 10:00	10:15 - 11:45
 201	The Achievement Gap and Disproportionate Suspension: Are We Asking the Right Question? Robert Murphy	Strategies to Reduce Hubbub, Kerfuffle, and Racket in Our Classroom Holly Kleiderlein Linda Allen-Bell	Ending the School to Prison Pipeline: Building a Positive School Climate, Culture, and Community Learn how a fresh approach to discipline and atmosphere helps students and school communities learn and grow. 1:00 p.m. - 3:00 p.m. Performing Arts Center	Making STEM a Reality in the Math Classroom Dayo Adia	Getting Students to Ask Their Own Questions Amity Pope
	Collaboration is Key: Working with the Deaf Education Team Dr. Elizabeth Ann Monn Becky Delameter	The SLO Treasure Chest Holly Walsh Shirley Faulkner		Creating Online Assignments Using Discovery Education Streaming Laura Brown	Powering Up for Global Citizenship: Common Core & Cultural Competence Dr. Mary Wilson Leventhal
	Discussion Like a ROCKSTAR Jennifer Gusso Joanne Frailer	3D Printing: What You Need to Know Shawn Grimes Stephanie Grimes		Accomplished Teaching is Everyone's Business Rainya Miller Senetria Blocker	
 204	Innocence Stolen: Protecting Our Children Online Vince DeVivo, USDOJ	Personalizing Professional Learning in Maryland Cecilia Roe, MSDE Angela deGuzman, MSDE		Your Financial Life NEA Member Benefits	Professional Development for the 21st Century: Turning Your Knowledge and Skills Into Online Learning Courses Dr. Lisa Phifer Robert Hull
	 205	De-Escalating Student Behaviors, Strategies to Stop the Conflict Cycle Jodi Chesman Nancy Fava		Professional Resources for Special Educators: Collective Teacher Voice Sheena Washington	Rejuvenating Practices for Educators—Lead a Less Stressed Life Jessica Valadie
 206	Teacher-Counselor Alliance: Closing the Achievement Gap Edward Reed Eunice Humphrey	School Counselors Rock! Showcasing Your Counseling Program in the 21st Century! Dr. Sonya L. Ford		The Digital Counselor Jeremy Goldman	Saving Our Sons in the 21st Century Dr. William "Flip" Clay
	 210	Teaching English Language Learners in the Content Classroom Pamela Mesta Melissa Thomas Olga Reber		Make and Take Madness! Pamela Mesta Melissa Thomas Olga Reber	Universal Thinking Verbs: Instructional Support for Student Learning Pamela Mesta Brian Wienholt
 215	Got Achievement Gaps? Motivate Middle Schoolers with UDL! Christine Baummer Marsha Doolan	Creative Strategies with the Whole Brain in Mind Dr. Carmen White Lennie Smith		Classroom Management Through the Integration of a Youth Development Approach Thandor Miller Syreeta Evans	



Building an Instructional Toolkit



Exploring Personal and Professional Assets



Accessing Student Resources



The Whole Student
 Designed by school counselors for all educators.



New! The PAC Raffle Challenge is now online!
Easy. Fast. Secure.

IT'S TIME TO TAKE A STAND AGAINST OVER-TESTING. Give to MSEA's Fund for Children & Public Education

Each year, MSEA's member-run political action committee (PAC) supports educators and issues that matter. When you give, you'll be standing up for reasonable testing for Maryland's students, smaller class sizes, adequate resources for student and educators' success, and more.

Become a 2015 PAC Raffle Challenge leader!

- **NEW!** No paper tickets or cash contributions!
Log on to marylandeducators.org/raffle
- **Members, friends, family can give!** Each \$5 ticket buys an entry into the \$1,000 PAC raffle

Competitions and awards

With 100% participation at the 10 (\$50) ticket limit, your local will earn a gold star for their county floor sign.*

Frequently Asked Questions

The PAC Rockstar Trophy goes to the local association with the highest raffle sales.

The \$1,000 raffle drawing closes at 12 p.m., Saturday, October 17. Winner need not be present. Members and non-members may purchase raffle tickets.

*In our effort to improve our reporting with the Board of Elections, only online raffle ticket purchases are eligible for the \$1,000 prize drawing. Checks are accepted for the tee-shirt and gold star competition. These contributions are not eligible for the raffle drawing.

EXCLUSIVE: FOR DELEGATES ONLY

Buy early! GET A SCARF!

Buy the 10 (\$50) raffle ticket limit online by 11:59 p.m., Monday, October 12, and get MSEA's new Maryland flag unisex scarf!

Hit the limit! GET A TEE-SHIRT!

Buy the 10 (\$50) raffle ticket limit, or make a \$50 contribution any time before the raffle closes, and get the 2015 MD Educator tee-shirt before it sells out.

*PAC Captains will distribute your promotional item vouchers in Ocean City.

Buy your raffle tickets now at marylandeducators.org/raffle



Contributions to the MSEA Fund are not deductible as charitable contributions for Federal or State income tax purposes. Proceeds will be used to support friends of public education through the MSEA Fund for Children & Public Education. Tax must be paid on the value of the prize. MSEA/NEA Fund for Children & Public Education, Bill Fisher, Treasurer

Connect with us! marylandeducators.org facebook.com/marylandeducators [@MSEAeducators](https://twitter.com/MSEAeducators)

Golden Apple Plus



Earn Your \$100 New Member Bonus and More!*

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

410-952-3374

www.freedomfcu.org

Federally insured by NCUA
*Offer subject to change without notice. Offer available only to new members opening a Freedom Checking Account with an initial opening deposit of at least \$100, enrollment in e-Statements, and at least one debit card transaction, all which must be completed within 60 days of account opening. \$100 bonus will be issued on 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.



Superintendent's Budget Public Input Sessions

Tuesday, October 6 at 5:00 p.m.
Media Center, North Harford High

Wednesday, October 7 at 10:00 a.m.
Board Room, A.A. Roberty Building
Live Video Stream

**the presentation will be available in the Live Media Stream & Streaming Archive, via www.hcps.org*

Thursday, October 8 at 5:00 p.m.
Media Center, C. Milton Wright High

Thursday, October 15 at 5:00 p.m.
Media Center, Aberdeen High

www.hcps.org/budget | budget@hcps.org

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



Know Your Contract

ARTICLE X Temporary Absences & Leaves

10.2 Personal Business Leave. Unit members shall receive a total of three (3) work days per year with no loss in salary that may be used for personal business. Unit members employed on or after February 1 shall receive one (1) work day of personal business leave. Unused personal business leave days may be accumulated up to no greater than five (5) days. On July 1 of each year any personal business days in excess of five (5) will be converted to sick leave days.

Personal business leave may be requested, with at least three (3) work days advance notice, through the appropriate principal who shall not require a reason for the leave. If, however, an unforeseen circumstance requires the member's absence which could not be requested three days in advance, the reason for the absence shall be stated and the principal may, at his/her discretion, approve the absence as a day of personal business leave. Personal business leave may be denied when, in the judgment of the principal, the member's absence would impair the educational process.

Personal business leave shall not be taken immediately before or immediately after a holiday or weekday when school is closed on the master calendar, or on an in-service day for teachers, or at the beginning (first five scheduled work days) or at the end of the school year (last five scheduled work days). If, however, a circumstance requires the member's absence on one or more of the foregoing days, the member may request use of personal business leave through the principal. The principal may, at his/her discretion, approve the absence as a day of personal business leave. In normal circumstances a member shall not use more than three (3) consecutive personal business days at one time.

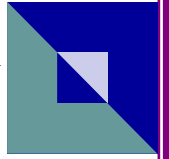
Exceptions to the foregoing restrictions on days to be used for personal business leave may be made by the Assistant Superintendent of Human Resources for circumstances which require the member's absence on these days.

Questions?

Contact HCEA (410) 838-0800

[Click to View the](#)
[2015-16](#)
[Teacher Evaluation](#)
[Model](#)

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