



### *From the President...*

I hope everyone is enjoying the holidays. Every new year brings hope for change and renewal. However as this new year approaches, we have a number of issues of concern which require attention. We still are having many issues with the implementation of the evaluation model. I cannot express more stridently how important it is that you insist your principal follow the evaluation model. Principals cannot dictate both your SLOs. Principals cannot dictate that you have a Math SLO and a Reading SLO. Principals cannot tie both your SLOs to team goals or SIT goals. One SLO may be dictated by your principal. The other may be of your choosing. Far too often, teachers allow erroneous or flawed evaluations to stand because they are too fearful, too trusting or do not want to make waves. Superintendent Canavan has stated to me on numerous occasions that she believes, "It is your professional responsibility," to ensure that your evaluation is accurate. I am asking you to do just that. Carefully review the Evaluation Model. Make sure that you have been rated accurately. I will be coming to all schools to present the evaluation model, beginning with elementary schools. This will take some time to accomplish. Do not wait for me to come review your evaluations. If you have been placed on a PPG, if you have been rated effective developing overall or if you have been rated ineffective overall, contact me immediately.

Another important issue which continues to arise concerns your protected, unassigned planning time. To be clear, this is your time which HCEA fought hard for literally two decades to acquire and protect. You cannot be told to attend conferences, attend observation meetings, attend evaluation meetings or be assigned other duties during the minimum protected, unassigned planning time in the negotiated agreement. All teachers must receive a minimum of 45 consecutive, uninterrupted minutes of planning each day. If you are not receiving 45 consecutive minutes of planning time each day, contact HCEA immediately.

In just a couple of weeks the legislative session will begin. We need your help to advocate for less testing in our schools please email me at [rburbey@mseanea.org](mailto:rburbey@mseanea.org) to volunteer.

**Get Involved. Stand Strong With HCEA.**

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

### Upcoming Events

- 1/11, 1/25 [Harford County](#)  
[Board of Education Meeting](#)  
6:30 PM HCPS A.A. Roberty Bldg.
- 1/13&1/19 [Harford County](#)  
[Board of Education](#)  
[Budget Input Sessions](#)
- 1/4 HCEA Board of Directors Meeting  
4:30 PM HCEA Office
- 1/21 HCEA Representative Assembly  
4:30 PM Paterson Mill Cafeteria
- 1/15 [Special Educators](#)  
[Happy Hour](#)  
4 PM – 7 PM  
The Greene Turtle in Bel Air (Harford Mall)
- 2/20 HCEA Wine Tasting  
Boordy Vineyards

#### HCEA Board of Directors

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[jsapia@mseanea.org](mailto:jsapia@mseanea.org)

**MSEA UniServ**  
**Director:**  
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[lginsburg@mseanea.org](mailto:lginsburg@mseanea.org)

**Office Manager:**  
**Nitza Harris**  
[nharris@mseanea.org](mailto:nharris@mseanea.org)  
Phone: (410) 838-0800

HCEA  
2107 Laurel Bush Road  
Suite 201  
Bel Air, MD 21015

## HCEA SPONSORED LONG-TERM CARE INSURANCE

- Offering discounted long-term care insurance to HCEA members and their spouses/partners.
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- Providing members with peace-of-mind.

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

**Michael Markowitz**

• **410-455-0680**

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



## Negotiations Update

Your HCEA negotiations team has proposed changes to the contract which would increase planning time, increase compensation, limit restrictions on use of leave, increase teacher empowerment, reduce mandatory meetings and reduce your duty year. Thus far, HCPS has not been receptive to these proposals. HCEA is committed to improving the working conditions and lives of teachers. We will continue to pursue important language changes which protect our membership. Likewise, we will continue to seek the time and compensation necessary for you to be successful.

## Know Your Contract

### ARTICLE V

#### Grievance Procedure

**5.1 Grievance.** A grievance is an alleged violation, misinterpretation, or misapplication of the terms of the negotiated agreement between the Board and the Association.

**5.2 Grievant.** A grievant is the individual(s) who have been affected by the grievance.

A grievant may be an individual, a class, or the Association.

**5.3 Settlement of Employee Grievances.** The Association and the Board recognize their responsibility for the prompt and orderly disposition of grievances that arise out of the interpretation, application, or alleged breach of any of the provisions of this agreement. To this end, the parties agree that the provisions of this article shall provide the means of settlement of all such grievances provided, however, that nothing herein will be construed as limiting the right of any employee to have a complaint adjusted without the intervention of the Association so long as the adjustment is not inconsistent with the terms of this agreement.

**5.4 Procedural Steps.** Any grievance that a teacher has not adjusted informally with the immediate supervisor shall be presented in the following steps:

Step 1. Between the grievant, a representative of his or her choice, and the employee's immediate supervisor and/or designated representative(s).

Step 2. Between the grievant, and his or her Association representative, and the appropriate director, elementary or secondary, and/or designated representative(s).

Step 3. Between the grievant and his or her Association representative, and the Superintendent and/or designated representative(s).

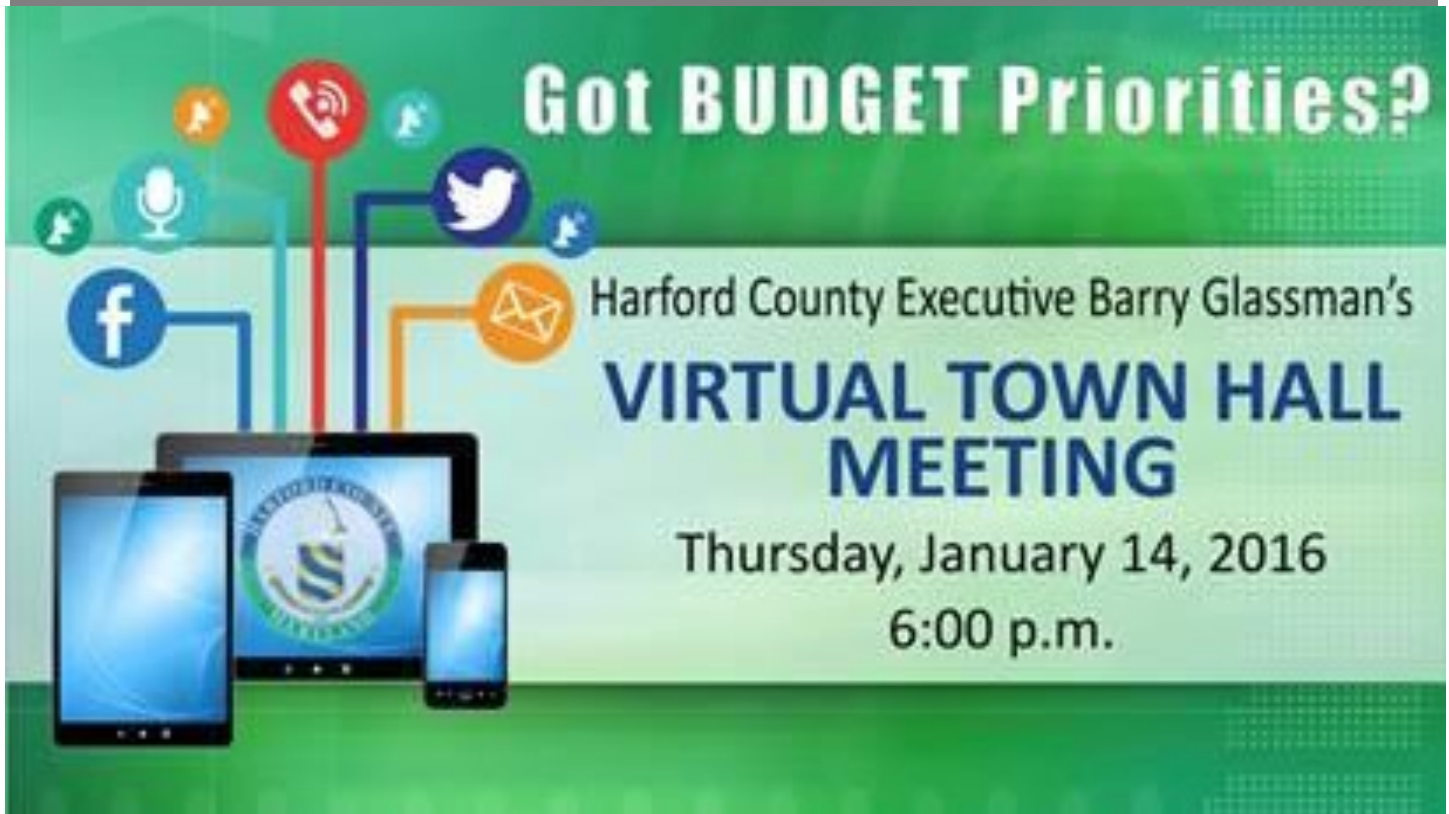
**5.5 Grievance Presentation.** All grievances shall be presented in writing at Step 1 within ten (10) school days from the date of their occurrence, signed by the grievant. The Administrator's answer at each step shall be given in writing within ten (10) school days after the step meeting which shall be held within ten (10) school days following receipt of the appeal. Unless a grievance is appealed to the next step within five (5) school days after the Administrator's answer, it shall be deemed settled in accordance with the Administrator's answer, which shall be considered acceptable to the grievant and the Association.

**5.9 No reprisals of any kind will be taken by the Board, the school administration, or Association against any teacher or official because of his or her participation in this grievance procedure.**

**Questions?**

**Contact HCEA (410) 838-0800**

December 2015



Got BUDGET Priorities?

Harford County Executive Barry Glassman's  
**VIRTUAL TOWN HALL MEETING**  
Thursday, January 14, 2016  
6:00 p.m.

The graphic features a green background with various social media icons (Facebook, Twitter, Email, Phone, Microphone) connected by lines to a central tablet displaying the Harford County seal. A smartphone is also shown in the foreground.

**BEL AIR, Md.,** (Dec. 17, 2015) – In preparation for Harford County's next budget, County Executive Barry Glassman plans a virtual town hall meeting on January 14 with multimedia options now available for citizens to communicate their priorities for the fiscal year 2017. This second annual event will be streamed live on the county website

beginning at 6:00 p.m. from Harford Community College's Darlington Hall.

"I understand how difficult it can be for busy citizens to come out to a public meeting," said County Executive Glassman. "Through social media and other modern methods, our first-ever virtual town hall made it easier for everyone to participate in developing our current budget. For next year's budget, citizens are once again invited to tell me what they care about; using whichever method is most convenient."

Beginning immediately, citizens can provide budget comments via social media, email, or U.S. Mail. The county executive will review all incoming messages, some of which will be read aloud during the live event. Other options at the live event include public comments from attendees and calls to dedicated phone lines.

Contact information is as follows:

Email: [iGovHarford@harfordcountymd.gov](mailto:iGovHarford@harfordcountymd.gov)

Facebook: [Harford County's Virtual Town Hall](#)

Twitter: @iGovHarford

# Golden Apple Plus

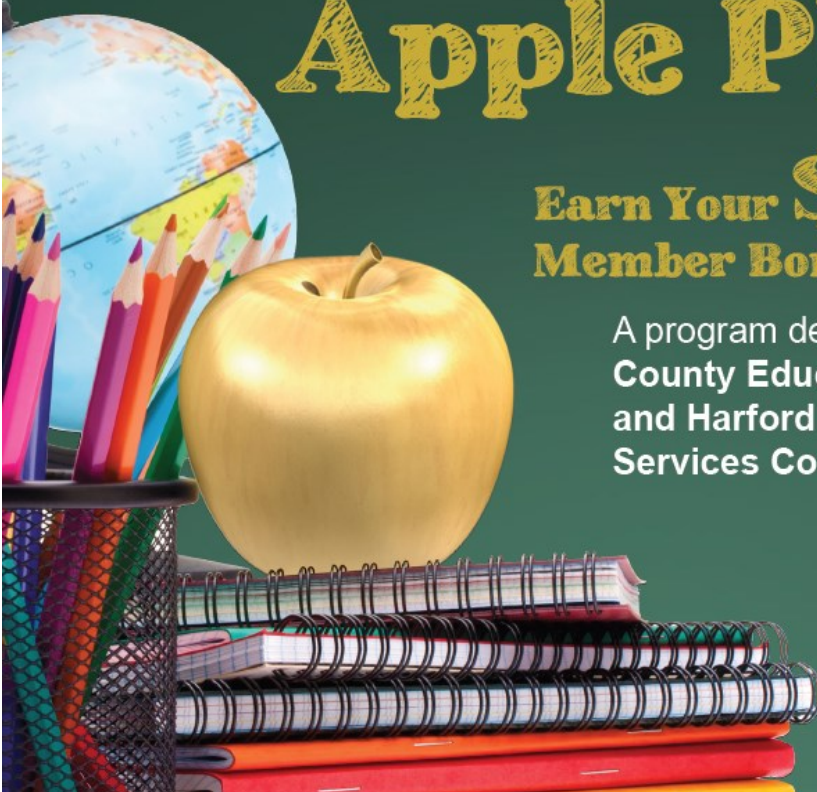


## Earn Your \$100 New Member Bonus and More!\*

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

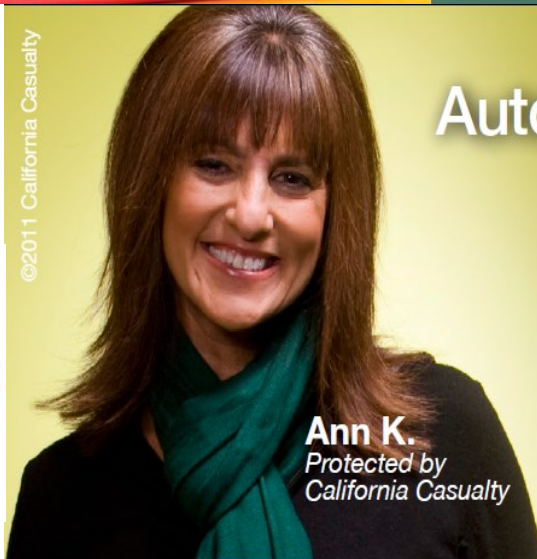
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\*Offer subject to change without notice. Offer available only to new members opening a Freedom Checking Account with an initial opening deposit of at least \$100, enrollment in e-Statements, and at least one debit card transaction, all which must 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.



# NEA Member Benefits

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## Attention Special Educators of Harford County!

Come on out to the **Greene Turtle in Bel Air** for some drinks and appetizers with your colleagues!

**Who:** Special Educators in HCEA

**What:** Time to eat, drink, and network with others in your field. Appetizers will be provided by HCEA!

**When:** Friday, January 15, 2016 from 4pm – 7pm

**Where:** The Greene Turtle in Bel Air (Harford Mall)

**Why:** You put the SPECIAL in SPECIAL education

Please RSVP to [erinchoj@yahoo.com](mailto:erinchoj@yahoo.com) no later than Friday, January 8, 2016



**Mark your calendars!**

Wine Tasting at Boordy Vineyards on February 20<sup>th</sup> open to ALL HCEA members and friends!



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**Furniture** – Chairs, couches, desks, tables, shelves, etc., please no rips, stains, tears, broken parts or animal stains

**Appliances** – Clean and in working order, 7 years old or less: washers, dryers, refrigerators (with no water connection), microwaves, stoves, etc.

**Small Appliances** – Toasters, toaster oven, mixers, blenders, coffee makers

**Doors** – With jambs, free of bowing, twisting holes, gouges, water damage, and splintering

**Kitchen/Bath** – Cabinets complete with doors/drawers

**Countertops** – Good condition, minimal chips, or damage

**Hardware** – Knobs, hinges, locks, nails, screws, nuts, bolts, cabinet pulls

**Plumbing/Electrical** – Usable fixtures, parts and supplies, working ceiling fans

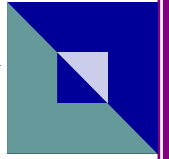
**Carpet/Flooring** – New flooring, wood, ceramic tile, vinyl, and carpet

**Tools** – Working power, hand and garden tools

**Media Material** – Books, DVD's, LP's, CD's and VHS

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**HCEA Gateway ads are free to HCEA members.**

**Chrystie Crawford-Smick**

*Independent Consultant*

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[ravenjt42@netscape.net](mailto:ravenjt42@netscape.net) or

[Jason Taylor - Officiant](#)

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