



From the President...

I hope everyone had a happy Thanksgiving. I was especially thankful this year. Why you may ask? Last Wednesday, the findings of fact in our Unfair Labor Practice Claim against HCPS were issued. It has been over a year in the making but the findings of fact completely vindicated me of any wrong doing.

Here are the highlights:

“Mr. Burbey was not a threat to the children or staff at the time of his ban.”

“The Board did not have sufficient evidence or reasonable basis to conclude that Mr. Burbey cursed at Ms. Lyons or to ban him from all HCPS buildings.”

“As the County Board did not have a reasonable basis to conclude that Mr. Burbey cursed at Ms. Lyons, its ban resulted in a restraint on Mr. Burbey’s ability to participate in HCEA’s programs and initiatives. It also significantly interfered with his ability to carry out his responsibilities in the manner dictated by the 2013-14 Negotiated Agreement between the County Board and the HCEA.”

It is gratifying to finally have the truth come to light. We await the final determination from the PSLRB and are hopeful to receive this before winter break.

On December 1st, HCEA will begin negotiations with HCPS for the 2016-17 school year. Our priorities are honoring the annual salary increments, repatriating lost steps, improving working conditions, increasing planning time and empowering teachers as professionals. We are hopeful that HCPS will engage in a cooperative dialogue towards improving the lives of our teachers and the school system as a whole. However, we need every HCEA member to advocate for our priorities both publicly and privately.

Speak out for our profession and our livelihoods. We need our community to understand how hard you work. Tell your story. We need HCPS leadership to hear your frustrations. Tell about your struggles to effectively plan and prepare in the time provided to you. We need every HCEA member to let their voice be heard. Tell about the sacrifices you have made for our schools, our children and our community. We cannot continue to suffer in silence and hope for change.

We must all advocate for a better future.

Get Involved. Stand Strong With HCEA.

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
jsapia@mseanea.org

MSEA UniServ
Director:
Larry Ginsburg
lginsburg@mseanea.org

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

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

Upcoming Events

12/5	HCEA New York City Bus Trip
12/7&12/14	Harford County Board of Education Meeting 6:30 PM HCPS A.A. Roberty Bldg.
12/8	HCEA Board of Directors Meeting 4:30 PM HCEA Office
12/17	HCEA Representative Assembly 4:30 PM Paterson Mill Cafeteria
12/17	HCEA Retirement Seminar 5:00 PM Patterson Mill Media Center
12/24-1/3	Winter Break
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

Member Benefits presents:

Understanding Your Retirement

a Workshop by

*DENNIS REISHER of
INTEGRATED FINANCIAL SOLUTIONS*

This workshop is designed for all HCEA members, especially individuals considering retiring in the next five years.

Preparing for income in your retirement years:

- *Pension and payout options in retirement.
- *Social Security retirement benefits.
- *Income from your investments.

**Patterson Mill High School
Media Center**

Thursday, December 17, 2015

5:00 p.m. – 6:30 p.m.

Refreshments will be provided

RSVP: Dennis Reisher at Dennis.Reisher@LPL.com

SECURITIES OFFERED THROUGH LPL FINANCIAL MEMBER FINRA/SIPC

HCEA Member Benefits is not affiliated with, nor endorsed by, LPL Financial

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.



**less more
testing learning**

**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.

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 no later than Friday, January 8, 2016



Mark your calendars!

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

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 XX
Discipline

20.1 The Board of Education and the Association support the need for each class to be a good learning environment free from interference from seriously disruptive pupils. The Board and Association also agree that consistent enforcement of clear and specific rules are vital to maintaining a safe, secure, and effective school environment for learning. All schools are urged to use their resources of successful professional experience, staffing allotment, and materials of instruction in the development of ways to help and to control the seriously disruptive child.

20.2 Maintenance of Classroom Control and Discipline. When, in the professional judgment of a teacher, a student is, by his or her behavior, seriously disrupting the instructional program to the detriment of other students, the teacher may exclude the student temporarily from the classroom and refer the student to the principal or designee.

20.3 When a student has been referred to the principal or designee for disciplinary action, the principal or designee shall confer with the teacher prior to returning the student to the classroom. Confer means a discussion or dialogue by any means, e.g., telephone, electronic mail, or an in-person conference, where the views of the teacher are communicated and considered. Plans for handling disruption of the teaching process should be ones in which teachers and principals work in concert to achieve this end.

20.4 Any teacher threatened with physical abuse in connection with his or her employment should immediately report the incident to his or her principal or designee. Serious incidents involving verbal abuse or outright disrespect shall be reported in a similar manner.

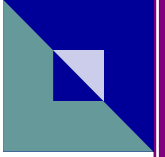
20.5 The Association and the Board of Education agree that consistent enforcement of clear and specific rules are vital to maintaining a safe, secure, effective school environment for learning. The parties encourage schools to incorporate conflict management strategies and student participation in the implementation of discipline policies.

Questions?

Contact HCEA (410) 838-0800

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

[Click to View the](#)
[2015-16](#)
[Negotiated](#)
[Agreement](#)



Chrystie Crawford-Smick

Independent Consultant

410-322-0466

crawfie01@aol.com

<https://chrystiec-s.scentsy.us>



Premier Designs
High Fashion Jewelry

Mary Jane Ciuffo

Independent Distributor

Home Office: 410.838.5698

Cell: 410.682.9967

mjciuffo@gmail.com

maryjaneciuffo.mypremierdesigns.com



Have you been Sparked??

<https://www.advocare.com/13115428>

Laurie M. Evans

240-223-7173

Independent Distributor

larshel19@aol.com

Looking for an officiant for your wedding in Harford County or the surrounding areas?

Contact Jason Taylor

ravenjt42@netscape.net or

[Jason Taylor - Officiant](#)

I look forward to celebrating your day!



Tiffany Higgins

Signature Nail Design In Minutes

thiggsjamicro@gmail.com

thiggs.jamberrynails.com

443-619-7811

HCEA
Gateway ads
are free to
HCEA
members.



Inclusion in HCEA IMPACT or Gateway does not express or imply endorsement by HCEA or HCEA responsibility for price or quality. HCEA assumes no liability for nor makes any warranty as the condition of any article advertised in HCEA IMPACT or Gateway. Priority is given to HCEA members.