



From the President...

As we all prepare to return to work after Snowzilla, several issues have arisen. I want to make sure that everyone knows their rights and responsibilities. You are not obligated to check your HCPS email at home when you are off, whether it is over the summer, on the weekend or during snow days caused by a record setting blizzard. As such, you are not required to respond to emails when you are off duty. Likewise, you are not required to work on days when you are off duty and not being paid, whether it is over the summer, Christmas Break, a typical weekend or during snow days caused by a record setting blizzard. You are not required nor should you be asked to volunteer for duties or programs outside the negotiated agreement. HCEA has fielded many concerns about principals requesting/requiring teachers to work on report cards or submit report card comments during the snow days. This should not have happened and should not happen in the future. HCPS issued the following statement in the 411 on Friday:

REPORT CARD DISTRIBUTION DELAYED

In light of the school closings for snow this week, the HCPS deadlines for entering grades, OTIS uploads and distribution of report cards have each been extended one week. The new deadlines are as follows:

- Monday, February 8: The grade submission window closes at 4:00 p.m.
- Monday, February 8: 4:00 p.m. OTIS uploads grades.
- Tuesday, February 9 – Thursday, February 11: Schools print report cards.
- Friday, February 12: Report cards distributed.

The dates for the beginning and end of third quarter have not changed.

On Monday, February 1, parents will be advised by a system-wide Connect5 call that the report card distribution date has been changed.

I know this came too late for many of you who were frantically trying to meet demands placed upon you by your principal. HCEA needs to know if you were asked/told to submit grades during the snow days. We also need to know if you are asked to “volunteer” for work outside the duty day. Similarly, we need to know if your principal expects you to respond to emails, requests or demands outside your duty day as defined in the negotiated agreement. HCEA is fighting for your rights but we need your help. If any of the above practices apply to you, please email me immediately, rburbey@mseanea.org. All concerns will be kept anonymous.

Get Involved. Stand Strong With HCEA.

Upcoming Events

2/1, 2/8, 2/22, 3/7 & 3/21	Harford County Board of Education Meeting
	6:30 PM HCPS A.A. Roberty Bldg.
2/2, 2/18 & 3/29	HCEA Board of Directors Meeting 4:30 PM HCEA Office
2/18	HCEA Representative Assembly 4:30 PM Paterson Mill Cafeteria 4 PM – 7 PM
2/20	HCEA Wine Tasting Boordy Vineyards

MSEA Elections Have Begun

[Click Here](#)

to Vote Now!

Voting ends February 19

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

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

HCEA MEMBERS Protect Yourself!

If you are injured at work:

- ✓ Report it to your supervisor.
- ✓ Document the injury completely.
- ✓ Seek medical attention from your doctor of choice.
- ✓ Call Charlie Schultz at 410-769-5400 to discuss your legal rights.

SOLELY REPORTING THE ACCIDENT TO THE COUNTY WILL NOT PROTECT YOUR RIGHTS

Protect your rights by filing a workers' compensation claim with the State of Maryland.

Call us at 410-769-5400 to protect your rights!



NEA APPROVED



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Know Your Contract

ARTICLE XIX

Probation, Tenure and Evaluation

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.

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.

19.6 **Tenured Teachers.** Tenured teachers will receive formal evaluation conferences at least by the end of their fifth year in Harford County and at the minimum rate of once every five (5) years thereafter. All observations of a classroom performance shall be conducted openly.

19.7 Principals and/or supervisors shall hold the formal evaluation conferences. After the conferences, a written statement of evaluation will be prepared and reviewed with the teacher within a reasonable time. Any material presented at the conference which was not previously known to the teacher shall be reviewed by the principal and the teacher before it may be entered into the written evaluation.

19.8 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 does not indicate approval. A copy of this evaluation and addendum shall be placed in the evaluation file in the Human Resources Department and a copy shall be given to the teacher.

Questions?

Contact HCEA (410) 838-0800

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



Boordy Vineyards Private Wine Tasting and Tour

Sponsored by your HCEA Membership Committee

WHO: HCEA and HCESC members and friends

WHAT: The cost is \$15 per person. This includes:

- a Boordy wine glass
- seven wine samples (a mix of dry, semi-sweet, and sweet wines)
- light appetizers
- private wine tour

WHEN: Saturday, February 20th

Note: **New time available 12:45 PM**

WHERE: Boordy Vineyards

12820 Long Green Pike, Hydes, MD 21082

(410) 592-5015

WHY: If you enjoy sampling wine, this is the perfect



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
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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.



Spend Summer in the Sun !

DRD Pool Management, Inc is accepting resumes for summer job openings as
Swimming Pool Field Supervisors
&
Swimming Pool Managers
(Full or Part Time)

No Experience Necessary

For more information, email David Watts at dwatts@drdpools.com

Habitat
for Humanity®

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Coming Soon Spring 2016



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please call:

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Website:
harford.cecil.habitat
restores.org

Accepting donations
after
Thanksgiving 2015

Habitat for Humanity
Susquehanna
205 South Hays St
Bel Air, MD 21015
www.habitatsusq.org

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

Electronics – TV, DVD's Computers, VCR's Stereos, Cell Phones, and Printers

Dishes, Arts & Crafts/Office Supplies

HCEA Elections

Nominations are currently being accepted for the following important positions:
HCEA Board of Directors

- Elementary Member at Large
- High School Member at Large

Delegate to the 2016 NEA Convention July 2 - July 7 - Washington, DC

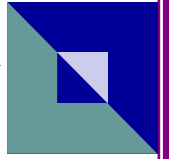
Delegate to the 2016 MSEA Convention October 21-22—Ocean City, MD

To nominate yourself or a colleague identify the position(s)
which your are making a nomination in an email to:

hceanominationsandcredentials@gmail.com

Nominations will also be taken from the floor at the February 18th RA.

**After all nominations have been entered,
nominations will close at the February 18th RA.**



HCEA Gateway ads are free to HCEA members.

Chrystie Crawford-Smick

Independent Consultant

410-322-0466

crawfie01@aol.com

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



Have you been Sparked??

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

Laurie M. Evans

240-223-7173

Independent Distributor

larshel19@aol.com



Tiffany Higgins

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thiggsjamicro@gmail.com
thiggs.jamberrynails.com
443-619-7811



Dene' Flack

410-456-5830

Flwrsbydene@aol.com

www.mythirtyone.com/225246

I do home parties, parties on the go, catalog/online parties, fundraisers, open houses and much much more!

Extra hostess gifts given to HCPS employees who book a party with me!

Put your Ad Here!

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!



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