



From the President...

It is hard to believe that it is already March.. Soon teachers will start receiving end of the year evaluations. To help teachers verify the validity of their evaluations, HCEA has created a calculator. Simply download the spreadsheet at the link below and enter your ratings. If your rating does not match the outcome which the calculator generates, contact HCEA. If you are rated Effective Developing or Ineffective overall, contact HCEA immediately. If you have been placed on a PPG contact HCEA immediately. The sooner you contact us, the better.

The results are in from the NEA Director elections. Unfortunately, I did not make the run-off. However, more disconcerting than the results is the low turn-out. Less than 20% of HCEA members voted. This is hugely problematic if we want to elect our members to state-wide and national offices. Since no candidate got 50% of the vote, there will be a run-off election. The HCEA Board of Directors has endorsed Jake Zebley for NEA Director. Please take time to vote for Jake. The voting period will run March 7 - April 1. [Click here to vote beginning on March 7th.](#) Let's make sure our candidate gets elected.

As most of you should be aware, HCEA has filed for impasse in our current negotiations. We await a determination from the PSLRB. More information will follow as it is available.

MSEA is fighting to reduce standardized testing and prevent the PARCC from becoming part of our evaluations. Please join the fight. [Click here to sign our petition](#) and [email me](#) to get more involved.

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

Sapia, Jamie

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MSEA UniServ

Director:

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Office Manager:

Nitza Harris

nharris@mseanea.org

Phone: (410) 838-0800

HCEA

2107 Laurel Bush Road

Suite 201

Bel Air, MD 21015



2015 Cecil County
Teacher of the Year

CCCTA Executive Board

MSEA Minority Affairs
Committee (Co-Chair)

MSEA Endorsement
Council

Runoff Election
March 7 - April 1
[Vote at marylandeducators.org](http://Voteatmarylandeducators.org)

Upcoming Events

3/7 & 3/21 [Harford County Board of Education Meeting](#)

6:30 PM HCPS A.A. Roberty Bldg.

3/7-3/11 **Are You Seeing Red?**

Week of Action

3/29 HCEA Board of Directors Meeting

4:30 PM HCEA Office

3/17 HCEA Representative Assembly

4:30 PM Paterson Mill Cafeteria

4 PM - 7 PM

2015-16
Teacher
Evaluation
Calculator



Are You Seeing Red Over Student Testing?

Take Action March 7–11

You said students need more time to learn. **Now, we must fight for it when it matters most**—as legislators in the General Assembly debate a package of bills all designed to reduce testing and boost the instructional time all educators need and want.

The bills address the issues we’re concerned about—the time spent on testing, the disruptive Kindergarten Readiness Assessment, annual school district reporting on testing to parents and the public, looking at innovative alternatives to PARCC, making sure the state can’t mandate the inclusion of PARCC in teacher and principal evaluations, and more. Read more about the bills at lesstestingmorelearning.com.

95%
of Maryland
educators
think there is
too much time
spent on
testing.

How You Can Help:

Take action **March 7–11** during MSEA’s *Are You Seeing Red? Week of Action*. You’ll receive an instruction card in your mailbox soon with details about the five-day action plan that will put the issue of student testing and educators’ opinions on the radar of **every** legislator. Join [Facebook](#) and Twitter rallies, email your legislators, attend tele-town halls to strategize on the next steps, and **wear red on Tuesday** to be sure *everyone* sees red about over testing.

Thinking of Leaving HCPS?

Maryland Education Recruitment Consortium

Friday, March 11, 2016

8:30 am - 3:00 pm

Baltimore Harbor Hotel

101 West Fayette Street

Baltimore, MD 21201

Cost: \$15.00

[Register Now!](#)

<http://www.teachmaryland.com/registration/>

MERC

MARYLAND EDUCATION RECRUITMENT CONSORTIUM



ARE YOU SEEING RED?

Think there's nothing you can do about over-testing?

TAKE ACTION MARCH 7-11!



less testing more learning

Your Week of Action
ACT NOW!

Join MSEA and legislators fighting in the General Assembly for **less testing and more learning** for you and your students. Bills would limit mandated testing to 2% of instructional time, change the Kindergarten Readiness Assessment to a sampling test, prevent MSDE from requiring that PARCC scores be counted in your evaluation, and more.

Tell legislators you're seeing red over student testing and ..

TAKE ACTION MARCH 7-11.

<p>MONDAY MARCH 7</p>	<p>JOIN THE FACEBOOK RALLY for common-sense testing with posts to your page! <u>Tip:</u> Find great shareables at facebook.com/marylandeducators and use #lesstesting.</p>
<p>TUESDAY MARCH 8</p>	<p>WEAR RED and post your photo to social media with #lesstesting. Then dial up your legislators and ask them to support less testing and more learning. Call 888/520-6732 for a direct connection.</p>
<p>WEDNESDAY MARCH 9</p>	<p>SEND AN EMAIL Check your inbox! With a number of bills in the works, we'll let you know where to throw your weight—and your emails. Visit bit.ly/weekof-action16 to take action.</p>
<p>THURSDAY MARCH 10</p>	<p>STRATEGIZE Dial in to the Less Testing Teletown Hall at 7:30 p.m. for an update on our progress. Find out how you can help. Call 410/999-6259 to join.</p>
<p>FRIDAY MARCH 11</p>	<p>THERE'S A TWITTER STORM expected to last all day long. Use our rainmaker tool and soak your legislators with tweets! Visit LessTestingMoreLearning.com/tweet.</p>



Learn more about the General Assembly bills at LessTestingMoreLearning.com



less testing more learning

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



BERMAN | SOBIN | GROSS
FELDMAN & DARBY LLP

www.bermandarby.com

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



**Habitat
for Humanity®**

ReStore

Coming Soon Spring 2016



We need donations of the following:

**To donate
please call:**

443-567-7698

**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

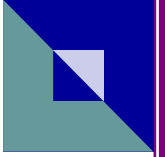
Carpet/Flooring – New flooring, wood, ceramic tile, vinyl, and carpet

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 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

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Tiffany Higgins

Signature Nail Design In Minutes
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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!

ARE YOU SEEING RED?

Think there's nothing you can do about over-testing?



TAKE ACTION MARCH 7-11

less testing more learning

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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