



### *From the President...*

The HCEA Board of Directors voted to endorse Jake Zebley for NEA Director. Please take time to vote for Jake. Voting ends April 1. [Click here to vote.](#) Let's make sure our candidate gets elected.

The PSLRB has declared impasse in the following issues Raised by HCEA in our current negotiations:

- New Teacher Access Language
  - Payroll Deductions
  - Agency Fee
  - Exclusivity Regarding Communication and Contact with Teachers That Conflicts with or Competes with The Association
  - President Release Time
  - Collaborative Presentation of Information Regarding Contractual Rights to New Teachers
  - Teachers Excused from Attending School When Students Are Not Required to Report
  - Time Limit for Staff Meetings
  - Additional Hours Required to Work Outside the Duty Day Without Payment
  - Increase in Planning Time
  - Planning Time for Special Educators Regarding Caseload Management
  - Personal Business Leave-Employer's Right to Deny
  - Minimum Number of Days Absent for Sick Leave Before An Employer May Request Documentation from Physician
  - Subjecting Public Discipline of Employee in Violation of Article 22.2 to the Grievance Procedure
  - Reduction in Force
  - Reasonable Accommodations for Teachers to Pump Breast Milk
  - Assault Leave
  - Salary and Duration Language
- \*\*\*HCPS has taken "Deletion of Article 2.2" to impasse.\*\*\*

Throughout the negotiations process, HCEA has prioritized restoring lost steps for affected teachers, increasing planning time and improving working conditions. Our reasonable solutions to the real challenges teachers face have been flatly rejected by HCPS. HCEA presented a plan which would have returned all lost steps to teachers over a three year period. We also presented many language items which address the concerns which you, our members, have brought forward. We will continue to pursue our common-sense proposals through impasse proceedings.

[Download the HCEA Best & Final Offer](#)  
[Download the HCPS Best & Final Offer](#)

We ask that all HCEA members stand in solidarity as we fight for the pay and working conditions you deserve. We will be calling on you over the upcoming weeks to help support our cause through collective action.

Help your building representative organize your building to support our cause. Plan to attend upcoming Board of Education meetings to voice your concerns & show support for HCEA. [Sign our funding petition located at the top of our website.](#)

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



Elect **Jacob Bauer Zebley**  
MSEA/NEA Director



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://Vote at marylandeducators.org)

### Upcoming Events

- 4/11 & 4/25 [Harford County Board of Education Meeting](#)  
6:30 PM HCPS A.A. Roberty Bldg.
- 3/29 & 4/4 HCEA Board of Directors Meeting  
4:30 PM HCEA Office
- 4/15 **HCEA Happy Hour at Bill Bateman's Bistro**  
**4-7PM**
- 4/21 HCEA Representative Assembly  
Paterson Mill Cafeteria - 5PM
- 4/21 **HCEA Retirement Seminar**  
Paterson Mill Media Center - 5PM
- 5/1 **Resignation Deadline for Untenured Teachers**
- 5/7 2016 MSEA IPD Conference

### HCEA Board of Directors

#### President:

**Ryan Burbey**

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

#### Vice President:

**Kathleen Mader**

Have 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

**Christie Crawford-Smick**

North Harford High School

#### HCEA Staff:

##### MSEA UniServ

Director:

**Jamie Sapia**

**Sapia, Jamie**

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

##### MSEA UniServ

Director:

**Larry Ginsburg**

[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 Membership Committee Update

Your HCEA Membership Committee is dedicated to planning exciting and engaging events for members. A happy Association is a unified Association!

### WE'VE HAD SOME FUN ALREADY...

In January, the Greene Turtle in Bel Air held our gathering for special educators. We were lucky to have beautiful weather on a Saturday afternoon in February, when we had a wine tour and tasting, hosted by Boordy Vineyards.

### COMING SOON...

On April 15, we will be gathering at Bill Bateman's in Havre de Grace with some of our newer teachers! See the invite in the IMPACT newsletter.

On June 10, Mount Felix Winery in Havre de Grace will be hosting a special event for our Building Representatives.

We welcome new ideas to keep our members happy! Consider joining the Membership Committee. We meet the first Thursday, every other month, from 5pm-6pm at the HCEA Office.

## Resignation Deadlines

Conditional teachers or **non-tenured teachers** have an annual contract. To resign, written notice must be submitted by **May 1** of the current school year. Tenured teachers must submit written notice by July 15. Certified staff who violate notification deadlines may have their certificate suspended and/or revoked.

## Evaluations Alert

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.

[2015-16 Teacher Evaluation Calculator](#)

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**Ann K.**  
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HCEA  
Harford County Education Association

NEA Member Benefits

NEA® Auto and Home Insurance Program

msea maryland state education association

nea Member Benefits in partnership with California Casualty

msea maryland state education association

nea **CLICK & SAVE**

Attention New (and Fairly New) Teachers!

You're invited to...

# HAPPY HOUR AT BILL BATEMAN'S BISTRO

*with HCEA!*

WHO:

All HCEA members with 5 years or less teaching experience

WHEN:

Friday, April 15, 2016 from 4pm-7pm

WHERE:

2021 Pulaski Highway  
Havre de Grace, MD 21078

WHAT TO EXPECT:

Networking time with other teachers & complimentary appetizers

RSVP TO:

Erin Chojnacki [erinchoj@yahoo.com](mailto:erinchoj@yahoo.com)

# Golden Apple Plus



*Belong To Something Special*

1-800-440-4120 ★ www.freedomfcu.org

## Earn Your \$100 New Member Bonus and More!<sup>1</sup>

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



See our new special Golden Apple 0% APR<sup>2</sup> introductory rate Credit Card!



Federally Insured by NCUA

410-952-3374 • www.freedomfcu.org

<sup>1</sup> Offer available only to new members who add checking and a direct deposit of at least \$100 per pay period. Also available to existing members who add checking and \$100 direct deposit. Direct deposit must be received within 60 days of opening the Checking Account. Bonus funds are placed on hold until direct deposit received. Offer expires 60 days after account opening if all qualifications are not met.

<sup>2</sup> 0% APR is an introductory rate for purchases only posted to your account during the first nine months following the opening of the account, after which it reverts to the current Visa® Platinum Rewards rate based on the member's credit score at the time the account was established. After the introductory period, rates will range from 9.50% APR to 17.50% APR based on your credit worthiness. The APR varies with market changes based on Prime Rate. Rates are effective as of February 1, 2016 and subject to change. The introductory APR for purchases may be ended and the prevailing non-introductory APR applied, if you are 60 days late in making a payment.



Join the HCEA Facebook page  
Harford Students Count on Us!



### 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](mailto:dwatts@drdpools.com)

# *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, April 21, 2016**

**5:00 p.m. – 6:30 p.m.**

Refreshments will be provided

**RSVP: Dennis Reisher at [Dennis.Reisher@LPL.com](mailto:Dennis.Reisher@LPL.com)**

SECURITIES OFFERED THROUGH LPL FINANCIAL MEMBER FINRA/SIPC

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

## 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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[www.bermandarby.com](http://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](mailto:Mike.Markowitz@acsiapartners.com)



**BETTER TOGETHER**

**We're fighting for you and the professional issues that affect educators and students.**

**JOIN US!**

**Enroll in your local professional association between April 1 and August 31 and pay no dues until September!**

**Join your local association now and pay no dues until September 1.** You'll get many of the benefits of membership, including the exclusive NEA Educators Employment Liability (EEL) coverage that protects you from personal financial liability stemming from employment-related lawsuits.

**Join now and you'll get immediate access to the EEL program and more, including:**

- NEA Accidental Death and Dismemberment Plan
- NEA Group Term Life Insurance Plan
- NEA Members Auto & Home Insurance Program
- NEA Car Rental Program
- NEA Credit Card Program
- NEA Magazine Service

Visit [neamb.com/earlyenrollee](http://neamb.com/earlyenrollee) to learn more about the money-saving benefits that come with membership in your professional association.

Learn more about your local professional association! Visit [www.harfordcea.org](http://www.harfordcea.org), or call 410-838-0800.



JOIN FOR **FREE** THROUGH AUGUST 31!

[marylandeducators.org](http://marylandeducators.org)



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




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

UPDATED 2/2016

# HCEA IMPACT MARCH 2016

## Early Enrollment Spring 2016 Promotion Membership Application

RETURN APPLICATION TO:  
HCEA  
2107 Laurel Bush Road Suite 201  
Bel Air, MD 21015

|   |                      |               |   |   |
|---|----------------------|---------------|---|---|
| SSN (all digits are desired, last 4 digits are required)  |                      | EMPLOYEE ID # | LOCAL ASSOCIATION   |  |
| MR. <input type="checkbox"/> MISS <input type="checkbox"/> DR. <input type="checkbox"/><br>MRS. <input type="checkbox"/> MS. <input type="checkbox"/> | FIRST                | MIDDLE        | LAST  |   |
| ADDRESS   |                      |               |   |   |
| CITY  |                      | STATE         | ZIP CODE  |   |
| HOME PHONE  | CELL PHONE           | HOME EMAIL    | WORK EMAIL  |   |
| HIRE DATE   | ETHNICITY (optional) | DATE OF BIRTH | GENDER<br><input type="checkbox"/> Male <input type="checkbox"/> Female |   |
| WORK LOCATION   |                      | POSITION      | SUBJECT   |   |

The following information is REQUIRED:

|  |   |   |
|--|---|---|
| Have you been a member of NEA in the past?                   | <input type="checkbox"/> Yes (not eligible for early enrollment – benefits start 9/1/16)<br><input type="checkbox"/> No | Check One:<br><input type="checkbox"/> Employed more than 50%<br><input type="checkbox"/> Half-time or less |
| 2016-17 Salary:  | <input type="checkbox"/> Over \$42,179  | <input type="checkbox"/> \$21,089 to \$42,179   |
|  | <input type="checkbox"/> below \$21,089   |   |
| How would you like to receive your MSEA ActionLine magazine? | <input type="checkbox"/> Print  | <input type="checkbox"/> Digitally  |

As a participant in the local association (see above)/Maryland State Education Association/National Education Association Early Enrollment Membership Incentive Plan, I am eligible to receive prior to September 1, 2016 (but in no event before April 1, 2016) benefits under the NEA Educators Employment Liability (EEL) Program, as well as access to select NEA Member Benefits programs. As a condition of eligibility for these benefits, I agree to pay the appropriate unified Active membership dues for the 2016-2017 membership year in accordance with established payment procedures. Should I fail to do so, my eligibility to receive benefits under the NEA EEL Program shall immediately terminate. In addition, I shall be liable for the cost of any benefits that were provided to me under the NEA EEL Program prior to September 1, 2016.

EEL Program coverage from date of signature below (April 1, 2016 through August 31, 2016) is available only to individuals who are joining the Association for the first time as Active members for the 2016-2017 year.

Payroll Deduction Authorization: I hereby agree to become a member of the local association/MSEA/NEA. I further agree that my membership in the three associations is continuous from year to year, unless (a) I resign my membership in writing to my local affiliate by such time as is designated in my local affiliate's collective bargaining agreement or my local affiliate's policy; or (b) my employment with the school district ends. In case of my resignation or termination, the board of education shall deduct the balance of my yearly dues from my final check. In so agreeing, I fully understand that monthly dues and assessments required for membership in the three associations are subject to periodic change by the governing bodies of the three associations and agree to pay any modified monthly dues and assessments established by the governing bodies of the three associations.

Dues payments are not deductible as charitable contributions for federal income tax purposes.

SIGNATURE \_\_\_\_\_ DATE APRIL 1, 2016

Yes! I want to see our elected officials stand up for public education and my students. I hereby authorize the following contribution to the Fund for Children and Public Education of NEA, MSEA, and my Local Association to build a strong voice for educators:

TOTAL PAC PAYROLL DEDUCTION PER PAY PERIOD - \$6.00 - \$3.00 - \$1.50 - \$ \_\_\_\_\_ SIGNATURE \_\_\_\_\_

The NEA, MSEA and applicable local Funds for Children and Public Education collect voluntary contributions from Association members and use those contributions for political purposes, including but not limited to making contributions and expenditures on behalf of friends of public education who are candidates for federal, state, or local office. I understand that I am making a joint contribution and that ten (10) percent of my contribution will go to the NEA Fund, and that the remaining ninety (90) percent will be divided evenly between the MSEA Fund and the local account. Contributions to the Fund are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. A member may contribute more or less than the suggested amount, or not contribute, without affecting his/her membership status, rights, or benefits in NEA, MSEA, or any of MSEA's affiliates.

Contributions to the Fund are not deductible as charitable contributions for Federal or State income tax purposes. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year. Only U.S. citizens or lawful permanent residents may contribute to the Fund. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.

With full knowledge of this information, I agree that my authorization for political action pledges as indicated by the check mark herein and my authorization for payroll deductions, shall continue in force from year to year unless revoked or modified by me giving written notice to my local association.

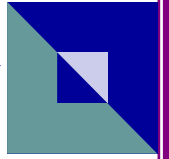
REFERRED BY: \_\_\_\_\_ LOCAL ASSOCIATION: \_\_\_\_\_



• RETAIN A COPY FOR YOUR RECORDS







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

**Chrystie Crawford-Smick**

*Independent Consultant*

410-322-0466

crawfie01@aol.com

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



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443-619-7811



**Dene' Flack**

410-456-5830

Flwrsbydene@aol.com

[www.mythirtyone.com/225246](http://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!**

**Sign the HCEA funding petition located at the top of our website**

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

Contact Jason Taylor

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

[Jason Taylor - Officiant](#)

**I look forward to celebrating your day!**



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