



From the President...

Year-end evaluations have begun. Please closely monitor your year-end evaluation to ensure it is accurate. If you have received either an effective developing overall rating or any ineffective rating, contact HCEA immediately. If you have not been rated effective, you have the right to appeal your evaluation if you do not agree with your rating. If you have been threatened with second-class certification or have received a second class certification letter, contact HCEA immediately.

HCEA continues to pursue a resolution to our impasse in negotiations through mediation. Our next mediation meeting is scheduled for Thursday May 12th. We remain hopeful of a positive resolution. We are bound by a confidentiality agreement during mediation. Therefore, we cannot share any additional information at this time.

We continue to have reports of teachers losing planning time or teachers' planning time being impinged upon. You must receive 45 consecutive minutes of uninterrupted, unassigned planning time every day. You may not be required to attend meetings, conferences or any other activity during this time. Contact HCEA if you do not receive your planning time.

If you are planning on resigning, please do so, effective July 1, as soon as you have signed a contract in another school system. This will allow other HCEA members seeking transfers to have a better chance at moving to a new school site before new teachers are hired to fill open positions. Since the entire HCPS budget request was not funded, HCEA anticipates position cuts. We have not received confirmation of planned position cuts or specific information from HCPS on a reduction in force as yet. However, if you are a first or second year teacher who is untenured, we are advising you to consider applying in other school systems, so that you can keep your options open. In the past, notification from HCPS has not been provided until June.

Our last Representative Assembly for the 2015-16 will be held on May 19th at Patterson Mill Middle/High School. All HCEA members are welcome. Please take this opportunity to join in fellowship with HCEA members from around Harford County. Please also consider serving as a building representative.

HCEA Board of Directors

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rburbey@mseanea.org

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HCEA Staff:

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MSEA UniServ

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Phone: (410) 838-0800

HCEA

2107 Laurel Bush Road

Suite 201

Bel Air, MD 21015

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](#)

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.



Upcoming Events

- 5/9 & 5/23 **Harford County Board of Education Meeting**
6:30 PM HCPS A.A. Roberty Bldg.
- 5/31 HCEA Board of Directors Meeting
4:30 PM HCEA Office
- 5/19 **HCEA Representative Assembly**
Paterson Mill Cafeteria - 5PM
- 5/30 Memorial Day—Schools Closed
- 6/13 & 6/27 **Harford County Board of Education Meeting**
6:30 PM HCPS A.A. Roberty Bldg.
- 6/15 **Last School Day for Students**
- 6/17 **Last Work Day for 10-Month teachers**
- 7/15 **Resignation Deadline for Tenured Teachers**

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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

&

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No Experience Necessary

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

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!



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

Michael Markowitz
• 410-455-0680



Mike.Markowitz@acsiapartners.com



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 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, or call 410-838-0800.



JOIN FOR **FREE** THROUGH AUGUST 31!


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UPDATED 2/2016

HCEA IMPACT APRIL 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"/> 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 <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) <input type="checkbox"/> No	Check One: <input type="checkbox"/> Employed more than 50% <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.

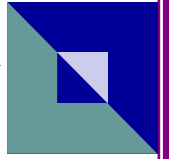
With full knowledge of this information, I agree that my authorization for political action pledges as indicated by the check mark herein and my authorization for payroll deductions, shall continue in force from year to year unless revoked or modified by me giving written notice to my local association.

REFERRED BY: _____ LOCAL ASSOCIATION: _____



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HCEA Gateway ads are free to HCEA members.

Chrystie Crawford-Smick

Independent Consultant

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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 or

[Jason Taylor - Officiant](#)

I look forward to celebrating your day!



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