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HCEA
2107 Laurel Bush Road
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Bel Air, MD 21015

From the President...

One Monday June 13th the Harford County Board of Education will consider the superintendent's budget recommendations. The recommended cuts include cutting 23 teaching positions, closing all three pools and eliminating the swimming program. These cuts will have a disproportionate effect on our most needy students. No cuts to administration were recommended. We must advocate for sensible cuts to the administrative bureaucracy including the elimination of the instructional facilitator position.

Please attend and speak out.

Every year at this time HCEA begins getting calls and emails from teachers who are either being terminated or placed on second class certification. It is vital that every HCEA member carefully check your evaluation for accuracy. You have 30 days to appeal inaccurate evaluations. If you have been rated Effective Developing or Ineffective overall, contact HCEA immediately. If you have been rated Ineffective in any area, contact HCEA immediately. If you have been rated Ineffective or Effective Developing in either Professional Practice or Student Growth, contact HCEA immediately. If you have been placed on a Plan of Professional Growth contact HCEA immediately. I cannot over-emphasize the importance of contacting HCEA immediately if you are given poor ratings or placed on a PPG. Once administration has gathered sufficient evidence to terminate you it is very difficult to defend your practice. Similarly, if you do not appeal inaccurate evaluations, the evaluations will stand and will be used as documentation for second class certification or termination.

While teachers must play a lead role in improving their practice, HCPS administration has a statutory obligation to provide assistance and guidance to teachers who are not meeting expectations. HCEA can assist you but we must be brought into the loop as early as possible. **Please check your evaluation carefully and contact me if you have questions.** You can download the Evaluation Model [here](#).

As this school year comes to a close, I want to thank each and every one of you for your dedication to our students and to our cause. I am proud to represent you and to serve as your president.

Get Involved. Stand Strong With HCEA.



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. The sooner you contact us, the better.

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

- 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**

HCEA relies on a strong network of Building Representatives. We need additional Building Representatives in most buildings. Please consider volunteering to help out as a representative at your school. Email rburbey@mseanea.org to volunteer.

Join the HCEA Facebook page
Harford Students Count on Us!

JOIN CHAD SHRODES AS HE SUPPORTS



SUSQUEHANNOCK WILDLIFE SOCIETY

BURGERS AND BEER

FUNDRAISER

SUNDAY, JUNE 12TH 2-4PM

INDEPENDENT BREWING COMPANY
418 N MAIN ST., BEL AIR, MD

Chad Shrodes has answered the Call of the Wild and now he calls on you to join his mission to fundraise for the County's first dedicated wildlife center. Please join his pack today! Come out to Chad's Burgers & Beer Fundraiser at Independent Brewing Company - proceeds going toward the wildlife center!



RAFFLES, FRIENDS & FUN!

\$25 PER PERSON

ENJOY BURGERS & BEER

(UNDER 21: \$10 ENJOY BURGERS & SODA)

**SPONSORSHIP OPPORTUNITIES:
"THE WILDLIFE AMBASSADOR"**

(INCLUDES RECOGNITION &
RESERVED SEATING FOR TWO GUESTS)

PLEASE PURCHASE TICKETS/SPONSORSHIPS ONLINE OR
RSVP TO 410-688-5557 BY THURSDAY, JUNE 9TH

ONLY A LIMITED NUMBER OF TICKETS ARE AVAILABLE AT THE DOOR.

ORDER TICKETS TODAY:

WWW.SUSQUEHANNOCKWILDLIFE.ORG/GALA2016/SHRODES

CAN'T MAKE IT? GO TO THE LINK & SHOW YOUR SUPPORT BY 'STAYING IN FOR THE CAUSE'

Proceeds benefit



SUSQUEHANNOCK WILDLIFE SOCIETY

Refreshments sponsored by:



Cowboy Fats

Golden Apple Plus



Belong To Something Special

1-800-440-4120 ★ www.freedomfcu.org

Earn Your \$100 New Member Bonus and More!¹

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



See our new special Golden Apple 0% APR² introductory rate Credit Card!



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¹ 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.

² 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

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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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



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 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.

 **HCEA**
Harford County Education Association



JOIN FOR **FREE** THROUGH AUGUST 31!

marylandeducators.org



facebook.com/marylandeducators




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

UPDATED 2/2016

HCEA IMPACT JUNE 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.

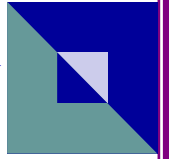
With full knowledge of this information, I agree that my authorization for political action pledges as indicated by the check mark herein and my authorization for payroll deductions, shall continue in force from year to year unless revoked or modified by me giving written notice to my local association.

REFERRED BY: _____ LOCAL ASSOCIATION: _____



• 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>



Have you been Sparked??

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thiggs.jamberrynails.com
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Dene' Flack

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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 or

[Jason Taylor - Officiant](#)

I look forward to celebrating your day!



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