



From the President...

I hope your school year is off to a great start. The new pay scale is in effect. Everyone should have received an increase in pay. Everyone can also look forward to another increase in January. All elementary teachers should have received at least 70 consecutive minutes of individual planning time on the first elementary 1/2 day. Also, under normal circumstances you should not be asked for a doctor's note for absences of 3 or fewer days. These changes did not come for free. Without the support provided by HCEA members through their dues, none of the changes would have come into being. For that matter, without the representation and support which is paid for through HCEA dues, none of the protections, wages, health insurance or other benefits afforded through our [Negotiated Agreement](#) would exist. To ensure that we continue to have more successful negotiations, we must get all HCPS teachers to become dues-paying active members.

We are fortunate to have negotiated a 3 year pay plan which will, if funded by HCPS, provide substantial increases for all teachers. However, we must advocate for the full implementation of our 2 step and 2% plan. We must make the Harford County Board of Education realize that the only way to stem the tide of teachers departing HCPS is to honor our pay scale year over year. We must illustrate how failing to honor our salary scale is damaging our schools, our communities and threatening the quality of education in Harford County. Your voice is crucial. Your stories and observations are key to making the changes necessary to ensure that our pay scale is honored. Only through the collective action of our members and teachers will we achieve our goal. On Tuesday October fourth we must all step forward to advocate for our livelihoods and our profession. At 6PM on October 4, 2016 the superintendent will hold the employees town hall on the FY 18 HCPS budget. We must have a strong showing. We need every teacher to come and raise their voice in support of HCPS fully funding our salary increases. We need you to tell your story and the stories of your colleagues who have left due to poor pay and working conditions. Teachers must advocate for the structural changes necessary to make the HCPS budget sustainable, including elimination of instructional facilitators, staffing metrics based on enrollment and reduction in central office staffing. We need you to raise your voice for our cause. Stand Strong With HCEA.

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rburbey@mseanea.org

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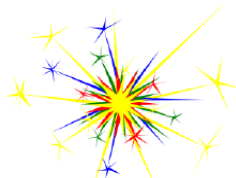
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HCEA

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Suite 201
Bel Air, MD 21015



SPARKS

Spark a Change in the World

Sparks is a MSEA professional development training for teachers who have five or fewer years' experience in public schools, little to no experience within the association, and show leadership potential.

What is the Purpose?

- To make a positive connection with newer members
- To provide an opportunity for newer members to network with other new members
- To provide information on desired topics chosen by participants
- To enlighten new teachers with knowledge that will protect them and their job

Process of Selection

- Through leadership and Association Representatives, members with five or fewer years' experience are recommended for the training.
- Next, invitations will be sent out to invite participants to the training.
- For those who respond, a survey of interests is sent out to design the training around relevant topics of interest.

How is this Professional Development Training Different?

- Attendees teach each other.
- Leaders create a very relaxed and social environment where it's free to ask many questions.
- We keep in touch with attendees after SPARKS is over. We remind them that we are here to support them. We encourage them to participate in Association activities and ask them to engage other member's their age.

What do Attendees enjoy About the Sparks Program?

- We honor them. We spoil them and listen to them. We create a safe environment for them to share scary issues. They are thrilled to find out they are "not the only one" going through the perils of being new at this career.
- They like having a personal connection to leadership and staff.
- They enjoy having more knowledge on issues of interest and the association.

Please email Ryan Burbey rburbey@mseanea.org if you yare interested.

Upcoming Events

9/26 & 10/10 [Harford County](#)

[Board of Education Meeting](#)

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

10/04 FY18 HCPS Operating Budget Town Hall
6PM

A.A. Roberty Bldg.

9/26 & 10/14 HCEA Board of Directors Meeting

9/27 HCEA Building Representative Training

The Green Turtle Bel Air

9/229 HCEA Building Representative Training

The Green Turtle Aberdeen

10/21—10/22 MSEA Convention &

Professional Development Conference

Ocean City, MD

10/27 HCEA Representative Assembly



HCEA Member Benefit Options

As a member of HCEA you can participate in the following Aflac Benefits:

- **NEW! Accident** – Enhanced benefits for any accident you have on or off the job. \$60 Wellness benefit!
- **Hospitalization** - This policy pays if you are admitted to the hospital, or need surgery or a diagnostic test either for a sickness, or an injury. **Great for pregnancies!** \$50 Wellness benefit!
- **NEW! Cancer Care** – This policy gives you a lump-sum payout for an initial diagnosis (4K or 6K) of an internal cancer plus benefits for cancer surgeries, chemo and radiation treatments, hospital stays, diagnostics, and more. A \$75 or \$100 Wellness benefit! **Children are covered for FREE!**
- **Critical Care & Recovery** – This policy pays benefits for 10 major events ie. – heart attack, stroke.
- **Life** – Both term and whole life options up to \$500,000 are available. **Juvenile Life to \$30K.**
- **Short Term Disability** – For sickness or off the job accidents. **Great for Maternity!**
 - * Pre-existing conditions have a 1 year waiting period.
 - * Coverage up to age 75.

For more information or to sign up, contact our Aflac representative, Don Rajala at 410-964-5530 or donald_rajala@us.aflac.com. Policies pay benefits to YOU and pay regardless of other insurances! All policies are

HCEA Membership Committee Social Events Calendar for 2016-2017

September: Building Rep Training – Greene Turtle Bel Air: Tues., 9/27 @ 4:30 – 6:30
Building Rep Training – Greene Turtle Aber.: Thurs., 9/29 @ 4:30 – 6:30
Complimentary appetizers will be provided!

October: SPARKS @ MSEA Convention in Ocean City: Thurs., 10/20 – Sat., 10/22

November: PaintNite® – Main Street Tower: Mon., 11/14 @ 7:00
Sign up through HCEA and receive \$20 off with special coupon code! Space is limited so sign up early!



December: Bus Trip to NYC – Sat., 12/3

January: Legal Advice Session for New Teachers – Date and Location TBA

February: Yoga with HCEA at YogaCentric – Tues., 2/7 @ 5:00
Sign up through HCEA and receive a discounted price for your 75-minute yoga session! Space is limited so sign up early!



Snow Date: Tues., 2/21

March: Happy Hour for SPARKS participants – Mon., 3/13 @ Location TBA

April: Wine Tasting & Tour at Boordy Vineyards – Sat., 4/22

May: MSEA Night at Camden Yards – Date TBA

June: Building Representative Celebration @ Mt. Felix Vineyard – Date TBA



FUNDS for FRIENDS

Come out for food, fun and fundraising!
Present this flyer on the date below and
The Greene Turtle will donate 20% of the sale.

Harford County Education Association
Future Educators Scholarship

ORGANIZATION

Tuesday, November 8th 11am-2am

DATE OF EVENT

1113 Beards Hill Road | Aberdeen, MD 21001
410-942-4020 | thegreenturtle.com

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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.

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@mseane.org to volunteer.

Join the HCEA Facebook page
[Harford Students Count on Us!](#)



FUNDS for FRIENDS

Come out for food, fun and fundraising! Present this flyer on the date below and The Greene Turtle will donate 20% of the sale.

Harford County Education Association
Future Educators Scholarship

ORGANIZATION

Tuesday, November 8th 11am-12am

DATE OF EVENT

696 Bel Air Road (Harford Mall) Bel Air, MD 21014

410-638-0300/ thegreenturtle.com





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Know Your Contract

ARTICLE VIII

Teaching Hours and Assignments

8.10 Planning Periods. Teachers in secondary schools shall receive not less than 225 minutes of unassigned planning time on a weekly basis and shall be scheduled for one unassigned planning period per day of not less than forty-five (45) consecutive minutes. Neither this provision, nor 8.8 below will apply during times when the normal school schedule must be adjusted during emergencies; or in cases when an individual teacher has requested in writing to teach more than the usual number of periods for teachers in that subject in that school, or in the case of a teacher who volunteers for other school activities during the scheduled unassigned planning period.

8.11 The unassigned planning time provided on a weekly basis for elementary teachers shall not be less than 225 minutes. Classroom and special education teachers in elementary schools shall be scheduled for unassigned planning time during the regular day for students in increments of not less than forty five (45) consecutive minutes per day. All other elementary teachers shall be scheduled for unassigned planning time during the duty day in increments not less than forty five (45) consecutive minutes per day.

When there is a scheduled elementary early dismissal day, elementary teachers will receive seventy (70) consecutive minutes of individual planning time.

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.

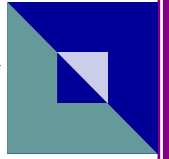
For a no obligation consult and quote, contact:

Michael Markowitz

• **410-455-0680**



Mike.Markowitz@acsiapartners.com



HCEA Gateway ads are free to HCEA members.

Chrystie Crawford-Smick

Independent Consultant

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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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