



From the President...

Every Thanksgiving, I am reminded of all the reasons to be thankful. I am thankful to have a career in education and for a family and for a home. I am thankful for the step we received in July and for the one still to come in January. I am thankful for the raises which all our teachers will receive. I am truly thankful for the opportunity to continue to serve as your president. I am proud of all we have accomplished together and hopeful for what is still to come.

HCEA is still receiving report of administrators who are not following the evaluation model. Your administrator may only dictate one SLO. You are able to craft one SLO entirely on your own. This means you can set the group, the target, the content to be evaluated, the assessments to be used, etc. Teachers should exercise sound professional judgment in setting rigorous but attainable SLOs. However, you should not allow your administrator to dictate both SLOs. HCEA is also receiving reports of observations which do not comport with the descriptors in the Danielson Framework. Evaluations and observations should not be a "Gotcha Moment" Observations and Evaluations should be a chance to reflect on and improve your practice. The Danielson Rubrics are meant to be holistic. Please contact HCEA if you feel your observation or evaluation does not reflect your teaching. If you have been rated effective developing overall or have been rated ineffective in any area or have been put on a Plan of Professional Growth, contact HCEA immediately.

Another concern which continues to arise is regarding planning time and duty free lunches. All teachers must receive 45 consecutive minutes of uninterrupted planning time. All teachers must receive a duty free lunch. You should not be asked nor can you be required to give up either your planning time or your lunch. Do not volunteer to forgo planning or lunch. These are rights which HCEA has fought hard to acquire and protect. If you have been asked to give up your lunch or are not receiving planning time every day, contact HCEA immediately.

Stand Strong With HCEA.

HCEA Board of Directors

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rburbey@mseane.org

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Christie Crawford-Smick
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MSEA UniServ

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Office Manager:
Nitza Harris
nharris@mseane.org

Phone: (410) 838-0800

HCEA
2107 Laurel Bush Road
Suite 201
Bel Air, MD 21015

SLO Materials

Danielson Framework

2016-17 Teacher Evaluation Model

Upcoming Events

- 11/14, 12/5 & 12/19 [Harford County Board of Education Meeting](#)
6:30 PM HCPS A.A. Roberty Bldg.
- 12/5 & 12/15 HCEA Board of Directors Meeting
- 12/10 HCEA Legislative Breakfast
- 12/15 HCEA Representative Assembly
- 12/3 HCEA NYC Bus Trip**
****Sold Out*****
- 12/22-1/2 Winter Break
- 1/4, 1/9, 1/11 & 1/19 [Public Input HCPS Budget](#)
6:00 PM HCPS A.A. Roberty Bldg.
- 1/23 Harford County Board of Education Budget Vote**
- 1/30 HCEA & MSEA Elections
Voting begins at 9:00 a.m. at marylandeducators.org
- 2/24 HCEA & MSEA Elections
Voting closes at 5:00 p.m.

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2016-17
Teacher
Evaluation
Calculator

Join the HCEA
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Students
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**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

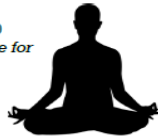
November: PaintNite® – Main Street Tower: Mon., 11/14 @ 7:00
*Sign up through HCEA and receive \$20 off with special coupon code!
Space is limited so sign up early!*



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



Know Your Contract

ARTICLE XI Sick Leave

11.1 Sick Leave. Sick leave shall be defined as personal illness of the teacher. Teachers shall be granted sick leave at a rate of one (1) day per month during the first two (2) years of service with the Harford County Public Schools. Beginning in the third year of service in Harford County, sick leave shall be granted at a rate of one and a quarter (1.25) days per month of regular employment, the annual total of which shall be available at the beginning of the school year.

Accumulation of unused sick leave shall be unlimited. As of June 30, unused personal business leave shall be added to accumulated sick leave. Teachers shall be given a written notice of available sick leave days as of September 1, no later than October 30 of each year.

A teacher is permitted to use up to seven (7) work days of his/her sick leave per year for illness of a member of the teacher's household or the teacher's parent or anyone for whom the teacher is the primary caregiver. When leave is used for illness of a person for whom the teacher is the primary caregiver, other than a member of the teacher's household or the teacher's parent, appropriate documentation will be required.

To receive sick leave the Board is entitled to receive satisfactory proof of illness requiring absence from work. Under normal circumstances, absent concerns regarding the legitimacy of the claim of illness requiring absence from work Such as cases involving patterns of suspicious absence from work or days of historically disproportionate high sick leave requests), certification of illness from a medical professional will not be necessary proof of illness for absences of three or fewer consecutive days' duration.

Questions? Contact HCEA (410) 838-0800

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For a no obligation consult and quote, contact:

Michael Markowitz

• **410-455-0680**



Mike.Markowitz@acsiapartners.com



Elections 2016-17

HCEA Members Will Elect:

- HCEA President
- HCEA Vice President
- HCEA delegates to the 2017 MSEA RA
- HCEA Board of Directors
 - High School Member at Large (1)
 - Middle School Member at Large (2)
 - Elementary School Member at Large (2)

Nominations will closed at the November 17th RA

Voting begins on January 30th



Elections 2016-17

MSEA Members will Elect:

- Regional Delegates to the 2017 NEA RA
- At Large Delegates to the 2017 NEA RA
- MSEA Treasurer
- NEA Director
- MSEA Board of Director Member (4)

Voting begins on January 30.

Both HCEA and MSEA elections will occur online. For the first time HCEA members will be able to vote in both MSEA and HCEA elections using the same link. Be sure to **Vote**.



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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.





Dessert and Lobbying

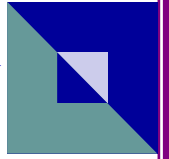
Come learn the basics of visiting your legislators on behalf of public education

HCEA Office
2107 Laurel Bush Road
Suite 201
Bel Air, MD 21015

Wednesday,
January 4, 2017
4:30-6:00pm

Contact Kathleen Mader for questions
maderka@hotmail.com or (443) 857-1408

[click here](#) to rsvp



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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