

December 2016



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

**From the President...**

Each new year brings with it new hope. This year will begin with a well-deserved pay increase for every teacher in Harford County. Every teacher will get a .5% increase effective January 1<sup>st</sup>. Teachers who have lost steps or who were placed behind their years of experience due to the salary freeze will also receive a "catch-up" step effective January 1<sup>st</sup>.

For the first time in a decade HCEA and HCPS have a multi-year agreement which will provided 2 steps and 2% to our teachers each year for the next two years. Realizing this hope will require every HCEA member to advocate for funding our contract.

HCEA is launching the "Do Your Part" Campaign, asking all members of our government, school-system, and community to do their part to support quality public education in Harford County. At the core of quality public education is you, our teachers. To attract and retain quality teachers, HCPS must honor its contract with its teachers. The salary freeze has chased many qualified teachers from away from HCPS in search of better salaries elsewhere. To realize the hope of quality public schools for all students, HCPS must also improve both learning conditions for students and working conditions for teachers. Far too many of our students learn in an environment fraught with over-testing, stress, insufficient recess time and abbreviated lunches. Similarly, too many of our teachers suffer in high-pressure, low-reward environments created by principals, instructional facilitators and supervisors who bully them with irrational expectations, erroneous observations and dysfunctional plans of professional growth, while stripping them of their professional judgment and respect. No teacher should live in fear of their principal, instructional facilitator or supervisor. Together we can change these unhealthy environments. We must all raise our voices for the schools and workplaces we desire.

Even as I am writing this great Harford County teachers are applying elsewhere seeking better pay but more importantly seeking humane and healthy working conditions where their opinions are sought, valued and respected. HCEA is fighting to make all our schools places which we all contribute and feel valued. Stand Strong With HCEA.

**SLO**  
**Materials**

**Danielson**  
**Framework**

**2016-17**  
**Teacher**  
**Evaluation Model**

**Upcoming Events**

- 1/9 & 1/23 **Harford County Board of Education Meeting**  
6:30 PM HCPS A.A. Roberty Bldg.
- 1/19 & 1/31 HCEA Board of Directors Meeting
- 1/19 HCEA Representative Assembly
- 12/22-1/2 Winter Break
- 1/3 HCEA Lobbying Training  
4:30 –6PM HCEA Office
- 1/4, 1/9, 1/11 & 1/19 **Public Input HCPS Budget**  
6:00 PM HCPS A.A. Roberty Bldg.
- 1/12 MSEA Legal Q&A  
5-6:30 Black-Eyed Suzies
- 1/23 **Harford County Board of Education Budget Vote**
- 1/30 HCEA & MSEA Elections  
Voting begins at 9:00 a.m. at [marylandeducators.org](http://marylandeducators.org)
- 2/24 HCEA & MSEA Elections  
Voting closes at 5:00 p.m.



## 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](mailto:maderka@hotmail.com) or (443) 857-1408

click [here](#) to rsvp



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**2016-17**  
**Teacher**  
**Evaluation**  
**Calculator**

**Join the HCEA**  
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**Count on Us!**



# HCEA PRESENTS LEGAL Q & A SESSION

with **Jamie Sapia, MSEA Counsel**

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JOIN US ON THE

**12<sup>TH</sup>**

OF

**JANUARY**

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**Black Eyed Suzie's  
119 S. Main Street, Bel Air**

**GET HONEST ANSWERS TO  
YOUR QUESTIONS ABOUT  
OUR CONTRACT!**

**5:00 - 6:30 PM**

**Complimentary appetizers!**

Register here by  
January 9th!

## 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 XIX

#### Probation, Tenure and Evaluation

**19.2 Probationary Teachers.** The first three (3) years of employment is the probationary period or up to two (2) years for teachers who achieved tenure in another Maryland school system as described in COMAR 13a.07.02.01. During each of these years a teacher shall be observed at least four (4) times by more than one qualified person as determined by the Superintendent. Upon the request of a teacher, a supervisor shall provide for a demonstration of the classroom technique or procedure in question. All observations of a classroom teaching performance shall be conducted openly.

**19.4 Teacher Evaluations.** Under normal circumstances, the teacher will be notified by September 30<sup>th</sup> 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.

**Questions? Contact HCEA (410) 838-0800**

## HCEA SPONSORED LONG-TERM CARE INSURANCE

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**Michael Markowitz**

• **410-455-0680**



[Mike.Markowitz@acsiapartners.com](mailto: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 17<sup>th</sup> RA

**Voting begins on January 30<sup>th</sup>**



## 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**. [Download the HCEA Elections IMPACT here.](#)



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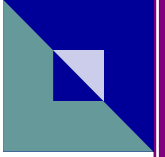
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**HCEA relies on a strong network of Building Representatives. We need additional Building Representatives in most buildings. Please consider volunteering to help out as a representative at your school. Email [rburbey@mseanea.org](mailto:rburbey@mseanea.org)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





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

## Chrystie Crawford-Smick

Independent Consultant

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



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**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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