



### *From the President...*

We have crossed the half-way point of the 2016-17 school year and are rocketing to the finish thanks to a mild winter. The last pay date for this school year will be June 16<sup>th</sup>. The first pay for next year will not come until September 8<sup>th</sup>. This longer than usual gap is an unfortunate consequence of Governor Hogan's executive order mandating schools start after Labor Day. Since students start later, it pushes our start date into the next pay period. Please prepare financially for the extended gap in pay over the summer.

HCEA's **Do Your Part** campaign continues to build momentum. HCEA received favorable press and recognition of members and community members wearing orange ribbons at the HCPS budget hearings. <http://action.marylandeducators.org/ea-action/action?ea.client.id=1791&ea.campaign.id=63837&ea.tracking.id=boost> Please do your part by joining **Harford Students Count on Us** and **signing our petition**. Moving forward, we need all HCEA members to advocate for our students, our schools and our profession. Our public schools and collective bargaining rights are under attack like never before. HCEA continues to fight for the compensation and benefits that our members deserve. We will be calling on you to take action in the near future. We need every HCEA member to actively participate. We need your voices. Our strength is you, our members.

MSEA and HCEA are partnering for a Week of Action in March. 12-18. The MSEA events occurring March 13-17 are listed on page 6. HCEA will be sponsoring additional actions on March 12 and 18. As part of the Week of Action MSEA has planned a **March to Protect Our Schools** on March 13<sup>th</sup>. All HCEA members are encouraged to sign-up for the March. <http://action.marylandeducators.org/ea-action/action?ea.client.id=1791&ea.campaign.id=63837&ea.tracking.id=boost> HCEA will provide transportation for all members interested in attending. If you have questions, contact me, [rburbey@mseanea.org](mailto:rburbey@mseanea.org).

Why are we marching? We must fight to prevent public funds from being diverted to charter schools and voucher schemes. At the same time that Harford County Public Schools is experiencing a significant shortfall in state funding for education, Governor Hogan has proposed allocating \$10 million dollars to support private school vouchers. Governor Hogan has also proposed an independent charter school authorization and governance authority. Were this legislation to be implemented, it would allow for-profit charter schools to operate independent of accountability and outside of our collective bargaining agreements, while stripping our public schools of much needed public funds. We cannot allow this kind of naked aggression against our schools, our students and our union to go unchecked. **Do Your Part. March to Protect Our Schools. Stand Strong With HCEA.**



### Upcoming Events

- 2/28 — 11:59 PM**  
**Voluntary Transfer Deadline**  
3/13 & 3/27 **Harford County Board of Education Meeting**  
6:30 PM HCPS A.A. Roberty Bldg.  
3/16 & 3/28 HCEA Board of Directors Meeting  
3/16 HCEA Representative Assembly  
4:45PM Media Center  
Harford Technical High School
- 3/13 March to Protect Our Schools**  
3/12-3/18 MSEA/HCEA Week of Action  
**5/1 Non-tenured Teacher Resignation Deadline**

#### HCEA Board of Directors

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# 2016-17

# Teacher

# Evaluation

# Calculator



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**Attention: New and Current members!**

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or **SAVE \$25** on our Rewards\*\* \$100 fee = **\$75**

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(\*\*Rewards Plan offers 2% back on most purchases)

-----*This promotion is not offered at the store level*-----

*Business members are eligible*

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**HCEA contact: Nitza Harris**

**410-838-0800**

**Offer expires March 24, 2017**

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**MARCH  
TO  
PROTECT  
OUR  
SCHOOLS**



**MARCH 13 | 5 P.M.**  
ANNAPOLIS  
**MSEA HEADQUARTERS**  
140 MAIN STREET

**MARCH BEGINS**  
5:45 P.M. (approximately)

**RSVP:**  
[PROTECTMDSCHOOLS.COM](http://PROTECTMDSCHOOLS.COM)

March to the offices of delegates and senators and tell them it's time—time to support the Educators' Agenda and protect our students, our schools, and public education in Maryland.

Standardized testing is out of control and shutting down creativity. Gov. Hogan, President Trump, and Secretary DeVos want to use taxpayer dollars for private and religious school vouchers. Gov. Hogan wants to give more money to charters than other schools.

Our most vulnerable students and families are threatened—and so are our schools. It's time to stand up for our students, our schools, and what we believe in. Join us!

The march on March 13 is the first event of our Protect Our Schools Week of Action. We're speaking up all week long with calls, emails, and tweets to legislators. Look in your school mailbox for a post-card with more details on the Week of Action.

**#ProtectMDSchools**

 [mseanewsfeed.com](http://mseanewsfeed.com)  [facebook.com/marylandeducators](https://facebook.com/marylandeducators)  [@MSEAeducators](https://twitter.com/MSEAeducators)

**DO YOUR**  
**PART**  
**HCEA Members**

- Support our students and teachers.
  - Tell the Harford County Board of Education to fully fund teacher contracts.
  - Attend Harford County Board of Education budget meetings.
  - Join [Harford Students Count on Us](#).
  - Sign [Our Funding Petition](#).
  - Speak at Harford County Board of Education Budget meetings.
  - Email the Harford County Board of Education.
- Recruit family, friends and neighbors to support our campaign.
- Participate in HCEA collective actions.
- Highlight areas of potential savings in HCPS.

**HCEA SPONSORED LONG-TERM CARE INSURANCE**

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- For a no obligation consult and quote, contact:**  
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 • **410-455-0680**



[Mike.Markowitz@acsiapartners.com](mailto:Mike.Markowitz@acsiapartners.com)

**Know Your Contract**

**ARTICLE VI**

**Transfers**

**6.1 Voluntary Transfer.** Requests for voluntary transfers will be accepted from tenured teachers who meet the certification requirements for the position identified. (A) The names of new schools to which teachers may request transfers for the following school year shall be announced. When the principal is appointed, that information will be distributed through the normal channels of communication and shared with the Association. (B) Requests for transfer to other than new schools are to be in writing and to be received prior to March 1 of the current year. A teacher may submit in writing a request to withdraw a request for a voluntary transfer prior to June 30. Principals must interview a minimum of three voluntary transfer candidates if three or more apply, before a new teacher candidate can be selected for a vacancy. The voluntary transfer candidate with the longest continuous service in Harford County must be one of the three candidates interviewed. Unsuccessful candidates will be advised. The requests are to be in writing and to be received prior to March 1 of the current year. Voluntary transfers will not be effected during a school year. All such requests will apply to vacancies identified prior to July 15. A part time teacher who has requested full-time employment shall be considered for a position for which he/she is qualified before a new teacher may be hired for that position, except that voluntary transfers, leaves of absence and administrative transfers shall be given priority.

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

## #ProtectMDSchools

**Standardized testing is out of control and shutting down creativity.** Governor Hogan, President Trump, and Secretary DeVos want to use taxpayer dollars for private and religious school vouchers. Gov. Hogan wants to give more money to charters than other schools.

Our most vulnerable students and families are threatened—and so are our schools. It's time to stand up for our students and what we believe in.

We can do this. Here's how:

<b>MONDAY</b> MARCH 13	<b>MARCH</b> with hundreds of educators to the offices of your delegates and senator and tell them it's time—time to vote for the Educators' Agenda and for progress and fairness in the schoolhouse. RSVP at <a href="http://bit.ly/protectmidschoolsmarch">bit.ly/protectmidschoolsmarch</a> , or text MARCH to 84693.
<b>TUESDAY</b> MARCH 14	<b>Wear red for public ed</b> and share your pics—use #ProtectMDSchools. Ask your representatives to support the Less Testing, More Learning Act and limit standardized testing to 2% of annual instructional time. Call today—888/520-6732.
<b>WEDNESDAY</b> MARCH 15	<b>It's not just Trump and DeVos.</b> Ask your legislators to stop Gov. Hogan from redirecting public school funding to vouchers for private and religious schools, and giving more funding to charters than other schools. Call now—888/520-6732.
<b>THURSDAY</b> MARCH 16	<b>Funding shortfalls. Childhood poverty. Over-testing.</b> Let's improve—not privatize—our schools by addressing these barriers to learning when we determine a school's success. Ask your legislators to support the Protect Our Schools Act. Email them at <a href="mailto:bit.ly/emailprotectMDSchools">bit.ly/emailprotectMDSchools</a> .
<b>FRIDAY</b> MARCH 17	<b>Second Annual Twitter Storm!</b> Soak legislators with tweets and tell them to #ProtectMDSchools. Find your legislators on Twitter at <a href="https://twitter.com/ProtectMDSchools">ProtectMDSchools.com</a> . Not on Twitter? Call legislators at 888/520-6732 and ask them to pass the Protect Our Schools Act!

## Click to register for the March 13th

## March to Protect Our Schools

**HCEA will provide transportation to those interested.**




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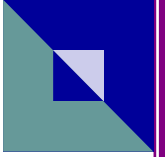
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**HCEA relies on a strong network of Building Representatives. We need additional Building Representatives in most buildings. Please consider volunteering to help out as a representative at your school. Email [rburbey@mseanea.org](mailto:rburbey@mseanea.org)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







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

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[ravenjt42@netscape.net](mailto:ravenjt42@netscape.net) or

[Jason Taylor - Officiant](#)

**I look forward to celebrating your day!**



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