



***From the President...***

Wednesday afternoon your HCEA Negotiations Team reached a settlement with HCPS in the further negotiations of our salary package. This settlement still includes a step for all unit members effective July 1, 2017 and a compensatory step for all unit members who are behind on steps effective July 1, 2017. It also includes the .5% increase negotiated as part of the healthcare changes. All unit members will also still receive the 2% COLA. However, it will be delayed until the 12<sup>th</sup> pay of the fiscal year for the 10 month employees and the 14<sup>th</sup> pay of the fiscal year for the 12 month employees. HCEA also agreed to eliminate step one of the salary scale, allowing HCPS to be more competitive in hiring new teachers.

This is a big win for all HCEA members. This settlement ensures that all HCEA members will get salary increases for 2017-18. While we did not get the entire salary package previously negotiated, it goes a long way to catching up those that have lost steps, improves everyone's pay and reduces the need for position cuts within our schools. By reaching this agreement, we accomplish our goals and further our mission of ensuring quality public education for all students in Harford County.

The HCEA Board of Directors has voted to recommend ratification of the MOU. [You can download the entire document here.](#) Ratification voting will begin at 9 AM on Friday June 9, 2017 and will end at 3PM on Monday June 12, 2017. Please be sure to vote.

This does not mean that our "Do Your Part" campaign will end. While this is a favorable settlement, it has come far too late in the year to stave off many of the departures from HCPS which are draining our schools of experienced teachers. Likewise, HCPS has not ended the foolish practice of proposing an unsustainable budget. We must continue to fight for sensible and sustainable budgeting. Similarly, our settlement does not ensure that HCPS will not cut valuable programs rather than make prudent cuts to the bloated HCPS bureaucracy. Nor does our agreement ensure that our students will receive equitable access to quality education regardless of their zip code. We must continue to fight for these priorities.

We still need every HCEA member to attend the Harford County Board of Education meeting on June 12th. We need folks to thank the board for finally reaching a settlement and to encourage them to not repeat this same vicious cycle next year. We need folks to tell the Harford County Board of Education to "Do Your Part", create equitable access to programs and opportunities for all students. "Do Your Part", ensure that all teachers receive consistent and fair evaluations in every HCPS school. "Do Your Part", create a school system which emphasizes the strengths of its students and teachers rather than harping on their weaknesses.

HCEA is growing. Our advocacy is working. "Do Your Part" attend the Harford County Board of Education meeting on June 12th. "Do Your Part" vote in the ratification of our settlement agreement. "Do Your Part" help advocate for the students, teachers and schools in Harford County.

**Stand Strong With HCEA.**

**Upcoming Events**

**6/12 & 6/26**  
**Harford County**  
**Board of**  
**Education Meeting**  
6:30 PM HCPS A.A. Roberty Bldg.  
**6/9 Last School Day**  
**for Students**  
**6/12 last Work Day for**  
**10 month Teachers**

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**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.

**SLO**  
**Materials**

**Danielson**  
**Framework**

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

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**Harford**  
**Students Count on Us!**

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**HCEA**  
Harford County Education Association

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See [att.com/signatures](http://att.com/signatures) for details. Device: Limited-time offer. Excludes prepaid, GoPhone®, Cricket, LifeLine and select discounted plans. Line 1 credit per qual. smartphone purchase. May not be combined with other offers. AT&T Signatures Program: To enroll, eligible individual must provide valid employee/beneficiary ID, email address, or other approval proof of eligibility and subscribe to an active consumer account with the qual. individual or company/firm. To determine if you are eligible to enroll, visit [att.com/signatures](http://att.com/signatures). AT&T UNLIMITED PLUS PLANS: Includes the Stream Service feature which allows you to save data on content & recognize an video by streaming higher definition video in Standard Definition quality (about 480p) on compatible devices (video playback has speed only). AT&T will activate the feature for you. Check your account and/or text to see the feature is active. Choice video, you can turn it off/on at any time at [att.com/signatures](http://att.com/signatures) or call 411-211. Stream Service will recognize all video content. Ability to stream and video resolution may vary, and be affected by other factors. Restrictions apply. See [att.com/signatures](http://att.com/signatures) for more details. HD Video: You can turn Stream Service off at any time to enjoy access to High Definition video streaming, if and where available. Streaming and Mobile Hotspot: Includes up to 10GB per line per month after 10GB, including credit will be provided to a max of 2GB for the rest of that cycle. Limited to these products: Connected Cam, Flip Phone, and Wireless Home Phone and Internet. Excludes for these products: All tethering data usage, including approved data tethering, will be included and will not be fully functional. AT&T UNLIMITED CHOICE PLANS: Data Reservations: Data speeds limited to max of 1 Mbps. 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# 2016-17

# Teacher

# Evaluation

# Calculator



## MSEA GRASSROOTS ORGANIZING (GO) TEAMS

MSEA is kicking off a new program to develop a statewide network of member grassroots organizing (GO) teams to meet the increasing communication, legislative, and political demands on our association. GO Teams will receive face-to-face training, staff-support, and resources from MSEA. [Click here](#) for a more detailed program description.

**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](mailto:rburbey@mseane.org) to volunteer.**

## Know Your Contract

### ARTICLE VI TRANSFERS

6.2 Administrative Transfer. When an administrative transfer of teaching personnel is necessary because of a reduction of staff in a school, the administration will identify where the reduction is to take place:

(A) In an elementary school – Regular elementary teaching assignment; that is, an assignment in the grades at that school; e.g., K through 5 or 6; or an elementary subject field; e.g., reading specialist, guidance counselor, etc. For example, if there is a reduction of a regular classroom teacher, and assuming all other factors are equal, the principal will determine the teacher in grades K to 5 or 6 who has the least continuous service in Harford County Public Schools. This teacher will then be administratively transferred. If the reduction is a reading teacher, the principal will identify the reading teacher with the least continuous service in Harford County Public Schools for transfer.

(B) In a secondary school – Secondary subject field; e.g., geography, English, mathematics, biology, guidance counselor, work experience coordinator, etc. The needs of the school system, and the needs and qualifications of the individual teacher(s) shall be considered. When all other factors are equal, the length of continuous service in Harford County will be the determining factor in identifying the teacher(s) who is to be transferred from the elementary school grades or the elementary or secondary school subject field. When the length of continuous service in Harford County is also equal, the length of continuous service in the school will then become the determining factor in identifying the teacher(s) who is to be transferred from the regular elementary teacher assignment or the elementary or secondary school subject field. In an elementary school, if a teacher identified to be administratively transferred would leave a vacancy for which there would be no other teacher in the school certified to teach the vacated position, then assuming all other factors are equal, the next least senior teacher in line would be transferred to assure that all grades are taught by teachers certified to teach those grades. In an elementary or secondary school, when a teacher receives written notice that he or she is administratively transferred; and if a vacancy in the same kind of teaching assignment occurs in the original school prior to the first preschool day, then the teacher will be permitted to be reassigned to his or her original school. To exercise the option to return to his or her original school, the teacher must notify the Human Resources Department, in writing, within ten (10) calendar days of his or her letter of transfer. If a vacancy in the same kind of teaching assignment that the teacher held does not occur in the original school prior to the first preschool day, then the teacher will remain in the new assignment for the entire next school year. If at the end of this school year and prior to the first preschool day of this calendar year, a vacancy in the same kind of teaching assignment becomes available in the original school for the following year, then, at the teacher's option, the teacher will be reassigned back to his or her original school, provided written notice was given to the Human Resources Department within ten (10) days of the original letter of transfer. This transfer must take place on the first preschool day. Following the first preschool day of this year, the transfer becomes permanent and the teacher will remain in the school to which he or she is transferred. For following school years, the voluntary transfer policy will apply. In an elementary or secondary school, when it is determined that a grade level in one school will be transferred to another school, all teachers who are regarded as the teachers of pupils at that grade level will be transferred.



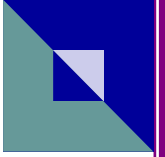
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