



From the President...

I hope everyone is having a restful summer. HCEA staff have been hard at work preparing for the start of school. The HCEA office has gotten a fresh coat of paint and new carpet (at no cost to HCEA). Stop by and check it out during our regular office hours, Monday Wednesday and Friday from 9-5. As the new year begins, HCEA is preparing to examine several key issues for our students and our teachers. We will be working with HCPS to examine any necessary tweaks to the evaluations system. We have become increasingly aware that many principals are not properly following the evaluation system. As a result, we will be hosting evaluation trainings for HCEA members.

Last year, in addition to passing the Protect Our Schools Act, the Maryland Legislature passed a bill limiting testing times for students. HCEA will be working with HCPS to ensure that these testing caps are honored. As part of the Protect Our Schools Act, teachers will have a voice in the construction of the Every Student Succeeds Act compliance plan for our schools. If you are interesting in helping with either of these ventures please email rburbey@mseanea.org. We need rank and file teachers to help out by bringing their perspectives and insights to this important work.

This year, as part of our Negotiated Agreement, every unit member who is behind on steps from the salary freeze will receive 2 steps effective July 1, 2017. All unit members will also receive a 2% COLA adjustment effective on the 12th pay of the fiscal year for the 10 month employees and the 14th pay of the fiscal year for the 12 month employees. This represents a substantial increase for all HCEA members. All HCEA members should carefully check their salary letter and pay stub to ensure that they are placed on the proper step and salary rate.

HCEA also successfully negotiated a full day of planning during the pre-school in-service days. Please be certain to verify that you are receiving this planning time to help you prepare for the first day. Additionally, three half days of the remaining in-service days should be designate for unassigned planning at your school. During this time you should be permitted to do job-related tasks as you see fit, not required to attend structure planning or meetings.

HCEA is committed to ensuring that our Negotiated Agreement and Evaluation Model are followed with consistency. Please contact Dan Besseck dbesseck@mseanea.org or Larry Ginsburg lginsburg@mseanea.org if you believe the your rights under either of these agreements are being violated.

Enjoy the rest of your summer. Stand Strong with HCEA.

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.



Upcoming Events

8/24	New Teachers on Duty
8/28	All Teachers on Duty
9/4	Labor Day
9/5	First Day of School for Students
9/11	Harford County Board of Education 6:30 PM A.A. Roberty Building 102 South Hickory Avenue Bel Air, MD 21014
9/13	HCEA Board of Directors Meeting
9/15	3 Hour Early Dismissal
9/28	HCEA Representative Assembly 4:45 C. Milton Wright High School 1301 Fountain Green Rd. Bel Air, MD 21015
6/20	Scheduled Last Work Day for Teachers (If all inclement weather make up days are used)

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**Harford Students
Count on Us!**

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rburbey@mseanea.org

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North Harford Middle School

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Edgewood High School

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Bel Air High School

HCEA Staff:

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HCEA MEMBERS Protect Yourself!

If you are injured at work:

- ✓ Report it to your supervisor.
- ✓ Document the injury completely.
- ✓ Seek medical attention from your doctor of choice.
- ✓ Call Charlie Schultz at 410-769-5400 to discuss your legal rights.

SOLELY REPORTING THE ACCIDENT TO THE COUNTY WILL NOT PROTECT YOUR RIGHTS

Protect your rights by filing a workers' compensation claim with the State of Maryland.

Call us at 410-769-5400 to protect your rights!



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Know Your Contract

ARTICLE XIX

Probation, Tenure and Evaluation

19.3 Administrators and/or supervisors shall hold formal evaluation conferences each semester with all teachers in their first and second year in Harford County. At that time, if appropriate, the teacher shall be advised by the principal that the principal will recommend that the teacher not be retained in the system.

19.4 **Teacher Evaluations. Under normal circumstances, the teacher will be notified by September 30th 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. For individuals employed on or after January 1 the notification date shall be not later than sixty (60) days prior to the anniversary date of employment of the first year or second year or not later than sixty (60) days prior to the third anniversary date of employment.

19.6 **Tenured Teachers.** Tenured teachers will receive formal evaluation conferences at least by the end of their fifth year in Harford County and at the minimum rate of once every five (5) years thereafter. All observations of a classroom performance shall be conducted openly.

19.7 Principals and/or supervisors shall hold the formal evaluation conferences. After the conferences, a written statement of evaluation will be prepared and reviewed with the teacher within a reasonable time. Any material presented at the conference which was not previously known to the teacher shall be reviewed by the principal and the teacher before it may be entered into the written evaluation.

19.8 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 does not indicate approval. A copy of this evaluation and addendum shall be placed in the evaluation file in the Human Resources Department and a copy shall be given to the teacher.

Questions?

Contact HCEA (410) 838-0800

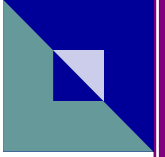
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Michael Markowitz
• 410-455-0680



Mike.Markowitz@acsiapartners.com



HCEA Gateway ads are free to HCEA members.

Chrystie Crawford-Smick

Independent Consultant

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Tiffany Higgins

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443-619-7811

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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