



HCEA Board of Directors

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rburbey@mseanea.org

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North Harford High School

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Edgewood High School
Laura Nieman
Bel Air High School

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MSEA UniServ
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HCEA
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Phone: (410) 838-0800

From the President...

Once again, we approach the HCPS Budget Cycle. Once again, HCPS has failed to guarantee that our negotiated agreement will be fully honored. Once again, Superintendent Canavan has proposed a budget which will likely not be fully funded by the County Executive. Once again, our wages and benefits are being used as a leverage point. Once again, the superintendent's proposed budget does little to address the needs of our most fragile students, does not create greater equity and does not create efficiencies through cuts to the robust HCPS administrative bureaucracy. HCEA members must once again rise to the challenge. We must fight to ensure our salaries and benefits are protected. We must fight for an efficient system which prioritizes equitable learning conditions for all our students.

HCEA is calling on all our members to speak out at the upcoming HCPS Budget Meetings. We are asking HCEA members to advocate for several priority issues in addition to funding our contract as part of our **2018 Do Your Part Campaign**. Talk to your Building Representative and look for an update soon.

HCEA and MSEA also have an ambitious legislative program planned for the upcoming legislative session. When we worked together, we were successful in passing the Protect Our Schools Act and in capping testing for all students. We must continue to work hard to improve public education for both teachers and students.

Do Your Part.
Stand Strong with HCEA.

Upcoming Events

- 1/29-2/23 HCEA & MSEA Elections**
1/8 & 1/22 Harford County Board of Education
6:30 PM A.A. Roberty Building
102 South Hickory Avenue
Bel Air, MD 21014
- 1/10 & 18 HCEA Board of Directors Meeting**
- 1/12 3 Hour Early Dismissal**
- 12/21 HCEA Representative Assembly**
1/18 4:45 C. Milton Wright High School
1301 Fountain Green Rd.
Bel Air, MD 21015
- 1/6 HCEA Legislative Breakfast**
- 1/29-2/23 HCEA & MSEA Elections**
- 2/2 Building Representative Training**
4:30 PM – 7:00
Black Eyed Suzie's
- 2/17 Filing Deadline for 2018 MD Elections**
- 6/20 Scheduled Last Work Day for Teachers**
(If all inclement weather make up days are used)

KEEPING OUR PROMISE
So you can focus on what matters



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Harford County Public Schools Board of Education FY19 Budget Sessions

Wednesday, January 3 at 6:00 p.m.
Board Room, A.A. Roberty Building
Work Session followed by Public Input Session

Monday, January 8 at 6:00 p.m.
Board Room, A.A. Roberty Building
Work Session followed by Public Input Session followed by Business Meeting

Wednesday, January 10 at 6:00 p.m.
Board Room, A.A. Roberty Building
Public Input Session

Wednesday, January 17 at 6:00 p.m.
Board Room, A.A. Roberty Building
Work Session followed by Public Input Session

Monday, January 22 at 6:30 p.m.
Board Room, A.A. Roberty Building
Business Meeting - Board votes on budget

www.hcps.org/budget | budget@hcp.org

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

HCEA MEMBERS BENEFIT From

LONG-TERM CARE INSURANCE

- ◆ Offering discounted **long-term care insurance** to HCEA members and their spouses/partners.
- ◆ Helping members protect their hard-earned assets.
- ◆ Giving members a way to remain in control of their healthcare choices.
- ◆ Providing members with **peace-of-mind**.

For a no obligation consult and quote,

Contact: Michael Markowitz - 410-455-0680



ACSIA
PARTNERS



HCEA Elections 2017-2018

HCEA Members Will Elect:

- HCEA Treasurer/Secretary
- HCEA Board of Directors
- High School Member at Large (1)
- Elementary School Member at Large (1)
- Delegates to the 2018 NEA RA
- Delegates to the 2018 MSEA RA

Elections will coincide with MSEA elections online

Voting begins on January 29, 2018

Voting ends February 23, 2018



MSEA Elections 2017-2018

MSEA Members Will Elect:

- MSEA President
- MSEA Vice President
- NEA Director (1)
- MSEA Board of Directors (4)
- State Delegates to the NEA RA
- Retired Delegates to the NEA RA
- RAC

Voting begins on January 29, 2018

Voting ends February 23, 2018

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

[It Pays to Join HCEA Members](#) enjoy many valuable benefits which can offset the cost of dues. [Click here to check out some of the benefits.](#)



Golden Apple



A program designed for teachers and school employees throughout Harford County

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www.freedomfcu.org

*Offer available to new members who add checking and a direct deposit of at least \$50 per pay period. Also available to existing members who add checking and \$50 per pay direct deposit. Direct deposit must be received within 90 days of opening the Checking Account. Funds will be credited the first of the month following qualification. Offer expires 90 days after account opening if all qualifications are not met.

HCEA Events 2017-2018

September 26, 2017: Building Rep Training for HCEA & HCESC @ Greene Turtle Aberdeen (4:30 PM – 7:00)

October 2, 2017: Building Rep Training for HCEA & HCESC @ Greene Turtle Bel Air (4:30 PM – 7:00)

October 19-21, 2017: MSEA Convention & SPARKS in Ocean City

November 13, 2017: Legal Q & A w/ MSEA Counsel @ Black Eyed Suzie's in Bel Air (5:00 PM – 7:00)

December 2, 2017: NYC Bus Trip

January 2018: New Teacher Social (4:00 PM – 7:00)

February 2, 2018: Building Rep Training for HCEA & HCESC @ Black Eyed Suzie's Bel Air (4:30 PM – 7:00; SNOW DATE: 2/22)

March 2018: Yoga @ YogaCentric

April 2018: Picnic @ Boordy Vineyards

May 2018: MSEA Night @ Camden Yards

May 2018: Building Rep Celebration (5:00 PM – 7:00)

Please visit www.HarfordCEA.org and **Harford Students Count on Us** on Facebook for more information.

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.

What do HCEA Dues Really Cost?



Starbucks = \$2.45/cup

Dunkin Donuts = \$2.09/cup

7 Eleven = \$1.59/cup

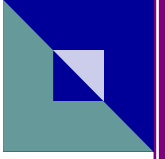
McDonald's = \$1.49/cup

HCEA dues=\$1.76/DAY

HCEA provides members:

- Advocacy for your wages, benefits & working conditions
- Contract enforcement that protects your rights on the job
- State and national publications for educators
- State and national legislative advocacy
- Professional development workshops, training & resources
- Representation in work related issues & conflicts
- Free legal services for on-the-job issues & conflicts
- Discounted legal services for personal matters
- Group buying discounts & benefits

Aren't your livelihood, job-security, profession & well-being worth more than a cup of coffee?



HCEA Gateway ads are free to HCEA members.

Chrystie Crawford-Smick

Independent Consultant

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Dene' Flack

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Tiffany Higgins

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thiggs.jamberrynails.com
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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