



### *From the President...*

I know many of you are concerned following the tragic school shootings in Florida. In these challenging times, we must remain calm. Our schools are safe places to learn and teach. While I can criticize HCPS on many levels, I cannot criticize the security of our buildings during the duty day. We each must play a role in proactively preventing these kinds of tragedies. Preventing school shootings begins with identifying troubled children and making sure that they have the psychological services they need. If there are children who you feel need help or are troubled, please discuss this with your administration. We all must play a role in making sure no child slips through the cracks.

MSEA and HCEA are organizing a rally to Fix the Fund. Since 2012, \$1.7 billion has gone into the Education Trust Fund from casino revenues, but it hasn't increased funding for schools. Instead, the same amount of money that was already going to education was redirected to other areas of the budget. Passing the Fix the Fund Act would prevent that from ever happening again. This would result in an increase of \$500 million in school funding. This would mean a more than \$4 million increased in funding for HCPS. It's a promising first step to closing the funding gap before the legislature passes the new school funding formula in 2019. We need everyone to sign up for the rally.

HCEA will provide transpiration and dinner for those that are interested. Please clear your calendar and plan to attend. [You must RSVP here in order to get on the bus.](#) This is a tremendous opportunity for HCEA to help increase funding for our schools. These funds could be used to increase teacher pay and to reduce class sizes. None of this is possible without your support, activism and participation.

**Do Your Part.  
Stand Strong with HCEA.**

#### HCEA Board of Directors

##### President:

**Ryan Burbey**

[rburbey@mseanea.org](mailto:rburbey@mseanea.org)

##### Vice President:

**Chrystie Crawford-Smick**

North Harford High School

##### Secretary/Treasurer:

**Jennifer Sokolis**

Bel Air High School

#### Members at Large:

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**Colleen Walker-Good**

Deerfield Elementary School

##### Middle School

**Colleen Kaplan**

Edgewood Middle School

##### High School

**Leigh Bondrole**

Edgewood High School

**Laura Nieman**

Bel Air High School

#### HCEA Staff:

##### MSEA UniServ

##### Director:

**Dan Besseck**

[dbesseck@mseanea.org](mailto:dbesseck@mseanea.org)

##### MSEA UniServ

##### Director:

**Larry Ginsburg**

[lginsburg@mseanea.org](mailto:lginsburg@mseanea.org)

##### Office Manager:

**Nitza Harris**

[nharris@mseanea.org](mailto:nharris@mseanea.org)

#### HCEA

2107 Laurel Bush Road

Suite 201

Bel Air, MD 21015

Phone: (410) 838-0800

### Upcoming Events

- 3/12&26 Harford County Board of Education  
6:30 PM A.A. Roberty Building  
102 South Hickory Avenue  
Bel Air, MD 21014
- 3/15 HCEA Board of Directors Meeting
- 3/15 HCEA Representative Assembly  
4:45 C. Milton Wright High School  
1301 Fountain Green Rd.  
Bel Air, MD 21015
- Black Eyed Suzie's**
- 3/19 Rally in Annapolis



### Spend Summer in the Sun !

DRD Pool Management, Inc is accepting resumes for summer job openings as Swimming Pool Field Supervisors & Swimming Pool Managers (Full or Part Time)

### No Experience Necessary

For more information, email David Watts at [dwatts@drdpools.com](mailto:dwatts@drdpools.com)



**MARCH ON MARCH 19!**  
6 PM • LAWYERS MALL • ANNAPOLIS

**Sign up today—[bit.ly/fixthefund](http://bit.ly/fixthefund)**

Since 2012, \$1.7 billion has gone into the Education Trust Fund from casino revenues, but it hasn't increased funding for schools and students as intended. Instead, the same amount of money that was already going to education was redirected to other areas of the budget. That means all of the additional gambling revenues have resulted in no change to the education budget.

On **March 19**, we're marching to **Fix the Fund**. We want the General Assembly to pass the **Fix the Fund Act** to make sure that money goes where it was intended—to increase school funding. This would result in an additional \$500 million in school funding annually, a significant step toward closing the \$3 billion gap.



[mseanewsfeed.com](http://mseanewsfeed.com)



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**THE  
MARYLAND  
PROMISE**  
Equal Opportunity in Every Community

**[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.](#)**

## 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**



## Know Your Contract

### [ARTICLE XI](#) [Sick Leave](#)

11.1 Sick Leave. Sick leave shall be defined as personal illness of the teacher. Teachers shall be granted sick leave at a rate of one (1) day per month during the first two (2) years of service with the Harford County Public Schools. Beginning in the third year of service in Harford County, sick leave shall be granted at a rate of one and a quarter (1.25) days per month of regular employment, the annual total of which shall be available at the beginning of the school year. Accumulation of unused sick leave shall be unlimited. As of June 30, unused personal business leave shall be added to accumulated sick leave. Teachers shall be given a written notice of available sick leave days as of September 1, no later than October 30 of each year.

A teacher is permitted to use up to seven (7) work days of his/her sick leave per year for illness of a member of the teacher's household or the teacher's parent or anyone for whom the teacher is the primary caregiver. When leave is used for illness of a person for whom the teacher is the primary caregiver, other than a member of the teacher's household or the teacher's parent, appropriate documentation will be required.

To receive sick leave the Board is entitled to receive satisfactory proof of illness requiring absence from work.

Under normal circumstances, absent concerns regarding the legitimacy of the claim of illness requiring absence from work (Such as cases involving patterns of suspicious absence from work or days of historically disproportionate high sick leave requests), certification of illness from a medical professional will not be necessary proof of illness for absences of three or fewer consecutive days' duration. The parties understand that the PSLRB has ruled over the objection of the Board that this is a mandatory subject of bargaining. The Board has appealed that decision to the courts. If at the conclusion of litigation, the courts ultimately rule that this is not a mandatory subject of bargaining, then the provisions added to sections 11.1 during the negotiations for FY 17-20 shall no longer be binding upon the parties.

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



## Maryland State Education Association Offer

**Saturday, May 12<sup>th</sup> at 7:05 p.m. vs. Tampa Bay Rays**  
Orioles Car Emblem Presented by E-ZPass (First 25,000 Fans 15 & over)

Left Field Lower Box (Sections 66-86): \$25\*  
Lower Reserve (Sections 7-17, 55-87): \$15\*  
Upper Reserve (Sections 306-364): \$13\*

\*There is an additional 10% service charge per ticket.

For any questions or accessible seating, please call 888.848.BIRD (2473) and ask for the Ticket Services team.

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### FOLLOW THE STEPS BELOW TO PURCHASE TICKETS

1. Click on the link below
2. Select a quantity of tickets
3. Create a Baltimore Orioles ticket account
4. Purchase and print your tickets

<http://www.orioles.com/tix/msea>

*Tickets posted for re-sale are subject to cancellation. Offer is NOT valid at the Box Office.*



## Golden Apple



A program designed for teachers and school employees throughout Harford County

Earn Your **\$100\*** New Member Bonus!

Call 410-952-3374 for more details.  
[www.freedomfcu.org](http://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.

### Up-coming HCEA Events 2017-2018

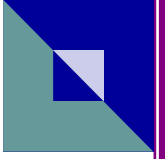
**February 8, 2018: Building Rep Training for HCEA & HCESC @ Black Eyed Suzie's Bel Air (4:30 PM – 7:00; SNOW DATE: 2/22)**

**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)**



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

## Chrystie Crawford-Smick

Independent Consultant

410-322-0466

crawfie01@aol.com

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



**Kenneth Hutchinson, Associate  
RE/MAX VSION**

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**I do home parties, parties on the go, catalog/online parties, fundraisers, open houses and much much more!**

**Extra hostess gifts given to HCPS employees who book a party with me!**

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Follow me on Facebook: [AVONbyJenHoward](https://www.facebook.com/AVONbyJenHoward)



**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!**



**Tiffany Higgins**

Signature Nail Design In Minutes  
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