



From the President...

Governor Hogan vetoed **SB 639** which prevents arbitrary and capricious dismissal of teachers. This bill ensures that all teachers have a right to a fair hearing of their case. Fortunately, through the hard work of our members, MSEA and Delegate Mary Ann Lisanti, we were able to override Governor Hogan's veto. **Please email Delegate Lisanti thanking her for her vote.** Please also remember Delegate Lisanti when you vote on election day.

Governor Hogan characterized this SB 639 as, "Watering down educational standards and stymying efforts to provide accountability". The Governor went on to state, that this legislation, which will provide a fair and neutral arbitrator of facts in dismissals, as negatively impacting the local board's ability to respond to employee misconduct. This is just the latest installment in Governor Hogan's attacks on teachers. You can read the entire veto letter [here](#). Governor Hogan has proven to be unsupportive of teachers' concerns and detrimental to our public schools. Remember this on election day.

MSEA was also successful in passing the Fix the Fund Act. The Maryland House of Delegates overwhelmingly passed the Fix the Fund Act by a vote of 130-3, sending the constitutional amendment to general election voters in the fall. The amendment—which passed the Senate 47-0 on March 19—would guarantee that any revenue raised into the Education Trust Fund through casino gaming must be directly sent to schools above and beyond funding through the state's General Fund. That currently amounts to about \$500 million a year, a big first step to addressing the \$2.9 billion annual funding shortage facing Maryland schools according to a state-commissioned study. It is crucial that we rally all public education supporters to vote for this important constitutional amendment.

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

Upcoming Events

- 4/9, 4/23 & 5/7** Harford County Board of Education
6:30 PM A.A. Roberty Building
102 South Hickory Avenue
Bel Air, MD 21014
- 4/11 & 4/19** HCEA Board of Directors Meeting
- 4/19** HCEA Representative Assembly
4:45 C. Milton Wright High School
1301 Fountain Green Rd.
Bel Air, MD 21015
- 5/1** Deadline for Non-Tenured Teachers to Resign
- 6/20** Scheduled Last Work Day for Teachers

HCEA Board of Directors

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rburbey@mseanea.org

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MSEA UniServ
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Dan Besseck
dbesseck@mseanea.org
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lginsburg@mseanea.org
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2107 Laurel Bush Road
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No Experience Necessary

For more information, email David Watts at dwatts@drdpools.com

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valuable benefits
which can offset the
cost of dues.
[Click here to check](#)
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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

HCEA IMPACT MARCH 2018



Maryland State Education Association Offer

Saturday, May 12th 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.

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.

HCEA IMPACT MARCH 2018

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 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

Golden Apple

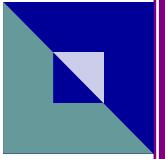


A program designed for teachers and school employees throughout Harford County

Earn Your \$100* New Member Bonus!

Call 410-952-3374 for more details.
www.freedomfcu.org

*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 Gateway ads are free to HCEA members.

Chrystie Crawford-Smick

Independent Consultant

410-322-0466

crawfie01@aol.com

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



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Tiffany Higgins

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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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