



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

We have endorsed Ben Jealous for Governor. Some may ask, "Why not Larry Hogan?" The simple answer is that Mr. Hogan refused to even participate in our endorsement process. However, a more sophisticated answer lies in Mr. Jealous's platform which outlines a bold vision for Maryland and public education. You can view Mr. Jealous's positions on all pertinent issues [here](#). Ben Jealous is a once in a generation candidate who can bring prosperity to our state, our teachers and our children.

Don't be fooled. If Larry Hogan wins, you lose, your students lose and our public schools will lose. Larry Hogan is anti-union, anti-teacher and pro-privatization. He has vetoed every meaningful piece of legislation which will improve the lives of teachers and students, while introducing legislation which will harm our public schools, our students and our teachers. Folks, the vote in November is not about party or preference, it is about survival. A second term of Mr. Hogan represents an existential threat not just to our union but to our public schools. In the coming weeks, we will lay out the case to vote on one issue and one issue alone; public education. All I ask is that you review the facts and consider them before you vote.

It is essential that everyone participate in the superintendent search by submitting questions for the candidates and attending the stakeholders meetings. We need to have meaningful input on the next superintendent. This is your chance to help make change happen. Our advocacy has gotten us a seat at the table. Make sure you take advantage. Questions may be submitted to Dr. Terry Greenwood, Search Consultant for the Maryland Association of Boards of Education, via an email link on the school system's website. [Click here for the Superintendent Search](#) or email [tag@greenwoodmd.com](mailto:tag@greenwoodmd.com). Be the change you want. Speak out.

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

**Upcoming Events**

- 5/7 & 5/14 Harford County Board of Education  
6:30 PM A.A. Roberty Building  
102 South Hickory Avenue  
Bel Air, MD 21014
- 5/9 & 5/17 HCEA Board of Directors Meeting
- 5/17 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

**HCEA Board of Directors**

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

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HCEA IMPACT APRIL 2018

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## Membership Committee Updates

On March 23, HCEA joined forces with The WeCancerve Movement, an organization founded by HCPS student Grace Callwood. HCEA members donated several boxes of Easter basket items and assisted with stuffing "Eggstra Special Easter Egg Bags," which were later delivered to sick, needy, and homeless children and families in the Harford and Baltimore County areas. Thank you to all those teachers who donated items and time!

On April 28, the HCEA Membership Committee held their annual wine tasting and tour at Boordy Vineyards. HCEA members, friends, and family gathered for a great time!

Attention Building Representatives! We would like to thank you for your dedication to HCEA this year. If you attended five or more RA meetings, you will receive an electronic invitation to our annual Building Representative Celebration on June 6 at Mount Felix Winery in Havre de Grace.

**More details coming soon!**

## 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**

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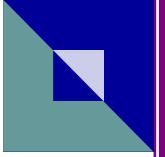
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**HCEA Gateway ads are free to HCEA members.**

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