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ccrawford-smick@mseanea.org

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**ESP At-Large**

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**From the President:**



Dear Colleagues,

I am pleased to announce that we have reached a tentative agreement for both the Certificated and ESP Units. This was a "limited" contract year for both units, so aside from COLA, none of the contract language proposals could financially impact the district. Our teams were creative and worked hard to serve you, their colleagues. I thank them for their time and dedication. The tentative agreements for both units are on page 4 of this newsletter. Please take the time to review the documents. Pages 2 and 3 include highlights which capture a quick snapshot of our contract wins.

Late next week, HCEA will send an email to your PERSONAL EMAIL to vote on ratifying the contract. This email will come from Survey Monkey and will only be one question, so it will only take a few seconds to vote. Please take some time to review the document pertaining to your unit so you are prepared to vote when you receive the email.

Please direct questions regarding negotiations to Liz Jones at [ejones@mseanea.org](mailto:ejones@mseanea.org) and Allison Heintz at [aheintz@mseanea.org](mailto:aheintz@mseanea.org).

Congratulations to the officers, directors and delegates who won seats in the election. Election results are posted on our website or can be found [HERE](#). The buildings with the highest voter turnout (top 5) will be rewarded. Stay tuned.

Thank you for your commitment to our students and our profession. We are stronger together.

In Solidarity,

# Contract Highlights

## ESP



1% Cola  
One Step



HCPS has agreed to automatically send Assault Leave paperwork to anyone applying for Workers' Comp.



ESPs will be provided with a space to keep their personal belongings.

# Contract Highlights

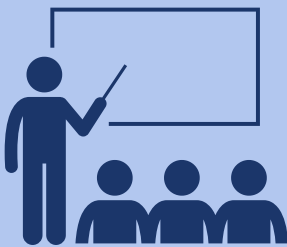
## Certificated



1% Cola  
One Step



HCPS has agreed to automatically send Assault Leave paperwork to anyone applying for Workers' Comp.



Protected  
Union  
Business  
Leave



Sick Leave Bank grants beyond 60 days will require a physician statement and treatment plan

# TENTATIVE AGREEMENTS

Click below to review the documents:

[Certificated Tentative Agreement](#)

[ESP Tentative Agreement](#)



AMERICAN COLLEGE *of* EDUCATION®

## ACE Partner Webinar

American College of Education is a low-cost, high-quality online college offering accessible programs to help you advance your career. Join us to learn more about your exclusive partner benefits, including tuition reduction grants. We'll also share program information and answer your questions.



**Morgan Meadows**

morgan.meadows@ace.edu  
Partner Engagement  
Administator

**March 18**

7 pm ET

Scan the QR code or click the arrow below to register. If you cannot attend live, please register and a recording will be sent after the event.



REGISTER NOW



# UNDERSTANDING POSITION CUTS AND CONTRACTUAL RIGHTS

As you likely know, the HCPS Board of Ed cut 168 positions from the budget they approved and sent to the County Executive for their funding request. The majority of these cuts impact instructional staff because instructional staff are the vast majority of the school employees.

These position cuts have been rolling out slowly, with school principals being informed of their staffing allotment this week. Principals will then determine which grade levels or departments will lose positions.

Dr. Bulson believes all of these cuts can occur through attrition (staff that retire, separate, quit, etc. won't be replaced) and that no one will lose their job with Harford County Public Schools.

However, that does not mean that a person's job won't look different next year. As schools are notified of staffing cuts, it will mean that those who have been cut from the building staff will need to be placed in another position in the county. The process for position cuts in buildings is laid out in the contract under **Administrative Transfer**. For certificated staff, that is Article 6.2 and for ESP staff, it's Article 6.7 (but we do not expect position cuts from support staff).

The key thing is to remember that length of service in HCPS is a major factor in who is transferred, but it isn't the only factor. What a teacher is certified in is also considered. Some folks are dual certified and the district can consider their other certification areas for their transfer.

This will likely be a stressful time for many of our educators. We're here to support our members and uphold the contract. If you have questions, don't be afraid to reach out to your assigned UniServ Director.



# HCEA MEMBER BENEFIT

## Hershey Park Ticket Form

Name: \_\_\_\_\_

School: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

Zip Code: \_\_\_\_\_

Phone Number: \_\_\_\_\_

TICKETS CAN BE USED ON ANY REGULAR OPERATING DAY FROM MAY 2025 - JANUARY 4, 2026

Quantity	Type	Group Rate Per Ticket	Total
	Regular Admission	\$45.00	
NO TICKET NEEDED	Under 3	FREE	XXXXXXXX
		<b>Total Enclosed:</b>	

### **ORDERS ARE DUE TO THE HCEA OFFICE BY 4/11/2025**

Mail orders and payment to:

HCEA  
2107 Laurel Bush Road  
Suite 201  
Bel Air, MD 21015

**THE HCPS COURIER VISITS OUR OFFICE EACH MONDAY AND WEDNESDAY, WRITE HCEA ON THE ENVELOPE.**

All checks should be made payable to: HCEA

We also accept Venmo @HarfordCEA



Harford County Education Association

# FAMILY NIGHT AT JURASSIC GOLF



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FRIDAY, MARCH 14  
5:00-7:00 PM

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HCEA WILL PAY FOR MEMBER AND 3  
FAMILY MEMBERS/GUESTS. ADDITIONAL  
GUESTS COST \$7.70

[RSVP HERE](#)



Snacks and Beverages Compliments of HCEA  
331 Baltimore Pike, Suite 8, Bel Air



**JOIN US!**

**STRONGER  
TOGETHER**

# COALITION BUILDING

## LEARN

- How to have persuasive conversations
- How to develop an organizing plan
- How best to advocate for Harford's public schools

saturday

**22ND**

march 2025



RSVP HERE

for more information on our coalition,  
email Liz Jones or Allison Heintz:

[EJONES@MSEANEA.ORG](mailto:EJONES@MSEANEA.ORG)

[AHEINTZ@MSEANEA.ORG](mailto:AHEINTZ@MSEANEA.ORG)

**BETTER SCHOOLS  
STRONGER COMMUNITIES**

*A Greater Harford*

Community Partners  
for Harford County  
Public Schools





# Proud supporter of the Harford County Education Association

Since you do everything possible to help them grow, let us do all we can to help you succeed!

Discover our U Educate Member Rewards Program, designed exclusively for education professionals.

## We're for .

[apgfcu.com/UEducate](http://apgfcu.com/UEducate)

*Serving Harford County, Cecil County, Baltimore County & Baltimore City*



Federally insured by NCUA  
Membership eligibility applies.



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)



If you need assistance, please contact your HCEA UniServe Director.

**Liz Jones: 410-353-9692**  
**[ejones@mseanea.org](mailto:ejones@mseanea.org)**

**Allison Heintz: 410-816-5025**  
**[aheintz@mseanea.org](mailto:aheintz@mseanea.org)**



### HCEA School Split 2024-2025

<p style="text-align: center;"><b>Allison Heintz</b>  <a href="mailto:aheintz@mseanea.org">aheintz@mseanea.org</a>                      410-816-5025</p>	<p style="text-align: center;"><b>Liz Jones</b>  <a href="mailto:ejones@mseanea.org">ejones@mseanea.org</a>                      410-353-9692</p>
<p><b>1. Bel Air High School</b></p>	<p><b>1. Aberdeen High School</b></p>
<p>2. Bel Air Elementary School</p>	<p>2. Aberdeen Middle School</p>
<p>3. Bel Air Middle School</p>	<p>3. Bakerfield Elementary School</p>
<p>4. Emmorton Elementary School</p>	<p>4. Church Creek Elementary School</p>
<p>5. Homestead/Wakefield Elementary School</p>	<p>5. George D. Lisby Elementary</p>
<p><b>6. Fallston High School</b></p>	<p>6. Halls Cross Roads Elementary School</p>
<p>7. Fallston Middle School</p>	<p>7. Roye-Williams Elementary School</p>
<p>8. Forest Hill Elementary School</p>	<p><b>8. Edgewood High School</b></p>
<p>9. Forest Lakes Elementary School</p>	<p>9. Abingdon Elementary School</p>
<p>10. Hickory Elementary School</p>	<p>10. Edgewood Elementary School</p>
<p>11. Jarrettsville Elementary School</p>	<p>11. Edgewood Middle School</p>
<p>12. Red Pump Elementary School</p>	<p>12. Deerfield Elementary School</p>
<p>13. Youth's Benefit Elementary School</p>	<p>13. Old Post Road Elementary School</p>
<p><b>14. Joppatowne High School</b></p>	<p><b>14. Patterson Mill High School</b></p>
<p>15. Joppatowne Elementary School</p>	<p>15. Patterson Mill Middle School</p>
<p>16. Magnolia Elementary School</p>	<p>16. William S. James Elementary School</p>
<p>17. Magnolia Middle School</p>	<p>17. Ring Factory Elementary School</p>
<p>18. Riverside Elementary School</p>	<p><b>18. Havre de Grace High School</b></p>
<p><b>19. North Harford High School</b></p>	<p>19. Havre de Grace Middle School</p>
<p>20. Dublin Elementary</p>	<p>20. Meadowvale Elementary School</p>
<p>21. Norrisville Elementary School</p>	<p>21. Havre de Grace Elementary School</p>
<p>22. North Bend Elementary School</p>	<p>22. Harford Academy</p>
<p>23. North Harford Elementary School</p>	<p><b>23. Harford Technical High School</b></p>
<p>24. North Harford Middle School</p>	<p><b>24. Central Office</b></p>
<p>25. Darlington Elementary School</p>	<p><b>25. Harford Glen</b></p>
<p><b>26. C Milton Wright High School</b></p>	<p><b>26. Swan Creek</b></p>
<p>27. Fountain Green Elementary School</p>	
<p>28. Churchville Elementary School</p>	
<p>29. Prospect Mill Elementary School</p>	
<p>30. Southampton Middle School</p>	

### IMPORTANT INFORMATION ABOUT DISCIPLINE MEETINGS

If you are asked to attend a meeting that may be disciplinary in nature and would like your UniServ Director present, please contact us right away. According to both contracts, you must be given at least 2 business days to get representation.

However, if admin refuses to reschedule, **you must go to the meeting** so you do not face discipline for insubordination.

Just state that you will take notes and write down questions that you will answer after conferring with your rep.



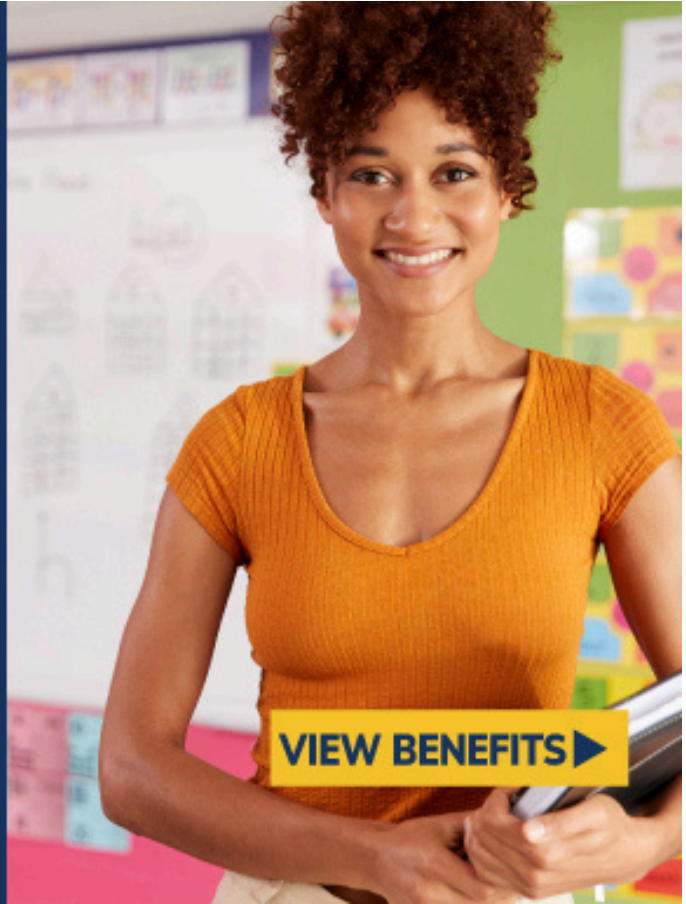
# THANK YOU EDUCATORS!

Harford County school employees are eligible for Freedom's **Golden Apple Program**.

- ★ \$100 BONUS for joining
- ★ Earn 3.00% APY\* with our Empower Checking
- ★ Earn 2.50% APY\* with our Educator Savings Program



Federally Insured by NCUA



[VIEW BENEFITS](#)



## Protect Yourself!

IF YOU ARE INJURED AT WORK:

1. Report it to your supervisor
2. Document the injury completely
3. Seek medical attention from the doctor of your choice
4. Call us 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.

Contact us today at (410) 769-5400 to protect your rights!



BSGLAW.COM

## HCEA Sponsored Long-term Care Insurance

- Offering long-term care insurance to HCEA members and their families
- 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  
 Mike.Markowitz@acsiapartners.com

