



IMPACT

August 2014



From the President...

Welcome to all our new members and welcome back to all our returning veterans. The past few years have been very challenging for teachers all around the country but even more so for teachers in Harford County. Not only have we faced challenges brought on by the Common Core, lack of materials and new evaluations but we have shouldered the burden of a pay freeze in five out of the past six years. The Craig Administration has been an utter disaster for educators. Thankfully through our efforts, County Executive Craig won't have a chance to become governor and take his failed policies statewide.

Through all the hardship you have continued to persevere. You continue to deliver the best education possible to our children. You continue to fight for our profession. Through all the hardship and struggle, you continue to make a difference for students. Your dedication and selflessness are what keeps me going. I am proud to serve as your president and to speak on your behalf.

This year more than any other in recent memory, we have a chance to make a difference. Elections lie just around the corner. HCEA has an aggressive plan to elect pro-public education candidates both to offices here in Harford County and Annapolis. We have a chance to change the decision makers who govern our futures and our financial security. We have the opportunity to elect leaders who will listen; leaders who really care about our students, our families, our schools and our teachers. We must seize this opportunity to make a change.

HCEA will be asking you to volunteer your time to elect pro-public education candidates. We need all HCEA members to commit to volunteering and helping out. We also need teachers to post yard signs for endorsed candidates in their yards. Please contact me if you have any questions, are willing to post yard signs or are ready to volunteer.

We can win but we must do this together. **Stand Strong with HCEA!**



Upcoming Events

9/2 Harford County Council Hearing on County Executive and County Council Pay Raises

**6:00 PM Council Chambers
212 South Bond St. Bel Air**

**9/4 HCEA Board of Directors Meeting
4:30 PM HCEA Office**

**9/5 Membership Reception
Bellissimo Seafood & Grill
520 Marketplace Dr. Bel Air, MD 21014
5:00 P.M - 7:00 P.M.**

**9/18 HCEA Representative Assembly
4:30 PM Paterson Mill Cafeteria**

HCEA Board of Directors

President:

Ryan Burbey
rburbey@mseanea.org

Vice President:

Kathleen Mader
Havre De Grace High School

Secretary/Treasurer:

Elizabeth Ray
Aberdeen Middle School

Members at Large:

Elementary

Ollie Danage
Red Pump Elementary School

Thomas Fare

Hall's Crossroads Elementary School

Middle School

Mark Gross
Edgewood Middle School

Mike Curry

North Harford Middle School

High School

William Smith
Harford Technical High School

Tiffany Higgins

Patterson Mill High School

HCEA Staff:

MSEA UniServ

Director:

Seleste Odewole
sodewole@mseanea.org

MSEA UniServ

Director:

Larry Ginsburg
lginsburg@mseanea.org

Office Manager:

Connie Birdwell
cbirdwell@mseanea.org

Office Assistant:

Nitza Harris
nharris@mseanea.org

Phone: (410) 838-0800

Fax: (410) 638-9045

Make your **vote** count for your **students**, your **school**, and your **career**.

VISIT:

MDAPPLEBALLOT.COM

to find recommended state and local pro-public education candidates for your district.



All HCEA Members Must Vote Nov. 4th!!!

Endorsed Candidates

COUNTY EXECUTIVE

Barry Glassman

Governor

Anthony Brown

COUNTY COUNCIL PRESIDENT

James Thornton

Comptroller

Peter Franchott

HARFORD COUNTY BOARD OF EDUCATION

- District A – Jansen Robinson
- District B – Robert Frisch
- District C – Joe Voskuhl
- District F – Michael Hitchings

Attorney General

Brian Frosch

HARFORD COUNTY COUNCIL

- District A – Dion Guthrie
- District C – Gina Kazimir
- District F – Joseph Smith

MD HOUSE OF DELEGATES

- District 35B - Andrew Cassilly
- Jeff Elliot (HCEA Member)

MD SENATE

- District 35 – Bridget Kelly

I am asking all HCEA members to vote **only** for the HCEA endorsed candidates regardless of party affiliation. Our Government relations Committee, HCEA Board of Directors and I feel that these candidates give us the best possible chance to ensure our schools are properly funded and our teachers' contracts are honored. Please encourage your family and friends to vote for our endorsed candidates as well. We can change the political dynamic and the state of education funding in Harford County if we elect leaders who truly make teachers, students and our public schools their number one priority.

Ryan Burbey, President-HCEA



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Member Incentive for Recruitment Efforts

HCEA is offering an incentive to current members who help in our new member recruitment efforts. From now until August, HCEA will give you a \$25 gift card for each new member you recruit. Simply advise the non-member to complete a member application. You then sign your name on the bottom of the application, make a copy, send the original to our offices and the copy to MSEA. Once we receive and process the enrollment we will send you a \$25 gift card.

In addition, you will also be eligible for MSEA's limited time new member recruitment incentive. MSEA will enter your name into a \$25 gift card drawing for every eligible application they receive by July 11, 2014.

For help in your recruitment efforts and a membership application visit our website "<http://harfordcea.org/>".

If you have any questions call 410-838-0800.

Early Enrollment Spring 2014 Promotion Membership Application

**RETURN APPLICATION
TO YOUR LOCAL
ASSOCIATION**

SSN (all digits are desired, last 4 digits are required)		EMPLOYEE ID #	LOCAL ASSOCIATION
MR. <input type="checkbox"/> MISS <input type="checkbox"/> DR. <input type="checkbox"/>	FIRST	MIDDLE	LAST
MRS. <input type="checkbox"/> MS. <input type="checkbox"/>	ADDRESS		
CITY		STATE	ZIP CODE
HOME PHONE	CELL PHONE	HOME EMAIL	WORK EMAIL
HIRE DATE	ETHNICITY (optional)	DATE OF BIRTH	GENDER <input type="checkbox"/> Male <input type="checkbox"/> Female
WORK LOCATION		POSITION	SUBJECT

The following information is REQUIRED:

Have you been a member of NEA in the past?	<input type="checkbox"/> Yes (not eligible for early enrollment) <input type="checkbox"/> No (not eligible for early enrollment –benefits start 9/1/14)	Check One: <input type="checkbox"/> Employed more than 50% <input type="checkbox"/> Half-time or less
2014-15 Salary:	<input type="checkbox"/> Over \$41,549	<input type="checkbox"/> \$20,775 to \$41,549
	<input type="checkbox"/> below \$20,775	
How would you like to receive your MSEA ActionLine magazine?	<input type="checkbox"/> Print	<input type="checkbox"/> Digital copy (email)

As a participant in the local association(see above)/Maryland State Education Association/National Education Association Early Enrollment Membership Incentive Plan, I am eligible to receive prior to September 1, 2014 (but in no event before April 1, 2014) benefits under the NEA Educators Employment Liability (EEL) Program, as well as access to select NEA Member Benefits programs. As a condition of eligibility for these benefits, I agree to pay the appropriate unified Active membership dues for the 2014-2015 membership year in accordance with established payment procedures. Should I fail to do so, my eligibility to receive benefits under the NEA EEL Program shall immediately terminate. In addition, I shall be liable for the cost of any benefits that were provided to me under the NEA EEL Program prior to September 1, 2014.

EEL Program coverage from date of signature below (April 1, 2014 through August 31, 2014) is available only to individuals who are joining the Association for the first time as Active members for the 2014-2015 year.

Payroll Deduction Authorization: I authorize continuing payment or deduction of dues in the sum determined by my local affiliate, the Maryland State Education Association and the National Education Association, each year, unless I revoke this authorization in writing to my local affiliate by such time as is designated in my local affiliate's collective bargaining agreement or my local affiliate's policy. In case of my resignation or termination, the board of education shall deduct the balance of my yearly dues from my final check. Dues payments are not deductible as charitable contributions for federal income tax purposes.

SIGNATURE _____

DATE _____

Yes! I want to see our elected officials stand up for public education and my students. I hereby authorize the following contribution to the Fund for Children and Public Education of NEA, MSEA, and my Local Association to build a strong voice for educators:

TOTAL PAC PAYROLL DEDUCTION PER PAY PERIOD \$6.00 \$3.00 \$1.00 \$ _____ SIGNATURE _____

The NEA Fund for Children and Public Education (NEA Fund) collects voluntary contributions from Association members which are used for political purposes, including, but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for federal office. Only U.S. citizens or lawful permanent residents may contribute to the NEA Fund. Contributions to the NEA Fund are voluntary; making a contribution is neither a condition of employment nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. Contributions to the NEA Fund are not deductible as charitable contributions for federal income tax purposes. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year. I understand that I am making a joint contribution and that one-third of my contribution will go to the NEA Fund, one-third to the MSEA Fund and one-third to the local Fund. Federal law prohibits the NEA Fund from receiving donations from persons other than members of NEA and its affiliates, and their immediate families. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned forthwith.

REFERRED BY: _____ LOCAL ASSOCIATION: _____

● RETAIN A COPY FOR YOUR RECORDS



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**You're
Golden**



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410-952-3374 • pricciardi@freedomfcu.org.



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for complete details.



Harford County's Better Way to Bank

1-800-440-4120 ★ www.freedomfcu.org

EVALUATIONS ISSUES

In the past, several administrators have not properly followed the evaluation model. HCEA is working with HCPS to address discrepancies. **If you received an overall rating of either Effective Developing or Ineffective, contact HCEA.**

You must carefully check to make sure your administrator is following the evaluation model properly.

The model can be downloaded at this link:

[HCPS/HCEA 2014-15 Evaluation Model](#)

Contact HCEA immediately if you believe your administration is not adhering to the current evaluation model.

Get VIP Savings with the NEA Car Rental Program

If holiday or vacation travel is in your future, consider renting a car, van or SUV through the NEA Car Rental Program! A choice of car rental partners, including Alamo, Enterprise, National, and Hertz, ensures a selection of benefits to meet your needs, such as:

- NEA member discount
- No daily mileage limits
- No charge for a second driver
- Rent from local or airport locations
- 24-hour emergency roadside assistance

Coupons for additional savings

To find out about these special program benefits, go to www.neamb.com.

HCEA SPONSORED 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

Mike.Markowitz@acsiapartners.com



Know Your Contract

8.7 Planning Periods. Teachers in secondary schools shall receive not less than 225 minutes of unassigned planning time on a weekly basis and shall be scheduled for one unassigned planning period per day of not less than forty-five (45) consecutive minutes. Neither this provision, nor 8.8 below will apply during times when the normal school schedule must be adjusted during emergencies; or in cases when an individual teacher has requested in writing to teach more than the usual number of periods for teachers in that subject in that school, or in the case of a teacher who volunteers for other school activities during the scheduled unassigned planning period.

8.8 The unassigned planning time provided on a weekly basis for elementary teachers shall not be less than 225 minutes. Classroom and special education teachers in elementary schools shall be scheduled for unassigned planning time during the regular day for students in increments of not less than forty five (45) consecutive minutes per day. All other elementary teachers shall be scheduled for unassigned planning time during the duty day in increments not less than forty five (45) consecutive minutes per day.

Evaluation Conferences and other meetings should not be occur during minimum unassigned planning time.

If you have questions about the Planning Time or the Grievance Process contact the HCEA office 410 838-0800.



Chrystie Crawford-Smick

Independent Consultant

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



Grants Available

for High School Athletics

*For more information please
visit*

www.CalCasAthleticsGrant.com

Sign

the petition to

Give All Students

a 30 Minute

Lunch

**Do you own a
business?**

**Do have an event to
advertise?**

**Do own rental
properties?**

**Do you have something
to sell?**

Advertise With HCEA

Impact Ad Rates

**Member, retired mem-
ber, or vendor or busi-
ness providing a dis-
count to HCEA mem-
bers ¼ page = \$40, ½
page = \$80**

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



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