



IMPACT

September 2017



From the President...

I hope everyone's school year is off to a good start. Things have been very busy. HCEA has filed several grievances and anticipates more regarding our planning, salary language and other outstanding issues with HCPS. **We need you help.** If you do not receive **45 consecutive minutes of unassigned planning time**, contact HCEA immediately. All teachers must have a minimum of **45 consecutive minutes of unassigned planning time** every day. Unassigned means that you are free to work on tasks to prepare for instruction as you see fit. If other aspects of our Negotiated Agreement are violated, contact HCEA immediately. Elementary teachers must receive **70 consecutive minutes of individual planning time on early dismissal days**. We have contract language which protects you against retaliation. **No HCEA member who has filed a grievance has ever experienced retaliation.** HCEA will not tolerate any type of retaliation against members who file grievances.

Everyone should be receiving a salary letter in October. It should be uploaded to your Lawson account. Please check all the information to verify that it is accurate. Please also check your pay stub, to verify that you are receiving the correct pay. HCEA can assist in getting errors corrected.

On October 12th, I will be testifying before the Kirwin Commission about school funding. This year the Maryland State Legislature will be revisiting the school funding formulas. We must be vigilant. We must advocate for the funding our schools need and our students deserve. For a decade, HCPS has been saddled with unfavorable state funding. This is our opportunity for change. We must advocate for an appropriate funding formula which does not leave us behind other districts. We must advocate for equitable funding for our neediest children in our at-risk communities. We must advocate for community schools which provide wrap-around services to the families in our at-risk neighborhoods. While Harford County is not the poorest county in the state, we are far from the richest. Areas of concentrated poverty lag behind areas of greater affluence. Without increased funding, services and resources, we will never close the achievement gap.

We need every teacher, counselor, social worker, school psychologist, physical therapist, media specialist, speech pathologist, audiologist, teacher mentor, behavioral specialist and occupational therapist to join us in this fight. If you are not already a member, join now. If you are already an HCEA member, get involved. We need your help to build a future. We need your help to protect our profession. We need your help to create schools where teachers are empowered and children are given the best opportunities to learn.

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

HCEA Board of Directors

President:

Ryan Burbey

rburbey@mseanea.org

Vice President:

Christie Crawford-Smick

North Harford High School

Secretary/Treasurer:

Vacant

Members at Large:

Elementary

Ollie Danage

Red Pump Elementary School

Brenda Hinton

Hall's Crossroads Elementary School

Colleen Walker-Good

Deerfield Elementary School

Middle School

Colleen Kaplan

Edgewood Middle School

Mike Curry

North Harford 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

MSEA UniServ

Director:

Larry Ginsburg

lginsburg@mseanea.org

Office Manager:

Nitza Harris

nharris@mseanea.org

HCEA

2107 Laurel Bush Road

Suite 201

Bel Air, MD 21015

Phone: (410) 838-0800



KEEPING OUR PROMISE
So you can focus on what matters



NEA® Auto and Home Insurance Program

 in partnership with

1.888.569.0071
CalCas.com/mharris

Upcoming Events

- 9/25 Harford County Board of Education**
6:30 PM A.A. Roberty Building
102 South Hickory Avenue
Bel Air, MD 21014
- 9/13 HCEA Board of Directors Meeting**
- 9/28 HCEA Representative Assembly**
4:45 C. Milton Wright High School
1301 Fountain Green Rd.
Bel Air, MD 21015
- 10/2 Building Rep Training**
Greene Turtle Bel Air (4:30 PM – 7:00)
- 10/11 HCEA Board of Directors Meeting**
- 10/19 3 Hour Early Dismissal**
- 10/20 & 10/21 MSEA Convention**
Roland E. Powell Convention Center
4001 Coastal Highway
Ocean City, Maryland 21842
- 10/26 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**
(If all inclement weather make up days are used)

SPARKS

Spark a Change in the World

SPARKS is an HCEA professional development training for teachers who have ten or fewer years' experience in Harford County Public Schools, little to no experience within the Association, and show leadership potential.

What is the Purpose?

- To make a positive connection with newer members
- To provide an opportunity for newer members to network with other members
- To provide information on desired topics chosen by participants
- To enlighten new teachers with knowledge that will protect them and their job

Process of Selection

- Through leadership and Association Representatives, members with ten or fewer years' experience are recommended for the training.
- Next, invitations will be sent out to invite participants to the training.
- For those who respond, a survey of interests is sent out to design the training around relevant topics of interest.

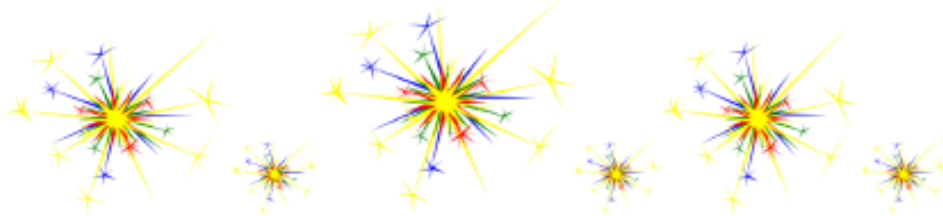
How is this Professional Development Training Different?

- Attendees teach each other.
- Leaders create a very relaxed and social environment where it's free to ask many questions.
- We keep in touch with attendees after SPARKS is over. We remind them that we are here to support them. We encourage them to participate in Association activities and ask them to engage other members.

What do Attendees enjoy about the SPARKS Program?

- We honor them. We spoil them and listen to them. We create a safe environment to share issues and concerns. Universally, SPARKS attendees are thrilled to find out they are, "Not the only one."
- SPARKS develop a personal connection to leadership and staff.
- SPARKS gain valuable knowledge on issues of interest, professional concerns and the Association.

Please email Ryan Burbey rburbey@mseanea.org if you are interested.



What do HCEA Dues Really Cost?



Starbucks = \$2.45/cup

Dunkin Donuts = \$2.09/cup

7 Eleven = \$1.59/cup

McDonald's = \$1.49/cup

HCEA dues=\$1.76/DAY

HCEA provides members:

- Advocacy for your wages, benefits & working conditions
- Contract enforcement that protects your rights on the job
- State and national publications for educators
- State and national legislative advocacy
- Professional development workshops, training & resources
- Representation in work related issues & conflicts
- Free legal services for on-the-job issues & conflicts
- Discounted legal services for personal matters
- Group buying discounts & benefits

Aren't your livelihood, job-security, profession & well-being worth more than a cup of coffee?

**Preventing the School-to-Prison Pipeline:
Restorative Practices**

October 12, 2017, 6:30-8:30 PM
Harford Community College
Darlington Hall, Room 202

Speakers:
Dr. Gail Sunderman, Director of the Maryland Equity Project, University of Maryland
Robin McNair, Restorative Justice Practices Trainer and Consultant, and Owner of *The Restorative Classroom, LLC*
Laurie Namey, Supervisor of Equity and Cultural Proficiency, Harford County Public Schools
Cassandra Beverley, Attorney and former member of Harford County Board of Education

- Does "zero tolerance" work in our schools?
- How can we ensure safe schools while supporting student success and graduation?
- What are restorative practices and how do they help?

TWW Harford County Upper Chesapeake
TOGETHER WE WILL <https://togetherharford.org/>

HARFORD COMMUNITY COLLEGE
<http://www.harford.edu/>

HCEA Membership Committee Update:

The HCEA Membership Committee convened in July and August to plan a variety of activities for HCEA members this year. We created our yearlong calendar, with monthly events including building representative trainings, the SPARKS program at the MSEA Convention, a legal Q & A session with MSEA counsel, the bus trip to NYC, a happy hour for new teachers, a yoga class at YogaCentric, our event at Boordy Vineyards, an Orioles game on MSEA night, and our Building Representative Celebration. We began to contact and coordinate with the various organizations and people associated with these events. A calendar with specific dates, times, and locations will be coming soon. We also discussed our recruitment plan for New Teacher Orientation and collated folders and created materials for our potential new members. The Membership Committee is looking forward to a great year with HCEA!

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.

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 Events 2017-2018

September 26, 2017: Building Rep Training for HCEA & HCESC @ Greene Turtle Aberdeen (4:30 PM – 7:00)

October 2, 2017: Building Rep Training for HCEA & HCESC @ Greene Turtle Bel Air (4:30 PM – 7:00)

October 19-21, 2017: MSEA Convention & SPARKS in Ocean City

November 13, 2017: Legal Q & A w/ MSEA Counsel @ Black Eyed Suzie's in Bel Air (5:00 PM – 7:00)

December 2, 2017: NYC Bus Trip

January 2018: New Teacher Social (4:00 PM – 7:00)

February 2, 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)

Please visit www.HarfordCEA.org and **Harford Students Count on Us** on Facebook for more information.

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.

EARLY DISMISSAL SCHEDULE 2017-2018

September 2017	October 2017	November 2017	December 2017
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9
10	10	10	10
11	11	11	11
12	12	12	12
13	13	13	13
14	14	14	14
15	15	15	15
16	16	16	16
17	17	17	17
18	18	18	18
19	19	19	19
20	20	20	20
21	21	21	21
22	22	22	22
23	23	23	23
24	24	24	24
25	25	25	25
26	26	26	26
27	27	27	27
28	28	28	28
29	29	29	29
30	30	30	30
31	31	31	31

ALL Schools Dismissed 3-hours Early

PRE-K SCHEDULE FOR EARLY DISMISSAL DAYS

	A.M. Session	P.M. Session
Tier 3 Schools	9:00 a.m. - 10:15 a.m.	11:15 a.m. - 12:30 p.m.
Tier 4 Schools	9:30 a.m. - 10:45 a.m.	11:45 a.m. - 1:00 p.m.



www.hcps.org

Know Your Contract

ARTICLE XIX

Probation, Tenure and Evaluation

19.3 Administrators and/or supervisors shall hold formal evaluation conferences each semester with all teachers in their first and second year in Harford County. At that time, if appropriate, the teacher shall be advised by the principal that the principal will recommend that the teacher not be retained in the system.

19.4 **Teacher Evaluations.** Under normal circumstances, the teacher will be notified by September 30th of each year of the upcoming annual evaluation. Lack of this notification however will not prevent the evaluation process from proceeding as required by regulation.

When teachers are observed, they shall be provided written feedback before any future observations are conducted.

A written statement of evaluation will be prepared and reviewed with the teacher within a reasonable time after each formal evaluation conference. In the event that the teacher feels his or her evaluation is incomplete or unjust, he or she will append an addendum giving his or her point of view. The evaluation is, however, to be signed by the teacher; this signature means only that the teacher read the evaluation. A copy of this evaluation and addendum shall be filed in the school office, a copy shall be placed in the evaluation file in the Human Resources Department and a copy shall be given to the teacher.

19.5 Probationary teachers who will not be retained will receive notice in writing before May 1. For individuals employed on or after January 1 the notification date shall be not later than sixty (60) days prior to the anniversary date of employment of the first year or second year or not later than sixty (60) days prior to the third anniversary date of employment.

19.6 **Tenured Teachers.** Tenured teachers will receive formal evaluation conferences at least by the end of their fifth year in Harford County and at the minimum rate of once every five (5) years thereafter. All observations of a classroom performance shall be conducted openly.

19.7 Principals and/or supervisors shall hold the formal evaluation conferences. After the conferences, a written statement of evaluation will be prepared and reviewed with the teacher within a reasonable time. Any material presented at the conference which was not previously known to the teacher shall be reviewed by the principal and the teacher before it may be entered into the written evaluation.

19.8 In the event that the teacher feels his or her evaluation is incomplete or unjust, he or she will append an addendum giving his or her point of view. The evaluation is, however, to be signed by the teacher. This signature does not indicate approval. A copy of this evaluation and addendum shall be placed in the evaluation file in the Human Resources Department and a copy shall be given to the teacher.

Questions?

Contact HCEA (410) 838-0800

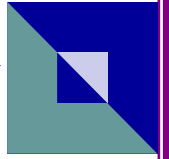
HCEA SPONSORED LONG-TERM CARE INSURANCE

- 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



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**

2288 Pulaski Highway Suite A & B
North East, MD 21901

410-287-3629 (o) 410-642-0000 ©

<http://public.remax.net/public/pages/AffiliateProfile.aspx?rows=0&usrprof=240F4D D5-03DE-4324-834F-5960DD3D1AD0&resultindex=-1>

*thirty-one*TM
independent
consultant

Dene' Flack
410-456-5830
Flwrsbydene@aol.com
www.mythirtyone.com/225246

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!

AVON by Jen Howard

Contact me for all your Avon needs!
This is not your grandmother's Avon.



For a catalog email: jenhowardavon@gmail.com
Or, visit my online store:

<https://jenhoward.avonrepresentative.com/>

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



Tiffany Higgins

Signature Nail Design In Minutes
thiggsjamiculture@gmail.com
thiggs.jamberrynails.com
443-619-7811

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!



Inclusion in HCEA IMPACT or Gateway does not express or imply endorsement by HCEA or HCEA responsibility for price or quality. HCEA assumes no liability for nor makes any warranty as the condition of any article advertised in HCEA IMPACT or Gateway. Priority is given to HCEA members.