



### *From the President...*

HCEA is calling on all our members to speak out at the upcoming HCPS Budget Meetings. We are asking HCEA members to advocate for several priority issues in addition to funding our contract as part of our **2018 Do Your Part Campaign**. **The Harford County Board of Education will vote on the superintendent's proposed budget on February 12th. Please attend and speak out.**

The oral argument date for the Janus vs. AFSCME Supreme Court case has been set for February 26, 2018. NEA has been coordinating with AFSCME, other public sector unions, and numerous allies, just as they coordinated with us on the Friedrichs case. To support our collective efforts and interest, we are asking all HCEA members to participate in the [Working People's Day of Action on February 24, 2018](#). [Click here](#) for the detailed memo from Lily Eskelsen-Garcia, NEA president.

The 2018 Maryland General Assembly Legislative Session has begun and already members of the Harford County Delegation have signed on to co-sponsor legislation which will hurt teachers, students and schools. Delegate Rick Impallaria is co-sponsoring "Right to Work" legislation. If [HB 264](#) were enacted it would severely hamper our ability to organize and represent our members. [Please email Delegate Impallaria](#) urging him to withdraw his support for this harmful legislation. Delegate Andrew Cassilly, Delegate Teresa Reilly, Delegate Glen Glass, Delegate Rick Impallaria, Delegate Susan McComas, Delegate Pat McDonough, Delegate Kathy Szeliga, Senator Robert Cassilly and Senator J. B. Jennings have all signed on to sponsor legislation initiated by Governor Hogan erroneously dubbed the Protect Our Students Act of 2018 ([HB0351/SBO301](#)). This deceptive legislation will roll back many of the important protections we worked so hard to enact last year with the Protect Our Schools Act. It will increase the weight "Academic Indicators" play in school performance evaluation to 80%. This would represent a return to the test and punish regime of No Child Left Behind. This legislation will ultimately result in more testing, more ineffectual remediation classes, as well as, fewer arts, humanities, physical education and elective classes. It will increase the burden of standardized tests upon our students and our schools. Most importantly, it will open the door to private charter take-overs of our public schools and will prevent schools from addressing the needs of our most needy students by reducing their complicated lives to test scores, graduation rates and grades. We cannot allow devastating legislation like this to pass. Email all the members of

the Harford County Delegation who co-sponsored this terrible and short sighted legislation demanding they withdraw their support.

Andrew.Cassilly@house.state.md.us  
glen.glass@house.state.md.us  
rick.impallaria@house.state.md.us  
susan.mccomas@house.state.md.us  
Teresa.Reilly@house.state.md.us  
kathy.szeliga@house.state.md.us  
Bob.Cassilly@senate.state.md.us  
jb.jennings@senate.state.md.us

This legislation was introduced without the input of educators, solely to support Governor Hogan's anti-union privatization agenda. We must tell our legislators in the most strident terms that we will not tolerate this kind of attack on our teachers, our students and our public schools.

In conjunction with MSEA, we will once again hold a week of action in March. This will culminate on **March 19** with a **Rally in Annapolis**. Please mark your calendars and plan to attend.

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

### HCEA Board of Directors

#### President:

**Ryan Burbey**  
[rburbey@mseanea.org](mailto:rburbey@mseanea.org)

#### Vice President:

**Christie Crawford-Smick**  
North Harford High School

#### Secretary/Treasurer:

**Jennifer Sokolis**  
Bel Air High School

#### 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](mailto:dbesseck@mseanea.org)  
**MSEA UniServ**  
Director:  
**Larry Ginsburg**  
[lginsburg@mseanea.org](mailto:lginsburg@mseanea.org)

Office Manager:  
**Nitza Harris**  
[nharris@mseanea.org](mailto:nharris@mseanea.org)

### HCEA

2107 Laurel Bush Road  
Suite 201  
Bel Air, MD 21015  
Phone: (410) 838-0800

## Upcoming Events

### 1/29-2/23 HCEA & MSEA

#### Elections

1/29, 2/12 Harford County  
& 2/26 Board of Education  
6:30 PM A.A. Roberty Building  
102 South Hickory Avenue  
Bel Air, MD 21014

2/14 & 15 HCEA Board of Directors Meeting

2/16 **3 Hour Early Dismissal**

2/15 **HCEA Representative Assembly**  
4:45 C. Milton Wright High School  
1301 Fountain Green Rd.  
Bel Air, MD 21015

2/8 **Building Representative Training**  
4:30 PM – 7:00  
**Black Eyed Suzie's**

2/17 Filing Deadline for 2018 MD Elections

2/24 **Working People's Day of Action**

3/19 **Rally in Annapolis**  
6/20 Scheduled Last Work Day for Teachers



**IMPLICIT BIAS, IT'S ALL AROUND US**

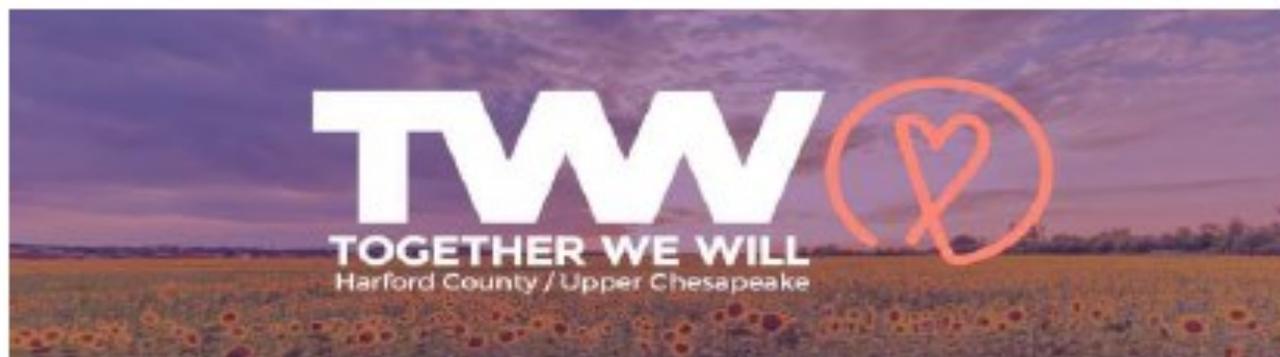
**JAN 31, 2018**

**6:30 PM TO 8:30 PM**

**2515 CHURCHVILLE RD, CHURCHVILLE (UNITARIAN CHURCH)**

**ADMISSION IS FREE**

Cheri Wilson, MA, MHS, CPHQ Diversity and Inclusion, Cultural and Linguistic Competence, and Health Equity Subject Matter Expert will help us understand implicit bias and how to recognize it in our day to day lives.



**[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.](#)**

## 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**

## 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?**



## HCEA Elections 2017-2018

HCEA Members Will Elect:

- HCEA Treasurer/Secretary
- HCEA Board of Directors
- High School Member at Large (1)
- Elementary School Member at Large (1)
- Delegates to the 2018 NEA RA
- Delegates to the 2018 MSEA RA

Elections will coincide with MSEA elections online

**Voting begins on January 29, 2018**

**Voting ends February 23, 2018**



## MSEA Elections 2017-2018

MSEA Members Will Elect:

- MSEA President
- MSEA Vice President
- NEA Director (1)
- MSEA Board of Directors (4)
- State Delegates to the NEA RA
- Retired Delegates to the NEA RA
- RAC

**Voting begins on January 29, 2018**

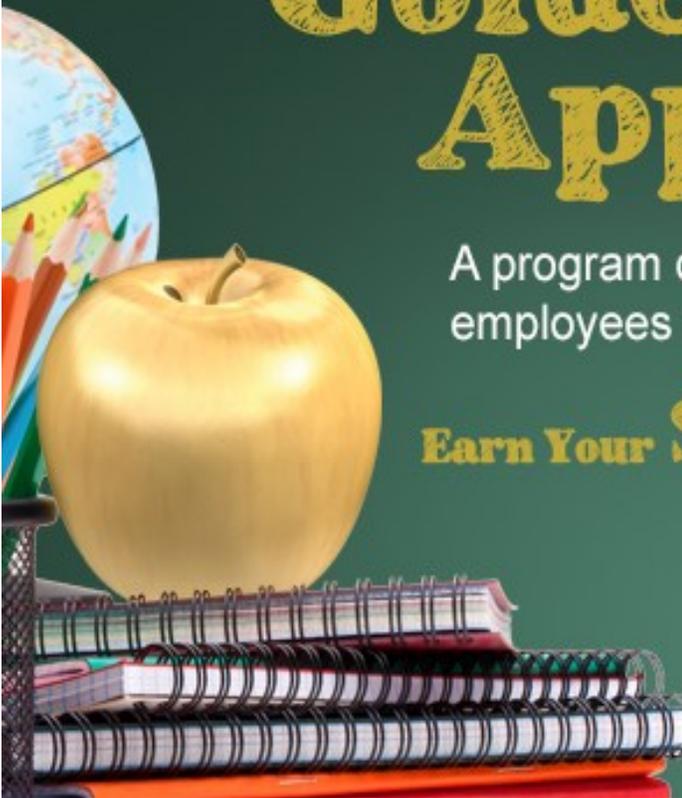
**Voting ends February 23, 2018**

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

**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.





# 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](http://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.

## Up-coming HCEA Events 2017-2018

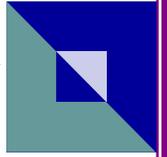
**February 8, 2018: Building Rep Training for HCEA & HCESC @ Black Eyed Suzie's Bel Air (4:30 PM – 7:00; SNOW DATE: 2/22)**

**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)**



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

## Chrystie Crawford-Smick

Independent Consultant

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



## Kenneth Hutchinson, Associate RE/MAX VSION

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



**Dene' Flack**

410-456-5830

Flwrsbydene@aol.com

[www.mythirtyone.com/225246](http://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

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**Tiffany Higgins**

Signature Nail Design In Minutes  
[thiggsjamicro@gmail.com](mailto:thiggsjamicro@gmail.com)  
[thiggs.jamberrynails.com](http://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](mailto:ravenjt42@netscape.net) or  
**Jason Taylor - Officiant**

**I look forward to celebrating your day!**



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