



Harford County Education Association



IMPACT

October 2020

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ccrawford-smick@mseanea.org

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North Harford Middle School

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North Harford High School

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ESP At-Large

Bridget Crenshaw
North Harford High School

HCEA Staff:

UniServ Director:

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ejones@mseanea.org
410-353-9692

UniServ Director:

Larry Ginsburg
lginsburg@mseanea.org
443-766-9952

Office Manager:

Lisa Cover
lcover@mseanea.org

HCEA

2107 Laurel Bush Road
Suite 201
Bel Air, MD 21015

We have been working to obtain answers to our ever growing list of questions. We will continue to keep our members updated. Thank you for all you do for our students and our profession. Stand strong with HCEA.

Q. What is the status of the MOU?

A. The current MOU is still valid. We are VERY close to reaching an agreement with HCPS. We hope to come to an agreement on the last few language items this week. Our advocacy is paying off, we are one of the only districts in the state to have an MOU, let alone be close to agreeing to a second. Although the last very weeks have been turbulent, we are pleased that Dr. Bulson sees the value in this type of agreement.

Q. What do I do if I have a medical condition that causes me to cough, etc.?

A. This is something we were able to address for a few members recently but HCPS just include the information in the 411 this week. If you have a medical condition that has symptoms that mirror COVID-19, obtain baseline documentation from your health care provider. This will prevent you from being sent home if your symptoms are inline with the baseline your physician has documented. Please contact Kathleen.Dehoff@hcps.org for more info.

Q. What should I do if only one student comes to class?

A. We have been trying to adequately address this situation for numerous weeks. The initial guidance HCPS provided was to have the student sit near the door and leave the classroom door open. This might work in a pinch, but we find that to be an unacceptable protocol. We have since been notified that elementary would be adjusting cohorts to prevent this from happening. In secondary schools we were told each school is creating their own solution. Our advice is to call the office any time this happens and request to have another adult in the room.

Q. My ADA request was denied and I was given an ultimatum. If I report to work or take leave can I continue to fight this?

A. YES! If you have applied for ADA accommodations, please do not give up on your right to appeal. Even if you choose to report to work or take leave, contact your UniServ Director (refer to page 7). If you are still considering applying for ADA accommodations, also contact your UD.

Q. Will teachers have to do SLO's this year?

A. We were disappointed to learn that the State Board of Education is not planning to waive the student growth measure of the evaluation system this year. Therefore, educators will need to complete SLO's. We are working with HCPS to come to an agreement to lessen the burden of the Teacher Evaluation System for all parties. We have had 2 meetings thus far and have our 3rd meeting on October 14th.

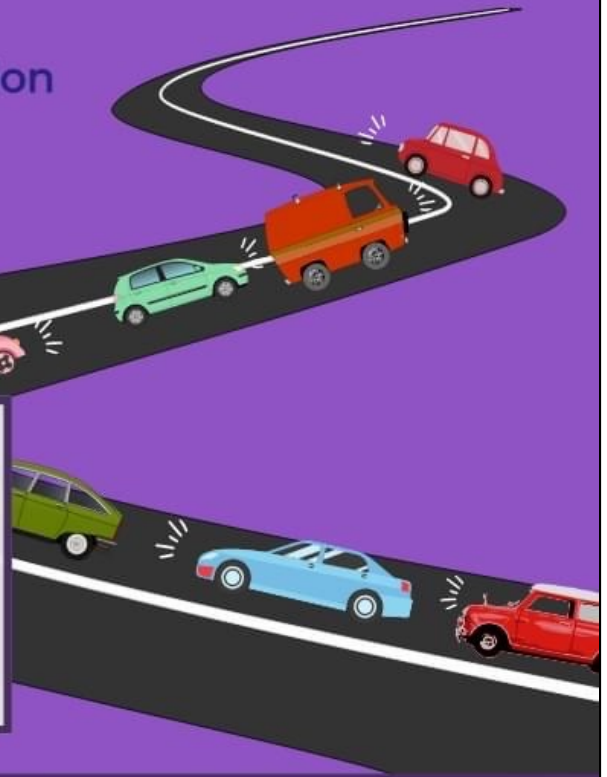


Harford County Education Association

RESPECT RALLY

WE ARE DEMANDING

1. Realistic **WORKLOAD** expectations
2. Clear and consistent **COMMUNICATION**
3. **RESPECT** as professionals
4. **TRANSPARENCY** about covid cases



rsvp:

<http://bit.ly/HCEArespect>

October 12, 2020

Meet at Bel Air High School at 5:30.

Decorate your car with window markers and posters and make sure that horn is working!

To ensure safety and social distancing, please stay in your car.

Electronic Membership Application

EVERYONE SHOULD BECOME AN HCEA MEMBER!

Encourage the non-members in your building to join HCEA so they have a voice in the decisions that are made that impact your profession. In this uncertain time now more than ever people need to be a member of HCEA.

Remind them that dues deduction will not begin until November 2020.

We are #StrongerTogether!

Use this link to join: <https://www.mynea360.org/s/join-now>

Our Negotiations Teams Need Your Feedback!

We are in the planning phases for next year. Both units (certificated and non-certificated) will have OPEN contracts next year. We are asking for your feedback!

Aside from IMPROVING SALARIES & MAINTAINING QUALITY HEALTH BENEFITS, what would you like us to work to achieve?

We have a lengthy list of language items HCEA would like to change, your feedback is important. We appreciate your time!

<https://forms.gle/UK9DezkrXbfUCJUj6>

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



HCEA MEMBERS:

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!



BERMAN | SOBIN | GROSS
FELDMAN & DARBY LLP
Attorneys at Law

www.bermandarby.com

HCEA has filed 4 class grievances on your behalf!

1. **Professional Development**– The required Learning PD took many much longer than the 6 hours you were paid. Continue to send us your affidavits.
2. **Health and Safety**– There are a variety of health and safety concerns that members have asked us to grieve.
3. **Elementary Workload**– Elementary workload is excessive and the expectations continue to change. Please continue to send us your affidavits.
4. **Secondary Workload**– Overall expectations are unreasonable. We are still collecting affidavits.

PD Affidavits go to Larry at lginsburg@mseanea.org

Workload Affidavits go to Liz at ejones@mseanea.org

We will keep our members posted on the status of all of these grievances. If you are interested in testifying at any of the grievance hearings please contact the assigned UniServ Director.

As a teacher, You're Golden

Golden Apple Program

Designed for Harford County
School Employees

Take advantage of the Golden Apple Program, and become eligible to receive*:

- \$50 to \$100 for opening a Checking account with Direct Deposit¹
- \$50 for E-Statements²
- \$50 for a Visa[®] Credit Card Enrollment³
- 1% rebate on balance transfers to a Freedom Visa[®] Platinum Rewards credit card
- And NO minimum deposit requirement

Additional benefits for HCEA Members:

- Free Printed Checks
- Summer Skip-A-Pay⁴ Loan Option
- Summer Savings Program
- Annual \$1,000 Continuing Education Scholarship Eligibility

Call 410-952-3374 for more details.



Harford County's Better Way to Bank

800-440-4120 ★ www.freedomfou.org

* Offer subject to change without notice.

¹ \$100 cash bonus for new Checking with Direct Deposit of at least \$500 per paycheck, or \$50 cash bonus for new Checking and Direct Deposit of at least \$100 per paycheck. Each must be activated within 90 days of enrollment. Checking account must remain open with active direct deposits for at least 90 days. Members must also perform at least 10 point-of-sale debit/credit card purchase transactions per calendar month to qualify.

² \$50 incentive for enrollment in Freedom's e-statements within 60 days of account opening.

³ \$50 incentive for a new approved Freedom Visa[®] credit card application within 60 days of account opening. Credit is extended to qualified applicants.

⁴ Skip your loan payment(s) twice a year, based on eligibility. Not valid on mortgages, home equity lines/loans and credit card. All requests are subject to approval.

Bank better at Freedom.



Federally insured by NCUA



HCEA Member Benefits

As a member of HCEA you can participate in the following Aflac Benefits:

Accident - This policy pays cash for treatments related to any accident you have **on or off the job**. \$60 Wellness benefit!

Hospital Choice - This policy has choices and pays if you are admitted to the hospital, plus add benefits if you need surgery or a diagnostic test, doctor visits, daily hospitalization, and more - for either a sickness, or an injury. **Great for pregnancies!**

NEW! - Cancer Protection Assurance – This policy gives you a lump-sum payout of 4K or 6K for an initial diagnosis of an internal cancer plus benefits for cancer surgeries, treatments, hospital stays, and more. A \$75 or \$100 Wellness benefit! **Children are covered for FREE!**

Critical Care & Recovery – This policy pays benefits for 10 major events (ie) heart attack & stroke.

Short Term Disability – For sickness or off the job accidents. **Great for Maternity!** Pre-existing conditions have a 1 year waiting period. Coverage up to age 75.

For more information or to sign up, contact our Aflac representative, Don Rajala at 410-964-5530 or donald_rajala@us.aflac.com.

Policies pay benefits to YOU and pay regardless of other insurances! All policies are portable and are payroll deducted.

Growing Elementary Workload Concerns

We have heard from MANY elementary teachers regarding their impossible workload and your every changing expectations. Our grievance has been filed, but we are asking you to share your story.

HCPS leadership NEEDS to hear from you.

Sean.Bulson@hcps.org

Renee.VillaReal@hcps.org

Susan.Brown@hcps.org

Include Chrystie on your email ccrawford-smick@mseanea.org.

If you would prefer to remain anonymous, please email your letter to Chrystie.



AMERICAN COLLEGE of EDUCATION

Let's talk about cost.

M.Ed. Programs Under

\$9,500

Doctoral Programs Under

\$24,000

All current Harford County Public Schools employees can take advantage of the **Harford County Public Schools Partnership Grant** to receive a discount when you enroll.

Learn more at <http://ace.edu/harfordcountypublicschools>

Applications for the **November 9 term** are due on November 6

For information contact
Melissa Hill
Melissa.Hill@ace.edu

Explore our programs and the student experience at

ace.edu

Are you taking advantage NEA Member Benefits?

Banking & Lending

Credit Cards
Personal Loans
Savings, CD & Money Market Accounts
Home Loans
Student Loans

[Student Loan Forgiveness & Refinancing](#)

Investing & Retirement

Retirement Accounts

Insurance

[Up to 150 k in Complimentary Life Insurance](#)

Life, Accidental Death & Dismemberment
Dental & Vision
Medicare Supplement
Hospital, Disability & Long-Term Care
Auto & Home Coverage
Specialty Vehicle
Pet Health

Everyday Savings

NEW! Limited-Time Offers
Online Shopping
Tax Preparation
Flowers & Gourmet Gifts
Warehouse Club Membership
Cell Phone Service
Magazine Subscriptions
Hearing Aid Program

Home & Auto

Appliances Discount
Heating Oil Program
Auto Buying

Travel

Vacations & Tours
Car Rental
Hotel Discounts

www.neamb.com

Check it out!
The logo features the letters 'nea' in a large, blue, stylized font. To the right of 'nea', the words 'Member Benefits' are written in a smaller, blue, sans-serif font. A small NEA logo is positioned above the letter 'a' in 'nea'.

Would your school like to have an HCEA meeting via Zoom?

These meetings are designed to keep our members informed and give you a time to ask questions. We also try to have a little fun!

If you are interested contact Liz at ejones@mseanea.org

Results of the Re-Open Member Surveys

[Certificated Survey](#)

[ESP Survey](#)

HCEA IMPACT OCTOBER 2020

NEED HELP??? Do you know who to contact?

Larry Ginsburg	Liz Jones
<ol style="list-style-type: none"> 1. Bel Air High School 2. Bel Air Elementary School 3. Bel Air Middle School 4. Emmorton Elementary School 5. Homestead/Wakefield Elementary School 6. Fallston High School 7. Fallston Middle School 8. Forest Hill Elementary School 9. Forest Lakes Elementary School 10. Harford Glen 11. Hickory Elementary School 12. Jarrettsville Elementary School 13. Joppatowne High School 14. Joppatowne Elementary School 15. Magnolia Elementary School 16. Magnolia Middle School 17. Riverside Elementary School 18. North Harford High School 19. Dublin Elementary 20. Norrisville Elementary School 21. North Bend Elementary School 22. North Harford Elementary School 23. North Harford Middle School 24. Red Pump Elementary School 25. Youths Benefit Elementary School 26. Darlington Elementary School 27. Central Office 	<ol style="list-style-type: none"> 1. Aberdeen High School 2. Aberdeen Middle School 3. Abingdon Elementary School 4. Alternative Education Center 5. Bakerfield Elementary School 6. Church Creek Elementary School 7. George D. Lisby Elementary 8. Halls Cross Roads Elementary School 9. Roye-Williams Elementary School 10. C Milton Wright High School 11. Fountain Green Elementary School 12. Churchville Elementary School 13. Prospect Mill Elementary School 14. Southampton Middle School 15. Edgewood High School 16. Edgewood Elementary School 17. Edgewood Middle School 18. Deerfield Elementary School 19. William Paca/Old Post Road Elementary School 20. Patterson Mill High School 21. Patterson Mill Middle School 22. William S. James Elementary School 23. Ring Factory Elementary School 24. Havre de Grace High School 25. Havre de Grace Middle School 26. Meadowvale Elementary School 27. Havre de Grace Elementary School 28. John Archer School 29. Harford Technical High School

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!

thirty-one[™]
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 HCEA employees who book a party with me!



Kenneth Hutchinson, Associate
 RE/MAX VISION
 2288 Pulaski Highway Suite A & B
 North East, MD 21901

410-287-3629 (o) 410-642-0000 (c)

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Priority is given to HCEA members.