



Harford County Education Association



# IMPACT

**November 2020**

## HCEA Board of Directors

### President:

**Chrystie Crawford-Smick**  
ccrawford-smick@mseane.org

### Vice President:

**Mike Curry**  
North Harford Middle School

### ESP Vice President:

**Victoria Bridges**  
North Harford High School

### Secretary

**Leigh Bondrole**  
Edgewood High School

### Treasurer:

**Colleen Kaplan**  
Edgewood Middle School

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**Crystal Rufenacht**  
Church Creek Elementary School

### Cert. Middle School

**Doug Rudd**  
Bel Air Middle School

### Cert. High School

**Jason Brooks**  
Bel Air High School

### Cert. At-Large

**Robert Tucker**  
Edgewood High School

### ESP At-Large

**Josie Cosgrove**  
William S James Elementary School

### ESP At-Large

**Bridget Crenshaw**  
North Harford High School

### HCEA Staff:

#### UniServ Director:

**Liz Jones**  
ejones@mseane.org  
410-353-9692

#### UniServ Director:

**Larry Ginsburg**  
lginsburg@mseane.org  
443-766-9952

#### Office Manager:

**Lisa Cover**  
lcover@mseane.org

## HCEA

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

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 version of the MOU can be found [HERE](#). HCEA is meeting with HCPS leadership every two weeks to review the MOU; we appreciate the collaboration as many of you know this is a new and refreshing phenomenon. We met to address the inconsistent information employees receive when sent home due to possible exposure or symptoms and other communication inconsistencies. HCEA has requested a letter/datasheet for staff outlining the process to ensure consistency in processes and procedures.**

### Q. Why does the MOU only include 3 telework days?

**A. HCPS is only willing to provide this option for 3 days (which we feel is completely arbitrary and could potentially encourage people not to report symptoms). We also need to point out that they are not extending this benefit to ESP's despite our best efforts to fight against this. HCPS held strong that this benefit was only being offered to teachers for continuity of instruction. We fought to increase the number of days and extend the benefit to ESPs. We will continue to advocate for this benefit to be expanded. It is important to mention that if HCPS sends you home due to symptoms or possible exposure this will not impact your 3 days.**

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

**A. Yes, the state did NOT waive the student growth measure as we had hoped. Instead of creating a new way to track student growth we felt it was best to stick with a TEACHER CREATED SLO that we are familiar with. Refer to the [Evaluation MOU](#) and the [Evaluation FAQ](#) for more details regarding the Teacher Evaluation System for this year.**

### Q. What do I do if I have a chronic medical condition with symptoms that mirror COVID-19?

**A. This is something we were able to address for numerous members recently. 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](mailto:Kathleen.Dehoff@hcps.org) for more info.**

### Q. What metrics are being used by HCPS for staying in a hybrid model?

**A. HCPS is following metrics that were provided by the Harford County Health Department. Harford County is still in the moderate transmission level. If the positivity rate is above 5% AND the new case rate exceeds 15 per 100K HCPS will move into the HIGH transition level and according to their metrics that would move the district back to virtual learning. This information was presented at the 9/14/2020 BOE meeting can be found [HERE](#).**

# HCEA IMPACT NOVEMBER 2020

## GOLDEN APPLE EDUCATOR REWARDS PROGRAM

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

**\$100 BONUS** for joining<sup>1</sup>

Benefits include:

- ★ Employees receive their payroll direct deposit one (1) day early<sup>2</sup>
- ★ 3.00% APY\* on Empower Checking up to \$10,000<sup>3</sup>
- ★ Earn 2.50% APY\* with the Educator Savings Program<sup>4</sup>
- ★ Shop for supplies with a Prime Rate Educator Visa<sup>5</sup>



Additional benefits include:

- ★ Save up to 2.00% APR\* when you refinance your auto loan<sup>6</sup>
- ★ 2 FREE Skip-A-Pays are available annually on eligible loans<sup>7</sup>
- ★ Receive an average of \$1500 in cash rewards with a HomeAdvantage™ mortgage<sup>8</sup>
- ★ \$25 match on new Youth Accounts<sup>9</sup>
- ★ Eligible for \$4,000 in Golden Apple Educator Awards

Speak with a representative or visit us online for complete details about this opportunity.

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\*APR = Annual Percentage Rate. APY = Annual Percentage Yield. <sup>1</sup> Offer available to new or existing members who add checking and a direct deposit of at least \$50 per pay period. Direct deposit must be received within 90 days of account opening. Bonus funds will be credited the first of the month following qualification and must stay in the account for 90 days. Offer expires 90 days after account opening if all qualifications are not met. <sup>2</sup> HCEA only. <sup>3</sup> Eligible members will earn 3.00% Annual Percentage Yield (APY) on balances up to \$10,000 and 0.25% APY on balances of \$10,000.01 and higher if they opt-in to electronic statements, and complete a minimum of 15 qualifying Point-Of-Sale (POS) purchase transactions per month using their Freedom Federal Credit Union debit card. Balances that do not meet the account requirements for a given month will earn 0.05% APY. No minimum balance requirements. No minimum to open account. No monthly maintenance fees or penalties. Fees may reduce earnings on accounts. To qualify, debit card transactions must process, post, and clear within the calendar month. Debit card transactions may take one or more business days from the transaction date to post to an account from the date the transaction is made. Both PIN and signature POS transactions qualify. ATM transactions do not qualify. Product and rates subject to change. <sup>4</sup> Qualifying applicants will earn 2.50% APY on balances up to \$10,000 and 0.35% APY on balances of \$10,000.01 and higher. No minimum balance requirements. No minimum to open account. <sup>5</sup> Subject to credit approval. <sup>6</sup> Minimum APR 2.24% subject to meeting credit criteria. Restrictions apply. Estimated monthly payment per \$1,000 borrowed is \$17.63 for 60 months at 2.24% APR. Refinancing available only on auto loans from another financial institution. Minimum APR of 1.99% with e-statements and automated payments. <sup>7</sup> Eligible to skip your loan payment(s) twice per year for free. Not valid on mortgages, home equity lines/loans and credit card. All requests are subject to approval. Certain restrictions apply. <sup>8</sup> Program rebates are awarded by CU Realty Services to buyers and sellers who select and use a real estate agent in the HomeAdvantage™ network of approved realtors. <sup>9</sup> Match of up to \$25 on account opening deposit, paid at time of account opening, will be deposited into the savings account. Bonus must stay in the account for 90 days. All offers available to Harford and Baltimore County school employees in the public and private sector.

## 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 Negotiation Teams Need Your Feedback!

Both units (certificated and non-certificated) have OPEN contract negotiations this year. We are still asking for your feedback!

<https://forms.gle/UK9DezkrXbfUCJUj6>

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

**Our UniServ Directors are hosting regional meetings to also collect your feedback. Please be on the lookout for an email with details.**

### 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](mailto:Mike.Markowitz@acsiapartners.com)



### HCEA MEMBERS:

## Protect Yourself!

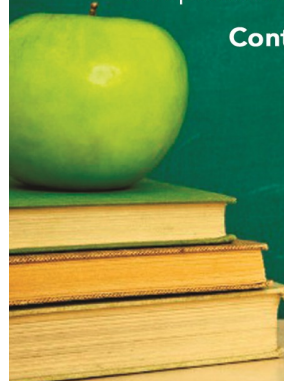
IF YOU ARE INJURED AT WORK:

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!



NEA Approved!

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

[www.bermandarby.com](http://www.bermandarby.com)



## GET INVOLVED!! RUN FOR AN OFFICE!

[HCEA nominations](#) are open and will close on November 19 during the RA. Electronic nominations will be accepted until 3:45 on 11/19/ 2020 additional nominations can be taken from the floor. Please consider running for one of the open positions:

HCEA Secretary (1 position, 3 year term)

HCEA Treasurer (1 position, 3 year term)

Certificated Middle School Director (1 position, 2 year term)

Certificated General At-Large Director (2 positions, 2 year term)

Delegates for the 2021 NEA RA (14 positions)

(HCEA will fund 2 delegates)

Delegates for the MSEA RA (42 positions)

(HCEA provides lodging, transportation and a meal per diem for MSEA delegates).

Electronic voting will take place from January 25-February 19, 2021 in conjunction with the MSEA election.

[CLICK HERE FOR THE HCEA NOMINATIONS FORM](#)

## MSEA ELECTIONS

[MSEA nominations](#) are open and will close electronically on November 22, 2020 at 5 pm.

If you are considering running as a local NEA Delegate, we also ask that you apply at the state level as well.

### [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@mseane.org](mailto:ejones@mseane.org)

## HCEA Early Career Educators Outdoor Social Event

**LOST & FOUND at Maize Quest**

November 7<sup>th</sup> from 3-6 pm

[CLICK HERE](#) to RSVP.

# HCEA IMPACT NOVEMBER 2020

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

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

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!

*thirty-one*  
 independent  
 consultant

Dene Flack  
 410-456-5830  
[Flwrsbydene@aol.com](mailto: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!



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.