



Harford County Education Association



# IMPACT

## March 2021

### HCEA Board of Directors

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ccrawford-smick@mseanea.org

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North Harford Middle School

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**ESP At-Large**

**Bridget Crenshaw**  
North Harford High School

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### From the President...

This time last year, I don't think any of us knew how stressful and challenging the next year would be. As we approach the anniversary of the day COVID changed our lives, I have reflected a lot on the past 12 months. I knew before COVID, that educators are outstanding. Harford County Public Schools comprises amazing, dedicated staff that positively impact our students' lives every day. It doesn't matter what an angry mob or a group of pandering politicians has to say, you have worked so unbelievably hard, and I am incredibly proud to represent you.

I wish we would have had clear guidance from the state all along, so instead of pivoting numerous times, we could have used the last year to reinvent public education. It's not too late; we can use our experiences and our vision for the future to shape our public schools. Maybe "normal" shouldn't be good enough. This is our chance to use our voice and expertise as educators to shape the way this district operates in the future. If you have suggestions of changes you would like HCPS to implement, please complete [THIS FORM](#).

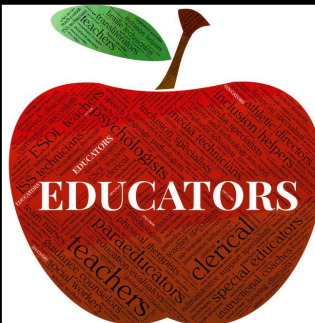
Numerous members have contacted us regarding inconsistencies in implementing the leave language in our MOU and the time allotted for vaccines. Please contact your UniServ Director if this applies to you. We may need to appeal specific situations and there are strict timelines that must be followed, please do not hesitate to contact us.

Thank you for all you do for our students and our profession. Please be sure to take care of yourself. Stand strong with HCEA.

### COVID MOU

The current version of the MOU can be found [HERE](#). HCEA is meeting with HCPS leadership **each month** to review the MOU. Any major changes will be sent to our members via email.

**Our next meeting is on 3/17/2021.**



Thank you **HCEA** members!

We are **STRONGER** together!

We are **ALL** educators!

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## WANT TO GET MORE INVOLVED IN MSEA???

MSEA Committee appointments for 2021-2023 will be made this spring. We are looking for more HCEA members to serve on MSEA committees.

TO BE CONSIDERED PLEASE COMPLETE  
[THE MSEA INTEREST FORM](#)

## WANT TO GET MORE INVOLVED IN HCEA???

Serving on a local committee is a great way to get more involved and learn more about our association without a major commitment.

Complete the [HCEA Committee Form](#).



### **Spend Summer in the Sun !**

DRD Pool Management, Inc is accepting resumes for summer job openings as Swimming Pool Field Supervisors & Swimming Pool Managers (Full or Part Time)

### **No Experience Necessary**

For more information, email David Watts at [dwatts@drdpools.com](mailto:dwatts@drdpools.com)

## Learn more about ACE and its 100% online programs

Educational Information Webinar

March 11

7 pm ET



**Melissa Hill**

Team Lead of Field Operations



Register Now 

### UPDATE FROM THE GOVERNMENT RELATIONS COMMITTEE:

The override of the Blueprint veto was a big win for the state, but we are continuing to monitor several pieces of legislation of the delegation attempting to make changes to the elected/appointed Board of Education. We are very concerned about the lack of public input and discussion about this legislation as well as multiple amendments making significant changes to the original intent. Please consider contacting your State Senator to express your concern as well. We will continue to monitor these bills.

GR is beginning to shift into Election 2022 mode. This will be a very interesting local election season. Many officials are termed out of their current positions, and the status of others are very unclear. We are working on identifying potential pro-education candidates for local positions, developing the endorsement procedure for 2022, and what our campaign efforts will look like in the COVID world. Over the next couple of months we will be reaching out for people interested in being part of the Endorsement/Support Campaigns for our endorsed candidates.

## HCEA MEMBERS OF THE MONTH

HCEA would like to acknowledge **Ms. Kathleen (Katie) Ford**, a **Vocal Music Teacher at John Archer School**, as our March Member of the Month. Ms. Ford has been nominated by several colleagues for her engaging and innovative ways of developing students' passion for music. Her students "can showcase who they truly are through music", thanks to Ms. Ford's talents. Another coworker commends Ms. Ford for being "overwhelmingly supportive of staff and school projects". We appreciate Ms. Katie Ford and everything she does on behalf of HCEA AND Harford County students!

HCEA would also like to recognize **Ms. Esperanza Nunez**, a **Paraeducator at Edgewood Middle School**, as March's Member of the Month. Ms. Nunez is commended for being extremely responsive and encouraging to **all** students. One colleague notes, "As a bilingual adult, Ms. Nunez is especially valued by our Spanish-speaking ELL students...she is comforting, protective, and understanding..." Ms. Nunez, your dedication to Edgewood Middle is noticed and appreciated, and HCEA thanks you!

**HCEA would like to give a shout-out to the following members who were also nominated for the month of March:**

*Kristen Benzon, Darlington Elementary*

*Alice Jolly Smith, Fountain Green Elementary*

*Martha Maczko, Forest Hill Elementary*

*Kindra Stevens, John Archer School*

**THANK YOU FOR YOUR DEDICATION TO HCEA AND HCPS!**

Nominate a deserving HCEA member for Member of the Month, use [this link](#).

## **MSEA'S ANNUAL IPD CONFERENCE:**

### EMBRACING HUMANITY IN EDUCATION

Join us on March 13, 2021 for MSEA's Annual IPD Conference. Attendees will be able to select breakout sessions from many topics, such as: ACEs/social emotional learning, racial justice, self-care, civic education, and digital teaching and learning.

Come discuss current topics with colleagues and learn from MSEA members and experts in the field!

**The deadline to register is March 11, 2021.**

<https://www.marylandeducators.org/mseas-annual-ipd-conference-embracing-humanity-in-education/>

# STAND WITH OUR ESP's!!

Many of ESPs have salaries below poverty level. ESPs are essential in every school and our students rely on them to succeed. HCPS commissioned a salary study in the fall, one of the key findings was that IH's, Paras and Techs are unpaid by at least 16%!

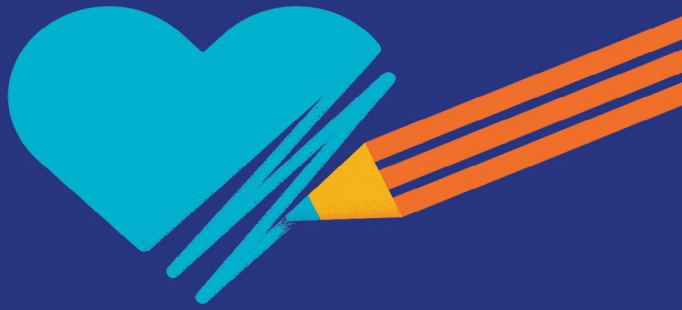
The starting salary for an Inclusion Helper in Harford County is **\$16,196**. After 30 years with HCPS their salary is only \$24,177.

The starting salary for a para educator in Harford County is **\$19,489**. After 15 years their salary is only \$29,478. After 30 years their salary is \$31,762. **If they have a bachelor's degree they are only compensated an extra \$1000!!!**

These are FULL TIME jobs, working with students who have the greatest needs. This is NOT okay! Our colleagues deserve better! Please email the Board of Education and tell them provide ESP's with a living wage.

[Contact the Board of Education](#)

**HCEA Member Benefit:**  
**Discount Hershey Park Tickets**  
Details are on the [Order Form](#)



## Academic success worth pointing out

We recognize the Harford County Education Association (HCEA) for all they've achieved. It's another brilliant example of what care can do.

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## Text Messages from HCEA

HCEA uses an app called Hustle to send our members occasional text messages. We have a small group of trained HCEA members who use this app at the direction of HCEA leadership to send reminders/important updates.

The sender cannot see your number, but they can respond to you. If you do not wish to receive these messages respond with "STOP". If you do not receive these messages and you would

like to, please contact  
lcover@mseanea.org

## 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>



<sup>1</sup>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 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 payments 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<sup>SM</sup> 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.



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<sup>SM</sup> 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.

freedomfcu.org • 800-440-4120



# HCEA IMPACT MARCH 2021

## 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!



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

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

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

Larry Ginsburg	Liz Jones
1. Bel Air High School	1. Aberdeen High School
2. Bel Air Elementary School	2. Aberdeen Middle School
3. Bel Air Middle School	3. Abingdon Elementary School
4. Emmorton Elementary School	4. Alternative Education Center
5. Homestead/Wakefield Elementary School	5. Bakerfield Elementary School
6. Fallston High School	6. Church Creek Elementary School
7. Fallston Middle School	7. George D. Lisby Elementary
8. Forest Hill Elementary School	8. Halls Cross Roads Elementary School
9. Forest Lakes Elementary School	9. Roye-Williams Elementary School
10. Harford Glen	10. C Milton Wright High School
11. Hickory Elementary School	11. Fountain Green Elementary School
12. Jarrettsville Elementary School	12. Churchville Elementary School
13. Joppatowne High School	13. Prospect Mill Elementary School
14. Joppatowne Elementary School	14. Southampton Middle School
15. Magnolia Elementary School	15. Edgewood High School
16. Magnolia Middle School	16. Edgewood Elementary School
17. Riverside Elementary School	17. Edgewood Middle School
18. North Harford High School	18. Deerfield Elementary School
19. Dublin Elementary	19. William Paca/Old Post Road Elementary School
20. Norrisville Elementary School	20. Patterson Mill High School
21. North Bend Elementary School	21. Patterson Mill Middle School
22. North Harford Elementary School	22. William S. James Elementary School
23. North Harford Middle School	23. Ring Factory Elementary School
24. Red Pump Elementary School	24. Havre de Grace High School
25. Youths Benefit Elementary School	25. Havre de Grace Middle School
26. Darlington Elementary School	26. Meadowvale Elementary School
27. Central Office	27. Havre de Grace Elementary School
	28. John Archer School
	29. Harford Technical High School

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