

Welcome!



HCEA President
Ann De Lacy

Welcome to the Howard County Public Schools! This year is going to be challenging and exciting for you.

You're going to be meeting the needs of a diverse student population this year. Your enthusiasm is going to engage them in learning. I know you're going to make a tremendous difference in the lives of students.

I'm proud of our outstanding school system and of the terrific people who work to ensure its success. I'm proud, too, of the role our Association plays to support educators and to advocate for their needs.

For students to be successful, teachers and support professionals must have the tools and resources to get the job done. HCEA works every day to assure that you have the best possible working conditions so your students can succeed.

The 4,440 teachers and support professional HCPSS employees who belong to HCEA make that possible. We are your advocates. I, our HCEA staff, MST A staff, our HCEA Board of Directors and Building Representa-

tives are all ready to provide the support you need.

One of the rules in All I Really Need to Know I Learned in Kindergarten sums up what HCEA is about.

"When you go out into the world, watch for traffic, hold hands and stick together."

The world is becoming a more difficult place. Join hands with us so we can help make things better for you, your colleagues, and the students you teach.

I hope you'll become an HCEA member.

Welcome again,

Top Ten Ways to Beat First Day Jitters

Clammy hands? A sudden case of hives? It's all in a (first) day's work. Want to get a good night's sleep before that awesome first day? Most of these tips for teachers work for everyone!

- **Know the school's policies and procedures.**
- **Find out where things are.**
- **Introduce yourself to colleagues.**
- **Decorate a friendly room.**
- **Use traditional seating to start.**
- **Get there early the first day.**
- **Plan how to greet your pupils.**
- **Get down to business right away.**
- **Plan, plan, plan.**
- **Go over classroom rules.**

You'll find more details on these tips, questions to ask before the school year begins, hints for educating in a multicultural environment and even an "portable mentor" for elementary teachers on the HCEA web site. The HCEA "Information Center" is a quick and easy way to get answers to your job-related questions. Give www.hceanea.org a try!

What's in Your Contract?

HCEA negotiates two contracts, also called negotiated or master agreements. One contract covers teachers' rights and one is for education support professionals or ESPs. Both contracts will be re-negotiated this year.

Your contract covers salaries and benefits (including health care); duty year and duty day (including work load for teachers and overtime for ESPs); transfers and assignments; evaluations and observations; personal rights; sick, bereavement and other leave and much more. The teacher contract also addresses academic freedom, student discipline and classroom control.

You will receive a copy of your contract and salary scale when you join HCEA. You'll find a summary of some important contract rights on the HCEA website, www.hceanea.org. The HCEA Rep at your school and HCEA staff can help you understand your contract rights and interpret your salary scale. Just call HCEA.

Dates to Remember:

Paychecks

September 8

September 23 (First dues deduction)

Last Day to Sign Up For Teacher Sick Leave Bank

Saturday, September 30

HCEA Crab Feast

Friday, October 6

MSTA Representative Assembly & Convention Workshops

Friday, October 20 & Saturday, October 21

Ocean City Convention Center

www.mstanea.org

Last Day to Sign Up For ESP Sick Leave Bank

Tuesday, October 31

How much are HCEA dues?

Full-time teachers pay \$26.30 per pay for 20 pays, beginning on September 22nd. Part-time teachers and education support professionals pay dues based on their salary scale. Signing up for payroll deduction means that your dues will be automatically taken out of your check in 20 increments.

What is the Sick Leave Bank? Do I want to sign up?

Members donate one sick-day to the appropriate HCEA Sick Leave Bank. Their Bank then provides sick leave after the contributing member's accumulated sick leave has been exhausted in cases of incapacitating personal illness or injury. Sick Leave Bank Guidelines are in your new member packet, on the HCEA website and available from the HCEA office.

"Who is HCEA?"

HCEA is sometimes called the "teachers' union." We are actually more than 4,400 teachers, counselors, psychologists, pupil personnel workers, interpreters, therapists (speech, occupational, physical and school mental health therapists), assistants (instructional, health, media, special ed, student, and food and nutrition service assistants), school social workers, secretaries, clerks, registrars and central office technical employees.

HCEA is your Professional Association.

We are committed to helping you provide a quality education for every student. We work to increase your salaries and benefits and make sure you have materials, supplies, training and professional development, time to prepare and time to teach, an opportunity to contribute your ideas, and the respect you deserve as a professional. Your membership packet explains the benefits you have through membership in HCEA.

HCEA is Your Union. Through collective bargaining we stand together to address the issues that matter most to us. Only HCEA members have input into negotiations. Because of HCEA, you have higher salaries, better benefits, defined rights and professional staff to assure that your rights are respected.

HCEA is Your Voice. HCEA is your legal representative in collective bargaining and dispute resolution. HCEA represents you before the Board of Education, on Board committees and with parent and community groups. HCEA works with the community and elected officials to make sure our schools have the funding they need. At the state and national level, the 65,000 member Maryland State Teachers Association (MSTA) and the 3 million member National Education Association (NEA) are the strongest voices for public education and education employees.

What Your Colleagues Say

"With all the accusations out there about child abuse, I'd never teach without Association legal protection!"

"HCEA provides great training that is really geared to day-to-day needs."

"I never had to call them until the 32nd year of my 34-year career. But I was always glad they were there. And when I had a problem, they stood by me."

"I turned to HCEA for help on the ParaPro Assessment and they came through with flying colors."

"HCEA really understands how difficult our job is."

"HCEA is the only place I can call and talk confidentially about issues and concerns, without fear of repercussions."

Learn more about what HCEA membership means to you and get answers to your questions at www.hceanea.org.

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