

New Teacher Welcome!



*HCEA President
Ann De Lacy*

Welcome to Howard County Public Schools, the best school system in the State of Maryland and one of the best in the entire United States.

Get ready for an experience that is both exciting and challenging! Public education, the great equalizer, is the foundation of the American way of life. It is the key that unlocks doors and makes dreams come true. And, our outstanding public education system is the reason why thousands of people relocate to Howard County each year...it is the engine that drives our economy.

The role you will play as a teacher is critical to the continued success of Howard County and to the future of

our nation. You will be filling the educational needs of students with a wide range of socio-economic, cultural, emotional, and physical requirements. Your enthusiasm is going to engage them in learning. For many students, our schools are their home away from home. I know you are going to make a tremendously positive impact on their lives.

During the on-the-job learning that will take place in the coming school year, there is someone who is willing to help you and watch out for your interests; someone who will go to bat for you and find solutions to problems you may encounter; someone who understands, through experience, the challenges you will face. And that someone is the Howard County Education Association (HCEA).

You are now in a position to join HCEA and be a part of a team that works for improved working conditions; a team that promotes professional wages and benefits for teachers and para-educators; a team that has the courage to demand high standards and

adequate resources during budget shortfalls; a team that wants you to succeed and wants you to stay in education.

As a teacher and as your HCEA President, I represent the more than 4,500 teachers and para-educators that are members of the HCEA. I am your advocate. HCEA staff, MST A staff, our Board of Directors, and our Building Representatives are ready to provide you with the support you need to both do your job and meet the needs of your students. Now, more than ever, we need to stick together. Please join hands with us so we can make things better for you, your colleagues, and, most importantly, the children we serve.

I hope you'll consider becoming a member of the HCEA. Please contact me personally or any of our team if you would like additional information.

Again, welcome to Howard County,

410-997-3440

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 were re-negotiated last 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, under member services. The HCEA Rep at your school and HCEA staff can help you understand your contract rights and interpret your salary scale. Just call HCEA.

How much are HCEA dues?

Full-time teachers pay \$27.20 per pay for 20 pays, beginning on September 21st. 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.

Dates to Remember:

Paychecks

Friday, September 7

Friday, September 21 (First dues deduction)

Last Day to Sign Up For Teacher Sick Leave Bank

Monday, October 1

HCEA Crab Feast

Friday, October 5

MSTA Representative Assembly & Convention Workshops

Friday, October 19 &

Saturday, October 20

Ocean City Convention Center

www.mstanea.org

Last Day to Sign Up For ESP Sick Leave Bank

Tuesday, October 31

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 a "portable mentor" for elementary teachers on the HCEA web site. The HCEA FAQ's are a quick and easy way to get answers to your job-related questions. Give www.hceanea.org a try!

"Who is HCEA?"

HCEA is sometimes called the "teachers' union." We are actually more than 4,500 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 67,000 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 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.

What Your Colleagues Say

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

"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."

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

Howard County Education Association

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