

New Teacher and New Para Welcome



HCEA
President
Ann
De Lacy

As a teacher on leave as Howard County Education Association President, I extend an exuberant welcome to each and every new paraprofessional, teacher, guidance counselor, psychologist, occupational therapist, pupil personnel worker, coordinator, facilitator, and social worker employed by the Howard County Public School System for the 2008-2009 school year. Howard County Schools ranks as one the top ten school systems in the country, we are honored you chose to work here.

Howard County Schools' touted success is a direct result of our talented students, supportive parents and highly skillful staff. A great deal is expected of us, and HCEA, your union, works to ensure you are provided the tools, resources, and working conditions you need to meet the challenges you face.

As HCEA President, I invite you to join our Association.

Beginning December 1, 2007, Howard County Education Association, as a result of Maryland State Legislation and negotiations with the Howard County Public School System, has the right to charge a reasonable service or representative fee to nonmembers for representing them. Our belief is that those who benefit as a result of the contracts negotiated by Howard County Education Association as well as our annual Job Satisfaction Surveys should pay their "fair share."

Despite budget shortfalls throughout the state and nation, everyone within our bargaining unit, whether member or non-member, received a minimum of a 5% pay increase this year without any "drama" as a result of the work we do for you. Our health benefit remained at 90%:10% (90% paid by the employer and 10% paid by the employee) ratio despite the rising cost of healthcare.

HCEA members receive the benefit of advice and representation regarding any work-related concern. Fee Payers are entitled to representation ONLY on contractual issues. They are not entitled to Association assistance on problems that do not arise from violations of the Negotiated Agreements.

HCEA assists **MEMBERS ONLY** in the following:

- Transfers (non-procedural, merits)
- Evaluations (non-procedural, merits)
- Class Size
- Parent Complaints
- Conflict with Other Staff
- Child Abuse (what to do if accused, procedures)
- Suspension and Dismissal
- Certification and 2nd Class Certificates
- Lawsuits (including negligence, failure to educate)
- Special Education Concerns
- Workers Compensation Clams
- Health and Safety
- Environmental Conditions

HCEA Officers, Board of Directors, Building Representatives, Staff, and MST A UniServ Staff are all ready to provide you with whatever support you need.

We are your advocates and our membership is 5,000 strong. I sincerely look forward to you joining us.

Sincerely,



410-997-3440

Sick Leave Bank – Enroll Now!

What is the Sick Leave Bank? It is a benefit to bargaining unit members that provides sick leave after the contributing member's accumulated sick leave has run out. Members who

join the Sick Leave Bank contribute a few sick leave days to the bank and when a member needs days they are drawn from the bank. For details on how the Bank works visit the HCEA

website at www.hceanea.org and look under Member Services. The deadline to join is Wednesday, October 1 for the Teacher Bank and Friday, October 31 for the ESP Bank.

Dates to Remember:

Paychecks

Friday, September 5

Friday, September 19 (First dues deduction)

MSTA I Can Do It Workshop

dAY, September 27

Last Day to Sign Up For Teacher Sick Leave Bank

dAY, October 1

HCEA Crab Feast

Friday, October 3

MSTA Representative Assembly & Convention Workshops

Friday, October 17 &

Saturday, October 18

Ocean City Convention Center

www.mstanea.org

Last Day to Sign Up for ESP Sick Leave Bank

dAY, 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? These tips can help 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 multi-cultural environment and even a "portable mentor" for elementary teachers

on the HCEA web site. Check out the "Training and Support" on the web page to get answers to your job-related

HCEA Membership vs. Agency Fee Payer

As a result of legislation passed last year by the Maryland General Assembly new teachers and paraprofessionals hired after December 1, 2007 will be required to either join the Howard County Education Association as members or pay a "fair share" fee for services that HCEA is required to provide to non-members who are eligible to join HCEA but choose not to.

Those who opt to join HCEA will, of course, be provided with all of the benefits associated with HCEA membership including but not limited to: free job-related legal assistance, \$1,000,000 liability insurance policy, a free NEA-Dues Tab life insurance policy, professional assistance for any job-related problem, discount programs for travel, shopping etc., discounted insurance programs for car, life, home, credit cards, etc., discounted legal services for non-job related issues, professional assistance with Workers Comp, certification, suspensions, dismissals, child/sex abuse charges and/or lawsuits, HCEA-MSTA-NEA sponsored trainings, Association leadership opportunities, the right to hold office and vote in HCEA elections and on proposed contracts and all issues related to contract enforcement, just to name a few.

Agency fee-payers will not be provided with any of the above-listed services except those related directly to contract enforcement.

And the cost difference between joining HCEA and choosing to become an agency fee payer is only pennies per day!

Dues for an agency fee payer is computed each year based on the cost of required services for non-member on the local, state, and national level.

Typically agency fee dues on the local level are approximately 85% of the cost of dues for regular membership, approximately 80% of regular membership dues on the state level and approximately 70% of regular national dues.

Given the many additional benefits that one receives with HCEA membership vs. the limited services provided to agency fee payers, it certainly pays to become a member of your Professional Associations - the Howard County Education Association (over 4,600 members strong), the Maryland State Teachers Association (over 70,000 members strong), and the National Education Association (over 3.2 million members strong)!

If you are an HCEA member - congratulations on a smart decision and welcome to the United Education Profession! If you signed up as an agency fee payer because you had many forms thrown at you during the orientation and weren't sure what to do, you now have the ability to change over from a fee payer to a member of the United Education Profession - your Professional Association. Simply contact your HCEA building representative or call the HCEA office at 410-997-3440.



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Member Benefits can save you money. Membership doesn't cost. It pays!