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# Allegany County Education Association

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A full color electronic version of this newsletter can be found on our website.

February 2022



The



# Advocate

President's Message >>>

## Welcome new ACEA Members!

### Unit 1

Lindsay Heavner WM

### Unit 4

Lindsey Eberlin SP



WWW.ANDERZTOONS.COM



"It's been a busy year."

## You Gotta Have Heart!

Most of us weren't yet born when the musical comedy *The Damn Yankees* was first produced. So, it is to be expected that a majority may not be familiar with one of the memorable songs from it: [You Gotta Have Heart](#). While the show is based on the New York Yankees baseball team, and the bad season they were having, I thought that for obvious reasons, it might resonate to all of us as well, as our team is now in the third season of educating during the pandemic. It is in no way meant to minimize the very real challenges that are being experienced, but simply to give you a moment of pause- and hopefully, inspiration - for the remainder of the season.

You've gotta have heart  
All you really need is heart  
When the odds are sayin  
You'll never win  
That's when the grin should start

When your luck is battin zero  
Get your chin up off the floor  
Mister you can be a hero  
You can open any door  
There's nothin to it but to do it

You've gotta have hope  
Mustn't sit around and mope  
Nothins half as bad as it may appear  
Wait'll next year and hope

You gotta have heart  
Miles and miles and miles of heart  
Oh it's fine to be a genius of course  
But keep that old horse before the cart  
First you've gotta have heart...

In solidarity and service,

*Kim*

[ksloane@mseanea.org](mailto:ksloane@mseanea.org)

Source: "(You Gotta Have) Heart Lyrics." Lyrics.com. STANDS4 LLC, 2022. Web. 28 Jan. 2022.  
<<https://www.lyrics.com/lyric/31905312/Eddie+Fisher>>.

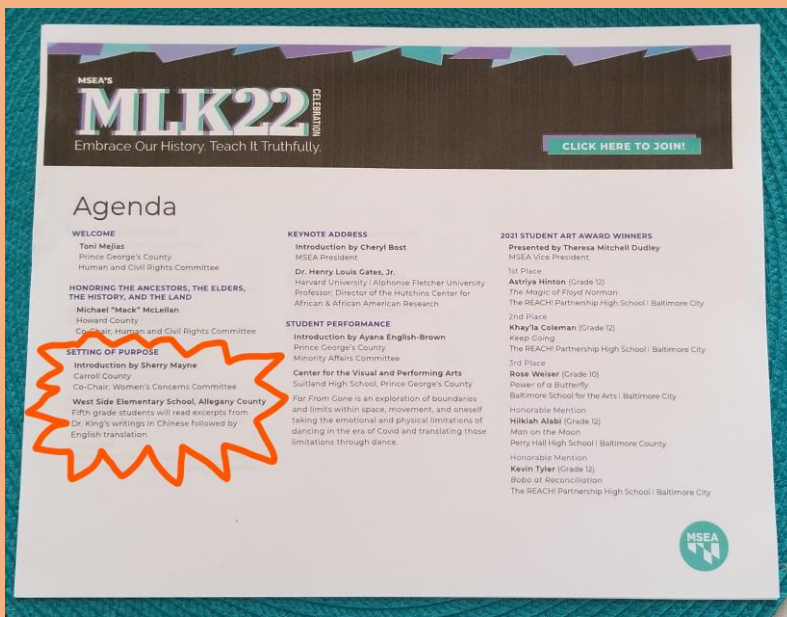
# From the Ubiquitous UniServ...

I love my job! I have spent the majority of my career advocating for workers by negotiating and defending contracts, and the rights therein, for union members. And while we have come a long way, it is never far enough for such dedicated employees as you.

While the association is contacted on a variety of issues, and we encourage our members to continue to contact us for information and advice, big or small, our main purpose is, as I stated above, to negotiate and defend contract rights, as well as to participate in any related work to this end, such as legislative initiatives that will benefit our membership.

When issues arise, many members go to their building representatives or other ACEA leaders first. While these folks have committed and volunteered to serve all of us, they too are working like you, and don't have all of the answers. Instead, we highly encourage you to contact us DIRECTLY, as there are often larger implications that your representatives may not be aware. Additionally, each issue may require a variety of different steps to resolve, ranging from informal to formal.

ACEA also has direct access to the entire MSEA Staff, especially the legal department, among others. Above all, we work confidentially, which we find is a key element to most issues that arise. So, if you ever have any questions or need representation, please reach out to us. Our contact information is on the top front of this newsletter, or can be found on our website.



The annual MSEA Martin Luther King, Jr. Celebration was held virtually on Saturday, January 19, 2022, and was full of special guests. First, as highlighted in the photo above, 5<sup>th</sup> Graders from West Side were featured during the first part of the celebration, and they did a phenomenal job. So impressive were they, that another special guest, Dr. Henry Louis Gates, Jr., suggested that they should contact him about attending Harvard when the time comes! A special thank you to the teacher members who prepared the students for this presentation: Lacy Dickel, Rachel Yost, Tracy Eberly and Liang Chang. We will share the presentation when available.



## ESP of the YEAR Nominations

For the last five years, ACEA has participated in the MSEA/NEA program honoring our Education Support Professionals. In 2017, Debbie Belfoure was selected as the first recipient of the ACEA ESP of the Year. Her successor in 2018 was Mary "Syd" Sibley, now a certificated member. In 2019, Christine Rephann, an Instructional Assistant at the CCTE was selected. Christine was followed by Ann Abe from Cash Valley Elementary who earned this honor in 2020. And our reigning ESPOY is Shelly Fitzgerald from Westernport Elementary. Now it is time to honor another ESP/ACEA member who has supported our students, classroom, schools, and association. Our ESPs include most secretaries, instructional assistants, and IT technicians. To nominate one of your ESP colleagues in this manner, complete the nomination form and return it to ACEA by February 28. The salmon colored nomination forms are being distributed with this newsletter. Should you need an additional copy, please contact ACEA by email ([derickson@mseanea.org](mailto:derickson@mseanea.org)), or by calling 301-729-8280.

## Contract 101

### Bereavement Leave

Unit 1: Article VII, C. Temporary Leave, 2  
Unit 4: Article 9. 2

An employee may request bereavement leave to attend the funeral of a relative or regular member of their household. Days granted shall be consecutive starting with the next duty day after the date of death of the family member. Maximum days available shall be; Four (4) days for a parent, spouse, sibling, or son/daughter; three (3) days for a grandparent, grandchild, of parent-in-law; and one (1) day for any other relative or regular member of the employee's household. In the case of a delayed funeral service, one of the four (4) or three (3) allowed days may be postponed to correspond with the date of the service.