

Allegany County Education Association

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

In this issue >>>

Elections, Elections, Elections!

Rachel Rocks!

2022 ACEA Election: Candidates

From the Ubiquitous UniServ...

John Reuschlein Coat Collection

March 2022

The



Advocate

RACHEL ROCKS!



In 2020, MSEA teacher members across the state voted in solidarity and helped fellow member and educator from Carroll County, **Rachel McCusker**, get elected as the **first teacher member of the Maryland State Board of Education**. Rachel has proven that she is a strong advocate for educators. She has worked hard to earn the respect of fellow members of the SBOE, and has brought our perspective to the decision making process that affects our profession and students every day. Let's be sure to help her continue this important work and re-elect her during the forthcoming **MSDE election** scheduled for electronic **voting between March 7-13**. Please be sure to vote and help keep our voice strong on the SBOE!

Elections, Elections, and more Elections!

As sure as the holiday seasons come around each year, so does election season. Recently, MSEA conducted their election, with a run-off announced this week. Please check your personal email for that notice. MSDE will be holding one among teachers to elect the next Teacher Member of the State Board of Education, a two-year term, which of course we hope is Rachel McCusker. And last, but not least, the ACEA Election will also be held this month. The following is a summary for your reference:

Election Title	Voting Dates	Source
Teacher Member SBOE	March 7-13	MSDE
MSEA Run-off Election	February 28-March 18	MSEA
ACEA Election	March 17-March 31	ACEA

2022 ACEA Election

ACEA holds an election every year. During even numbered years, the elections are conducted for the ACEA Officers. During odd numbered years, the elections are conducted for ACEA Executive Board members. However, ACEA elects members every year to serve as NEA Delegates and MSEA Delegates as allotted. Nominees must both accept the nomination AND meet the requirements of our [ACEA Bylaws](#) to be considered viable candidates by the Nominations and Elections Committee (NEC). The nominees for ACEA officers this year are:

Nominee for ACEA President and NEA Delegate:	Nominee for ACEA First Vice- President:	Nominee for ACEA Second Vice- President (Non- Certificated):	Nominee for ACEA Secretary:	Nominee for ACEA Treasurer:
Kimberly Sloane	Michelle Saville	Stewart Monroe, Jr.	Kelly Griffin	Debra Weisenmiller
				

From the Ubiquitous UniServ...

Article 111 Grievance Procedure

The Association will often receive calls from members requesting a grievance be filed on a particular issue that they are experiencing. The question, to file a grievance or not to file a grievance?

Under Article 111 Grievance Procedure Unit 1, Article 2, and Unit Grievance Procedure Unit IV:

A Unit member may file a grievance if they believe an alleged violation, misinterpretation, or misapplication of the terms of the agreement or the rights claimed to exist there under regarding salaries, wages, hours, and working conditions.

There are times when members are upset about an issue because, they believe their Administrator has not addressed a concern or issue in the way members would have desired. Administrators have a lot of latitude when it involves making decisions at a school under their direction. The Grievance procedure allows the parties with Collective Bargaining Agreement to determine if an individual right has been violated, or to determine if actions taken by the employer violates the terms and conditions that would harm the rights of unit members.

Once a grievance is filed, it is incumbent upon the grievant to demonstrate that their rights have been violated or the Association rights have been violated. The member or the Association must cite the violation and connect the violation with the Article of the Collective Bargaining agreement that has been violated. There are times that a violation can be easily proven other times not so easy. If you are having any type of situation where you believe your rights have been violated then first contact ACEA and speak with your local ACEA President, Kim Sloane or UniServ Director, John Gates.

The association will advance your concerns with your immediate supervisor to resolve the issue at the lowest possible level without utilizing the grievance procedure. However, if a positive resolution cannot be reached without utilizing the grievance procedure a member has the right to pursue a grievance. The resolution of the grievance may take on many steps to be resolved. However, once the grievance is filed, it will be advanced until a final decision is made. In rare circumstances the matter may be appealed to a federal arbitrator for a final decision.

Please be aware it's your right to file a grievance if all circumstances dictate it's appropriate. However, if the matter can be resolved without the grievance, then I suggest taking that route.

Thanks for all of your work and efforts regarding Public Education.



My name is Nick Amick, and I am seeking your vote as a delegate to the MSEA Convention this year. I am the 2021-2022 Teacher of the Year, and I currently teach English at Allegany High School. In addition to my classroom responsibilities, I serve as the Student Government advisor and a member of the PST team. Prior to this, I taught English at Westmar Middle, where I served as the PBIS Team Leader and Robotics coach.

Since 2016, I have represented MSEA as a convention delegate. Through these opportunities, I have advocated for a better future for our children, networking with other educators from around the state in the process. In these uncertain and unprecedented times, it is essential that we raise our voices louder than ever and fight the good fight. I would be honored to again serve as your voice.



Don't forget to check out your March NEA Membership Benefits deals at

<https://www.neamb.com>



ACEA collected 24 coats, 28 hats, 26 pairs of gloves, and 8 scarves for the 3rd annual *John Reuschlein Coat Collection*. Thank you to everyone who donated. This year's collection included some beautiful, handmade hat and scarf sets that might be an inspiration for members who handcraft for next year. ACEA members are awesome!