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For the Record...

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

April 2025



Advocate

IMPORTANT DATES!

Monday, 4/14 ACEA Representative Assembly at the ACEA Office 4:15 pm

Each ACEA worksite is allowed one representative for every ten members in a building. If you would like to be one of your building representatives, reach out by email to Kim at ksloane@mseanea.org and plan to join us!

Tuesday, 4/15 ACEA Negotiations Survey Opens

ACEA will send out this survey on April 15 to the personal emails of each member. Please update your personal email as directed in the *Collective Bargaining 101 Article*. The survey will close on April 30.

Wednesday, 4/23 ACEA Educator Rights in Addressing Student Conduct

By popular demand, we have scheduled an encore presentation at the ACEA office from 4-5:30 pm. We will provide a comprehensive guide and share practical applications in the classroom.

Wednesday, 4/30 ACEA Retirement Seminar

If you are considering retirement this year, in the near future, or in a few years, please feel free to attend one of our virtual informational sessions at either 3:30 p.m. or 4:30 p.m. Email ksloane@mseanea.org in advance for the link and additional information.

Wednesday, 5/07 ACEA Teacher Appreciation Week Social and Member Meeting on Tentative Agreement on Tier 4 of Career Ladders 3:30 – 5:30 pm in cellar of Puccini's

All ACEA members are encouraged to attend either the 3:30 pm OR 6 pm social and meeting to get the update on the Tier 4 Career Ladders negotiations and Health Insurance. Registration information will be sent to personal emails of members.

Wednesday, 5/07 ACEA Teacher Appreciation Week Social and Member Meeting on Tentative Agreement on Tier 4 of Career Ladders 6:00 – 8:00 pm in cellar of Puccini's

All ACEA members are encouraged to attend either the 3:30 pm OR 6 pm social and meeting to get the update on the Tier 4 Career Ladders negotiations and Health Insurance. Registration information will be sent to personal emails of members. Call ACEA for additional information or assistance.

Saturday, 5/10 ACEA Educator Rights in Addressing Student Conduct

By popular demand, we have scheduled an encore presentation at the ACEA office from 10-11:30 am. We will provide a comprehensive guide and share practical applications in the classroom.

Thursday, 5/22 ACEA Recognition Dinner at the Cumberland Country Club 5:30 pm

Any ACEA member who is retiring during or at the end of the 2024-2025 year, as well as members who earned doctoral degrees, Teacher of the Year and ESP of the Year, along with elected ACEA leadership and active representatives will receive invitations.

Collective Bargaining 101

col·lec·tive bar·gain·ing [kəˌlektɪv ˈbärg(ə)nɪŋ] *noun*

1. negotiation of wages and other conditions of employment by an organized body of employees.

Over the past month, it has become evident that we need to refresh the knowledge of our members about one of our main purposes as an organization - collective bargaining – and the essentials of that process.

In 1903, our predecessors here in Allegany County created an association to do just this and we are still at it 122 years later. There are laws governing collective bargaining, as well as our own ACEA [bylaws](#) and [policies](#) that must be followed in the process.

The first step to negotiations is training our members who wish to participate in this important work. Over the past two years, ACEA has put the call out repeatedly for any ACEA member who wished to participate in this work to join the Contract Action Team (CAT) that was convened for this purpose. It is from these trained CAT members and ACEA leadership that the negotiations teams will be chosen. During this time, this team has reviewed contracts across the state; received legal training on collective bargaining laws from MSEA lawyer, Jamie Sapia; attended collective bargaining conferences; practiced mock negotiations; collected and reviewed member issues; and prepared a negotiations survey for our members to complete.

The next step will be to send out this survey on April 15 to the personal emails of each member. If you choose not to update or provide your personal email to ACEA, that is your choice. If you do want to do this, simply email our administrative assistant, Dianne, at derickson@mseane.org. However, if you choose not to do so, the only alternative is to arrange to come to the ACEA office and complete a hard copy of that survey on premises before it closes at the end of business on April 30. This survey encompasses several years of issues experienced and communicated to ACEA by our membership. The results of this survey will be disseminated over the summer in preparation for negotiations next year on fully opened contracts – that means everything in the contract is open for negotiations. So, your opportunity to provide input is through this survey which will be the guide for our negotiations.

Once negotiations commence next fall, we will share anything that we are legally able to under collective bargaining law. Since both Unit I and Unit IV will be negotiating fully open contracts, this will take several months to accomplish. Eventually, we will reach Tentative Agreements (TA) which will be put in writing, shared with every ACEA member to review at least two weeks before voting, a ratification meeting will be held, and finally voting by the ACEA Membership – all in accordance with our ACEA [bylaws](#) ARTICLE XIV. CONTRACT RATIFICATION.

Our agreements (negotiated contracts) can be found on our website at <https://aceamsea.org/resources/>. Should you ever have questions about your contract and what it provides for you, please contact us directly. While meaning well, your administrators are not part of ACEA and are not the experts on our contract, our bylaws and policies, or our association. More importantly, YOU as MEMBERS, can be as involved in the work of the association as much as you desire to be, because we are member directed, democratic in operation, and exist solely for your professional interests.

For the Record...

Last year, following protocol of the ACEA bylaws, ACEA sent out emails on May 14th, May 24th, and May 31st directly to your ACPS email accounts, sharing the Tentative Agreements, supporting documentation, and the ratification vote results. We encourage you to take a look again at those emails and attachments to get the details of how we met the legislative requirements AND negotiated a pay increase realized a year BEFORE the collaborative time was required. To summarize, we negotiated a 3% raise for 2024-2025 (instead of the 1% that was scheduled) for the collaborative time that would not be required until the NEXT school year of 2025-2026 (4 Wednesdays a quarter-30 minutes after school), and which is limited to next year by negotiations. We then held two ratification meetings to discuss and address any questions, followed by a vote that was ratified at a rate of over 95% by members who voted in both Unit I and IV.

