

FAQ:

What can I do to support the bargaining team during negotiations?

WEAR RED! On days that certified and support negotiation teams are scheduled to sit at the table, wear red in solidarity. Show the community that you support the bargaining goals that QACEA has in place.

How do negotiations actually begin?

The first step is the exchange of proposals between QACEA and the BOE.

I responded to the email about nominations for QACEA elections. What comes next?

The names of nominees are sent to MSEA. You can expect to receive a ballot by the end of January.

Monthly Message from QACEA President

Happy New Year! I hope you and yours enjoyed the Winter break and your holiday celebrations. Below you will find my prepared remarks before the BOE on January 3rd. I was joined by members from across our school system and our lead negotiator, Glen Galante. On that note, please keep an eye on your personal email for updates on negotiations and attend those ten minute meetings.

Thank you to those who joined me on January 3rd. Thanks in advance to each of you as we stand for one another throughout contract negotiations.

Cecilia Mitchell



Good evening.

I am here tonight with QACEA members representing worksites throughout our system.

We start this new year looking ahead to the start of contract negotiations. Our goal is similar to that of the Board: to make QACPS a place where professionals want to work and want to stay.

Preliminary planning discussions over the past weeks with Dr. Noel were amiable and productive. Ground rules have been agreed upon which will provide improved transparency. The structure of proceedings has been revamped to improve participation of members and sharing of accurate and timely information to members. A schedule has been set.

We have established three priorities. These priorities were developed with input from members, presented to members and endorsed by members at every worksite in the county:

- salaries and compensation,
- healthcare,
- workload and workplace safety.

Additionally, starting some months back, we looked at our current contract through the prism of its alignment with changes being brought about by the Blueprint for Maryland's Future.

Our association has endorsed the ESP bill of rights asking that our support professionals earn a livable wage. The calculation for a livable wage in Queen Anne's County is commensurate with counties on the western shore. A large percentage of our support professionals are earning below a livable wage.

Starting in mid-January and the months following, QACEA and Board of Education negotiation teams will be meeting. As equal partners in the collective bargaining process we are here tonight to affirm our intent to maintain a respectful and productive posture throughout negotiations. You can expect advocacy for our members, in a deliberate and respectful way.

Thank you for your time and attention. Happy 2024!

Go RED for ED!

Time to plan those wardrobes! Support your bargaining team by wearing **RED** every day that the team is scheduled to negotiate. Upcoming dates to rock that red:

- **January 17th**
- **January 25th**
- **January 30th**
- **February 8th**
- **February 13th**



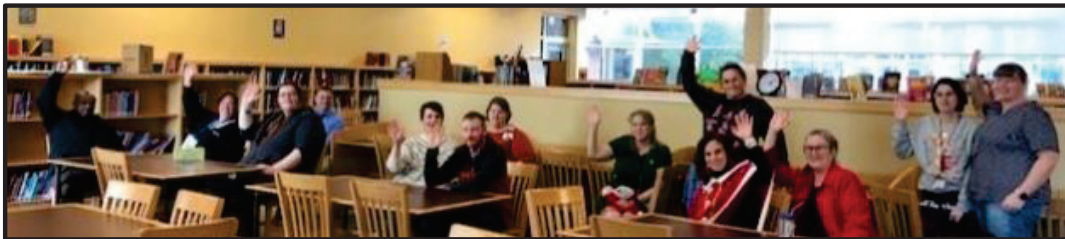
10 Minute Meetings around QAC!



Bus drivers assembled at the QACEA office for their meeting on negotiation priorities and the ESP Bill of Rights.



Kayla Moore, from MSDE, presented the negotiation goals to Arise Academy, and they vote to endorse!



Sudlersville Elementary School gathers to hear about the negotiation goals and give their endorsement.

A Busy Month Ahead!

- January 9- 4:30 to 6pm QACEA Board of Directors meeting.
- January 10- 4:30 Board of Education Budget work session
- January 16- 5pm Representative Assembly meeting
- January 17- 4:30 Board of Education Budget work session
- January 17- Certified Unit Negotiations **WEAR RED**
- January 22- 4:15 Joint Labor Management meeting
- January 25- Support Units Negotiations **WEAR RED**
- January 29- February 16 Board of Directors election
BOE meetings are available to view on QACTV at <https://qactv.com> or on their Facebook page.

The mission of QACEA is to be the voice of education professionals. QACEA supports, organizes, and empowers members to improve their professional lives in order to protect and promote quality public education for every student.

WHO WE ARE

Executive Committee

- Acting President
Cecilia Mitchell
- Acting Vice President
Mary Meehan
- Vice President, ESP & Acting Treasurer
Cora Ruth
- Secretary & Membership Chair
Stephanie Anthony
- At Large Elementary
Susan Willis
- At Large High School
Samie Crossley
- At Large Middle School
Vacant

Representative Assembly

- QACHS Jacki Hawkins
Amy Trexler
- KIHS Josh Dishong
- KES Sarah Williams
- SES Melynn Readmond
Danielle Vacek
- BES Liz Stanton
- CHES Ann Neisz
Paul Taylor
- KIES Mary Bordley
- CES Kim Fulton
- CMS Mary Meehan
- STMS Cortney Sasse
- SMS Coral Adams
- GES Susan Willis
- MMS Chris Flaherty
- ARISE Ardina Hamilton
- MES Kari Claytor
- Bus/Warehouse
Tony Mansfield
- Central Office
Courtney Turner