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Oct/Nov 2014

From the Presidents Pen

I need your help! You must participate in a civil activity that will shape our future for many years.

The activity is extremely simple; Vote on November 4th. Our future depends on it. Who are the people that will decide Fredrick County Public Education policy? Who are people that decide where our Frederick County tax dollars are spent? Who are the people that will determine our job security? Who are the people that will decide if there will funding for all of us to earn a living wage? Who are the people that will decide if our jobs will be privatized?

I want to remind you that over the past several years Educational Support Staff positions have been eliminated and some of our co-workers and friends have lost their jobs. Frederick County Public Schools used to have its own printing department that supplied our school system with the best required publications, materials, supplies, paper, etc. The department was eliminated and some of our members lost their jobs.

Fredrick County Public Schools used to have Custodial Specialists that would assist other custodial staff in schools when there was not enough help, those positions were eliminated. Currently there are 7 schools that are working without enough full time help on a daily basis. Are you aware that each FCPS custodian is responsible for cleaning 22,000 square feet on a daily basis?

A few years ago because of budget cuts, 40 media assistant positions were eliminated from our school system. Recently, for the second time in three years, FCPS has announced reorganization of certain departments. Technology jobs that FASSE members perform were eliminated. On July 1, 2014, ten coworkers in the technology department lost their technology jobs. There will be future reorganizations of other departments as funding to FCPS continues to be cut by current county politicians.

Educational support jobs are the most vulnerable to cuts and always a subject of possible privatization. Do you know that Commissioner Billy Shreve, also a county board candidate, advocated for privatizing of our positions? FCPS was advised by Mr. Shreve, as county government's liaison to the school board, to have private contractors perform certain duties that our custodians perform. He pushed for a pilot program to have private contractors' cut grass and maintain school grounds because he was convinced that private contractors could perform our jobs better.

An independent audit was done for FCPS which clearly stated that FCPS employees, FASSE members, work performance is both effective and cost efficient. Please be aware that BOCC President, Blaine Young has eliminated many County positions and is a firm believer in privatizing County Government work.

Who are the people that will make these important decisions about our jobs and OUR families' future? If you were thinking the "Politicians" you are only partially right. We are the people who will decide all of these issues through our actions at the ballot box. We will determine our own job security. FASSE, FCTA and FCASA have printed the names of the Candidates who we believe will act in all of our interest. Look for the apple ballot. Look for FASSE mailing. Visit the FASSE and FCTA websites and see who the best candidates for us are! Public Employees Elect their Own Leaders; please don't sit this election out! Vote!!

From the Desk of the Norma Davis, FASSE President

Letter from John Gates:

FASSE and FCPS have negotiated a new contract for educational support employees. The new agreement includes a record 33 language enhancements that help both FASSE members and FCPS. FASSE also negotiated a three-year contract that allows future discussions about monetary considerations and two language issues for each of the two remaining years of the contract.

FASSE represents all hourly employees within FCPS. The FASSE unit is considered a wall-to-wall unit – meaning that all hourly employees are eligible to belong to FASSE regardless of their job classifications. Classifications within the FASSE unit include, but are not limited to, Food Service workers, Warehouse employees, instructional assistants, secretaries, Special Education assistants, custodians, plumbers, electricians, bus drivers and assistants, all Technology positions, sign language interpreters, HVAC mechanics, locksmiths, etc.

FASSE utilized a new process for negotiations this year that allowed each classification to hold separate negotiation sessions to focus on issues that were germane to that particular classification. The process created many more meetings, but it allowed better dialogue between FASSE and FCPS to address issues pertinent to specific classifications. This process also allowed FCPS (the employer) to obtain and negotiate the best possible working conditions for their employees – in other words, a win-win agreement.

The end goal for any negotiation is to create a contract that enables employees to perform their duties more efficiently. When employees are provided with language that permits them to be more proficient, it helps students in many ways. It allows them to provide better nutritional meals, safer schools, more efficient transportation and classrooms that provide state-of-the-art learning tools. That is what FASSE strives to accomplish.

FASSE will continue to work diligently with FCPS to secure funding that will allow for cost-of-living and step increases during the next round of negotiations.

Norma Davis, President of FASSE, served as chairperson for all negotiation teams that included FASSE representatives for each classification. John Gates was chief negotiator for the FASSE team, and Robert Wedge was chief negotiators for FCPS. The names of the FASSE and FCPS negotiating teams will be posted on the FASSE website (www.myfasse.org), along with the 33 language enhancements. The entire contract is available on the FCPS website (www.fcps.org).



FASSE 2nd Annual FOOD DRIVE

PLEASE COLLECT NON-PERISHABLE
FOOD ITEMS FROM YOUR BUILDINGS
FOOD DRIVE WILL START NOW
AND END **November 19, 2014** or
AT BOWLING EVENT (November, date to be determined)
PLEASE BRING ITEMS TO THE
FASSE OFFICE, BOWLING ALLEY or
I CAN COME TO YOUR BUILDING TO PICK UP
EACH BUILDING REP THAT BRINGS FOOD TO THE FASSE
OFFICE
WILL BE ENTERED INTO A DRAWING FOR A \$20 SHEETZ GAS
CARD
THANKS FOR YOU HELP - Sharon.Eburg@fcps.org

Save the Date!

Sign Up Today!!

Nov 3rd

Staff Development Day!!

@ TJ High School

Don't forget to register online.

**** Closes on Oct. 29 ****

Early Voting Starts Oct. 23rd!!

Election Day! November 4th

VOTE!

Pro-Education Recommended Candidates:

www.MDAppleBallot.com

KEEP INFORMED!!

Go to www.myfasse.org or on Twitter @FCPS_FASSE



2014-2015 Board of Directors

President-Norma Davis

Treasurer- Steve Brako

Secretary-Karen Blackwood

Transportation- Debbie Sartwell

Instructional Assistants- Mitzi Smith

Food Service-Darlene Adkins

Vice President- Sharon Eburg

Technology-Ronnie Beard

Custodians- Ed Ballew

Maintenance- Sheldon Naill

Secretaries- Paula Bingham

Member at Large- Patti Ledford

EVENTS:

Oct 23: Early voting starts in 3 locations

Nov 3: Staff Development @ TJ High School 7:30-3:00pm

Nov 4: Election Day!!! #ROCKTHEVOTE

Nov 11: FASSE Monthly Board of Directors Meeting 5:00pm

Welcome Back!!!