

Frederick Association of School Support Employees

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Phone: 301-662-9217

myfasse.org

Monday, May 20, 2024

Tentative Agreement between FASSE and the Board of Education of Frederick County for an update to the Negotiated Agreement, to begin the 2024-2025 school year

The Negotiations Team of the Frederick Association of School Support Employees (FASSE) is presenting the following offer for a ratification vote by the members. The FASSE Negotiations Team is recommending ratification (vote to “ACCEPT”).

As a reminder, this year’s negotiation was limited to salary, benefits, and two article items for improved working conditions for FASSE members.

The Tentative Agreement is as follows:

Salary effective July 1, 2024:

- **4%** COLA applied to all FASSE unit scales. Grade and step numbers **remain the same**.
 - Link to [Tentative Agreement Salary Scales](#).
 - Link to [Current Scales](#) for comparison: you will stay on the same step as this year, +4%.

Benefits effective July 1, 2024:

- 16% increase to the Medical/Rx/Vision insurance premium (no increase to Dental premiums).
- No change to Primary Care or Physical Therapy Copays.
- Urgent Care Copay will now be \$20, and Specialists Copays will be \$35.
- Implementation of GoodRx savings program that helps you save money on commonly dispensed generic medications. This will happen automatically and ensure you receive the lowest price for medications covered under our plan.

2024-2025 Medical/Rx/Vision Rates per Pay

	10- month Employee 20 Pays	11-month Employee 22 Pays	12-Month Employee 24 Pays	Employer Annual Contribution
Employee Only	\$29.32 (Increase of \$4.05)	\$26.65 (Increase of \$3.67)	\$24.43 (Increase of \$3.37)	\$11,136.62 (Increase of \$1,536.14)
Employee + 1 Dependent	\$222.98 (Increase of \$30.78)	\$202.71 (Increase of \$27.97)	\$185.82 (Increase of \$25.64)	\$25,556.30 (Increase of \$7,369.58)
Employee + Family (2 or more dependents)	\$296.02 (Increase of \$40.84)	\$269.11 (Increase of \$37.13)	\$246.68 (Increase of \$34.03)	\$26,963.04 (Increase of \$8,822.88)
2 Employee + Family (both parents employed by FCPS)	\$58.63 (Increase of \$8.09)	\$53.30 (Increase of \$7.35)	\$48.86 (Increase of \$6.74)	\$26,962.98 (Increase of \$4,730.10)

Improved Working Conditions effective July 1, 2024:

- ★ Maximum accrual of Personal Days before rolling into Sick Days: was 10 days, **now 12 days**.
- ★ Timeline for Severance of Employment: employees will submit written notice to Human Resources **2 weeks in advance of resignation**; if not returning to FCPS the following school year, will submit written notice to Human Resources **by July 1st**. Failure to submit written notice in time may negatively impact the employee's opportunity to be rehired by FCPS.
- ★ Professional Learning Day (FASSE Day) allocation by FCPS: was \$3,250, **now \$5,000**.
- ★ Option to enact a **Full-Time Release Union President** to [increase our presence and power](#).
- ★ Salary Study Committee: between August 1 and October 31 each year, selected members from FASSE and FCPS staff will **seek improvements to pay scales and allocations**.

These contract updates would remain in effect until **June 30, 2026**. FASSE will meet with FCPS again next year to negotiate salary, insurance, and two language proposals submitted by each party. The Negotiations Team is a rewarding way to get involved with our Union!

We are holding two voluntary Q&A sessions which are open to all members:

Tuesday, May 21; 5:30PM Virtual Only

<https://us06web.zoom.us/j/82171931515?pwd=zDU4hwqI2Z2e6BeA9aueWgDvtRJ5KM.1>

Meeting ID: 821 7193 1515

Passcode: 9Fu4S2

Tuesday, May 28; 12:00PM Hybrid (*virtual or FASSE Office: 1 Wormans Mill Ct, Suite 15*)

<https://us06web.zoom.us/j/86981005241?pwd=ajR28bdQLUPvOKqsYuuLEIWG8iXq1.1>

Meeting ID: 869 8100 5241

Passcode: 7sbu0e

Should you have any questions, please contact the FASSE office (301-662-9217) or members of the FASSE Negotiations Team: Sharon Eburg (FASSE President, UMS), Kim Herndon (FASSE Secretary, LibES), Karren Sowell (BoD Transportation), Randy Kelly (BoD IA/SEIA, OHS), Kristin Airey (OMS), Kelly Esslinger (NMES), Lois Strickland (GTJHS), and Carlos Mellott ([email](#)–Chief Negotiator). Be sure to thank them for contributing their time and expertise to the strength of our Union!

You will receive a link in your FCPS email this week to vote on this tentative agreement. Please vote by Thursday, May 30th at 5:00pm. The option to vote will close at that time.

A decision by the membership of FASSE to *reject* this offer will send both sides back to the table to restart negotiations and jeopardizes the budget allocation for any increase in salary this year. We appreciate your attention to this matter.

