

# SOLIDARITY

FREDERICK ASSOCIATION OF SCHOOL SUPPORT EMPLOYEES

WELCOME BACK!



Scan to RSVP or visit  
[linktr.ee/fctalinks](https://linktr.ee/fctalinks)

Join us for an evening  
of food, beverages  
and prizes

## BACK TO SCHOOL PICNIC

**Friday,  
September 13,  
2024**

**4:00pm-Dusk**

Urbana District Park- Pavilion #3  
3805 Urbana Pike, Frederick, MD 21704

Free and open to all FCPS new hires,  
members of all 3 associations and their families.



1 Wormans Mill Ct. Suite 15 - 301.620.9217

SEPTEMBER 2024

# WELCOME BACK-2024

From the FASSE Board of Directors

Welcome back to another school year that will be simultaneously fulfilling and grueling. That's the beauty of the human condition, holding opposing emotions at the same time. Excited to get started, and by the time the first break rolls around we couldn't be more ready. As essential Education Support Professionals (ESP), we feel the changes that we didn't have any say in making. Those kind of changes can be very difficult. What changes are you facing this year?

If there was one change I could implement, it would definitely be each and every one of you taking back the rights to your labor. If you aren't in charge of it, then who is? We are fighting for the ESP bill of rights because we don't have these basic rights! Now one is coming to save us. It is up to us. WE are the Union. If you leave it up to someone else... who's left? FASSE is the Union, and there is no Union without U and I.

If participating with your union, or even joining us at FASSE sounds overwhelming, that's a sign you could use some backup. There are quiet ways to participate and there are outgoing ways to participate, and everything in between. No matter which path you look at to get involved, your voice will be heard. Maybe it's taking the surveys, or even voting on the next contract— or maybe you're actually sitting at the table with your supervisors for the Labor Management Relations committee for your Department. You are qualified just by being a member of FASSE. The Union isn't something or someone else — it's you and me. It's only someone else when you're not part of us. Let's work together!

Coming together on these matters for work has a direct impact on your quality of life. It's empowering. It can also be frustrating because not enough are making their voice heard. You might be talking to your coworkers about what ails you, but it isn't getting to a place where we can take action.

Solidarity is standing together while recognizing our social differences. It doesn't require us to agree on anything else except what we decide together is important. It can be energizing to be empowered with a say in your working conditions, pay, benefits, and your quality of life. \*\*\*Let's get together and talk about that \*one\* pot of money that we share with the school programs, student lunches, and our pay and benefits.\*\*\*

As the Board of Directors, we are FASSE members and FCPS employees, just like you. Join us in leading the profession. There is power in the classroom. Together, we can improve wages, benefits, and working conditions. Another world is possible.

We hope to see you — maybe it's simply your name on the ESP Bill of Rights, maybe it's virtual, or even in person. Let's do this.

The FASSE Board of Directors welcomes you to another year in public education. Join us, so we can navigate the twists and turns together, and so that we can make a good job, Great!



**NEGOTIATIONS: WHAT WOULD YOU CHANGE ABOUT THE NEGOTIATED AGREEMENT?**

FCPS has already projected this year to be a difficult budget year. We have two language items and salary open for negotiation. Please complete this **bargaining survey**, so the Member-led, FASSE Bargaining Team knows what is important to YOU! Also, we have begun initial conversations for our Salary Study Committee. Help us show FCPS what a living wage really means!

**INTEREST SURVEY**

FASSE is a Member-Led organization, so we only are as strong as our members are involved. Please fill out our interest survey; there is something for everyone!

Currently, we have openings on a variety of committees, and for department-specific Labor Management Meetings, where we spotlight your voices at the table, directly with FCPS Supervisors, to discuss challenges and solutions.



# FASSSE Board of Directors

Karren Sowell, President  
Kristin Airey, Treasurer  
Kelly Esslinger, Secretary  
Melissa Pancurak, At Large  
Mike Imboden, Technology  
Randy Kelly, Career  
Coach/IAs/SEIAs

Vacant- Vice President  
  
Vacant- Clerical  
  
Vacant- Food and Nutrition  
Services  
  
Vacant- Operations  
  
Vacant- Transportation

# Important Dates

**-FASSE/FCTA/FCASA Back to School Picnic-** September 13th

**-Election Day-** November 5th

Sign up to help distribute Apple Ballots at:  
<https://bit.ly/pickyourapple24>

**-FASSE Membership Meeting-**

-November 13th, Location TBD

- May 9th, VIRTUAL

**-SOMOS FASSE**(Spanish Language Union Meeting/Reunion de FASSE en Espanol)

-16 de Septiembre 12pm y 5pm (en vivo y por ZOOM)

**-Professional Learning Day/FASSE Day-** October 28th-Linganore HS

## FASSE Representative

### Assemblies

(Rep Council)

**Mondays at 5:00pm**

**FASSE Office/Virtual**

September 16

November 18

December 16

January 27

February 24

March 17

April 28

May 19

## FCPS Board of Education

### Meetings

**Wednesdays at 6:00pm**

**191 S. East St.**

**(Central Office)**

September 11

September 25

October 9

October 23

November 6

November 20

December 11