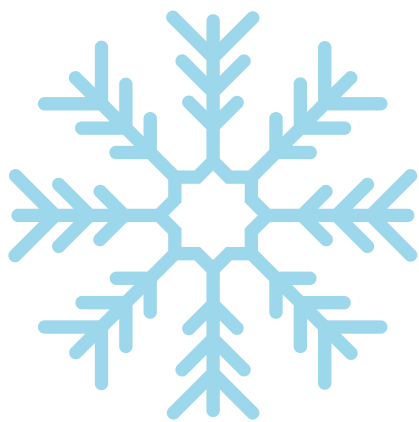
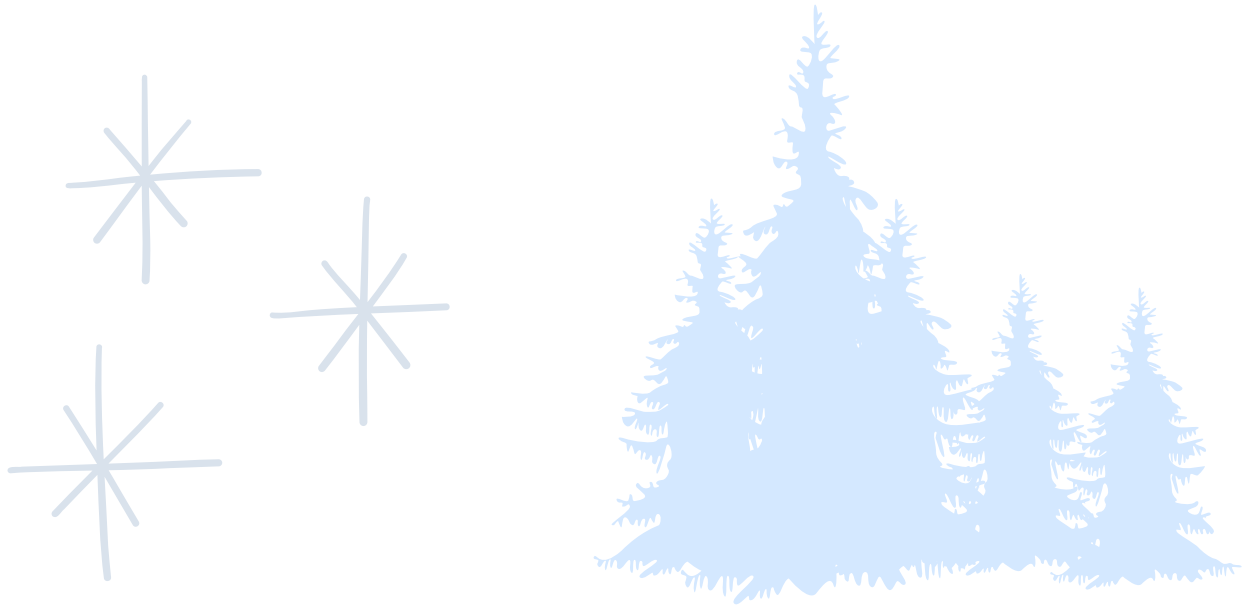


SOLIDARITY

FREDERICK ASSOCIATION OF SCHOOL SUPPORT EMPLOYEES

HAPPY HOLIDAYS FROM THE FASSE BOARD OF DIRECTORS



We hope you all take some time during this break to relax and connect with people you love. We have some challenging times ahead so the more connections we have and keep, the better! As our President Karren Sowell says, The Union represents "WE, not me"!

1 Wormans Mill Ct. Suite 15 - 301.620.9217

DECEMBER 2024

Greetings,

As we enter the holiday season, it is a time to slow down, enjoy time with family, rest, and recharge. It is a time of reflection and a time of peace. But to have peace, we must also have justice. In this case, we are talking about economic justice. While we, as members of a Union and as employees of a public school system, cannot escape the challenges of our economic system such as prices of necessary goods and services, the price of housing, interest rates, or the price of gas, We can influence your salaries and working conditions, which allow you to survive in this system. If I were to ask you if you feel like you are doing more living or surviving, what would you say? For far too many workers in FCPS, and across the country, living check to check is a reality. In our recent bargaining survey, 84% of respondents (of which we had very low numbers) said they were living check to check. While we know, and your employer knows, that many of you do not make a living wage, to change requires more than just "wanting" it. We, as a Union, and as a community, must go and advocate for that living wage, as well as secure retirement, affordable healthcare, safe working conditions, and other working conditions that we believe are essential rights. We call these our ESP (Education Support Professional) Bill of Rights. You can find out more information on the FASSE and MSEA websites (myfasse.org and marylandeducators.org). At the November 20th Board of Education meeting, we spoke and asked that the elected board of education endorse these ESP Bill of Rights to demonstrate that they too share these values and believe that you are entitled to these rights.

Because you are public sector workers, we must engage in the political process. To support the work of your FASSE-Member-led Bargaining team and to get the things I listed above, **we must** attend Board of Education and Frederick County Council budget meetings to lift our collective voices and advocate for a fully funded budget. The calendar of meetings and rsvp link is on the last page of the newsletter.

We will also be holding **VIRTUAL FASSE Membership meetings to give a Negotiations Update on January 13th, February 5th & 27th, and March 27th at 12pm and 5:30pm.** You must RSVP to receive the link and you must have your camera on and first and last name listed for security purposes.

You are the Union. Only through collective action, showing up, and raising our voices, can we make change.

Happy Holidays.

Dare to struggle, dare to win.

Carlos
UniServ Director
MSEA/FASSE
cmellott@mseanea.org

COMMITTEE NEWS

MEMBERSHIP COMMITTEE

THE MEMBERSHIP COMMITTEE WILL MEET AT THE FASSE OFFICE AT 5PM ON THE FOLLOWING DATES. IF YOU ARE INTERESTED IN LENDING A HAND, PLEASE COMPLETE OUR INTEREST SURVEY LINKED ON PAGE 4.

JANUARY 14
FEBRUARY 11
MARCH 11
APRIL 8
MAY 6
JUNE 10 (TENTATIVE)

SOMOS (SPANISH LANGUAGE COMMITTEE)

REUNION:
EL 6 DE FEBRERO EN LA OFICINA
DE FASSE Y POR ZOOM
A LAS 12:30PM Y LAS 6PM

SI UD ESTA INTERESADO EN PARTICIPAR EN LA REUNION, POR FAVOR ENVIAMENSAJE A CARLOS:
CMELLOTT@MSEANEA.ORG
443.766.9977

ELECTIONS COMMITTEE

The Elections Committee will be sharing the Officer, Board, and Delegate elections calendar soon!

Open positions are:

VICE PRESIDENT
TREASURER
TECHNOLOGY SERVICES
TRANSPORTATION
FOOD AND NUTRITION SERVICES
OPERATIONS
CLERICAL/SECRETARIAL
IA/SEIA/CAREER COACH

LABOR MANAGEMENT COMMITTEE

OUR FIRST SEIA/IA LABOR MANAGEMENT COMMITTEE MEETING WILL TAKE PLACE AT THE END OF JANUARY.

OUR TRANSPORTATION LMC IS ON HOLD DUE TO THE STAFFING ISSUES IN THE DEPARTMENT.

WE ARE STILL ACTIVELY LOOKING FOR ESP TO SIT ON THE LABOR MANAGEMENT COMMITTEE FOR THESE DEPARTMENTS:

Food & Nutrition Services
Maintenance & Operations
Technology Services
Clerical/Secretarial

*IF YOU ARE INTERESTED PLEASE COMPLETE OUR INTEREST SURVEY

2025 MSEA ESP CONFERENCE: ESP BILL OF RIGHTS—BUILDING A MOVEMENT, NOT JUST A MOMENT

AT THE CONFERENCE YOU WILL DISCUSS CURRENT TOPICS WITH COLLEAGUES AND LEARN FROM OTHER MSEA MEMBERS.

TOPICS WILL INCLUDE THE ESP BILL OF RIGHTS CAMPAIGN, ESP EMPLOYMENT RIGHTS, CAREER ADVANCEMENT, AND RACIAL, SOCIAL, AND ECONOMIC JUSTICE.

****FASSE MEMBERS WILL BE REIMBURSED FOR MILEAGE. THE CONFERENCE IS FREE TO FASSE/MSEA/NEA MEMBERS.**

A CONTINENTAL BREAKFAST AND LUNCH WILL BE PROVIDED. REGISTRATION DEADLINE IS FEBRUARY 12.

REGISTER AT:

[HTTPS://MARYLANDEDUCATORS.ORG/2025-ESP-CONFERENCE-ESP-BILL-OF-RIGHTS-BUILDING-A-MOVEMENT-NOT-JUST-A-MOMENT/](https://marylandeducators.org/2025-esp-conference-esp-bill-of-rights-building-a-movement-not-just-a-moment/)

WHERE:

**THE MARITIME CONFERENCE CENTER
692 MARITIME BLVD
LINTHICUM HEIGHTS, MD 21090**

WHEN:

FEBRUARY 22, 2025 9:00AM - 3:00PM

THE ESP BILL OF RIGHTS

EDUCATION SUPPORT PROFESSIONALS (ESP) ARE ESSENTIAL EMPLOYEES AND CRITICAL TO THE SUCCESS OF OUR PUBLIC SCHOOLS. SCHOOL DISTRICTS MUST COMMIT TO LIFTING UP ESPS BY RESPECTING THEIR SKILLS, JOB CATEGORIES, AND VITAL CONTRIBUTIONS TO STUDENT WELL-BEING AND SCHOOL CLIMATE.



NEGOTIATIONS UPDATE:

FCPS has already projected this year to be a difficult budget year. We have two language items and salary open for negotiation. We will be holding meetings **to give a Negotiations Update on: February 5th & 27th and March 27th at 12:00pm (hybrid) and again at 5:30pm (Zoom Only)**. Please use this link to RSVP and to get the zoom link: <https://forms.gle/qSCEK3HTMJyrvs8yZ>

INTEREST SURVEY

FASSE is a Member-Led organization. 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.



FASSE Board of Directors

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

Vacant- Vice President

Vacant- Clerical
Vacant- Technology
Vacant- Food and Nutrition Services
Vacant- Operations
Vacant- Transportation

Important Dates

Date	Event	Location and Time
1/6/25	Public release of the FY26 Superintendent's Recommended Budget	fcps.org/budget
1/8/25	Board of Education Meeting - Budget discussion	Board Room (191 S. East St); 6pm
1/13/25	County Executive's Town Hall in District 2	Twin Ridge ES Cafeteria; 7pm
1/15/25	BoE Budget Work Session - Review Department Budgets	BoE Board Room; 9am-3pm
1/15/25	Deadline for release of the FY26 Governor's Budget	Annapolis
1/22/25	BoE Meeting - Budget discussions	BoE Board Room; 6pm
1/22/25	County Executive's Town Hall in District 4	Oakdale MS Cafeteria; 7pm
1/25/25	County Executive's Town Hall in District 5	Walkersville MS Cafeteria; 1pm
1/27/25	County Executive's Town Hall in District 3	Waverley ES Cafeteria; 7pm
1/29/25	BoE Hearing on the FY26 Operating Budget	Tuscarora HS; 6pm
1/30/25	County Executive's Town Hall in District 1	Middletown Library Community Room; 7pm
2/12/25	BoE Meeting - Approval of FY26 Operating Budget Request to the County	BoE Board Room; 6pm
March 2025	County Executive's Public Hearing on Draft Operating Budget	Winchester Hall (12 E. Church St.); 7pm*
4/15/25	County Executive presents FY26 Proposed Budget	*tentative, please verify
April/May 2025	County Council's Public Hearing on the Proposed FY26 Proposed Budget and Constant Yield Property Tax Rate	*Winchester Hall; 7pm
May 2025	County Council adopts the FY26 Operating Budget	
6/25/25	BoE Meeting - BoE approval of final FY26 budget and establishment of state-mandated category totals	BoE Board Room; 6pm

[Frederick County Budget Office - scroll to click "budget planning" for events](#)

[Click to view ALL of County Council's Calendar](#)

* Please refer to the County Council Agenda/Calendar or County Executive's Calendar for more information on the times and dates which have not yet been published.

1 Wormans Mill Ct. Suite 15 - 301.620.9217

JOIN US!

ADVOCATE FOR A FULLY FUNDED FCPS BUDGET



JANUARY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

IF YOU DON'T ASK, THE ANSWER IS ALWAYS

NO



RSVP AT:
[HTTPS://LINKTR.EE/
FREDERICKGREVENTS](https://linktr.ee/frederickgrevents)

TO SHOW SOLIDARITY-WEAR GREEN!

WWW.MYFASSE.ORG

WWW.MARYLANDEDUCATORS.ORG

WWW.NEAMB.COM