

SOLIDARITY



FREDERICK ASSOCIATION OF SCHOOL SUPPORT EMPLOYEES

BUILDING OUR UNION



FASSE MEMBERS AT THE 2025 MSEA ESP CONFERENCE

MSEA events, such as the annual MSEA ESP Conference, are a part of your member benefits as a dues-paying member. These conferences and workshops are a great opportunity to network and engage in professional growth opportunities.

1 Wormans Mill Ct. Suite 15 - 301.620.9217

Negotiations Update

This year, FASSE and FCPS each have two language openers and salary. This means that we are allowed to open two articles in the Negotiated Agreement for editing, and allowed to bargain our salary adjustments. FCPS has chosen to open Leaves with Pay (6.02) and Transfers (3.07). FASSE has chosen to open Longevity (4.07) and Safety (3.15).

Dr. Dyson originally put 2% in the salary resource pool, however, after over 170 ESP and teachers attended the public budget meeting at Tuscarora HS in January, the Board of Education recently voted to increase that amount, which would take us to close to 3%. That amount is pending funding by the County Council, and if you recall, last year the budget was not fully funded. If this year's budget is not fully funded, it is within the realm of possibility that that number shrinks. It should also be noted that a "step" for ESP is around 2.5% on average. We must also take into account an increase to the cost of health insurance. To say we have an uphill battle, is an understatement.

Because we are public sector workers, we must engage in the political process. To support the work of your FASSE-member-led Negotiations team and to get the benefits 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 page 7 of the newsletter.

Finally, next year, we will have the full contract open and we will be reforming our Negotiations Committee, and then taking a few people from that committee to expand our bargaining team. If you have already completed the survey, you don't need to do it again.

If you are interested, please complete the interest survey and click on the negotiations team option. We hope to begin our work going through the agreement in late spring and early summer.
<https://forms.gle/dVqFJXRezAHdcUpYA>

The first letter of Union is "you". Only through collective action, showing up, and raising our voices, can we make change.

We extend special thanks to our FASSE Negotiations Team: Karren Sowell, Randy Kelly, Kelly Esslinger, Kristin Airey, and Lois Strickland.



We will be holding meetings **to give a Negotiations Update on: March 27th, April 24th, & May 29th @ 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/qSCEK3HTMJyrvs8y7>
You must RSVP to receive the link and you must have your camera on and first and last name listed for security purposes.

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.

APRIL 8
MAY 6
JUNE 10 (TENTATIVE)

Staff Organizing a Multicultural and Open Society

SOMOS

(SPANISH LANGUAGE COMMITTEE)

REUNION:
EL 2 DE ABRIL EN LA OFICINA DE FASSE Y POR ZOOM
A LAS 12:30PM Y LAS 5PM

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

SCHOLARSHIP COMMITTEE

Each year, FASSE awards a \$500 scholarship to a student pursuing postsecondary education. Eligible candidates are Frederick County public high school seniors whose parent/grandparent/guardian is a current FASSE member. Candidates must prepare brief responses to the five questions in the application and provide two letters of recommendation.

Application Due Date: Friday, April 4, 2025

To submit your application, or for additional information, please email Scholarship.FASSE@gmail.com.

<https://myfasse.org/for-members/scholarship/>

LABOR MANAGEMENT COMMITTEE

OUR FIRST SEIA/IA LABOR MANAGEMENT COMMITTEE MEETING WILL TAKE PLACE MID- LATE SPRING.

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 MANAGEMNET COMMITTEE FOR THESE DEPARTMENTS:

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

*IF YOU ARE INTERESTED PLEASE COMPLETE OUR INTEREST SURVEY

FASSE LEGISLATIVE ADVOCACY

As part of our ESP Bill of Rights campaign and our statewide lobbying advocacy efforts, FASSE members participated in the MSEA ESP Lobby night in Annapolis. FASSE members lobbied their Maryland district delegates on three major bills:

First, FASSE members made the case for a \$25 minimum wage for all education support professionals. 62% of Frederick ESPs make \$2,270 or less (not including IT staff). Nearly 80% of ESPs say they need a second job to make ends meet, and more than 50% have at least two jobs.

FASSE/MSEA members also lobbied to get an ESP seat on the Maryland State Board of Education. ESPs deserve a respected voice in the policy, protocols, and resources that affect their jobs, and the SBOE lacks the perspective of non-supervisory, non-certificated support staff.

The third bill that FASSE members lobbied for was transparency and accountability for public employee safety. Safety is a priority for FASSE/MSEA members. We want to create a public employee safety and health unit within the Maryland Occupational Safety and Health department (MOSH). This would improve inspections of public sector worksites and subjects public sector employers to penalties for violations.



FASSE MEMBERS JACKSON ENCH AND KELLY ESSLINGER, ALONG WITH UNISERV DIRECTOR, CARLOS MELLOTT AT THE ESP LOBBY NIGHT IN ANNAPOLIS IN FEBRUARY

FASSE LOGO CONTEST WINNER!



THIS FALL, THE BOARD OF DIRECTORS RAN A CONTEST WITH MIDDLE SCHOOL GRAPHIC DESIGN CLASSES TO CREATE A NEW FASSE LOGO.

CONGRATULATIONS TO CONTEST WINNER KAITLYN "KATY" TURNER FROM OAKDALE MIDDLE SCHOOL!

HELPFUL HINTS: CONTRACT LANGUAGE, FCPS REGULATIONS & POLICY THAT YOU SHOULD KNOW!

ATTENDANCE

FCPS ATTENDANCE POLICY 300-04

While the regulation is new, the practice has been that if you enter a “leave without pay” status, you will have three options:

1. Take an unpaid leave of absence until the end of the year.
2. Return to work.
3. Sick and Safe Leave (Non Benefited)
4. Resignation

IF YOU DRIVE AN FCPS VEHICLE, THERE ARE A FEW THINGS YOU NEED TO KNOW.

FCPS REGULATION 300-40 & FCPS POLICY 112

- If you are in an accident, you must report it to your supervisors immediately!
- Use of cannabis (medical or recreational) is prohibited, as cannabis is still a schedule 1 drug under federal law. You must be careful of over-the-counter creams. While they may be labeled as “CBD”, they may contain THC, which is the psychoactive compound found in cannabis. If you test positive and are a bus driver, it is an automatic termination. If you are not transporting children, termination is still a likely possibility.
- If you are in an accident, or are suspected of being under the influence of drugs or alcohol, you will be tested. A refusal to test is considered a positive test result by FCPS, and it is very likely that you will be terminated.

FASSE ELECTIONS



Open positions are:
Vice President
Treasurer
BoD Technology Services
BoD Transportation
BoD Food and Nutrition Services
BoD Operations
BoD Clerical/Secretarial
BoD IA/SEIA/Career Coach
Delegate to Conventions

CANDIDATES

(CANDIDATE BIOGRAPHIES CAN BE FOUND ON THE FASSE WEBSITE)

WRITE INS ACCEPTED

**BALLOTS WERE SENT TO PERSONAL EMAILS AND VOTING
WILL CONCLUDE AT MIDNIGHT ON MARCH 27TH**

KRISTIN AIREY- TREASURER

RANDY KELLY- BOARD OF DIRECTORS: INSTRUCTIONAL ASSISTANT/SEIA

**CHRISTIAN BARD- BOARD OF DIRECTORS: CLERICAL, INSTRUCTIONAL ASSISTANT/SEIA,
OPERATIONS, TRANSPORTATION, FOOD SERVICE, TECHNOLOGY
DELEGATE TO CONVENTIONS**

**MARIA VALCARCEL- BOARD OF DIRECTORS: CLERICAL, INSTRUCTIONAL ASSISTANT/
SEIA, OPERATIONS, TRANSPORTATION, FOOD SERVICE, TECHNOLOGY
DELEGATE TO CONVENTIONS**

ZOE HAUGHWOUT- DELEGATE TO CONVENTIONS

Important Dates

BUDGET MEETINGS

Date	Event	Location and Time
March 19, 2025	County Executive's Public Hearing on Draft Operating Budget	Winchester Hall (12 E. Church St.); 7pm*
April 15, 2025	County Executive presents FY26 Proposed Budget	
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

* 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 be published.

ADVOCATE FOR A FULLY FUNDED FCPS BUDGET

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



Frederick County Budget Office - scroll to click "budget planning" for events

Click to view ALL of County Council's Calendar

**SAVE THE DATE!
OCTOBER 28TH, 2025!
FASSE/FCPS PROFESSIONAL LEARNING DAY!**

WE ENCOURAGE YOU TO ATTEND & SIGN UP FOR CLASSES SUCH AS:

FASSE 101- LEARN ABOUT YOUR UNION AS WELL AS IMPORTANT ARTICLES IN THE AGREEMENT, AND FCPS POLICIES AND PROCEDURES

ESP BILL OF RIGHTS- LEARN ABOUT THE FIGHT FOR A LIVING WAGE, AND HOW YOU CAN GET INVOLVED!

BENEFITS CLASS- IN SPANISH!

DEESCALATION AND TRAUMA INFORMED CARE!

FASSE COMMUNICATIONS

WE NEED YOUR PERSONAL EMAIL!

Make sure we have an updated personal email for you. If not, you will miss important information. We send ballots for FASSE elections, contract ratification, email updates, and the newsletter via personal email. To update your email contact Thomas Riedo at triedo@mseanea.org

**2025 MSEA RACIAL SOCIAL JUSTICE SUMMIT:
UNITED FOR JUSTICE: BUILDING COMMUNITY, POWER AND CHANGE,**

**REGISTER BY APRIL 8. SECURE YOUR SPOT TODAY!
REGISTER AT [MARYLANDEDUCATORS.ORG/RACIAL-SOCIAL-JUSTICE-SUMMIT-2025/](https://www.marylandeducators.org/racial-social-justice-summit-2025/)**

EVENT DETAILS:

**DATE: SATURDAY, MAY 3, FROM 8:30 A.M. - 3:00 P.M.
LOCATION: BWI HILTON, 1739 W. NURSERY RD., LINTHICUM HEIGHTS
COST: \$15**