



# UPDATES & INFORMATION

Association of Supervisory & Administrative School Personnel Newsletter

March 2019

## Negotiations:

Contract negotiations have begun between ASASP and PGCBOE for salary only for the 2019-2020 school year. Upon conclusion of the contract negotiations, a general membership meeting will be scheduled and ASASP members will be presented the proposed negotiated terms for open discussion, questions and ratification.

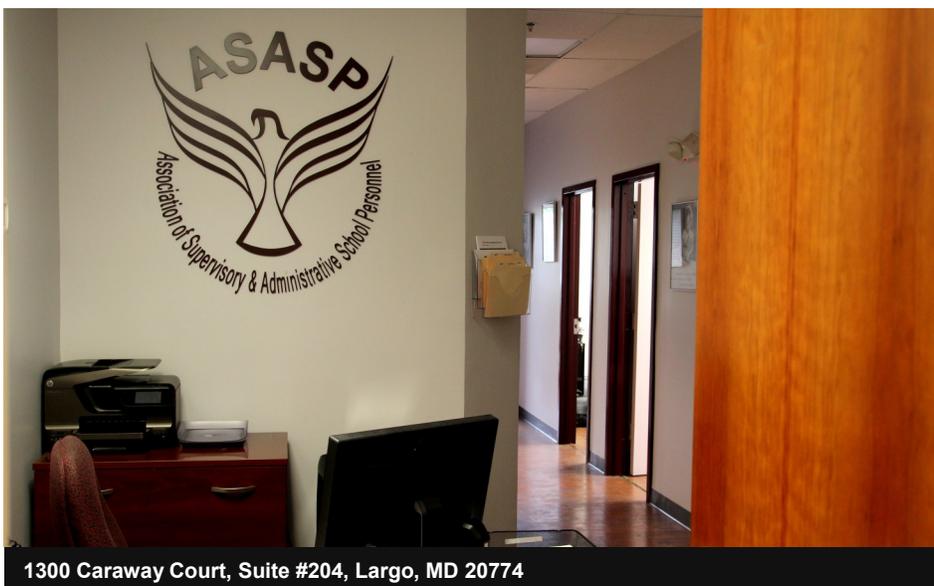
ASASP has drafted language that clarifies reasonable lunch breaks members are entitled to in accordance with the Fair Labor Standards Act. Over the years, there has been some confusion regarding whether members are required to work an extra thirty (30) minutes in addition to their work day. However, as “salaried employees” ASASP contends that lunch breaks should be included within the work day and the member is not required to work any additional time. (See section 3.02 of the Negotiated Agreement)

## Disciplinary Action:

ASASP recently and successfully negotiated with the Interim CEO, Dr. Monica Goldson, new guidelines that improve upon disciplinary procedures. For instance, the Administration is now required to exchange witness information and relevant evidentiary documents ten (10) days before a member’s Appeal hearing. Previous Administrations would withhold witnesses and documentation from the member’s representative.

## Know Your Rights:

Assault Leave is your right under both Maryland law and the Negotiated Agreement. However, in the event you are assaulted in the course of your employment, you are required to inform the Administration immediately and seek medical attention within twenty-four (24) hours. If not, you can be denied Assault Leave. Also, Assault Leave and Worker’s Compensation (WC) are two distinct leave statuses. The Administration can not classify your leave as WC if you are assaulted during the course of your employment. (See section 4.07 of the Negotiated Agreement).



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## Dates to Remember

- March 11th: 2 hr. early dismissal for faculty & staff to attend March For Our Schools in Annapolis. ***There should be no after school activities.***
- July 1st - October 1st: Open Enrollment for Sick Leave Bank