



# UPDATES & INFORMATION

Association of Supervisory & Administrative School Personnel Newsletter

June 2019

## Supporting Interim CEO, Dr. Monica Goldson

Following are remarks made by Executive Director, Doris Reed, on behalf of ASASP in support of our schools and Interim CEO Dr. Monica Goldson.

"I found it necessary to come forward this evening to express this Union's concern in terms of what is unfolding as the County Executive has just recently announced a nationwide search for a new CEO.

What is precipitating this search which could cost hundreds of thousands of taxpayer's dollars? Dollars that could be better spent on students. Especially since the Law does NOT REQUIRE a search be conducted. COMAR 4-201.1 outlines the CEO selection process, which requires in part:

- (4) (i) the County Executive shall select a CEO between February 1 and June 1, and the County Board shall complete the reappointment on or before June 30.
- (ii) If the County Executive decides to select the incumbent CEO, the County Board shall complete the reappointment no later than March 1 of that year.

We have had 10 months of improvement. No constant scandals in the media...little to no labor unrest...improved morale among employees... a task force to help restore employee salaries ... a financial management audit addressing long-standing problems and more. So how can it be that a change in leadership is being sought? What was "broken" by the previous CEO is now being mended, and yet, it seems you are about to break things all over again.

There have been 7-8 Superintendents/CEO's since the year 2000. Now you are seeking the 9<sup>th</sup> person to come in and reinvent what is already in place and which, by all accounts, is working. We deserve some "consistency of leadership...and right now we have that with Dr. Goldson. The members of this Union are dedicated professionals who are committed to Prince George's County. We are hopeful that the elected leadership of this County values that dedication by listening to their voices. After all, those who lead will need the support and the allegiance of those who follow. That confidence and allegiance has been earned by your current Interim CEO, Dr. Monica Goldson."



### Dates to Remember:

- June 14th—Last day for students
- June 15th— 11 month employees should have their 210 Day Calendars completed and submitted to your payroll clerk
- June 20th—Last day for teachers
- June 22nd—Annual Labor night with the Nationals (see flyer attached to May newsletter for info)
- July 1st—starts the 4 10-hour day work-weeks
- Jul. 8th-Jul. 10th—Summer Leadership Institute for Principals
- Aug. 5th - Aug. 7th—National Assistant Principal Leadership Conference
- September 4th—First day of school

ASASP President, Jeffery Parker, Interim CEO Monica Goldson, and Executive Director Doris Reed at the signing of the Negotiated Agreements for Units II & III.

*(Negotiations article on page 2)*

## **NEGOTIATIONS:**

The Association of Supervisory and Administrative School Personnel (ASASP), AFSA Local 109, and Prince George's County Board of Education completed negotiations on reopeners for salary in record time; just 3 months. Not only did ASASP negotiate COLAs and a step increase for FY20 and FY21, we were able to secure funding for steps withheld from members during 2010-2013. "We were able to work collaboratively with Interim CEO, Dr. Monica Goldson, and the PGCPSS Board of Education to reach agreements that will benefit our members, as well as the students they serve." stated ASASP Executive Director, Doris Reed. ASASP President Jeffery Parker added "the consideration shown by the Administration for it's Administrators and Supervisors should stem the exodus of these qualified professionals".

## **COMMITTEES:**

To keep ASASP a strong and vibrant union, we are asking members to actively participate in ASASP's various committees. The following is the list of ASASP committees and a brief description of their related duties. Your participation is critical. Please email ASASP if you are interested.

Thank you in advance for your participation. It is greatly appreciated!

- Bylaws: reviews the Organizations Bylaws annually and makes recommendations for amendments.
- Finance: develops an annual budget for the Organization
- Legislative Action: stays abreast and advises Executive Board accordingly of legislature impacting the Union.
- Membership: solicits and promotes membership in the Union
- Newsletter/Webpage: solicits from ASASP membership information to be included in the newsletter or on our webpage
- Nominations/Elections: performs duties as defined by Article XIII of the Bylaws
- Scholarship: reviews procedures to be used, disseminates information to all high schools regarding the availability of the award, reviews applications and makes recommendations to the Executive Board.
- Sick Leave Bank Approval: receives requests, verifies the validity of requests, recommends approval or denial of the requests and communicates its decision to the member and Absence Management.

## **210 DAY CALENDAR REMINDERS:**

1. Please make sure when filing out your 210 day calendar, that you account for 210 days. It is not Human Resources job to count and verify that you selected 210 days on your calendar.
2. Snow days do not count as "duty days" on your 210 day calendar. Please ensure that you leave days at the end of the year to cover snow days in the event that they occur.

## **Know Your Rights:**

At this time of the year when assignments and transfers of employees are being made, it is important you know your contract.

Section 3.04 of the Negotiated Agreement explains "Involuntary Transfers". It is important to know a few facts related to involuntary transfers. When a unit member is involuntary transferred, they have a right to request and be granted a meeting with the CEO or CEO's designee to review the reason for the transfer. If the involuntary transfer is not due to or related to unsatisfactory performance or disciplinary reasons, the unit members current salary will be "red circled" or frozen for a period of 3 years. If the involuntary transfer is due to less than satisfactory performance and the unit member is placed in a lower position, the salary will be based on that lower position effective the date of the transfer. Except in emergencies, the CEO must notify the unit member at least two weeks before the transfer is to take place.

While you may disagree with the transfer decision, keep in mind that the CEO has the legal right to transfer any employee for the good of the system. No one is entitled to a specific position. The protection you are offered is provided by the language negotiated by the Union. This is the only reason you are able to retain your salary for 3 years.

## Sick Leave Bank Things To Know

**Open Enrollment is July 1st - October 1st**

- ◆ To be eligible to participate in the SLB (Sick Leave Bank), you must be a dues paying member of ASASP. (*Effective July 1, 2019*)
- ◆ New Unit members are able to enroll in the SLB when they start their positions. Members who opted not to join the SLB when they started their position, may only join during open enrollment.
- ◆ A contribution of 24 hours will be deducted July 1st of each year or when the employee submits their SLB Donation Form.
- ◆ Employees who enroll in the SLB will have a six (6) month waiting period before being able to use the SLB.
- ◆ Members must exhaust all accumulated sick and annual leave before using the bank.
- ◆ The first thirty (30) consecutive days of incapacitating illness or disability must be covered by the employees own accumulated sick leave, annual leave, or leave without pay the first time the member qualifies for a SLB grant. For subsequent grants, the first fifteen (15) days of incapacitating illness or disability must be covered.
- ◆ Each bank grant allows up to 30 duty days per grant.
- ◆ Applicants must submit a new SLB Request and Physician's Statement before the previous grant expires. Original forms, with original signatures must be delivered or sent to ASASP.
- ◆ The first sixty (60) days of SLB coverage, the member will receive their full salary and benefits. Payment for subsequent grants will be reduced by one day per week up to the maximum number of days allowed per illness. The reduced benefit shall not exceed one calendar year of the employee's contractual workdays.
- ◆ Grants from the bank for the same illness or injury shall not exceed one (1) calendar year (i.e. employee's contractual work days from the date of the initial grant) within 2 year consecutive calendar.

