

To all FASSE members:

The following issues have been agreed upon between FASSE and FCPS:

FA SSE Board Directors recommend you vote to accept the new contract.

Voting will begin Monday, June 12th @ 6:00 AM and end on Friday, June 16th at 4:00 PM.

Current FCPS employees that are at a Step 16 and above shall remain on the current 2016-2017 salary scale which represents a 3.5% difference between Steps.

Year 1: Everyone moving to new scale steps 15 and below with everyone hired before 7/1/13 receiving 1 Step; Grade 16 and above remain on current scale which represents 3.5% between steps shall receive 1 Step. Those on Step 21 shall receive an \$800 stipend.

Year 2: Everyone receives a step. Anyone hired before 7/1/13 receive an additional 1 step. Everyone also receiving a COLA with remaining salary pool.

Year 3: Everyone getting 1 Step and a COLA (The COLA will be determined with the remaining funds in the salary pool).

In addition to the language enhancements your health insurance benefits have been greatly increased with no increase in premiums.

- Plan enhancements include:
- No lab copays for wellness check ups
- No copays for physical therapy
- Increase in vision benefit to \$150 for frames and contacts
- Provide coverage for Standard Progressives, Deluxe Progressives, and Premium Progressive lenses, and Standard Anti-Reflective coating
- Increase the Wellness budget, including a per school allotment
- Coverage for behavioral treatment for autism

- Coverage for transgender related treatment
- Real Appeal: voluntary, free weight loss support program for those qualifying
- Coverage for 3D mammography
- Nicotine Cessation program/support

The FASSE negotiations team also negotiated the following language enhancements to our contract:

- **3.15 Work Week: C. Sign Language Interpreters**
 - It is the practice of FCPS to assign co-interpreters in school based assignments when practicable.
- **3.6 Announcement of Vacancies:** In the event there is an opening for a regular position within the unit, the Board will post notices of such vacancies for a period of at least **seven (7)** workdays on appropriate bulletin boards.
- The hiring process of all new and vacant positions shall be advertised for **seven (7)** workdays. A unit member desiring to be considered for a vacancy must apply for the specific vacancy by the specific deadline. **The posting shall include the school/work site, location and hours of the position.**
- **There will be a \$.10 increase in the shift differentials.**
- **6.2c Annual Leave:** Employees with at least five (5) years of service and are twelve (12) month employees with Frederick County Public Schools (FCPS) may cash in up to five (5) days of annual leave per year.
- **6.2f Jury Duty/Legal Proceedings:** When employees are **subpoenaed** to court **as a witness** for a criminal matter related or **not related**/connected to employment the employee shall be held harmless and not required to use their own leave.

- **6.2h Professional Leave/Association Leave:** 1. MSEA CONVENTION RELEASE - The Board shall release from duty, without loss of pay or fringe benefits, unit members who wish to attend the Maryland State Education Association Convention or the National Education Association Convention. One week prior approval is necessary from Human Resources. **Employees may utilize FASSE professional leave to attend convention.**

- **6.2h C. Professional Development:**
 - **All SEIA will be provided appropriate training when working in identified programs with students who may require restraint. In addition SEIA's who work with students with identified behavior issues will be provided appropriate training. Training will either be provided during the employee's work day and if training occurs after work hours the employee will be compensated for this training.**

- **6.2k Sabbatical Leave:** Upon recommendation of the Superintendent **or Human Resources Director** for educational support employees, sabbatical leave will be granted up to **seven (7)** applicants per year, **pending funding**. Requests for sabbatical leave must be received in writing by the Superintendent between July 1 and December 1 of the preceding year for which the leave is requested. All applications will receive equal consideration regardless of when submitted within the above time frame.

- **6.2k Sabbatical Leave: D.** To be eligible, an educational support employee must have completed **five (5) full years of active service** in the Frederick County school system. An educational support employee who has completed a sabbatical will be considered only after applicants who have not had a sabbatical.

- **6.2k Sabbatical Leave: E.** An applicant who intends to study must register for a minimum of 12 semester hours per semester **or equivalent hours pertaining to certification of said position** unless an exception is granted by the executive director of human resources. When the sabbatical is completed, the educational support employee shall present to the executive director of human resources adequate verification of the work or experience completed.

- **6.3 Leaves without Pay:** When an employee exhaust all their paid leave, employees may be out from work up to ten (10) days without pay and not be required to be on a leave of absence for the remainder of the school year. This leave must be related to a medical condition and be approved by the Human Resources Officer.
- **8.2a Instruction Assistants used as Substitute Teachers:** The Board and FASSE agree that instructional assistants should only be requested to provide class coverage after the school has been unsuccessful in securing a substitute. Except for assistants who regularly cover classes during individualized education program (IEP) team meetings, benefited part-time and full-time instructional assistants who are requested to substitute in the school will be compensated a stipend of \$75.00 if required to cover classes for one-half day or more. Where practical, allocation will be offered on a rotational basis within each school.
- **8.3 Tuition Reimbursement:** Educational support employees are eligible to receive tuition reimbursement, up to \$1500 per year (\$3,000 committee review), for courses taken or training that are job related, or in pursuit of continuing education, or in pursuit of a career change within the system.
- **8.4 Clothing Allowance:** Clothing Allowance Per Year: Food Service

	4+ Hours	up to 4 Hours
2017-2018	\$200.00	\$180.00
2018-2019	\$250.00	\$230.00
2019-2020	\$300.00	\$280.00

- **8.4 Clothing Allowance:** All Board bus drivers shall be given two (2) pair of gloves per year for fueling buses.

All employees who are required to purchase and wear safety shoes will have a one-time selection option

for reimbursement of either \$90 a year or \$180 every other year toward their purchase of such items.

- **8.5.1 ID Badges:** Employees are eligible for a new identification badge every 36 months or if employees badge becomes damaged or destroyed if requested at no cost to the employee.

- **8.6 Other Issues by Classification:**

Bus Drivers/Assistants

1. Bus drivers/assistants will receive compensation at their current rate for additional time worked.

2017-2018 \$650.00

2018-2019 \$725.00

2019-2020 \$800.00

After the 2019-2020 school year the Bus Driver Stipend will increase based on the COLA applied to the salary scale.

Stipends will be paid in two (2) equal payments in December and June for the following required duties:

1. Bringing buses to inspection.
2. Bringing buses in for service or repair.
3. Fueling the bus.

F. Bus Assistants Stipend per bus:

2017-2018 \$140.00

2018-2019 \$170.00

2019-2020 \$200.00

After the 2019-2020 school year the Bus Driver Stipend will be topped out at \$200.00 plus a TBD COLA.

The FASSE dues will increase this year by \$.25 per pay period.

Staff Development:

The Board will allocate up to \$3,000 for speakers and programs.

It was agreed that the following issues will be reviewed by FCPS and FASSE either through sub-committees or re-classification process:

- Food Service Workers – additional 30 minutes to their work day.
- Bus Driver Language – stipend duties
- Lead Custodian pay grades – all on same level
- Interpreters who hold a RID certificate will be moved to a higher grade

It is the party's intent to report back with committee progress by October 2017.