July 1, 2022- June 30, 2023

ADDENDUM TO NEGOTIATED AGREEMENT

between the

FREDERICK ASSOCIATION OF SCHOOL SUPPORT EMPLOYEES

and the

BOARD OF EDUCATION OF FREDERICK COUNTY

On June 8, 2022 the Frederick Association of School Support Employees (FASSE) and the Board of Education of Frederick County (Board) entered into a Negotiated Agreement (Agreement). The terms of the Agreement shall remain in full force and effect from July 1, 2022 through June 30, 2023, or until superseded by a newly negotiated agreement.

The parties, by their signatures below, agree to amend the Agreement in accordance with the following terms for the 2022-2023 school year:

Salary – Article IV

4.1 As of July 1, 2022, employees will be appropriately placed on the restructured pay scale. The restructured salary scale is based on an average increase of 7.14%. Positions designated as Technology Services will be appropriately placed on the newly created Technology Services pay scale.

The same percentage for cost of living, educational support employee increment, and equivalent percentage of augmentation granted to FCTA will be applied to the existing educational support salary scales. This clause is not to be interpreted as preventing the parties from negotiating monies over and above the identified equivalent salary resource pool for targeted priorities.

Insurance – Article VII

A 5.5% increase will be applied to FY 22 insurance premiums for the FY 23 plan year.

Employment Conditions – Article III

3.15 Work Schedule

B. Work Year

1. Unless otherwise stated, the work year for ten-month employees is one hundred ninety (190) days. Additional workdays beyond 190 will be compensated at a per diem rate.

2. The work year for ten-month secretaries and instructional assistants is one hundred ninety (190) days.
3. The work year for eleven-month secretaries is two hundred and eight (208) days.

4. The work year for most twelve-month secretaries, clerical, and printing support employees is two hundred forty-four (244) days.

5. The parties shall meet and negotiate prior to making any permanent changes to the work year.

6. The work year for full-time custodial, operations, maintenance, inspectors, and warehousing support employees is two hundred sixty (260) days.

7. The work year for full-time school bus drivers and bus assistants is the same as student days.

8. The work year for a full-time vehicle mechanic is two hundred sixty (260) days.

9. The work year for full-time food service* employees are:
   - Food Service Employee 183 days
   - Food Service Site Assistant 183 days
   - Food Service Assistant Manager 183 days
   - Satellite Drivers 183 days
   - Food Coordinator 244 days

10. The Board may assign employees additional workdays beyond the work year to be compensated on a per diem basis.

Miscellaneous – Article VIII

8.2a Instructional Assistants Used as Substitute Teachers

Unless an emergency exists, a substitute teacher will first be sought to cover a class prior to assigning the responsibility to an instructional assistant. The instructional assistant may voluntarily agree to provide the coverage. Part-time assistants may have the option to provide class coverage after their regularly scheduled workday and be compensated accordingly.

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 if required to cover classes for one-half day or more. Where practical, allocation will be offered on a rotational basis within each school. Effective Fiscal Year 2022, the stipend for instructional assistants (IA)/special education instructional assistants (SEIA) will increase to $80 for covering a class for one-half day or more.

Effective Fiscal Year 2023, the stipend for instructional assistants (IA)/special education instructional assistants (SEIA) will increase to $80 for covering a class for three (3) or more hours.

The Board and FASSE agree to the creation of a subcommittee to review stipend language to make recommendations for negotiations in 2022-2023.
8.3 Tuition Reimbursement

For school year 2022-2023 the Board and FASSE agree to the creation of a subcommittee to review and make recommendations to the current reimbursement language.

8.8 Subcommittees

As part of the 2023 negotiations process with FASSE, the following subcommittees and their purposes shall continue as outlined below:

<table>
<thead>
<tr>
<th>Committee</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>School Based Secretaries</td>
<td>To discuss and make recommendations regarding working conditions</td>
</tr>
<tr>
<td>Transportation</td>
<td>Continue to discuss and make recommendations regarding pay periods with inclement weather or virtual learning day closures.</td>
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</tbody>
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Work from these subcommittees will be utilized in future negotiations. Scheduling of these groups will occur in September 2022.

This Addendum is dated June 8, 2022. All other terms of the Agreement dated October 7, 2020 shall remain in full force and effect.

FREDERICK ASSOCIATION OF
SCHOOL SUPPORT EMPLOYEES

Sharon Eburg, President
Elaine E. Crawford, Chief Negotiator

BOARD OF EDUCATION OF FREDERICK COUNTY

Brad Young, President
Michael Markoe, Interim Superintendent
Robert W. Wedge, Chief Negotiator