

July 1, 2015- June 30, 2016

**ADDENDUM TO NEGOTIATED AGREEMENT**

between the

**FREDERICK ASSOCIATION OF SCHOOL SUPPORT EMPLOYEES**

and the

**BOARD OF EDUCATION OF FREDERICK COUNTY**

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On September 10, 2014, 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 state that it shall remain in full force and effect from July 1, 2014 to June 30, 2017, and that certain openers shall be subject to negotiations on or before December 1 of each intervening year.

The parties, by their signatures below, agree to amend the Agreement in accordance with the following terms for the 2015-2016 school year:

**ARTICLE II – ASSOCIATION/BOARD RELATIONS**

**2.10a. Fair Share Representation Fee**

Pursuant to sub section 6-407 of the Education Article, Annotated Code of Maryland, employees hired after July 1, 2016 shall, as a condition of employment, be required to either join the Association or pay a representation fee – in an amount not to exceed the membership dues in the Association and its affiliates. Any unit member electing not to join the Association shall be required to pay the representation fee. Prior to October 1, the Association shall notify the Board of Education of those unit members that have elected not to join the Association. The Board shall deduct such representation fee from the employee's payroll checks in the same manner as FASSE dues are deducted, pursuant to this agreement and Article II, section 2.10, provided employees give written consent. Human Resources staff will work with FASSE to facilitate completion of forms.

**ARTICLE IV – WAGES**

**4.1 SALARY SCHEDULES**

As of July 1, 2014, all pay scales herein shall be increased by 1.1% COLA on the current pay scale. The 2014-2017 Support Employee Salary Scale is attached as Appendix A. Additional information regarding pay scales can be accessed through FCPS Human Resource Department. Eligible employees will advance an increment on the pay scale. For the 2015-2016 school year, the increment will occur on December 1,

2015. The parties agree that the employee's contribution for increased health insurance premium for the 2015-2016 school year will be effective on December 15, 2015.

Salary compensation for all employees shall be paid by direct deposit to a financial institution designated by the employee.

The same percentage 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.

For school year 2014-2015, an additional, \$105.00 for full-time employees will be added to each step of the scale to offset the cost of the increased insurance of 2.7%. This money is being applied to the scale and is not a one-time money.

NOTE: For the 2014-2015 school year, employees will not be eligible to receive an increment.

All ten-month unit members will have the option of being paid in either twenty (20) installments or twenty-four (24) installments. All twelve-month unit members will be paid in twenty-four (24) installments.

1. In the event of unusual circumstances, a ten-month unit member who has elected to be paid the salary in twenty-four (24) installments may elect to have the balance due in the June paycheck. The request shall be submitted in writing fifteen (15) days prior to the scheduled pay date.
2. Distribution of paychecks shall be on the 15th, or the nearest preceding workday, and the last workday of each month.

## ARTICLE VI – LEAVE PROVISIONS

### 6.2h PROFESSIONAL LEAVE/ASSOCIATION LEAVE

#### A. Professional Leave (voluntary professional meetings and conferences)

Educational support staff professional leave is defined as any in county or out of county voluntary meeting or conference related to the employee's job. A bank of thirty (30) leave days per year is provided. Educational support staff professional leave requests require the approval of the director of the department and the senior human resources manager. If the bank of leave is exhausted for a year, FASSE may request from the Superintendent additional hours and this request will be reasonably considered.

This Addendum is dated September 23, 2015 and shall be retroactive from July 1, 2015. All other terms of the Agreement dated September 10, 2014 shall remain in full force and effect.

**FREDERICK ASSOCIATION OF  
SCHOOL SUPPORT EMPLOYEES**

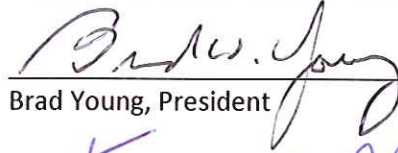


Norma Davis, President

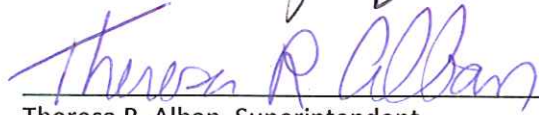


John Gates, Chief Negotiator

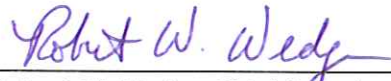
**BOARD OF EDUCATION OF FREDERICK COUNTY**



Brad Young, President



Theresa R. Alban, Superintendent



Robert W. Wedge, Chief Negotiator