

Baltimore City Public School Administrators and Supervisors Association



PRINCEPS

President's Corner

Dear Union Family,

I hope that you all had a relaxing and enjoyable holiday. I pray that this finds you in good health and high spirits as we start the new calendar year. As we reach the midpoint of the year, I wanted to take a moment to express my gratitude for the incredible work and dedication that each of you has shown in your roles as administrators. There are times when you should be lauded, recognized and shown how much appreciation you deserve, but our district is not always thankful for your service. On behalf of our members, students and colleagues, I thank you.

Undoubtedly, the challenges we have faced thus far this year have been numerous and demanding. The ever-evolving landscape of education, coupled with external factors, has tested our collective resilience. Despite these challenges, your unwavering perseverance continues to be a source of inspiration for all. Let me be clear, there remain a multitude of challenges, but I know together we will continue to perform admirably on behalf of Baltimore City children.

In the face of uncertainty, your commitment to fostering a positive learning environment and ensuring the well-being of all stakeholders has not gone unnoticed. Your ability to persevere through adversity and find innovative solutions to the challenges at hand is a testament to your dedication to the ideals of education. This perseverance will be challenged moving forward as the changing landscape of public education continues to be impacted by those who do not educate children. There are looming budgetary challenges ahead of us, so collectively we must plan for the future with a continued laser-like focus on success.

As we continue through the remainder of the year, I encourage each of you to draw strength from the collective resilience of our union. Together, we can overcome any obstacle that comes our way. Remember that challenges are opportunities in disguise, and each one brings us closer to achieving our shared goals. If ever you find yourself in need of support or inspiration, please reach out to our fellow members. Our collective strength lies in our unity, and by supporting one another, we can overcome any hurdle that stands before us.

Thank you for your tireless efforts, your leadership, and your dedication to the betterment of education. Let us continue to work together with perseverance, knowing that our shared goals are within reach. Remember, if someone indicates to you that they do not receive our communication it is because they are not an active member. This is for members only, not those who are eligible and don't want the benefits of being a union member. #TUT

In solidarity,

Karl E. Perry

Stay Up To Date With Union News And Information On Our PSASA Website!

Scan Here

Or Go To: www.mypsasa.org



Items of Interest

- The BTU is continuing to engage in contractual negotiations with the district subsequently delaying our process from beginning.
- If you need member support while working with another member then please let me know. We cannot allow others to get involved in Union member matters because that is detrimental to membership.
- Make sure to utilize the benefits provided as a union member by using Union Plus. As members of AFSA, we can enjoy many member-only benefits.
- You may write off your monthly investment fee on your taxes for 2023

Wellness Strategies

- 7 Helpful ways to manage anxiety
- Talk to a professional (speaking with a therapist can have positive results)
 - Find time to exercise
 - Practice mindfulness
 - Do breathing exercises
 - Be nice to yourself
 - Keep a journal
 - Join a support group

Officers

- Rhonda Richetta, Vice President
- Donnae Bushrod, Secretary
- Valerie Stamper, Treasurer
- Craig Rivers, Public Relations
- Shionta Somerville, Parliamentarian

KEPerry@PSASA.ORG
443-675-2123

Members-at-Large

- Danielle Henson, K-8
- Aleesha Manning, K-8
- Kamala Carnes, High
- April Myrick, High
- Shandra Worthy-Owens, Central Office Rep.
- Reginald Robinson, Executive Director

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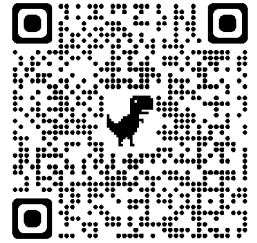
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District Office Update for December 22, 2023

The district had a Wellness Day for schools and school staff on December 22nd. Our contract indicates that we adhere to the district calendar for all respective holidays. Upon further review of our contract along with other pertinent documents and discussions with our attorneys, we have notified the district of our belief that they violated our contract.

Subsequently, we have filed a formal grievance with City Schools due to this situation that was caused by their oversight. It is our goal to have our District Office members recoup any leave time that was required to be used when the Winter Holiday began. In addition, any District Office member who reported to work, it is our goal to have them receive an additional day of leave for reporting.

Please be mindful, this day is totally separate from the planned Wellness Day on February 16th. Our focus at this time is solely on the Winter Holiday as outlined in our MOU with the district.



**Committee
Signup**

Potential Budget Challenges

There are proposed changes on the horizon for school funding by both the federal and state governments. If the district's funding is significantly impacted as projected, it will have detrimental results on students and staff. As you are planning for the upcoming year, keep in mind that if significant cuts to school budgets are to take place, you should begin making the appropriate plans now. Make purchases of supplies prior to the close of this year to ensure you are well prepared. Only allocate funding for what is essential for success prior to what is desired for a well-rounded learning opportunity. When scheduling classes, understand that class size may increase and you may not have all of the necessary support staff positions next school year.

District office members must also be aware that the district will continue placing an emphasis on staffing schools with FTE's first. At this time nothing has been determined or finalized, but I want everyone to be prepared for the changing tides of educational funding, especially since ESSER funding will be ending.

We will be partnering with the district in the near future to contact state legislators regarding Concentration of Poverty funding, as that also is in jeopardy of being reduced. State lawmakers must know the importance of our efforts to provide a world-class education to the children of Baltimore City. There will be times in the very near future when we must advocate for and demonstrate how these funds have been used to benefit our schools.

Transformation/Distinguished Principal and District Administrator Survey Results

Thank you to everyone who was able to complete our recent survey regarding TP/DP/DDA. It provided valuable information and feedback to align with the recommendations posed by the Joint Governing Panel. The majority of responses wanted to maintain the current process with some modifications. Questions of fairness and transparency were raised by some respondents, but the addition of more data reviews to determine final candidacy was not favored by many. Some members wanted more training, though we have offered it annually during our Fall Conference, we will seek additional opportunities to present overviews and strategies for success by all. One final note, more respondents indicated that they would be in favor of returning to a traditional pay scale. A major point for all is that we believe all members should receive an interval increase annually which is not necessarily the case in our present system.

There has been a delay in the next series of applications as we have been exploring the current process to make it more inclusive and fairer for our members. Once agreement is made, the district will be permitted to proceed with the next round of applicant notifications.

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."

—John Quincy Adams

