



Baltimore City Public School Administrators and Supervisors Association

PRINCEPS

President's Corner

Dear Union Family,

As we approach the Thanksgiving holiday, I wanted to take a moment to express my deepest gratitude to each and every one of you for your unwavering commitment and dedication to the children of Baltimore City. In the spirit of this season of thanks, I find it fitting to reflect on the strength and unity that defines our collective efforts. This year continues to present its share of challenges, but through it all, our solidarity remains a beacon of strength. The power we derive from standing together is a testament to the incredible unity within our union. As we gather with our loved ones to celebrate Thanksgiving, let us carry this spirit of togetherness into our hearts and homes.

Thanksgiving is a time for reflection, appreciation, and the acknowledgment of the bonds that tie us together. PSASA was originally created on the foundation of collaboration and mutual support. The next phase of our union will focus on transformation; both for ourselves and the city. Together, we will build this district into one where everyone can be proud and honored by our leadership. Your hard work and dedication contribute to the success and prosperity of our collective cause, and for that, I am truly thankful.

In the coming days, as we enjoy the warmth of family, friends, and a bountiful feast, let us also celebrate the strength that comes from our unity. Our collective efforts have made a positive impact not only within PSASA but also in the lives of each member. As we give thanks, let us renew our commitment to one another and to the principles that bind us. Our unity is our greatest asset, and by standing strong together, we can continue to achieve greater things for our members and our entire city.

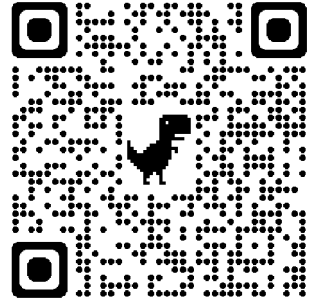
Wishing you and your loved ones a Thanksgiving filled with joy, gratitude, and the warmth of unity. Welcome to all of our new members as our membership continues to grow.

#TUT

In solidarity,

Karl E. Perry

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Leave Cash Out

There will not be another vacation cash out for members this year. That was a side agreement tied to our last contract. We hope to negotiate for it again in the future, but at this time that benefit no longer exists for our members. It was an added benefit that has never been received before, so we believe that most members would like us to seek it once again and perhaps have it as a permanent PSASA-only benefit.

The district continues to offer sick leave conversion, so make sure to take advantage of that opportunity if you so desire.

Wellness Strategies

- Maintain a normal routine as best as you can
- Practice Healthy habits and self-care
- Take breaks to ease your mind and distract yourself from worrying
- Use mindfulness and meditation to boost your immune system
- Avoid crowds – but stay connected
- Seek news from reliable sources and in moderation

Officers

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

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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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Committee Participation

We encourage our members to join various committees as we move towards transforming this district. A survey will be shared following the Thanksgiving holiday for members to show their interest in committee membership and activism.

Some committees include the Political Action Committee (PAC), Hospitality Committee, Professional Development Committee, and Board Policy Review Committee. We hope you can join and continue demonstrating that we are the leaders of City Schools.

Update: Employee Handbook

The district has revised and updated the employee handbook. It should be published and shared in the very near future. Make sure to become knowledgeable about the components of the handbook and its contents. All employees of the district will be held accountable for knowing and adhering to the components, in particular, the "Standards of Conduct" section as we find many complaints against members stem from this section even though the majority are false. The district uses the components of the handbook and in other instances various Board policies when accusing our members of infractions. Whenever in doubt, seek guidance to avoid any unnecessary and stressful problems.

Items of Interest

- We still have not been able to begin contract negotiations. The district remains at a stalemate with the BTU. Until a new contract is negotiated and ratified there will be no COLA
- If presented with a PIP by your supervisor, make sure to contact me for review and support. Your supervisor may not issue you a completed PIP, as you are entitled to input according to Board Policy GCO-RE.
- 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 complete the Climate survey which was sent to all members. Your responses will always remain confidential.

Transformation/Distinguished Principal and District Administrator Process

The district is attempting to change the processes for earning distinction as a TP, DP, or DDA. Even though our contract indicates that there are to be no limits on the number of members identified and who receive these distinctions, apparently that is not pleasing to some. An attempt is now underway to circumvent the process which would reduce the number of candidates who are deemed eligible and those who satisfy the current process to earn the distinction. This attempt to alter the process may also eventually result in current TP, DP, and DDA's losing their designation. We will be monitoring the situation and addressing it accordingly according to the parameters of our current contract.



"Education is the most powerful weapon which you can use to change the world."

— Nelson Mandela