

Baltimore City Public School Administrators and Supervisors Association



PRINCEPS

President's Corner

Happy New Year!

I hope that you and your families had a relaxing and enjoyable summer. We all know that Labor Day is the unofficial start to the school year, so we are back in the swing of things. Following an amazing leadership campaign that we all recently exhibited, we all have been immediately thrust back into action to lead and ultimately save our district. Thank you to all Central Office members for accepting the late notification by the district and supporting the opening of schools. Yes, we all knew our services were desperately needed as the summer progressed, but an earlier notification by the district surely would have eased some of the unnecessary struggles faced by us all. We will continue to work with the district and again reiterate the need for our inclusion in decision making as the group leading change across this city.

I had the opportunity to attend and participate in the AFSA National Convention this summer. There, I was inspired and exhilarated to work collectively to build our Union into one which is recognized nationally for being a change agent for all our members who lead this district. After meeting with other Unions from across the country I learned that we are years ahead of many Locals. We have grown beyond the representation of only school leaders to also account for all the administrators leading this entire school district. We have collective bargaining rights where many others are still fighting to earn. Though not enough, we as a Union have a voice to collaborate with our district while many other Locals do not even sit with District leaders for any type of meaningful discussion or input in decision making. As one of the largest Locals in this country, we can truly reform our district because our knowledge base is leading the work across Baltimore City Schools.

I wish you each a successful 2022-2023 academic year and I know we will continue to make a positive impact on all of Baltimore City.

#TUT

Karl E. Perry

July 2022 COLA and Step Increase

After repeated communication with the district regarding the 2022 agreed upon COLA increase of 2.25% and step increase, we have finally arrived at an expected date for this action. On Friday, September 16, 2022, it is expected for the COLA increase and annual step increase (for eligible members) to take effect. Reportedly the delay was due to the district wanting to adjust all salaries at once and since our evaluation period ends on July 31st of the year that extended the lag in delivery. Moving forward, we will work more closely with making suggestions on how the district can improve this process, or at the very least keep us informed in a timely manner.

Officers

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

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Members-at-Large

- Danielle Henson, K-8
- Theresa Ware, K-8
- Kamala Carnes, High
- Shandra Worthy-Owens, Central Office Rep.
- Reginald Robinson, Executive Director



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Evaluation Appeals

Numerous members filed appeals to challenge their end of year evaluation. In the past the district claimed that we only averaged four appeals annually. That number has grown this year exponentially and rightfully so. After conferring with Labor Relations, appeal conferences will begin being arranged by the second week of September. We are advocating for and expecting favorable outcomes in all situations as we have just concluded the most challenging year in the history of education. To date I have found no research on how to educate children effectively during a pandemic and there are no current district leaders who have ever done so in their careers. What we all accomplished last year was amazing and no one should have their efforts diminished by a flawed evaluation system.

Monthly Membership Investment

Bi-weekly membership investments have remained consistent for the past decade. The BTU and other unions have consistently raised their fees for quite some time. Current BTU membership fees for teachers and paraprofessionals are \$48 per pay. Our fees have remained \$26 for many years. While we considered using the same formula as other districts which was 1% of a member's annual salary, we wanted to have one consistent amount for everyone. Our bi-weekly investment will increase by \$10 to the amount of \$36 beginning in October 2022. It had previously been indicated that this would occur in July, but it has been delayed accordingly in the best interest of all members.

AFSA Benefits

As members associated with AFSA, there are many additional benefits to Union membership. We also have benefits supplied through Union Plus. These benefits include discounts on Home/Auto Insurance through Liberty Mutual, discounts on AT & T mobile as well as discounts at numerous restaurants across the nation. Professional liability insurance coverages are also afforded to our members as an added benefit. Union membership works for us all.

2022 Annual Fall Conference

Plans will soon be underway for our Annual Fall conference. It will take place on Friday, October 21, 2022. Please plan to attend and if your supervisor attempts to require your participation in another event or activity let them know that you are entitled to participate in Union activities.

If you have any suggested topics or are interested in presenting then please contact our Vice President, Dr. Rhonda Richetta rlichetta@psasa.org

IF YOUR ACTIONS INSPIRE OTHERS TO DREAM MORE,
LEARN MORE, DO MORE AND BECOME MORE, YOU ARE A
LEADER.

– PRESIDENT JOHN QUINCY ADAMS