



# UPDATES & INFORMATION

Association of Supervisory & Administrative School Personnel Newsletter

April 2019

## For Your Protection: Code of Conduct

ASASP has advocated for the adoption of a progressive discipline policy for several years, since it helps to ensure consistency in the enforcement of the violation of Board policies and procedures.

Dr. Goldson, Interim CEO, has introduced the “Employee Code of Conduct 2018-2019 School Year.” It is designed to outline standards and expectations for all PGCBOE employees in their interactions with their work environment, the administration, colleagues, students, parents, guardians and the community.

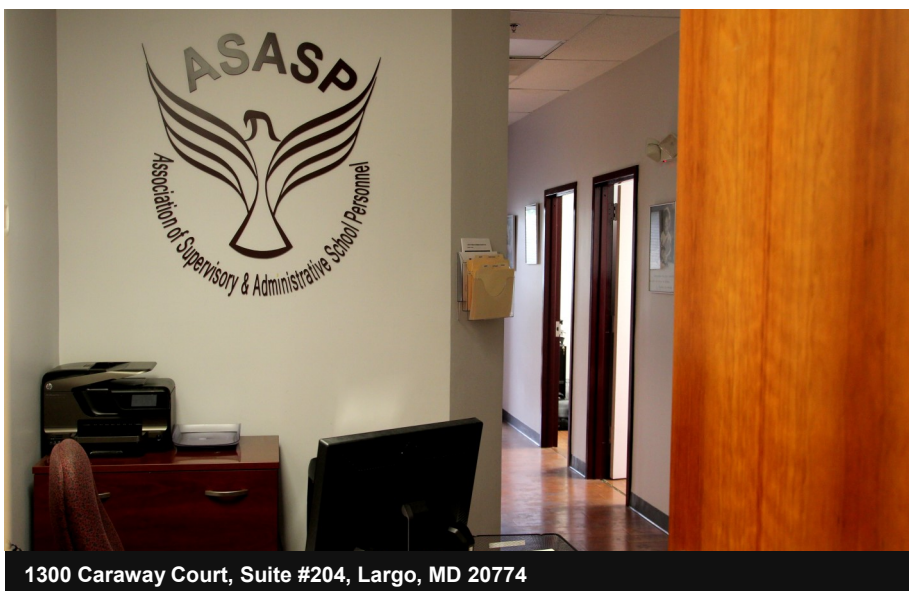
The Code codifies various existing administrative and legal requirements, such as regulations, Administrative Procedures, Board of Education policies and State of Maryland law.

The Code also includes a Progressive Discipline policy that consists of two components: Non-Disciplinary Corrective Actions (i.e., written letters of Professional Counseling) and Disciplinary Actions (i.e., written reprimand, suspension, and termination).

Be sure to review the Code of Conduct. You must be aware so you do not violate the Code and bring possible disciplinary action upon yourself.

## Disciplinary Action:

A new Maryland law was recently enacted that provides Arbitration to PGBOE employees facing dismissal, suspension or removal from their employment. Prior to this amendment to Section 6-202 of the Education Article, Annotated Code of Maryland, employees were only provided a hearing before a Hearing Examiner selected by the Board of Education, or before the Board of Education itself to challenge the proposed disciplinary action. Although, dismissals, suspensions and removals have been dramatically reduced under the current administration, ASASP commends the new law as an effective tool in its expanding arsenal against disciplinary actions that are lacking in just cause and proper due process protections.



### Dates to Remember

- April 15th - 18th: Spring Break (Schools Closed for Teachers & Students)
- April 19th & 22nd: Easter Holiday (Schools & Offices Closed)
- July 1st - October 1st: Open Enrollment for Sick Leave Bank

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Photo by: Randal Pike, Office of Communications

## Central Office Leadership Institute

ASASP in collaboration with Office of Talent Development and PGCPS hosted a Central Office Leadership Institute. COLI, a professional development and training experience tailored to our central office team and non-school based employees, provided an opportunity to grow as stronger leaders by focusing on team-building, self-care, customer service, effective communication and more.

The 2 day workshops were attended by more than 300 members. The members who attended were excited and enthusiastic about the event. They were disappointed that the workshops were for only one day because they were interested in attending more. Members were so glad to have a chance to meet and talk with other Union members who they very seldom get the chance to see.

We would like to thank Dr. Goldson for funding and supporting this opportunity for our members. ASASP plans to have similar opportunities for our members in the future.

## Know your Rights:

As we come to the end of another year, we will certainly receive questions regarding End of Year Evaluations. Please review Section 3.05 of the Negotiated Agreement to ensure you know the evaluation process. Remember, to receive an End of Year Evaluation, you must have received your job targets and evaluation form by Oct. 1st or within 30 days of assignment. We can Grieve the process, we can not Grieve the ratings. You do have the right to attach a rebuttal if you disagree with the ratings. Supervisors do have to be able to justify the ratings. Also, evaluations are internal to PGCPS. They are not refused to outside entities.

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## KNOW YOUR BOARD:

I bring you greetings this April on behalf of ASASP.

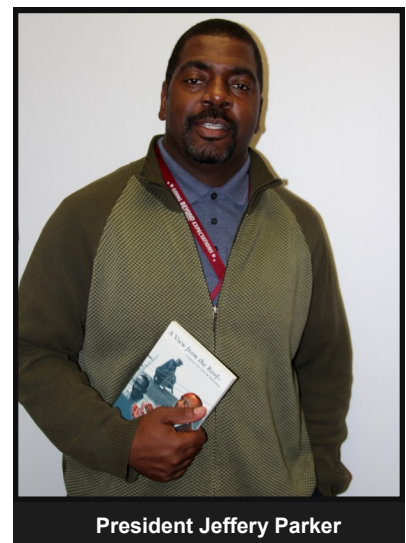
As the newly elected President of this almost 900 member association, my primary objective and goal is to stand up, fight daily for the rights, respect and best, most fair labor practices for all our members.

In the words of Mary Harris 'Mother Jones', "sit down and read, educate yourselves for the coming conflicts."

- Jeffery Parker

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Jeffery Parker, ASASP's President and Acting Principal at Dr. Henry A. Wise, Jr. High School, has been an educator with PGCPS for 28 years. Mr. Parker has been a dedicated member of ASASP since 1999 and served as Treasurer and Vice President for 8 years prior to becoming President.



President Jeffery Parker



The only national education union for school administrators, the American Federation of School Administrators (AFSA) provides labor relations and professional and occupational services to public school Principals, Assistant Principals, Administrators and Supervisors in diverse school districts across the U.S., Puerto Rico and the U.S. Virgin Islands.

Affiliated with the AFL-CIO, AFSA has been fighting for quality public school education for students of all backgrounds since 1976. AFSA's mission is to promote the professional, occupational, and economic interests of its 20,000 members and to fight for the highest quality public school education for all pupils.

## **AFSA, AFL-CIO Benefits**

1. Direct Benefits to ASASP Members (No-cost benefits):
  - A. Scholarship assistance made available to children of ASASP members.
  - B. Legal assistance up to \$25,000 for defense costs relating to claims of denial of constitutional rights, "failure to educate" and criminal complaints arising from school activities.
  - C. Professional liability coverage, up to \$1,000,000 for judgments resulting from civil claims brought against you, as well as up to \$15,000 in defense costs.
  - D. Accidental death and total disability coverage -- accidental death (\$10,000 coverage) and total disability (up to \$1,500 per month, with \$15,000 maximum) coverage.
2. Optional Group Insurance Benefits (Discounted rates for AFSA members):
  - A. Accidental death and dismemberment; dental insurance; disability income plan; long-term care; short term life; and short-term medical insurance
3. AFL-CIO Union Plus Benefits for ASASP members:
  - A. Travel & Recreation: entertainment, theme parks, car rental discounts, gift card discounts, theater and concert discounts.
  - B. Money & Credit: credit card, credit counseling.
  - C. House & Home: Mortgages, moving discounts.
  - D. Computes & Tech: AT&T Wireless discounts.
  - E. Auto Advantage: Goodyear Tire & Service discounts, Hertz, Motor Club, Auto Buying.
  - F. Health & Well-Being: savings and discounts.
  - G. Union Plus scholarships.
  - H. Discounts on auto, life and accident insurance.
  - I. Legal Services.

**For more information on  
AFSA Member Benefits  
go to  
[www.afsaadmin.org](http://www.afsaadmin.org)**

**ASASP is AFSA  
Local 109**