

# ASASP Union Times XX Edition

"We must Communicate *the Times* of Our Lives"

Association of Supervisory and Administrative School Personnel

"ASASP"

April 28, 2023 - May 7, 2023

Greetings ASASP Members,

It has been a while since the Times went out. As a matter of fact, this is the first communication released in April. I missed [Assistant Principal](#) Week, Spring Break and Easter. A lot has been going on in the office, as we have busy standing up for what's right and fighting for the members that have called upon us.

Nevertheless, I owe you and I will somehow make it up to you. I hope you thoroughly enjoyed your last long weekend in recognition of [Eid Al Fitr](#) marking the end of Ramadan. Now, it's Friday again and the last weekend of April with all of the showers the forecasters predicted showing up in our area. The month of May will greet you Monday morning when you walk back into the office, which means also that this school year is just about [over](#).

High school proms, budgets, evaluations, observations, graduations and annual reports are now on the horizon for our members. The light at the end of the tunnel is slowly becoming visible. [We're gonna make it](#), I promise you.

I want to personally thank you for your grit and daily grind, as I have been in the trenches with you for years and I respect what you do every day. I hope you realize that you are needed and appreciated, although I know you don't hear it enough. This school system would be lost without people like you that are willing, tolerant and dedicated to educating the next generation, especially this day and age.

Despite all of that, I hope that you and your family are [healthy](#), wealthy and wise enough to know that life is meant to be lived like it's golden. I hope that you all enjoy every moment of the weekend to live life to the fullest and are planning to enjoy your summer vacation that is just around the corner. Now you know I don't own the rights to any of the youtube clips in this document, but I hope that each one provided you a moment of enlightenment, laughter, joy or pleasure to help you get through the day.

We will keep your and your communication in confidence always.

Jeffery J. Parker, Executive Director

Unit II and Unit III

Thank you for your membership, support and dedication to the education of our young people. Feel free to reach out to the board to share concerns, we are here to serve!!

Jeffery J. Parker, Executive Director  
Benjamin Pryor, President

Your ASASP Board of Directors - Representatives

Benjamin Pryor - President  
Tony Spruill - Vice President \*\*\*  
Carlene Murray - Secretary \*\*\*  
Danny Miller - Treasurer \*\*\*  
Jennifer Williams - Board Member (Unit III Board Member) \*\*\*  
Dana Brown - Board Member (Unit III Board Member) \*\*\*  
Michelle Towles-Monroe - Board Member (Middle School Principal) \*\*\*  
Simone Malloy - Board Member (At Large)  
Nichelle Williams - Assistant Principal (At Large)  
Traketa Wray - Instructional Supervisor (Instructional Supervisor)  
**Vacancy - Board Member (Secondary Assistant Principal)**  
Jewel Preston - Board Member (Elementary Principal)  
**Vacancy - Board Member (High School Principal)**  
Antinia Robinson - Board Member (III Board Member)  
Crystal Bright-Mundell (Elementary AP/Wing Coordinator)\*\*\*  
*\*\*\* indicates new Board Members elected in August 2022*

### A Word from our National Affiliate

[AFSA](#)

## [Benefits for Members](#)

### ASASP General Meeting

Wacky Wednesday May 24, 2023

**Come out to our General Meeting at Kenmoor Middle School**

**@ 5:15**

### Some Current Issues of Great Concern

#### **Unacceptable, Unreasonable, Disrespectful Duty Expectations**

Principals and/or Assistant Principals Assigned Classes as if you don't have enough to do already!  
How will PGCPs respond to the Maryland Blueprints mandate that Assistant Principals teach 20% of their time and Principals are encouraged to teach 10% of their time.

What is the state board of education's definition of TEACH?

Whether you will be impacted as administrator or not, we should support our colleagues in schools that will be impacted in a major way. **Someone doesn't believe you already have enough on your plate** trying to manage a building, maintain control, raise test scores, manage staff and now **Teach** a few classes.

Please don't get hoodwinked or bamboozled, into thinking that this extra weight on your shoulders is good....10% of a 40 hour week is 4 hours in the classroom per week and 20% of 40 hours is 8 hours in the classroom per week.... United We stand Divided We Fall.....

### **Vacancies**

Around one thousand, may be closer to 1500 systemic vacancies by the end of the school year, are forcing our members in both unit 2 and unit 3 to have to do the work of two or three people.

Vacancies are plaguing our schools and all of our offices, creating more opportunity for disruption to the instruction, disorder in our hallways, as well as discord amongst staff and colleagues.

### **Violence/Disruptions/Drugs**

What is PGCPs plan to address the increase in fights, weapons, marijuana/other drugs, and disruptions particularly throughout our high schools which is keeping our district down.

### **Unhealthy Work Environment**

You should not be subjected to working in an environment that is unhealthy, sick or unsafe, but no one will know unless you call us and share your concerns... **Don't Suffer in Silence!!**

### **Give Us Feedback on Our Service**

In our effort to make sure that we provide the best service possible to our members, we would like to get your input. Please be sure to go to our ASASP website and complete the google customer service form whenever you reach out to the office for assistance.

### **PGCPs**

**Search for a CEO currently in Progress as Dr. Goldson retires officially on June 30, 2023!**

### **Please, Please, Please Volunteer!!**

We need Liaisons Immediately!

In our effort to increase awareness and participation in our union, the board decided to solicit you or someone in your office, department or school to be a direct link for communication and just spread the word.

Please email your me at [Jeffery.parker@asasp.org](mailto:Jeffery.parker@asasp.org) to express your interest.

YouTube James Brown, Please, Please, Please, to listen to how serious we are about this matter!

**Become A Part of the Decision-Making Process**

We are also looking to Union Members to participate on our Standing Committees (Membership, Budget/Finance, Negotiation Concepts, Nominations/Elections, Bylaws and Scholarship).

. Your support and participation is needed and encouraged as we move ASASP forward. Email me at [Jeffery.parker@asasp.org](mailto:Jeffery.parker@asasp.org) if interested.

**Get It in Writing  
or  
Call Hugh or David at the Office**

**B4**

**You Agree to Do the Work of Your Supervisor  
(Accepting an Acting Role without documentation my not Add Up 4U)**

**NEGOTIATIONS BEGIN AROUND FEBRUARY 2024 – Let's Prepare Now!**

Observations every year while other unions are ON cycle OFF Cycle??

Vacancies Causing our members to do the Work Of 2 or more People??

Compensation for Duties that require large amounts of time and attention??

Assistant Principals and Principals Without Classes??

Pay Grade Limitations and Classifications??

Share your concern at [Jeffery.parker@asasp.org](mailto:Jeffery.parker@asasp.org)

**Unit III Shout Out: Thank You for supporting the Union by serving on a committee or serving as liaison when called....WE NEED YOU TOO!**

Brown, Maxine  
Covington, Melissa  
Everette- Jones, Deeon  
Freeman-Jones, Anissa  
Hudson, Freida  
Marshall, Anika  
Puertollano, Patrice "Pia"  
Wilson, Amber

**Unit II Shout Outs: Thank You for supporting the Union by serving on a committee or serving as liaison when called.....WE NEED YOU TOO!**

Alerich, Amanda  
Colandrea, Tammy

Colbert, Felica  
Givens, Brett  
Hall, Teresa  
Lewis, McKenna  
Mason, Sandy  
Morgan, Tisa  
Thompson, Kevin  
Tolbert, Latoya  
Tucker, Garrett  
Washington, Michelle

Welcome New Members – You Are Greatly Appreciated! TBA

Recent Retiree's Shout Outs:

[If you like, let us know if you are retiring and would like us to SHOUT OUT your amazing contributions and transition from the daily grind here in PGCPs:](#)

Word on the Street...

<https://www.washingtonpost.com/education/2023/03/16/alexandria-schools-metal-detectors/> <https://wjla.com/news/crisis-in-the->

<https://wjla.com/news/crisis-in-the-classrooms/maryland-state-report-card-failing-grades-how-did-your-school-rate-rankings-msde-school-levels-elementary-middle-high-school-students-pandemic>

**SRO's Removed from Denver Schools in 2020 look at what happened as a result:**

[Denver High School](#)

TV News 47 (**CLICK THE LINK**)

Exclusive Blueprint

News Clip from the Eastern Shore of Maryland

<https://www.wmdt.com/2023/01/blueprint-for-mds-future-fine-print-requires-teaching-time-for-school-principals/>

Survey Results Coming Soon

200/1000 Members (20%) responded to the Recent Survey

Stress Balls + School Visits = New Members + Engagement

More than 55 schools and offices visited so far this year with new members added nearly every time.

Charles Carroll MS, Northwestern HS, G. James Gholson MS and John Carroll Administration

Building are among the latest I have visited. I'm on my way to see you next!!

Maryland Blue Print Accountability and Implementation Board

# “Cause You Need to Know:

## Item 1 – General Meeting

Our General Meeting is scheduled for Wednesday, May 24<sup>th</sup> at 5:15 pm.

We hope to continually increase participation. Keep your eyes open

## Item 2 - Voluntary Transfers

### To Be Considered for a Voluntary Transfer

In the upcoming 2023-24 School Year put in your transfer card between March 1 and June 30, 2023 and follow-up afterwards!!

## Item 3 - Midyear Conferences

The Midyear Window closed on February 3, 2023

\*Mid-Year Conferences for Administrators

## Item 4 – Maryland Blue Print for Education

### Reading is Fundamental

**Maryland’s BluePrint for Education May be Beneficial to Some Members but not all of our members.**

**Please let me be clear that the issue we currently have with The BluePrint is that it will ADD to the already full plate of administrator’s duties and expectations and take nothing off.**

***According to the Maryland Blueprint***

**Assistant Principals will be REQUIRED TO TEACH 20% of their work time (approximately 8/40 hours per week) STARTING IN JULY, 2024**

**Principals will be Encouraged (wink, wink) TO TEACH**

**10% of their work time (approximately 4/40 hours)**

**STARTING IN JULY, 2024**

***Administrators with classes with all the extras that go along with teaching, is a very strong possibility starting in 2024, on top of Everything Else you do to maintain a school each day.***

## **Maryland Blue Print Testimony**

**Tell your colleagues to Read Maryland's Blueprint for Education your future depends on it!**

**<https://aib.maryland.gov/Pages/Blueprint-plans.aspx>**

**The Maryland Blueprint is a Very Serious Matter**

**Education News All School Employees (Unit II & III) Can Use!**

<https://www.edweek.org/leadership> ADMINISTRATORS

<https://www.fns.usda.gov/nsip> CAFETERIA SUPERVISORS

<https://www.nasn.org/home> NURSE SUPERVISORS

<https://www.napt.org/> BUS SUPERVISORS

<https://www.humanresourceseducation.org/maryland/> HUMAN RESOURCE SUPERVISORS

**DON'T QUIT:**

**We know the frustration you face daily**

**BUT**

**Do NOT Resign from the System/Position**

**Take 24-72 Hours to Contemplate**

**B4 U "Act Out" In Oracle!!!**

**YOU BETTER KNOW IT...**

**Assault - If you get PHYSICALLY ASSAULTED, intentionally or not, you can apply for ASSAULT LEAVE which would be beneficial especially if you sustain physical injuries that may reoccur or cause lingering effects. You have **48 Hours to seek and provide documentation of medical attention** to increase your chances of approval.**

**You Might Be Out of Compliance if you:**

**Missed Evaluation Deadlines – That puts Everyone in Jeopardy**

**Evaluation Timelines are established to protect all members, Appraisees and as well as Appraisers. Any deadlines not met jeopardizes both members.**

**You are out of compliance with the negotiated agreement when you don't meet them.... **OCTOBER 1<sup>ST</sup> WAS THE BIGGEST, December 1st-February 3rd is on now!****

## **KNOW YOUR RIGHTS...**

**Cause You Need to Know, especially if you get Anonymous Complaints:**

**3.17 SLLA Test – Any unit member who has taken the School Leaders Licensure Assessment Test will be reimbursed for 100% of the cost of the test not to exceed \$475 upon verification of success.**

**3.05C Evaluation – Individual performance objectives or job targets will be recorded in writing and signed by the evaluator and the unit member NO LATER than October 1st or within 30 days of assignment.**

**3.05 I – Unit members will be advised of complaints against them or adverse information concerning them and be given ample opportunity to address such complaints or adverse information when appropriate. Such information or complaints shall not be used in employee evaluations absent investigation and confirmation of the information by the supervisor.**

**3.05 J – Whenever a formal complaint is lodged against a unit member by a student, parent or any other member of the public, the appropriate school system official shall notify the member of the complaint, the complainant and the charge(s) in writing within 10 days of receipt of the written complaint. The unit member shall be provided the name of the complainant, except where prohibited by law or established by the board of education.**

### **3.11 Discipline/Discharge**

**A. Whenever a formal complaint is lodged against a unit member, the appropriate school system official shall notify the member of the complaint, the complainant, and the charge(s) in writing within ten (10) days of receipt of the written complaint. The unit member shall be provided the name of the complainant, except where prohibited by law or established Board policy. If such notice is not provided within 10 working days of the request, the complaint shall be dismissed.**

**B. A unit member, upon request, has the right to have Association representation at a meeting which is scheduled for the purpose of investigating whether the unit member has engaged in misconduct warranting discipline.**

<https://marylandpublicschools.org/about/Pages/Regulations/COMAR.aspx>

Public Education in Maryland is Constantly Changing... Read THE BLUEPRINT, your career/job depends on it!

Maryland Public Schools Blueprint... READING IS FUNDAMENTAL

<https://dls.maryland.gov/pubs/prod/Educ/BlueprintOverview.pdf>