

## BOARD MEMBERS

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**Brad Darjean**  
 UniServ  
 410.266.3133  
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## President's Letter



Dear Members,

The school year is well under way and the holidays are fast approaching. The Board held their first retreat at MSEA in Annapolis, at which time training and brainstorming took place. We had two main goals to accomplish. The first goal was to complete the MSEA/NEA Strategic Plan for SAAAAC, what a underwriting, which lead to writing a Mission Statement for our local organization.

### **MISSION STATEMENT**

**SAAAAC supports and empowers its members to improve their Professional lives and to have a STRONG VOICE on issues which Impact public education.**

On October 21st and 22nd, SAAAAC had 8 Delegates attending the 2016 MSEA Convention in Ocean City, Maryland. There we carry out the annual business of our state association. Many new business items (NBI's) was discussed and adopted for the MSEA. We had the opportunity to listen to the Education Support Professional (ESP) of the year recipient Andre Beulah from Dorchester County.

I know everyone is asking about our raise. As much as I would love to give you good news that you will receive it soon, **UNFORUNATELY**, we are at an IMPASSE. This year our entire contract is in negotiations. Your Negotiating Committee knows that money is our first priority, however, equally important is the language in our contract, we need to make sure we have language to cover you in your work place and your working conditions. Our first meeting with the Mediator is scheduled for early December and we are hoping for a successful meeting. As always, there will continue to be issues and concerns that impact us on a daily basis and I will continue to address them and support you in any way that I can. Although, I may not always be able to resolve an issue, I will try and find the answers with the help of our UniServ, Brad Darjean, and MSEA. We are here to seek positive resolutions to your issues.

Please do not hesitate to contact me or any other board members. We are here to help.

I hope you have a wonderful Thanksgiving Holiday! Relaxing and spending time with your families, and friends. We all could use the break from all our everyday workload. Each and every one of us work hard for AACPS and it shows. Also, I hope to see you Thursday, December 15th at Blue Dolphin Banquet Hall for our Holiday Party!

### POWER IN UNITY

Helen Wilkerson  
 President, SAAAAC  
 Technology Support Technician  
 Van Bokkelen and Manor View Elementary  
 443-679-6211





## **MEMBERSHIP COMMITTEE**

Thank you, to all members of SAAAAC. Each member is important and we appreciate your membership. The more members we have, the louder our voice. This increases our strength, influence, and negotiating power.

The membership committee also wants to encourage more members to get involved. Please consider getting involved in any way you feel comfortable. We are all busy and live hectic lives, but there are committees that can use your ideas, enthusiasm, help, and camaraderie. No matter what amount of time you are willing to commit; a little or a lot, there is a way for you to help in some way, big or small. Please consider one of these areas below, or let us know of another way you can get involved. We look forward to working with you. Please email Kristie L. McWilliams, [klmcwilliams@aacps.org](mailto:klmcwilliams@aacps.org).

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|--|--|
| <input type="checkbox"/> Membership Committee  | <input type="checkbox"/> Election Committee                                |
| <input type="checkbox"/> Scholarship Committee | <input type="checkbox"/> Social Committee                                  |
| <input type="checkbox"/> Legislative Committee | <input type="checkbox"/> Other—How would you like to display your talents? |

## **SICK LEAVE BANK**

Members please remember to look at ESS (Employee Self Service) to make sure you had a day taken out for sick leave bank. If not please contact me at [dschaefer@aacps.org](mailto:dschaefer@aacps.org).

Debbie Schaefer, Sick Leave Bank Chairperson



## **CONGRATULATIONS !**

**Elizabeth Evan for bringing Tammy Allgaier to our General Membership Meeting in November, and she's a new member who joined at the meeting. They are the winners of a FREE TICKET TO our HOLIDAY PARTY!**



# FROM the DEsk of Brad Darjean, UniServ

## And our Negotiated Agreement between SAAAAC & Board of Ed. Of AA County

### “Comp Time”

When a Unit IV employee works beyond his or her regularly scheduled hours, he/she is eligible for “Comp Time”.

Article 4.10 of the Negotiated Agreement outlines the use of “comp time”. Please refer to the Negotiated Agreement (2013-16) to view the exact language. If you can’t find your copy of the Negotiated Agreement, download a copy from the SAAAAC website. ([WWW.SAAAAC.COM](http://WWW.SAAAAC.COM))

Below are tips relative to “comp time” and how to navigate the sometime cumbersome process:

- \* If you find yourself in a situation where you cannot (because of a safety issue) leave your “assignment” at the end of your shift, as soon as you can leave your “assignment”, notify (email) your immediate supervisor of the need for comp time and the reason you were not able to leave your “assignment” at the end of your shift.
- \* When seeking advance approval for comp time, make your request via email (and “blue sheet”) and wait for a response. If you do not receive a response, assume that you have been denied. Do not work beyond your shift, as you will not be compensated.
- \* Why make request via email and “blue sheet”? This will provide you with a written approval/documentation in case a conflict arises.
- \* Who do I make my request to? Make your request (via email and “blue sheet”) to your Principal, Assistant Principal, Business Manager or whoever is considered your “immediate supervisor”. Department Chairs and Principal’s Secretaries are not considered immediate supervisors, although your Principal’s Secretary may collect the request and respond on behalf of the Principal or Assistant Principal.
- \* Once you received approval to work beyond your regularly scheduled hours, complete the “blue sheet” and submit to the “time keeper” at your worksite. KEEP A COPY!!
- \* DO NOT allow an “Administrator” to convince you to not submit the “blue sheet”; thus creating “off the books” comp time for which he/she will allegedly let you use “later”.
- \* It is YOUR responsibility to attempt to use the comp time within 90 calendar days. You MUST make an attempt. Submit your request for use within a reasonable amount of time. If you are denied, attempt a second time!! Keep copies of your request, approval, and denial (if applicable).

My reference to a “blue sheet” may not be applicable at all work location, it may be another color. The title of the form is “REQUEST TO EARN COMP TIME”. This document can be found on the SAAAAC website under “Forms”.

If you experience any problems regarding comp time, please contact our UniServ Director. His contact information is in this newsletter.



## *SAAAAC's Annual Holiday Party*

Thursday, December 15, 2016, 6:00 p.m. – 9:30 p.m.

*Doors will Open at 5:45 p.m.*

@ **THE BLUE DOLPHIN**

116 Maryland 3 South, #201, Gambrills, MD 21054  
(Entrance is around the back of The Princess Shopping Center)

**Scrumptious DINNER**

**Dance floor with Music from DJ Lee**

**Surprise Gift Box Raffle, Doorprizes and Games**

**CASH BAR**

**Members: \$20.00**

**Non-Members: \$35.00**

**PLEASE PURCHASE YOUR TICKET(S) BY: November 30, 2016**

Contact: Kristie McWilliams at [KLMcWilliams@Aacps.org](mailto:KLMcWilliams@Aacps.org) with any questions.

Arlington Echo: (443) 871 – 1048

**NO TICKETS WILL BE SOLD AT THE DOOR!**



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**NOT TOO LATE! DEADLINE EXTENDED TO**

**purchase tickets until DECEMBER 9th.**

**SAAAAC is paying \$15.00 towards MEMBER Ticket**

# DID YOU KNOW!

As a member of Secretaries and Assistants Association of Anne Arundel County that you are also a member of National Educators Association (NEA) and Maryland State Education Association. (MSEA) visit the websites and see what wonderful events and opportunities are available to you!  
MSEA—<http://www.marylandeducators.org/>

NEA—<https://www.neamb.com/>

## ARTICLE 4.9 Substitute Teacher Pay

Except for emergencies or extenuating circumstances, no teacher assistant or technology support technician shall be required to substitute for a teacher. In the event a teacher assistant or technology support technician provides substitute teaching services for a classroom teacher at the request of the building administrator or his/her designee in excess of one (1) hour, the teacher assistant or technology support technician shall receive compensation, in addition to his/her teacher assistant or technology support technician pay, at the rate of \$35 for a half-day or \$65 for a whole day as a substitute teacher during the period the teacher assistant or technology support technician performs this additional service.