

LEADERSHIP FORUM

The Newsletter of the Association of Educational Leaders, Anne Arundel County

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We touch the future

By Rick Wiles, AEL Board Member

“What nobler profession than to touch the next generation -- to see children hold their understanding in their eyes, your hope in their lives, and your world in their hands. In their success you find your own, and so to them you give your all.”

Author Unknown

My name is Rick Wiles, Coordinator of Health, Physical Education and Dance, and a member of the Association of Educational Leaders for the past 14 years. I have been an educator with Anne Arundel County Public Schools for the past 32 years as a teacher and administrator, and I enjoy the opportunity to represent AEL. As a member of the Board of Directors, I serve all members; however, my focus on many issues is the Unit II members at Central Office.

The AEL positions that are represented at Central Office include Program Coordinators, Coordinator of Title I, Coordinator of Outdoor Education, Coordinator of Career and Continuing Education, Coordinators of Special Education, Coordinator of Psychological Services, Coordinator of Pupil Services, Special Education Legal Officer, and Special Assistant for Student Discipline. The salary scales for the above personnel are included in Job Classes VI to VIII. All Unit II personnel that are represented by AEL are highly encouraged to be members of the association.

The following duties can be found in the

job descriptions of most Central Office Personnel. This list is illustrative and not all inclusive:

- Coordinate the development of content curriculum/pacing guide materials, for grade levels K-12, and serve on or chair special study committees to review, modify, develop and evaluate program areas.

- Schedule and chair regular meetings for all department chairs/lead teachers.

- Supervise and manage all staff assigned to the Program Office to include teacher specialists, resource teachers, and other designated employees.

- Prepare and assist with the distribution of pricing agreements from the Division of Purchasing.

- Prepare program curriculum guidelines, course descriptions and education specifications.

- Visit schools to observe and evaluate teaching methods and to meet with staff to counsel and assist with curriculum problems, program planning and implementation.

- Develop and adapt program and course materials. Supervise and assist with design, production and selection of teaching aids. Evaluate materials of instruction offered by suppliers, and collaborate in developing plans for new or modified facilities.

- Plan and coordinate in-service presentations on new teaching approaches and techniques for appropriate AACPS personnel.

- Coordinate activities for the program area that relate to state and national projects.

- Stay abreast of current literature for

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Rick Wiles

Dates to Remember

March 30-April 1,
2006

MASSP Spring Conference

Solomons Island,
MD

*For more information, visit
www.md-massp.org*

May 11-13, 2006
MAESP Conference

Ocean City, MD
*For more information, visit
www.maesp.org*

In Memoriam: Jack McCorkill

Retired AEL Member John “Jack” McCorkill died on Feb. 19 at the age of 63. Born in Philadelphia, Jack graduated from Sunbury High School, Sunbury, Pa. and earned bachelor’s degree in education from Bloomsburg State College in Bloomsburg, Pa. He held a master’s degree in education from Johns Hopkins University and a doctorate in education from Nova University. He worked for the Anne Arundel County Public Schools for more than 39 years as a teacher and administrator.

“Jack spent more than 30 years either on the AEL negotiating team, the package writing committee or as the guy who ran all the numbers,” says AEL Administrator Don Smith. “He actually developed the unified salary

structure we use today. Those of us who have served as president of AEL know what a valuable resource he was and turned to him countless times for support and advice.”

AEL Treasurer Barry Fader, who worked with Jack when he was Principal at South River Evening High School, says, “Jack was dedicated to the Board of Education and AEL. He will be fondly missed by all members. He touched the lives of many administrators and parents in the county.”

Contributions may be made to the University of Maryland Medical System Foundation, P.O. Box 64573, Baltimore, MD 21298-9387, or Opportunity Builders Inc., 7509 Connelly Dr., Suite O, Hanover, MD 21076. ■

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the program area and support professional associations affiliated with the instruction content.

- Interpret program, curriculum and methods to interested parties, including parents, school system personnel and civic associations. Direct extracurricular activities related to the program area.

- Prepare reports, prepare and analyze budget information, maintain files, and record and

follow accounting and purchasing procedures.

- Perform all other duties as required.

The Unit II personnel at Central Office have very extensive job descriptions that include workload issues similar to the other Unit I and II staff members. Some of the issues that the Board of Directors and AEL Executive Staff have discussed from Central Office include the coordinator job audit, workload, loss of annual leave due to pacing guide writing requirements in the summer, mileage fee guidelines, job classification levels, compensation for extra-curricular activities, sick leave bank guidelines, and work hours.

To address these issues with maximum input, all eligible personnel should be members of AEL. I highly encourage all Central Office Unit II personnel to contact Don Smith, our AEL Administrator, to join the association at 410-349-1764 or my office at 410-222-5460. We need 100 percent of our potential members to advocate for Unit II and our profession. ■

Be an educational leader,
join AEL -- the organization that
keeps your best interest in mind.

For more information, contact
AEL Administrator Don Smith, 410.349.1764

Never at a loss for words

I'll admit it. I had writer's block when I sat down to write this column. It wasn't that I had nothing to say — I am almost never at a loss for words. The trouble was describing some technical but important issues we have been addressing with the Board. So, bear with me as I struggle through this report.

Our biggest continuing activity this year has been our efforts on the Benefit Review Committee (BRC). This committee, formed in the early 1990s, is charged with the sharing of information regarding health care benefits available to employees. Over the years, the role of this committee has evolved to the point that it provides input for the solicitation of bids, develops plan design, and evaluates applicants who submit proposals to the Board regarding health care coverage.

The BRC is comprised of representatives from senior staff, retirees, and all union representatives. I serve on the committee with Louise DeJesus and Charles Jansky. The BRC meets on a monthly basis to review the health care issues and discuss how and at what cost the benefits will be made available to all employees.

Ultimately, approval of economic changes is submitted to individual unions for negotiations and a change in insurance providers requires concurrence by AEL, TAAAC and AFSCME members.

Recently, the most significant activities involving the BRC were its approval of indemnity language that will require the Board to pay your health care provider at its current contract rate if that provider is not part of any newly approved network. In other words, if there would be an **approved change of carriers** (emphasis added), you could remain with your current health care provider and the Board will bear the cost of this differential. It is anticipated that indemnity language will be incorporated into fu-

ture Negotiated Agreements.

AEL remains committed to negotiating the most equitable health care benefits for its members. It is important, however, that negotiations related to plan design be conducted for all employee groups at the BRC. The independent negotiations of policy benefits is unrealistic, time consuming, and simply ineffectual as the Board will not entertain separate plans for each bargaining group. Our individual concerns as separate unions, should not interfere with our collective goal of maintaining the best health care coverage for all. To this end, the unions have collectively requested that

**by Richard Kovelant,
Executive Director & General Counsel**

the BRC ask the Superintendent for her support in this global approach. As they say in the trade, "We shall see." If you have any comments or concerns, please contact any of the AEL committee representatives.

As this newsletter goes to press, the teachers are close to signing a multi-year contract. This contract will, if accepted, provide a generous compensation package. AEL was included on the Salary Survey Committee (SRC). This committee studied the salary scales for teachers and administrators in the State and recognized how far Anne Arundel County lags behind other counties. As this is a recruitment and retention issue, AEL has every hope that the Board will approach AEL and request that we reopen negotiations.

The pay differential is an issue we advanced before and will continue to push. We are hopeful that the work of the SRC will be the catalyst for a fair and meaningful wage increase should we return to the bargaining table. We will have more on this later.

Well, I hope this was somewhat informative. Not bad for a guy who had something to say but couldn't find the words. I hope this isn't a permanent condition.... ■

It is important, however, that negotiations related to plan design be conducted for all employee groups at the BRC.

The Association of Educational Leaders

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Story ideas and Letters to the Editor welcomed

We encourage members to use this newsletter to share their opinions and ideas. If you would like to express your thoughts on an issue (i.e., "climate surveys") or a time saving tip or a creative solution to a common problem, send your submission to: Don Smith at 410.349.1764 (fax) or Denise Hofstedt at 410.421.5832 (fax), dmhofstedt@verizon.net.