

LEADERSHIP FORUM

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

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Back-to-School 2007

New Performance Pay evaluation tool developed

by Rick Kovelant, Executive Director

At the end of last school year and during the summer, representatives of AEL and the Board of Education met to develop a new rating instrument to be used as a tool for evaluating Unit II employees. This instrument will be the method in which "Performance Pay" will be determined and the recipients selected. As you may recall, the Negotiated Agreement provides for additional compensation based on "outstanding" and "highly effective" performance ratings by an administrator. The document, which will be presented to you shortly is, in effect, a new standard against which you will be measured. Rather than comment on these all encompassing areas of evaluation, I would like to discuss some of the broader concerns regarding this performance pay as it relates to AEL and its members.

AEL is a unique union. Unlike the other bargaining groups, AEL is comprised of both those who provide supervision and those who receive it. On top of this template, all supervisors are, in turn, subject to supervision and evaluation by non Unit II employees. In short, all AEL principals will not only be performing evaluations, but will be evaluated themselves. This is not a new concept, however the added feature of compensation as a bonus for performance "raises the stakes," so to speak. This could and probably will create anomalies in that a subordinate could receive a better evaluation than the supervisor providing the rating and therefore, receive a compensation award when the supervisor does not. There is, accordingly, the possibility for some divisive and hard feelings.

In order to sustain a given rating and in

order to challenge the same, accurate and complete record keeping on the part of the rater and ratee will be necessary.

Although many of the performance standards are subjective in nature, they still must be based on documented evidence. If you are, for example, going to rate an individual "unsatisfactory" in his/her communication skills with regard to the community, you would certainly need to document that meetings were not properly attended, material was erroneous, and/or numerous complaints were received, etc. From the ratees' standpoint, he/she would have to be able to document his/her attendance and punctuality and that the material was appropriate, etc., in order to sustain a challenge to the rating. You can certainly appreciate the work that will be involved in this new process. Consider the fact that the new evaluation instrument now measures 11 performance standards, not the present four rather generic areas.

In order to qualify for a performance bonus, you can have nothing less than a "satisfactory" rating in all performance areas. The scale, incidentally, assigns numerical values: outstanding (5), highly effective (4), satisfactory (3), needs improvement (2) and standards not met (1). These areas are not weighted. The overall score, based on the numerical value assigned to the performance standards, is tallied and will result in a numerical value that can translate into a performance pay award if it meets either the "outstanding" or "highly effective" levels. This little score card will be explained to you by staff.

Continued on page 3

Dates to Remember

Sept. 20
AEL Meeting
4:30 pm
Severna Park HS

Oct. 4
**Secure Futures
Financial Seminar
for AEL Members**
4:30-6:30 pm
Severna Park High
School Cafeteria
*For more information,
see the article on page 2*

Oct. 11
AEL Meeting
4:30 pm
Severna Park HS

Oct. 24
**AEL Fall Social
& Retiree Recognition**
4:30 pm
Location: TBA

Nov. 8
AEL Meeting
4:30 pm
Severna Park HS

Nov. 8
**Secure Futures
Financial Seminar
for AEL Members**
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*For more information,
see the article on page 2*

AEL elects leaders for 2007-08

At the Annual Meeting held on June 21 at Hellas, AEL members elected the following colleagues to guide AEL business for 2007-08:

President, Bob Ferguson, Old Mill HS
1st Vice President, Will Myers, South River HS
2nd Vice President, Charles Jansky, Bodkin ES
Secretary, Louise DeJesu, Hilltop ES
Treasurer, Barry Fader, Edgewater ES
Director, Rocco Ferretti, Shipley's Choice ES

Director, Reginald Farrare, MacArthur MS
Director, Linda Ferrara, South Shore ES
Director, Edie Picken, Old Mill HS

All AEL members are encouraged to contact any officer for questions or guidance on any AEL or conditions of employment matter. Keeping AEL leadership abreast of incidents and events is the best way to assure that member interests are handled in a timely and representative manner. ■

A strong AEL organization: An imperative for our future

Thank you for the opportunity to be on the Board of AEL. As one of your directors, I view my role as a listener, supporter, and advocate for the needs of administrators. My experiences on the negotiating team, performance, and principal evaluation committees

by Linda M. Ferrara
 AEL Board Member

make long term differences in responsibilities and working conditions as administrators. AEL is an outstanding professional organization that has your best interests at heart. Sound advice and thorough legal expertise are the hallmark of the organization. The strength of its leaders and mem-

are beneficial to the Board of Directors.

Through a unified voice we are able to resolve issues that can

bership working together toward a vision are paramount. Looking forward to serving with integrity and sound judgment.

Know we are here for your needs. See you at future AEL events! ■

AEL Board Meeting schedule

The membership-elected Executive Committee meets monthly during the school year to conduct AEL business. All AEL members are welcome and encouraged to contribute to the discussion. Questions or any issue you feel needs attention can be put on the agenda merely by contacting anyone on the Executive Committee (see related article). This year's meetings will be held at 4:30 pm at Severna Park HS on the following dates: Sept. 20, Oct. 11, Nov. 8, Dec. 13, Jan. 10, Feb. 7, March 13, April 10 and May 8.

Securing your future: Now's the time!!!

Late last spring AEL and TAAAC jointly hosted a seminar exclusively for members presented by Integrated Financial Solutions, Inc. This and a previous TAAAC-sponsored session were well received by those participating. Because of demand, two more seminars are scheduled this fall both at Severna Park High School starting at 4:30. The dates are: **Oct. 4** and **Nov. 8**. Mark your calendars. Don't miss these great opportunities to acquire insights and lay the foundation for family security and retirement planning in language and with examples guaranteed to be understood. Light refreshments will be served.

October 24: AEL Collegiality

It has been traditional that AEL hosts two business meetings/socials a year, usually in October and June.

The primary purposes are twofold: (1) to conduct the necessary business requiring the membership of the whole and (2) to share and enjoy one another's company away from the pressures

and demands of everyday school life. The first for 2007-08 is scheduled for **Oct. 24 at 4:30** at a location to be determined. Preserve this date on your calendar now and don't miss this event. In addition to enjoying each other's company **we will honor this year's AEL retirees**—always a fun event!

Performance Pay...

Continued from page 1

There are some very important rules to be applied:

- All Unit II employees are eligible for Performance Pay awards. This is true regardless of whether you are receiving challenged school placement stipends or challenged school achievement stipends.

- All Performance Pay awards will be paid in August after the conclusion of the school year in which they are earned.

- All Performance Pay will be subject to appropriate federal and state withholdings. We are working on the mechanism to allow these funds to be sheltered.

- You must be in the rated position for nine months to be considered for the bonus.

- There will be a standing committee to monitor the program during the course of the contract.

- The bonus will not be considered as compensation for retirement purposes. The bonus will represent 2% of your gross salary if you receive an "outstanding" rating and 1% of your gross salary if you are rated "highly effective."

- A new and appropriate appeal process must be, but as of this writing has not been, developed. This is critical as it allows an individual to challenge a rating.

- The rating process will require a goals conference to be held and documented by the end of October, an evaluation progress meeting by the end of January, another progress evaluation meeting by the end of April and the final rating to be given by June 30th.

While, as I say in my profession, the jury is out, I feel that if a performance pay piece needs to exist, we have developed a workable format. Please keep in mind that this is a methodology currently adopted to make additional funds available to Unit II employees. We have and will continually opt for regular, consistent and appropriate salary scales and COLAs as the primary method for remuneration. The Board has committed a set aside worth \$600,000 for the first year of this program. It is your responsibility to have these funds appropriately expended so that AEL members and all Unit II employees have a fair and equitable access to this award. ■

AEL website update

The AEL website is up and running. While it is not 100% and it will continue to be expanded and updated.

AEL's website does contain tons of information for members about AEL business and interests. Most AEL Educational Partners and AEL Educational Partners have direct web links with more in the works.

Visit aelaacps.org for the latest information as well as archived information and material.

Aflac on-board

On or around Sept. 1, 2007, the American Family Life Assurance Company of Columbus (Aflac) will offer its family of income protection plans available exclusively to AEL members.

Aflac's partnership with AEL represents the latest success in the 2007 initiative to enhance AEL member benefits and services. Aflac insurances offer powerful ways to protect AEL members and members' families from financial catastrophe resulting from any number of unanticipated events such as accidents, incapacitating illness, extended hospital confinement, or other situations where income might be jeopardized. And, AEL members can handle Aflac business through its exclusive access to payroll deduction. We welcome Aflac as a professional partner.

For inquiries and information, contact: John Leckliter (443-678-4474), john_leckliter@us.aflac.com, or click on Member Services/ Professional Partners at the AEL website: aelaacps.org.

Update on Bob Ferguson

AEL President Bob Ferguson is on leave recovering from back surgery. If you need assistance, contact Bob at 410-718-2441. In the meantime Will Myers is handling the day-to-day AEL issues. Will can be reached at South River High School 410-956-5600.

The Association of Educational Leaders

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Association of Educational Leaders

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