

LEADERSHIP FORUM

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

Vol. 6, No. 7
September 2011

Focusing on the challenges ahead

Members of AEL,

It is my pleasure to be writing my first newsletter column to inform you of what's been happening in our organization. Ordinarily, you would have received this newsletter earlier, but I have been spending some time getting acclimated to procedures and processes of the organization from the President's perspective. Let me assure you, it is quite different than being a "Director". However, I am highly motivated by the challenges that we currently face!!

Let me share with you some of the issues that I intend to address during my first year. Each issue has been reviewed with the Executive Board and it has given me approval to develop an Action Plan. There will be some immediate issues to deal with, but these are the major ones that we will focus upon and hope to accomplish by the end of June 2012.

Visibility/Communication: Promote the public image of AEL and all of its members.

- Bi-monthly newsletters to keep members updated and informed of AEL issues
- Regularly scheduled visits to various cluster/principal's meetings
- On-line communication as much as practical, but continue "hard copy" communication
- Create a membership card with the back dedicated to phone numbers and contact information
- Attend BOE meetings -- address specific topics that interest/support AEL
- More membership socials -- invite guest/partners that will support AEL causes
- Produce/distribute a calendar of events/activities/meetings for the entire year to allow members to plan accordingly

- Plan and hold special AEL-sponsored events

Third Party Outreach:

- Establish contact with various civic organizations
- Establish relationship/coalition with other county unions who represent administrators throughout the state
- Enhance/continue to develop the Coalition of Educational Leaders partnership

Enforcement of Contractual Rights:

- Establish a "special fund" to pursue contractual matters of concern-current issues are: reorganization of Unit II positions/promotional practices/ and reassignments. Our actions will begin immediately and will be approached in planned stages! The anticipated cost could exceed 20,000 dollars.

Specific concerns will be addressed with BOE personnel to inform them of pending legal actions

Reformation of AEL Bylaws:

- Review and overhaul bylaws-reesign to include retirees who can still offer leadership, perspective and guidance
- Review on-line voting/consider absentee balloting on future issues
- Review the process of electing Representative Directors (12). The process has not been followed and none have been elected according to Bylaw procedures

You, as well as each member of the Executive Board, will need to be engaged throughout the year in order for us to reach our goals. I am confident that I have everyone's support! I am proud to be your President. Have a wonderful year!!! ■

by Reginald Farrare
AEL President

Upcoming Events

October 20
AEL Executive Board Meeting
5:00 pm
Hellas
Millersville

October 20
AEL Fall Social & General Membership Meeting
5:30 pm
Hellas
Millersville
see page 2 for details

November 17
AEL Executive Board Meeting
5:00 pm
Location:
Old Mill MSN

December 15
AEL Executive Board Meeting
5:00 pm
Location:
Old Mill MSN



AEL website
www.aelaacps.org

Holding Their Feet to the Fire

The promotional practice protocol is part of the contract

The purpose of the promotional requirements are to assure that those being promoted and hired are on equal footing and there was no unfair advantage to be gained by who you may know or to whom you may be related.

In the last issue of *The Advocate* you were presented with the contractual provisions that control and govern the procedural and promotional practices adopted by the Board of Education and AEL. In agreeing to these terms and conditions, it was presumed that both parties favored a fair and just protocol for providing employment opportunities to current administrators who demonstrated their leadership abilities in the Anne Arundel County school system. These procedures (in fact, required contract provisions) set forth the methodology for promotion and required the BOE to first look among its existing employees for candidates before venturing beyond the confines of Anne Arundel County. The procedure for employing outside administrators requires the outside candidate to not only meet the school system's job qualifications but to have also held an administrative position in his/her non-county employment. Regardless of where the candidate pool is developed, the Negotiated Agreement requires a distinct vetting process and procedure that is to result in a recommendation or not for appointment. Please reacquaint yourselves with the

procedures involved and the discussion of the same that appeared in *The Advocate*.

It has become abundantly clear that, notwithstanding the agreement reached with the BOE on this point, the protocol has been breached in both its terms and spirit. The President, Reggie Farrare, in his message, along with the AEL Executive Committee, has come to the conclusion that the continuation of this breach can no longer

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

be tolerated. AEL's recourse may well result in litigation in order to enforce con-

tractual rights. In negotiating equitable promotional practices and reaching an agreement with the BOE on the same, Unit II members became entitled to these contractual benefits but they are not receiving the same. To permit a "free for all appointment practice" that favors one candidate over another, that allows selection to be based on personal preference, nepotism and the like undermines the credibility of the system. It sends the message that contractual rights mean nothing if management can bypass the contract and appoint those it favors while existing qualified personnel are disregarded. The purpose of the promotional requirements are to assure that those being promoted and hired are on equal footing and there was no unfair advantage to be gained by who you may know or to whom you may be related. It was clearly designed to put a restraint on practices that are improper as well as give the appearance of impropriety.

As we investigate these matters and develop a legal strategy to redress the same please bear in mind it is the practice and the abuses that are being challenged and not the individuals who may have benefited from this questionable activity. I would hope that those individuals would be supportive of this endeavor, as their next promotion opportunity may be filled by an individual in violation of the contract and their advancement lost to those who weren't required to meet the standards and protocol agreed to by AEL and the BOE. ■

Fall Social & General Membership Meeting

Thursday, October 20, 2011
5:30-7:00 pm
HELLAS, 8498 Veterans Hwy,
Millersville
Hors D'oeuvres Served



Put this date on your calendar and join your friends and colleagues in a break from the rat race. A short general business meeting will cover (1) updates on current issues, and (2) member concerns and issues.

AEL Negotiations Agreement

Effective July 1, 2012-June 30, 2014

The previously negotiated four-year contract is set to expire next June 30, the end of FY12. At the special membership meeting of Sept. 19 at Old Mill Middle School North, the terms for a new agreement agreed to by both AEL and the Board were reviewed. After confirmation that the required quorum of members was present, the recommendation to accept the terms outlined below was unanimously approved.

1. Two year contract with economic re-openers for FY 2013 and FY 2014.
2. Two wild card re-openers for each team for FY 2013 that will be identified by respective teams no earlier than April 15, 2012 and no later than June 1, 2012.
3. In the event of an involuntary transfer that results in reduction in salary the involuntary transfer's salary will be redlined for two years. This redlining provision does not apply to reassignments that occur as a result of performance issues.
4. A Workload and Compensation Study

Committee will be established not later than October 1, 2011 and will provide recommendations by March 30, 2012.

5. "Me too" clause for salary enhancements for FY 2012 only. This clause excludes the Superintendent.

6. A subcommittee will study AEL's concerns regarding grievances and appeals. Specifically, timelines and AEL's ability to initiate grievance in its own name.

7. The terms agreed upon by the Joint Healthcare Committee will be adopted by AEL.

8. All other contract terms in the Negotiated Agreement between AEL and the Board of Education of Anne Arundel County will remain. Language clean-up, editing, and clarification is permitted.

9. No COLAs, no steps, performance pay or any other salary enhancements for FY 2012. AYP and Challenged schools assignment pay will continue as stipulated in the 2007 – 2011 Negotiated Agreement. ■

Hospital/Medical Insurance conditions outlined

Health care is a mandatory topic for negotiation in accordance with Section 6-408 of the Education Article of the Annotated Code of Maryland. Year-in and year-out health care is a crucial negotiations issue. Unlike salaries and wages, health care is more or less equally applied to all employees, thus, AEL's interests are shared by other employee bargaining groups. The agreed-upon conditions with the BOE outlined below resulted first, from joint union meetings over the summer and, then, with the BOE this fall.

1. Dependent coverage is extended to spouses without regard to gender.
2. The CareFirst Traditional Plan and the Aetna HMO are eliminated for new hires and closed to new entries effective July 1, 2011.
3. The CareFirst Traditional Plan and the Aetna HMO are eliminated effective Dec. 31, 2011.

4. The Board/Employee premium shares for the triple option plan shall be 90/10 (that is, 90% Board, 10% Employee) and may be changed no sooner than Jan. 1, 2014.

5. The Board/Employee premium shares for the Preferred Provider Network shall be 75/25 for 2012 and 2013, and will be 70/30 in, 2014.

6. The Board/Employee premium shares for the Health Maintenance Organization shall be 95/5 for years 2012 and 2013, and will be 94/6 effective Jan. 1, 2013.

7. Retail prescription coverage will change from a 2-tier to a 3-tier structure. New deductibles are; \$5 for generics, \$15 for preferred brand name, \$25 for non-preferred brand name.



Continued on page 4

Medical Insurance...

Continued from page 3

8. Mail order prescriptions are also on a 3-tier structure. In years 2012 and 2013 new deductibles are; \$10 for generics, \$20 for preferred brand name, \$40 for non-preferred brand name. In 2014 deductibles are; \$10 for generics, \$30 for preferred brand name, \$50 for non-preferred brand name.

9. The Board/Employee premium shares for the Dental Preferred Provider Organization and Vision Option 1 shall be 85/15 in 2012, 80/20 in 2013, and 75/25 in 2014.

10. Part time employees will have their premiums prorated by full time equivalency (FTE) as prescribed immediately below:

- 0.75 FTE and higher, 100% of the ne-

gotiated employer contribution

- 0.46 to 0.749 FTE, 95% of the employer contribution in 2012, 87.5% in 2013, 80% in 2014

- 0.10 to 0.459, 50% of the employer contribution.

11. Health care is reopened during fiscal year 2012 for the purposes of identifying a mutually agreeable level of reserves to be maintained in the healthcare fund, to determine a method of returning year-end excesses to employees, and to consider the efficacy of continuing the current indemnity language.

12. A joint effort will be made to educate employees on the health care changes and on the details of the Triple Option Plan. ■

Unlike salaries and wages, health care is more or less equally applied to all employees, thus, AEL's interests are shared by other employee bargaining groups.

ALERT! ALERT!

Volunteers needed for Hiring & Promotion Committee and the Grievance & Appeals Committee

Two sets of issues have reached the point where all efforts for respectful and mutual resolution have seemingly fallen on deaf ears. For years, since AEL's formation as a collective bargaining agent in 1989, the procedures, terms and conditions for hiring and promotion as well as resolving disputes were handled with mutual respect, efficiency, and with an eye toward just doing the right thing.

Since 2006, however, both processes have been increasingly administered in a climate of utter disregard of our contract with the BOE and, in some instances, in violation of labor relations law, AAC and MSDE policy, and even state law. The last issue of *The Advocate* and Counselor Rick Kovelant's article in this newsletter state the case for mandating that the Board of

Education fully comply with its procedural and ethical mandates and obligations.

AEL needs two things regarding each of the two areas: (1) any information and examples of breaches or violations or even questionable procedures any member is aware of or had personal experience with and (2) volunteers for each committee to gather and organize the issues for Counselor Kovelant's follow-up.

Please submit your interest directly to Rick: 410-897-0747 or rick@kovelantlaw.com.

It is estimated three to five meetings will be necessary while other work may be handled electronically. Discretion and confidentiality will earmark both committees. ■

Strength in numbers and knowledge... your fellow AEL Members

ALFREDA ADAMS
 ANDREW ADAMS
 TRACEY AHERN
 SHARON ALASANDRO
 ANTHONY ALSTON
 LOUIS ANOFF
 MARLENE ARKIN
 SHAWN ASHWORTH
 GWEN ATKINSON
 MARY AUSTIN
 RUSSELL AUSTIN
 SUSAN BACHMANN
 KAREN BAILEY
 ROCHELLE BARRETT
 STEPHEN BARRY
 PATRICK BATHRAS
 MARY BATTEN
 MILDRED BEALL
 GEORGE BEAUMONT
 GEORGE BELL
 STUART BERLIN
 ROSEMARY BIGGART
 R. LYNN BIRUS
 WADE BLAIR
 REBECCA BLASINGAME-WHITE
 SANDRA BLONDELL
 KIMBERLY BOX
 KERE BOYD
 SHIRLETTE BOYSAW
 DIANE BRAGDON
 TAMMY BRENDLE
 DENNA BRITTON
 MARK BROWN
 MELISSA BROWN
 KERRI BUCKLEY
 KEVIN BUCKLEY
 CAROLYN BURTON-PAGE
 KIM CALLISON
 RICHARD CARLSON
 ANTOINETTE CARR
 GEOFFREY CASEY
 STACI CASSARINO
 LORI CHEARNEY
 RONALD CHESEK
 DIANE CHRISTY
 MERLENE CLARKE
 AMY COHN
 BARBARA COLACICCO
 LAURA COOKE
 THOMAS CORDTS
 GINA DAVENPORT
 JOLYN DAVIS
 PATRICIA DE WITT
 LOUISE DEJESU
 PAUL DEROO
 THOMAS DILLARD
 CORTNEY DISALVO
 PAMELA DOLAN
 FRANK DRAZAN
 COLLEEN DUFFY
 CHARLES DUNLAP
 MICHAEL DUNN
 JASON DYKSTRA
 LORI EARBY
 BERNARD EDWARDS

WILLIAM EGGERT
 PHILLIP ELLIOTT
 SUSAN ERRICHIELLO
 LYNNE EVANS
 JUNE EYET
 REGINALD FARRARE
 SHARON FERRALLI
 ROCCO FERRETTI
 AMY FIELD
 KATHRYN FIELDHOUSE
 KATHLEEN FITZGERALD
 THOMAS FITZGERALD
 ROTUNDA FLOYD-COOPER
 ANNIE FOSTER
 NANCY GALETSKY
 SUSAN GALLAGHER
 JANE GEORGE
 ALICE GILBERT
 HANS GILLIAM
 MELISSA GILROY
 WILLIAM GOODMAN
 MARY ELIZABETH GORMLEY
 STEVEN GORSKI
 JENNIFER GREEN
 TASHKA GREEN (SELLMAN)
 KIRK GREUBEL
 DAVID GRIGSBY
 BARRY GRUBER
 MARGARET HAACKE
 JANICE HABERLEIN
 KEVIN HAMLIN
 SHARON HANSEN
 COLLEEN HARRIS
 JEFFERY HAYNIE
 WILLIAM HEISER
 NANCY HENKELMAN
 STACY HERBERT
 TROY HERMANN
 JENNIFER HERNANDEZ
 SHARON HERRING
 JOHNNYE YVETTE HICKS
 SHEILA HILL
 JEANMARIE HOFSTETTER
 ANGELA HOPKINS
 NELSON HORINE
 FRANKLIN HORSTMAN
 DENEEN HOUGHTON
 JO-ANN HOWARD
 AMY HUSSEY
 MONIQUE JACKSON
 WALTER JACKSON
 ATASHA JAMES
 CAROLE JANESKO
 CHARLES JANSKY
 CHESSIL JOHNSON
 TERESITA JOHNSTON
 JACQUELINE JONES
 KATHY JONES
 LINDA JONES
 MELISSA JONES
 KAREN KAKODA
 KELLIE KATZENBERGER
 DAVID KAUFFMAN
 SHAUNA KAUFFMAN
 PATRICIA KEFFER

TAMARA KELLY
 DARYL KENNEDY
 TEMISHA KINARD
 KATHLEEN KING
 EDMUND KLING
 LISA KOENNEL
 KATHRYN KUBIC
 MARY LAPPE
 MAURINE LARKIN
 NINA LATTIMORE
 ALISON LEE
 GAIL LEE
 WALTER LEE
 LISA LEITHOLF
 STACY LEVERY
 DONALD LILLEY
 WELTON LILLEY, JR.
 GEORGE LINDLEY
 JULIE LITTLE-MCVEARRY
 JENNIFER LOMBARDI
 DIANE LORTON
 BRIAN LOVE
 CHASTITY LUDD
 FRANCES MAGIERA
 KURT MAISEL
 SCOTT MANBECK
 KAREN MARKOVIC
 LYNNE MARKOWITZ
 NATALIE MARSTON
 C. MICHAEL MAY
 KAREN MAYNARD
 SEAN McELHANEY
 ALEXIS McKAY
 ERNESTINE McKNIGHT
 TIMOTHY MERRITT
 ELLEN MEYER
 ADAM MILAM
 THOMAS MILANS
 CHRISTOPHER MIRENZI
 JESSE MITCHELL
 SIDNEY MOLOFSKY
 DEBORAH MONTGOMERY
 JAMES MOORE
 SHARON MORELL
 SUSAN MOSAY
 SUSAN MYERS
 WILLIAM MYERS
 CLARK NESBITT
 JASON NIEDZEILSKI
 JOHN NOON
 JOHN NUNN
 DONNA O'SHEA
 JASON OTTE
 SUZANNE OWENS
 KATHLEEN PANAGOPULOS
 DONNA PERGERSON
 SAMUEL PERRY
 EDITH PICKEN
 SARA PICKENS
 PATRICIA PLITT
 VICKIE PLITT
 MARY POISSON
 MOLLY (LINDA) POOLE
 TRACY PRATER
 MARC PROCACCINI

ELEANOR RASCOE
 BRIAN RAVANBAKHS
 WALTER REAP
 CHARLES RENALDO
 LISA RICE
 GINGER ROBERTSON
 JOSEPH ROSE
 TERESA SACCHETTI
 ALLAN SAMONISKY
 BEVERLY SAUNDERS
 DANIEL SCHAFFHAUSER
 KAREN SCHEEL
 REBECCA SCHOU
 BARBARA SCHWARTZ
 SARA SEKINGER
 SUSAN SERGEANT
 ADAM SHEINHORN
 DEBORAH SHORT
 SCOTT SIMPSON
 JOYCE SIMS
 WENDY SLAUGHTER
 ADAM SLIVKA
 ROCHELLE SLUTSKIN
 DAVID SMITH
 STACEY M SMITH
 STACY L SMITH
 FARAH SPRINGER
 CHRISTINE STOCKETT
 SHARON STRATTON
 DIANA STROHECKER
 ADRIENNE TAYLOR
 JANE TAYLOR
 ELENA THOMAS
 JEFFREY TILLAR
 JAMES TODD
 LINDA TOTH
 JANICE TOURRE
 RICHARD TUBMAN
 DONNA USEWICK
 MARY WAGNER
 ROBERT WAGNER
 KAREN WALKINSHAW-GARRIS
 VICKIE WARDELL
 DARYL WATSON
 BRETT WESCOTT
 NATASHA WHITE
 EUGENE WHITING
 J. LINDA WILLIAMS
 JASON WILLIAMS
 NURIA WILLIAMS
 VERONICA WILLIAMS
 RENEKKI WILSON
 ALLEN WITMER
 CHRISTOPHER WOOLEYHAND
 AMY WORRALL
 CHRISTOPHER WUKITCH
 MARY YEAGER
 JOHN YORE
 THERESA ZABLONSKI
 SUZANNE ZUKAUSKAS
 VICTORIA ZWAINZ

*Know a colleague not on this list?
 Invite him/her to join – call Larry
 Lorton at 410-647-5847 for details.*

The Association of Educational Leaders

P.O. Box 74
Severna Park, MD 21146

AEL Executive Committee/Staff 2011-12

(Effective 7/1/11)

Reginald Farrare (2011-13)	President	(o)437-2400	(P—Chesapeake Bay M)
Will Myers (2011-13)	1 st VP	(o) 956-5600	(P—South River HS)
Sean McElhaney (2011-13)	2 nd VP	(o) 969-5950	(P—Old Mill MS, North)
Louise DeJesu (2010-12)	Secretary	(o) 222-6409	
Paul DeRoo (2010-12)	Treasurer	(o) 263-0270	(AP—Bates MS)
Frank Drazan (2011-13)	Director at Large	(o) 255-9600	(P—Chesapeake HS)
Nelson Horine (2011-13)	Director at Large	(o) 224-5384	(Coord. Evening HS)
Charles Jansky (2011-12)	Director at Large	(o) 437-0464	(P—Bodkin E)
Sue Errichiello (2011--)	Director Emeritus	(o) 975-9432	(P—Belvedere E)
TBA	Central Office Cluster		
Ronald Chesek	Special Schools and Centers	(o) 222-6940	(P—Marley Glen Special)
Jeff Tillar	Annapolis Cluster	(o) 222-1639	(P—J. Albert Adams Academy)
TBA	Arundel Cluster		
TBA	Broadneck Cluster		
TBA	Chesapeake Cluster		
TBA	Glen Burnie Cluster		
John Noon	Meade Cluster	(o)301-498-6280	(P—Brock Bridge E)
TBA	North County Cluster		
TBA	Northeast Cluster		
Tom Fitzgerald	Old Mill Cluster	(o) 969-9010	(AP—Old Mill HS)
TBA	Severna Park Cluster		
TBA	South River Cluster		
Colleen Harris	Southern Cluster	(o) 222-1695	(P—Deale E)
Rick Kovelant	Executive Director, Counsel	(o) 897-0747	
Larry Lorton	Administrator	(o) 647-5847	