

LEADERSHIP FORUM

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

Vol. 8, No. 2
December 2012

AEL continuing to move forward

I hope your school year has been positive and you are having success with your goals and initiatives. This has certainly been a very busy and productive year for AEL! I am pleased with the continued hard work and dedication of our Executive Board members and you should be very pleased that they remain focused on “fair and equitable treatment” of all Unit II members.

There have been some changes to the Executive Board: **Nelson Horine** is now 2nd Vice President, **Amy Hussey** is the Chesapeake Cluster Rep, and **Shauna Kauffman** is the Broadneck Cluster Rep and chairperson of the Membership Committee. Each of them is also engaged in other roles and is working hard “behind the scenes” on behalf of AEL. We continue to need other members to be engaged in AEL activities and functions. Our next AEL Social is scheduled for December 20th, 5:00 pm at Hellas. As always, I will give an update of current issues and review opportunities for you to support the work of AEL. Enclosed in this newsletter, is a brief survey that I would like for everyone

by **Reginald Farrare**
AEL President

to complete. In doing so, you will assist us with our efforts to increase our presence in the larger community and gain additional support for AEL causes as we enter into the next phase of negotiations with the Board. Hopefully, everyone has received notice and de-

tails of negotiated revisions to our current contract. I am very pleased that we were able to get the same benefits as our partner unions and additionally secure a financial enhancement for those Unit II members who may be retiring this year, which means that they will not be able to experience any future compensation benefits that might be included in future negotiations. It might not seem like very much, but this was a significant accomplishment!

Well, that’s enough business for now! It is the time of the year when our focus begins to stray from work to family and holiday festivities. I hope you will purposefully take some time to share quality moments with your family and friends as we experience the end of another year. So, I personally wish each and everyone Happy Holidays and a prosperous New Year!

Upcoming Events

December 20
AEL Meeting & Social
5:00 pm
Location:
Hellas,
Veterans’ Hwy

January 17
AEL Board Meeting
5:00 pm
Location:
Old Mill Middle
School South

February 21
AEL Board Meeting
5:00 pm
Location:
Old Mill Middle
School South



AEL website
www.aelaacps.org

AEL Mission Statement

The Association of Educational Leaders exists to ensure all Unit II employees are fairly and equitably treated in the course of their employment.

We commit to accomplishing this mission on behalf of Unit II employees by ensuring:

1. Adherence to our Negotiated Agreement.
2. All Unit II employees are adequately and equitably compensated for their responsibilities and work load.
3. Personal and professional needs shall be respected.
4. Fair, consistent and equitable practices shall be adhered to when dealing with hiring, promotions, assignments and evaluations.
5. Fair, consistent, equitable practices in dealing with matter relating to discipline and conflict resolution.
6. Fair, consistent, equitable practices in resolving school and community conflicts.

The stone or the jug?

On Nov. 12, 2012, Reggie Farrare and I, along with the other union leadership, were invited to and attended a breakfast meeting with the Superintendent and Andrew Pruski, the Board of Education President. I believed that the purpose of the meeting was to re-establish labor-management relationships, as all bargaining units were now “safely” under contract. Unfortunately, that was not the case. Please understand that the tone of the meeting was cordial, and the interchange professional and at times engaging, but the theme never changed.

According to the Superintendent, the Board and the County Council remain at odds and there is no hope for any meaningful reconciliation that would result in any pay enhancement for the employees. Well, so what else is new? We were briefed on the “maintenance of effort” debate and the politics involved with the same. Informative to a point, but really the bottom line is that there will be no new money available to provide any pay increases. As I just stated, “So what else is new?” Thinking back on the meeting and after contemplating this great BOE/County Council conflict that was discussed, it brought to mind a quote from the Broadway production of Don Quixote. When Don Quixote and his companion Sancho Panza, were discussing Sancho Panza’s marital plight, Sancho Panza observed, “Whether the stone hits the jug or the

jug hits the stone, it won’t be good for the jug”. In this case, whether the County Council is right or the BOE is correct, it won’t be good for the employees. Right now we are fighting the same windmills that Don Quixote fought, but we have to fight smarter.

What was even more troubling than the “cosmic struggle” between these two forces, Mr. Pruski advised us that the unions and their membership could help win the day by convincing the public

that their mission was not to be seen as “taking” but rather as “giving”. I am not entirely sure what he meant, but truly believe that this remark was at best patronizing, and at worse condescending. Indeed, it borders on the “blame the victim” excuse for inaction. Anyone who truly understands that the work effort expended by administrators extends well beyond a 40-hour work week would not have suggested that its administrative employees are perceived as “takers”. The time away from family and personal needs is well known. Any attempt to have the workload reduced to a reasonable level has met with opposition during negotiation sessions and the Work Load and Compensation Committee is all but dormant.

During the last negotiation session, AEL advanced the idea that administrative supervision at certain extracurricular activities, particularly those involving sporting events where the public are invited spectators, should be compensated. This only made sense as all other school personnel attending these games are compensated for their attendance. We were told that this is not “giving”, because it was part of the Unit II job description. This is a small example of this new attitude, but illustrative of my point.

As we approach negotiations on an open contract basis, perhaps there is merit in giving consideration to convincing the public as to the identity of the real “takers” and to what has really been taken away from the school system, by its bureaucracy and its waste. Mr. Pruski was quick to let us all know that the public sentiment for unions has diminished and the climate is less

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by Richard Kovelant,
Executive Director & General Counsel

“Anyone who truly understands that the work effort expended by administrators extends well beyond a 40-hour work week would not have suggested that its administrative employees are perceived as ‘takers’”

AEL Membership Meeting
& Social

Thursday, December 20, 5:00 p.m.

at Hellas

(Defense Hwy., Millersville)



Refreshments and hors d’oeuvres served.

Take advantage of these Contract Terms now -- as they may become history in upcoming negotiations

The following terms and conditions were added to our current contract. The current contract, however is due to expire on June 30, 2013. Please take advantage as you see fit of these additional items as they may not reappear during our upcoming negotiations.

1. Unit II employees shall receive a 1.25% mid-year cost of living adjustment (COLA). Reduce work hours by providing two (2) floating non-chargeable annual leave days.
2. Increase the maximum number of annual leave days eligible currently from 60 to 65 days for redemption and pay out during the last year of service.
3. Increase the pay of a Unit II employee, upon announced retirement by on (1) step on the salary scale during their last year of service subject to the parameters and conditions listed below. The number of eligible employees will be selected from the following areas:
 - 2 High School Principals
 - 4 Middle School Principals
 - 6 Elementary Principals
 - 4 Coordinators/Special Assistants
 - 4 High School Assistant Principals
 - 8 Middle School Assistant Principals
 - 6 Elementary School Assistant Principals

AEL will establish the selection criteria. Selected individuals shall submit an irrevocable retirement application no later than January 2, 2013, to take effect on June 30, 2013.

4. Keep unlimited sick leave days; however increase the payout for unused sick leave to \$75 per day.
5. Defer consideration of after school activity compensation for administrators to full book negotiations and/or assign further discussion of this issue to the workload/compensation committee.
6. Defer consideration of Assistant Principal reassignments to 11- month positions to full book negotiations and/or assign further discussion of this issue to the workload/compensation committee.

Unit II employees shall receive a premium holiday on one (1) payday in December of 2012 whereby employees will not be charged a healthcare premium.

Stone or jug...

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than favorable. Perhaps if the public is made aware that wages and benefits to BOE Unit II employees are not the cause of the perceived problem, we can collectively obtain a modicum of fair compensation.

The “what to do part” of all this has been discussed. First, it is critical that we learn the outside affiliations of our members with homeowner groups, civic associations, religious organizations and the like. Second, we need to go to these groups and articulate that if funding is static, the proper reallocation of these assets needs to include the employees. Third, we need the public to understand how the upper management does quite well and that the change in job titles and promotional practices for this employee group have all enhanced the welfare of some at the expense of many. Fourth, the public needs to be made aware that a strong

educational delivery system is essential for the community and is every bit as important as police and fire protection. Finally, we need to lose the “fear factor”. Coming forward with information, either personal or not, as to how you are impacted in your employment will enable us to bring the issue forward. Keep in mind, other jurisdictions have funded raises, improved working conditions and have better valued their employees, even in these hard economic times.

At the very least, if we are to be considered “takers”, then let’s take control of the situation. The political fallout between the BOE and the County government may be interesting to watch, but I am not certain either participant is concerned with the interests of Unit II employees. The last several years of negotiations and bickering proves my point. If we collectively come together now, there still may be hope for the jug. ■

AEL Membership Survey

Name: _____ Phone: _____

Home Address: _____ Alternate Email: _____

Current Position: _____

School/Office Location: _____ Current Supervisor: _____

Unit II Member since: _____ Interested in AEL Membership _____

Community Organization Affiliation

Current organizations of which you or your spouse or companion are a member:

(homeowners or civic associations, fraternal or athletic organizations, etc.) _____

Do you or your spouse or companion hold any elected or appointed office in any of the above listed organizations?

Please provide name of the organization, address and phone number and any office you hold:

Please complete and return this survey to Reggie Farrare 4804 Mountain Rd., Pasadena, MD 21122 by Dec. 20, 2012

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

ALFREDA ADAMS
 ANDREW ADAMS
 TRACEY AHERN
 SHARON ALASANDRO
 ANTHONY ALSTON
 LOUIS ANOFF
 MARLENE ARKIN
 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
 R. LYNN BIRUS
 WADE BLAIR
 REBECCA BLASINGAME-WHITE
 SANDRA BLONDELL
 KIMBERLY BOX
 SHIRLETTE BOYSAW
 TAMMY BRENDLE
 DENNA BRITTON
 MARK BROWN
 MELISSA BROWN
 KERRI BUCKLEY
 KEVIN BUCKLEY
 DEREK BURNS
 CAROLYN BURTON-PAGE
 RICHARD CARLSON
 ANTOINETTE CARR
 GEOFFREY CASEY
 STACI CASSARINO
 LORI CHEARNEY
 RONALD CHESEK
 MERLENE CLARKE
 AMY COHN
 BARBARA COLACICCO
 LAURA COOKE
 STACEY COOPER
 THOMAS CORDTS
 KARLA CROUSE
 SUSAN CUMMINGS
 GINA DAVENPORT
 JOLYN DAVIS
 PATRICIA DE WITT
 LOUISE DEJESU
 JOSEPH DENNIS
 PAUL DEROO
 THOMAS DILLARD
 CORTNEY DISALVO
 PAMELA DOLAN
 VIRGINIA DOLAN
 FRANK DRAZAN
 SHIRA DOWLING
 COLLEEN DUFFY
 CHARLES DUNLAP
 MICHAEL DUNN
 JASON DYKSTRA

LORI EARBY
 BERNARD EDWARDS
 MEGAN EDWARDS
 WILLIAM EGGERT
 PHILLIP ELLIOTT
 SUSAN ERRICHELLO
 LYNNE EVANS
 JUNE EYET
 REGINALD FARRARE
 SHARON FERRALLI
 ROCCO FERRETTI
 AMY FIELD
 KATHRYN FIELDHOUSE
 KATHLEEN FITZGERALD
 THOMAS FITZGERALD
 ROTUNDA FLOYD-COOPER
 NANCY GALETSKY
 SUSAN GALLAGHER
 JANE GEORGE
 MELISSA GILROY
 WILLIAM GOODMAN
 MARY ELIZABETH GORMLEY
 STEVEN GORSKI
 AUTHORMAE GRAY
 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
 SHEILA HILL
 JEANMARIE HOFSTETTER
 ANGELA HOPKINS
 NELSON HORINE
 DENEEN HOUGHTON
 JO-ANN HOWARD
 COURTNEY HUFFBERGER
 AMY HUSSEY
 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

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
 BRIAN LOVE
 CHASTITY LUDD
 FRANCES MAGIERA
 KURT MAISEL
 SCOTT MANBECK
 KAREN MARKOVIC
 LYNNE MARKOWITZ
 NATALIE MARSTON
 LUCIA MARTIN
 C. MICHAEL MAY
 KAREN MAYNARD
 SEAN McELHANEY
 ALEXIS MCKAY
 ERNESTINE McKNIGHT
 TIMOTHY MERRITT
 THOMAS MILANS
 CHRISTOPHER MIRENZI
 JESSE MITCHELL
 SIDNEY MOLOFSKY
 DEBORAH MONTGOMERY
 JAMES MOORE
 SUSAN MOSAY
 SUSAN MYERS
 WILLIAM MYERS
 CLARK NESBITT
 JASON NIEDZEILSKI
 JOHN NOON
 JOHN NUNN
 DONNA O'SHEA
 JASON OTTE
 SUZANNE OWENS
 KATHLEEN PANAGOPULOS
 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
 DAVIDSEMBLY
 SUSAN SERGEANT
 ADAM SHEINHORN
 DEBORAH SHORT
 SCOTT SIMPSON
 WENDY SLAUGHTER
 ADAM SLIVKA
 ROCHELLE SLUTSKIN
 AMY SMITH
 DAVID SMITH
 STACEY M SMITH
 STACY L SMITH
 KRISTY SNYDER
 FARAH SPRINGER
 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
 CHRISTOPHER WOOLEYHAND
 AMY WORRALL
 CHRISTOPHER WUKITCH
 MARY YEAGER
 JOHN YORE
 THERESA ZABLONSKI
 SUZANNE ZUKAUSKAS
 VICTORIA ZWAINZ

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

"Strength in numbers"

The Association of Educational Leaders

P.O. Box 74

Severna Park, MD 21146

AEL EXECUTIVE COMMITTEE/STAFF/CONTACTS: 2012-13 (Effective 11/1/12)

Reginald Farrare (2011-13)	President	(P—Chesapeake Bay M)	(o)437-2400 (c) 718-2441	rfarrare@aacps.org
Will Myers (2011-13)	1st VP	(P—South River HS)	(o) 956-5600 (h) 987-4883	wmyers@aacps.org
Nelson Horine (2011-13)	2nd VP	(P. Evening H. S.)	(o) 224-5384	nhorine@aacps.org
Louise DeJesu (2010-12)	Secretary	(P—Hilltop E)	(o) 222-6409	ldejesu@aacps.org
Paul DeRoo (2010-12)	Treasurer	(P—Bates MS)	(o) 263-0270	pderoo@aacps.org
Frank Drazan (2011-13)	Director at Large	(P—Chesapeake HS)	(o) 255-9600	fdrazan@aacps.org
TBA (2011-13)	Director at Large			
Kurt Maisel (2011-12)	Director at Large			kmaisel@aacps.org

REPRESENTATIVE DIRECTORS (14): CLUSTERS/FEEDER SYSTEMS

J. Linda Williams	Central Office	(Coord. Library, Media Serv)	(o) 295-4502	jwilliams@aacps.org
Walter Skip Lee	Central Office	(Coord. HPE)	(o) 222-4260	wlee@aacps.org
Shauna Kauffman	Broadneck Cluster	(P-Arnold E)	(o) 222-1670	slkauffman@aacps.org
Amy Hussey	Chesapeake Cluster	(AP, Chesapeake M)	(o) 437-2400	ahussey@aacps.org

Open Representative Director positions in: Glen Burnie Cluster, Meade Cluster, North County Cluster, Northeast Cluster, Old Mill Cluster, Severna Park Cluster, Southern Cluster, South River Cluster, Special Schools and Centers

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