

# LEADERSHIP FORUM

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

Vol. 8, No. 1  
October 2012

## Mission defined: AEL prepared to move forward

In mid-September, members of the AEL Executive Committee and members of the Retreat Planning Committee met at Arlington Echo in an effort to set the course for the future of AEL. These individuals, **Reggie Farrare, Will Myers, Kurt Maisel, Nelson Horine, Louise DeJesu, Amy Hussey, Larry Lorton** and I came to the conclusion that unless we define AEL's mission, there are no means to measure AEL's success or failure in meeting its goals. To that end, you will proudly see displayed on the front page of this publication and thereafter, on the Advocate, the Mission Statement and the

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

goals it represents. Thanks are in order for this group for giving its time and effort to articulate our future. Moving forward, the membership now has to assist in the implementation of these goals. As we said at the Retreat, the "How To" part has yet to be determined, but the role in determining the implementation is a membership responsibility.

I believe that the necessity for the development of this Mission Statement and goal was driven by current conditions. While the economic downturn has impacted educational funding in

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## Enhancing our focus, ready to roll

I hope this newsletter finds you personally well and organizationally successful! It has certainly been a very busy opening to the school year for me and I know it has been no different for you. Because of the need to get information to you as quickly as possible, my message will be brief.

I know the main issue on everyone's mind is; what's happening with negotiations??? Well, I will explain that fully at the Oct. 4th AEL meeting and social (see page 2 for details). If you are unable to attend, follow-up information will be contained in our next newsletter. I am continuing

by **Reginald Farrare**  
**AEL President**

to focus on the business of AEL and the members of the Executive Board are working closely with me to enhance that focus. One thing is clear; we will need your support and involvement as we

go forward! Please read the Executive Director's message and plan to attend the meeting on Oct. 4th with renewed energy and a commitment to be engaged with AEL throughout the school year! I will present many opportunities for your involvement at the meeting. As always, be careful and thank you for all that you do for our students and our school communities! ■

## Upcoming Events

October 4  
**AEL Meeting & Social**  
5:00 pm  
Location:  
Hellas,  
Veterans' Hwy

October 18  
**AEL Board Meeting**  
5:00 pm  
Location:  
TBA

November 15  
**AEL Board Meeting**  
5:00 pm  
Location:  
TBA



AEL website  
[www.aelaacps.org](http://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.

## Moving forward...

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general, the impact on Unit II employees, in particular, was far more profound. Certainly, the largess associated with our membership in general can be attributable to the failure to receive adequate compensation and, in fact, the mantra that “you are lucky to have a job.” This has put AEL and all other union groups at risk, since membership apathy has taken hold. The attitude is, quite frankly, “don’t rock the boat,” “don’t question management decisions” and, most of all, “keep a low profile and don’t become involved.” These very attitudes need to be changed so that we can move forward again. Given the aging demographics of AEL membership, coupled with the infusion of out of county hires who don’t have a historical connection with the Anne Arundel County culture, AEL’s role as a viable bargaining unit needs to be amplified, or it will be silenced. Silence is simply unacceptable.

First and foremost, AEL is a **UNION**, whose existence was recognized in the Maryland Code as a bargaining group for Unit II employees. As such, it is charged with the responsibility of collectively bargaining with the Board of Education on the topics of wages, hours and working conditions. As this article is being written, the AEL Executive Committee is preparing a membership meeting to seek ratification of contract terms regarding compensation that will be in effect for this school year. While we are not fully satisfied with its terms, the package you will consider has something for everyone and as always, it is a building block for the future. Please plan on attending this meeting as it is most important to ratify the Agreement so we can move forward.

Negotiations, however, are only a part of the responsibility of AEL. Representation of Unit II em-

ployees at grievances and disciplinary proceedings is, perhaps, the most significant activity the union can undertake. It is in this area where we collectively need to ensure that the mission is fulfilled.

Over the last few years, the vast majority of grievances and employment discipline cases have been between members of the bargaining unit. We need to find a methodology that will permit resolution at an early stage, before the process begins. No one is suggesting that Board Policy and Procedure be ignored or the requirements of the law be abandoned. In, however, those cases where the dispute may be more performance based than not or, in those cases where personalities have trumped the facts, there needs to be some means of resolution. After all, our mission is fairness and equitable treatment for Unit II employees.

As I indicated earlier, the Mission Statement defines the goals we wish to achieve, but it must be emphasized that how those goals are realized is the collective function of the AEL leadership and its members. The “How To” is the hard part, but it can be accomplished by increased visibility at the school level and the Board of Education, third party outreach to citizen groups and other unions in other counties, and the continued participation in coalitions. It can be accomplished by the continued enforcement of our contract rights. It can be accomplished by the reformation of the AEL Bylaws to encourage more participation by not only current members, but those that have retired.

While these points are certainly not all inclusive, they can, at least, form a starting point among AEL members and others who believe that there is value in a union and the protection it can provide its members as it achieves its mission. ■

**“Please plan on attending this meeting as it is most important to ratify the Agreement so we can move forward.”**

### **ATTENTION! ATTENTION! ATTENTION!**

#### **AEL Membership Meeting**

**Thursday, October 4, 5:00 p.m. at Hellas (Defense Hwy.)**

The primary order of business will be to review recently completed negotiations with the BOE and vote on the provisions agreed to by your negotiations committee applicable for the remainder of the 2012-13 school year.

In addition, we will discuss issues in preparation for the next round of negotiations beginning late-winter/early-spring effective July 1, 2013. ***Our entire contract is open so your thoughts and recommendations are particularly important to establish AEL priorities.***

## 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  
 TASHEKA 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  
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 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  
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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  
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 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

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### AEL Executive Committee/Staff 2012-13

(Effective 09/01/2012)

Reginald Farrare (2011-13)	President		
Will Myers (2011-13)	1 <sup>st</sup> VP		
Sean McElhaney (2011-13)	2 <sup>nd</sup> VP		
Louise DeJesu (2012-14)	Secretary		
Paul DeRoo (2012-14)	Treasurer		
Frank Drazan (2011-13)	Director at Large		
Nelson Horine (2011-13)	Director at Large		
Kurt Maisel (2012-14)	Director at Large		
Sue Errichiello (2011--)	Director Emeritus		
J. Linda Williams	Cluster Representative		
Skip Lee	Cluster Representative		
Jeff Tillar	Cluster Representative		
John Noon	Cluster Representative		
Colleen Harris	Cluster Representative		
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