

# LEADERSHIP FORUM

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

Vol. 7, No. 3

June 2012

## Steadfast on the issues that will not go away

Another school year is coming to a close, and it is standard practice for me to pause and reflect on what I have been able to accomplish, what mistakes I have made, and what I would like to improve upon for next year. While reflecting on my year as AEL President, I will tell you that I have learned an awful lot about the business of AEL. And I remain consistent in my belief that many of the issues facing us come down to communication, or a lack of communication. I want everyone to know that it has been a real pleasure representing you, and I am looking forward to continuing the work throughout the summer and next school year.

Here are some updates on previous issues: Since the last newsletter, we attended the Joint Health Care meeting at the Board and came away with what we think is a very good resolution as to how premium savings will be allocated to employees. I cannot give specific details until it is officially voted on and approved by the Board. We are confident that it will be approved in the near future.

I am continuing to work with the Union Coalition, and as you know, the petition drive initiative to get the County property tax cap adjusted is going full steam ahead. We are fully engaged in those efforts and I hope you will continue to support our efforts to get as many signatures as you can.

Most recently I spoke at the County Council Public Budget Hearing on behalf of AEL and in support of full funding for the Superintendent's budget. In case you missed it, this is a portion of my message: "We are well aware that the current operating budget proposal contains 'no compensation' increases for employees, although the Board requested \$33.8 million to fully fund the negotiated agreements with all four bargaining units. We are not naïve and fully expect that in this current fiscal environment, it is not expected that the funds will be available to satisfy the commitments

that were officially agreed upon and negotiated in good faith. We also recognize and agree that, due to budget shortfalls, we all must make sacrifices and make do with less than we ever have before! We have definitely shared our portion of the pain over the past few years just like all other employees across Anne Arundel County and the state. However, this issue of fair compensation, based upon available funds, will not go away!"

by Reginald Farrare  
AEL President

Hopefully, with the support that was visible at that meeting, the Council will allocate the \$12 million that was re-allocated by the County Executive. How it will be spent, remains to be seen. We will be monitoring the budget situation closely. Additionally, we have representation on the Compensation and Workload Committee and the Principals' Evaluation Committee. I will give you an update on their work at our AEL Spring meeting, scheduled for June 5. I hope you are planning to attend to help us celebrate the end of another school year and to wish our retirees a fond farewell. Additional details will be contained in this newsletter. I hope to see you there!! ■

## Upcoming Events

June 5  
**AEL Annual Meeting & Social**  
5:00 pm  
Location:  
Severn Inn



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

## WANTED: AEL LEADERS

By AEL Bylaw mandate certain leadership roles are open each year subject to election by membership ballot. The four roles open this year for two-year terms starting July 1, 2012, are: 2nd Vice President, Secretary, Treasurer, and Director at Large. Any member in good standing is eligible for office. Generally, the Executive Board meets monthly as a body to conduct Association business in accordance with AEL Bylaws and Policies.

Also, some issues involve voluntary, usually ad hoc committee membership. Some are joint BOE matters such as negotiations or other specific tasks such as proposed BOE policy changes. AEL also has internal committee tasks both on ad hoc and standing committees. These are great opportunities to make a difference. New and fresh perspectives and input can only help make AEL a stronger and more effective organization for all members. If interested, please contact Larry Lorton (410-647-5847; [fischlort@comcast.net](mailto:fischlort@comcast.net)) as soon as possible. ■

## You can't be all things to all people

The strength of AEL as a union lies in the diversity of its membership. By diversity, I mean that supervisors and subordinates, all of whom are educators and administrators comprise the union membership. The positions of principals and the assistant principals they supervise create, at least on its face, a challenge to representation by AEL when disputes arise between these parties. Clearly when the adversarial party is the Board, or the Executive Staff, these conflicts do not generally exist. How AEL manages these situations and how it decides

under what circumstances it can provide representation is the subject of the enclosed policy. As there are continuing areas of disagreement between AEL members in areas of evaluation, board policy and day-to-day operations, it is important to understand how AEL will provide representation to its members in these areas.

Please take a moment to read the policy (inserted in this issue) as it will hopefully clarify the issue of representation and underscore the fact that as much as AEL would like to do so, it can't be all things to all its members. ■

### Representation

Policy in this issue of the newsletter for your review.

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

### Annual Meeting & Social June 5 at Severn Inn

Don't forget to put June 5 (5:00 pm.) aside for AEL's **Annual Meeting and Social**. The Executive Board has worked hard to find a date that should be good for as many members as possible.

As usual, we'll conduct some business; balloting for vacant Executive Board positions (see article on page 1) and an update on a few items of importance. But, the most important goal is to honor our retirees and socialize with friends and colleagues as we bring another school year to a close. ■



### Election Balloting

by *Larry Lorton, AEL Administrator*

Last year for the first time the election of AEL officers took place electronically. The goal was to increase member participation in the process. It turned out to work beautifully with more than double the participation typical of paper balloting at the Annual Meeting.

Just like last year, voting will be via personal email addresses on file in our database. Know that our email manager, Constant Contact, has numerous, overlapping security controls that assures only members vote and each member can vote but once. Electronic balloting works and works well.

Please watch for the ballot and contribute to sustaining strong association leadership. ■

*AEL Annual Meeting & Social  
Tuesday, June 5, Severn Inn, 5:00 pm  
1993 Baltimore Annapolis Blvd. (on the eastern side of  
the Naval Academy Bridge)*

## 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  
 DEREK BURNS  
 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  
 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  
 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  
 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 12/1/11)

Reginald Farrare (2011-13)	President	(o)437-2400	(P—Chesapeake Bay M)
Will Myers (2011-13)	1 <sup>st</sup> VP	(o) 956-5600	(P—South River HS)
Sean McElhaney (2011-13)	2 <sup>nd</sup> VP	(o) 969-5950	(P—Old Mill MS, North)
Louise DeJesu (2010-12)	Secretary	(o) 222-6409	(P—Hilltop E)
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) 222-5384	(P— 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)
J. Linda Williams	Central Office Cluster	(o) 295-4502	(Coord. Library, Media Serv.)
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)
Kurt Maisel	Severna Park Cluster	(o) 544-0900	(AP—Severna Park HS)
TBA	South River Cluster		
Colleen Harris	Southern Cluster	(o) 222-1695	(P—Deale E)
Rick Kovelant	Executive Director, Counsel	(o) 897-0747	rick@kovelantlaw.com
Larry Lorton	Administrator	(o) 647-5847	fischlort@comcast.net

## REPRESENTATION POLICY

Since AEL by its composition represents both the supervisor and those who are supervised by virtue of their position in the school system, it would appear that there are potential conflict of interest areas that need to be addressed and understood and policy created so that all AEL members are aware of the limits of representation that can be provided. To that end, a committee has been appointed to define the role of AEL in providing representation to individual members and suggest a policy to be adopted by all members at the next scheduled membership meeting.

AEL represents its members through the services of the Executive Director and General Counsel ("EDGC"). In this capacity the EDGC represents the membership as a whole on issues that impact the Association. This includes review and advocacy of contract issues, negotiations of the Negotiated Agreement, breach contract actions as they impact the Agreement, and regarding policy matters that are outside of the Agreement but germane to the membership as a whole.

In the area of individual representation, there appears to be some concern as to how representation should be provided when the nature of the conflict involves two Unit II members. This usually occurs in the following areas: 1) grievances initiated by a subordinate employee against his/her supervisor pursuant to the contract or based on BOE policy; 2) The defense of a grievance initiated by a non-Unit II employee that does not involve the AEL contract; 3) The complaint is initiated outside of the contract by a Unit II member involving a Unit II member; and 4) The complaint is initiated by a Unit II employee apart from the school system that is not pursued by AEL.

### GRIEVANCES INITIATED BY A SUBORDINATE EMPLOYEE BASED ON CONTRACT OR POLICY

The AEL Negotiated Agreement provides for a defined grievance procedure when an individual believes that his/her contractual rights are being violated. In this regard, the process calls for an informal conference followed by a number of formal steps. AEL at step 2 in the process, if asked reviews the grievance and at that point may elect to represent the employee or not as the case may be. If representation is elected, the EDGC provides that representation to the grievant and the BOE, if need be represents the interests of the individual against whom the grievance is being brought. There does not appear to be a conflict situation, as the grievant is in reality challenging management's interpretation of the contract on behalf of the BOE employer. The same would also be true when the application of BOE policy is being grieved. The employee grievant would be represented by AEL and the individual who is applying or interpreting the BOE policy would be represented by staff as the supervisor is, in reality acting on behalf of the BOE.

### DEFENSE OF A GRIEVANCE INITIATED BY A NON-UNIT II EMPLOYEE

In this scenario the grievant would be a non-Unit II employee who believes that BOE policy or the terms of an applicable negotiated agreement is being violated by a Unit II employee. To the extent that the alleged violation arises out of an interpretation of BOE policy or contract, the Unit II supervisor would be represented by BOE staff. Further involvement by AEL would be optional and not required and would not be a conflict.

### THE INIATION OF AN ACTION OUTSIDE OF THE AEL CONTRACT OR BOE POLICY BY ONE UNIT II MEMBER AGAINST ANOTHER

Should two Unit II members have a dispute that does not involve either the Negotiated Agreement or BOE policy, the Attorney Code of Professional Responsibility as it would be applicable in terms of the EDGC becoming involved in the case. Given the fact that both participants are dues paying members and through their affiliation with AEL have access to the EDGC, it would be better to refrain from providing representation to either party should this situation arise. Taking either side of this type of controversy would undermine the goodwill of the Association.

### THE INIATION OF A COMPLAINT BY A UNIT II MEMBER APART REGARDING THE SCHOOL SYSYTEM NOT PURSUED BY AEL

Should a Unit II AEL member wish to pursue a course of action against the school system that AEL has not elected to pursue does not necessarily result in a conflict. Before representation is provided by the EDGC in his individual capacity of an attorney, AEL should be advised of the nature of the claim and a decision reached as to whether or not the representation would be in conflict with AEL policy.