

LEADERSHIP FORUM

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

Vol. 8, No. 3
April 2013

Work to be done

To my colleagues and partners in education: I'm sure by now you have heard that I am going to retire from Anne Arundel County Public Schools, effective July 1, 2013. However, I will not dwell on, or discuss that issue until later when it will be more appropriate to do so. Right now, there is much work to do and a lot to be accomplished before the end of this school year. You may also know that

by **Reginald Farrare**
AEL President

Larry Lorton, our former AEL Administrator has resigned from his position and we certainly thank him for his years of service and wish him well with his future plans.

In the meantime, we are very fortunate to have Bob Ferguson, one of our past

Presidents, to fill the position for the remainder of this school year.

It is just about that time of the year when we will also be conducting elections for all vacancies on the Executive Board. A Nomination Form is included in this issue of the newsletter. The Election Ballot will be sent to members in May. I hope you will consider being a candidate for one of our vacant positions!

Now to the issue that I know is on everyone's mind-NEGOTIATIONS!! Included in this newsletter is an update of the status of negotiations by our Executive Director. I assure you that the negotiating team is focused on delivering the best possible contract for our members as we can.

We appreciate your input and will certainly keep you updated as information becomes available. Until then, don't hesitate to contact me if you have questions and/or concerns. I hope the rest of your school year will be a very productive one! ■

Upcoming Events

April 18
AEL Board Meeting
5:00 pm
Location:
Old Mill Middle
School South

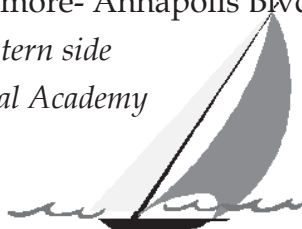
April 26
Deadline for Nominations
See enclosed flyer for details

June 5
AEL Meeting & Social
5:00 - 7:00 pm
Location:
Severn Inn,
Annapolis

AEL Annual Meeting & Social

Wednesday, June 5
Severn Inn, 5:00 pm

1993 Baltimore- Annapolis Blvd.
*(on the eastern side
of the Naval Academy
Bridge)*



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.



AEL website
www.aelaacps.org

Random thoughts...

Generally I have a theme in mind when I write these little epistles. Unfortunately, my writer's block has taken hold and while I wish to come up with some "kicky" article, I find the best I can do is share some random thoughts and perhaps some worthwhile information.

As you have been previously reminded, the AEL/BOE Negotiated Agreement will terminate on June 30, 2013 and all terms and conditions are open for negotiations. To that end, a rather large and well-represented negotiating team has been assembled to write the contract and thereafter negotiate with the BOE's representatives. The focus as always is on issues surrounding compensation and benefits. There are however, peripheral terms of employment that are being considered and pursued. These items include, a fast track grievance/hearing process, adherence to a fair and equitable promotional practice, and the continued attempt to reduce workload requirements. This negotiating team is diverse and is composed of representatives of all Unit II employee groups. It is refreshing to see new ideas and new faces as well as the continued participation of the seasoned veterans.

Tradeoffs

Developing a negotiating position unfortunately requires consideration of tradeoffs. For example, hiring additional personnel to ease administrative workload will undoubtedly come at the expense of salary increases. The question however, is why should it? The BOE does not advance this argument when upper administrative workload functions are acknowledged and thereafter solve the problem by creating and employing upper administrative personnel at no "expense" to the existing personnel. Our issue seems to fall in line with the age old saying, "Be careful what you wish for ...". In AEL's case, help might come at AEL's expense. I hope not!

Turning to the issue of promotions, you should be aware that AEL recently received a re-

sponse to its Public Information Request regarding salaries, out-of-system hires, and promotions without notice or interviews for otherwise qualified candidates. Clearly, the BOE's continued failure to abide by the current Negotiated Agreement, ignore nepotism, and side step the promotional requirements, continue to be a topic for negotiations and more importantly enforcement initiatives. It is clear that a self-imposed glass ceiling has been built that impedes the internal administrative promotional track. It is hard to understand why the BOE does not believe there is sufficient homegrown talent to fill existing vacancies and is therefore compelled to fill administrative positions with out-of-county hires. Once again, AEL will pursue appropriate contract language at the bargaining table to remedy this practice.

Legislation

Recently the Coalition of Educational Employees, of which AEL is a member, reviewed proposed legislation to limit the Anne Arundel County Board of Education from contracting to pay a Superintendent for sick leave days and other benefits earned in the course of his/her employment in another jurisdiction. This legislation was introduced as being unique to Anne Arundel County. The Coalition supports the legislation in principle; however it would like to see it extended to all counties.

Another proposed piece of legislation would require the issue of negotiating an agency fee to be elevated from a permissive subject of negotiation to a mandatory topic. This pro-union legislation is clearly in the best interest of any public union. The Coalition will communicate its support for this significant bill.

As my opening paragraph was not particularly riveting, I am ashamed to say my closing words are not much better. I can assure you that AEL is committed to its Mission Statement and will do all it can to persuade the BOE that it should also commit in principle to the same. As always, your support is appreciated. ■

by Richard Kovelant,
Executive Director & General Counsel

"The BOE does not advance this argument when upper administrative workload functions are acknowledged and thereafter solve the problem by creating and employing upper administrative personnel at no expense to the existing personnel."

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

ALFREDA ADAMS
 ANDREW ADAMS
 TRACEY AHERN
 SHARON ALASANDRO
 ANTHONY ALSTON
 PAM ANDREWS
 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
 WENDY BOARDMAN
 KIMBERLY BOX
 SHIRLETTE BOYSAW
 TAMMY BRENDELE
 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

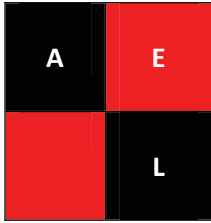
JASON DYKSTRA
 LORI EARBY
 BERNARD EDWARDS
 MEGAN EDWARDS
 WILLIAM EGGERT
 PHILLIP ELLIOTT
 SUSAN ERRICHELLO
 LYNNE EVANS
 JUNE EYET
 REGINALD FARRARE
 SHARON FERRALLI
 ROCCO FERRETTI
 AMY FIELD
 KATHRYN FIELDHOUSE
 KATHLEEN FITZGERALD
 THOMAS FITZGERALD
 ROTUNDA FLOYD-COOPER
 NANCY GALETSKY
 SUSAN GALLAGHER
 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
 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 RAVANBAKSH
 WALTER REAP
 CHARLES RENALDO
 LISA RICE
 APRIL RISHARD
 FREDERICK RIVERS

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
 SARAH WALSH
 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 Bob Ferguson 410-223-5645 for details.

"Strength in numbers"



association of
educational
leaders

NOMINATIONS AND ELECTIONS *SPRING 2013*

As per the AEL By-Laws, it is time for the Association to nominate and elect five of the executive board officers to hold office for the next two years. If you wish to review the By-Laws you may download them from the AEL website www.aelaacps.org.

The positions up for election are:

President

1st Vice President

2nd Vice President

Director-At-Large

Director-At-Large

Nominations will be accepted for the ballot beginning on **April 15, 2013** and ending on **April 26, 2013**. Send all nomination forms (attached) to the Nominations Committee Chair: Edie Picken at rag_qb@hotmail.com or mail to AEL Nominations, P.O. Box 194, Arnold, MD 21012. Include your name, school affiliation, and the e-mail address outside of AACPS to use to contact you. We are not permitted to use AACPS e-mail for AEL business.

Currently, the following people have been nominated to run for the positions identified:

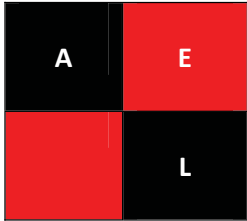
President: William Myers, Principal South River High School
1st Vice President: Nelson Horine, Principal, Evening & Summer School
2nd Vice President: Kurt Maisel, Assistant Principal, North County High School
Director-At-Large: Frank Drazan, Principal, Chesapeake High School
Director-At-Large: **OPEN**

The following executive board members are continuing in their positions until the end of next year:

Treasurer: Paul DeRoo, Principal, Bates Middle School
Secretary: Louise DeJesu, Principal, Hilltop Elementary School

Once the committee has collected all the nominations for election, ballots will be sent to the membership that will include a due date. Results will be posted on the AEL website and revealed at the **End of the Year Membership Meeting, June 5, 2013, at the Severn Inn from 5:00 p.m. to 7:00 p.m.** Mark your calendars!

For full descriptions of the officers' duties, go to the website www.aelaacps.org, click on "By-Laws" then click to download. You can find the information in Article IV: The Executive Board, Section G: Duties, pages 4 & 5.



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NOMINATIONS FORM
SPRING 2013

Using the form below, write the names of the individuals you are nominating for the positions open for elections this year and mail your form to: AEL Nominations, P.O. Box 194, Arnold, MD 21012 or send as an e-mail attachment to Edie Picken at **rag_qb@hotmail.com** by April 26, 2013:

Name of Nominator: _____

School Affiliation: _____

Non-AACPS e-mail address: _____

President

1st Vice President

Name: _____

Position: _____

School: _____

2nd Vice President

Director-At-Large

Name: _____

Position: _____

School: _____

Director-At-Large

Name: _____

Position: _____

School: _____

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
Sean McElhaney (2011-13)	1st VP	() (o)		
Nelson Horine (2011-13)	2nd VP	(P. Evening H. S.)	(o) 224-5384	nhorine@aacps.org
Louise DeJesu (2012-14)	Secretary	(P—Hilltop E)	(o) 222-6409	ldejesu@aacps.org
Paul DeRoo (2012-14)	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 (2012-14)	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

STAFF

Rick Kovelant, (Executive Director, Legal Counsel)	(o) 897-0747	rkovelant@kovelantlaw.com
	(c) 443-848-8022	
Bob Ferguson (Administrator)	(o) 443-223-5645	bferg332001@yahoo.com