

LEADERSHIP FORUM

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

Vol. 8, No. 4

June 2013

Retiring after 40 years with AACPS

Can you believe it?! Another end to the school year is upon us. At this time of the year, there are always a million things to do and so little time to do them. But, unlike other years, this one is really different for me. As you know, I will be retiring from Anne Arundel County Public Schools after 40 years of service. I cannot tell you how pleased I am to have spent my last two years as your President. Although I have served on the Executive Board for more than 18 years, the last two have been the most rewarding.

As I prepare to exit my position, my dedication on continuing the business of AEL has never been more focused.

by Reginald Farrare
AEL President



Members of the Executive Board and the Negotiating Team are also totally dedicated to obtaining the best contract that we possibly can to lead us into the future.

Mr. Kovelant will review our status in this issue.

Speaking of leadership, I hope all of you will be engaged in the voting process to select the next leaders of our organization. Additionally, I hope you will attend the end-of-year Social on June 5th from 5 to 7 p.m. and allow me to personally bid my farewells to each of you. For now, I hope the end of this school year will be a very positive and productive one for each of you. ■

Upcoming Events

June 5
AEL Meeting & Social
5:00 - 7:00 pm
Location:
Severn Inn,
Annapolis
No pre-registration required



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.

Great Expectations - Somewhat?

The AEL Negotiating Team (“ANT”) has had several negotiating sessions with the BOE in anticipation of arriving at a multi-year contract that will provide for increased compensation, a redefined benefits package and most importantly a pathway to recover those salary dollars lost in the last four years. No simple task!

In addition, ANT is pressing for a continuation of certain key committees to study, recommend and implement fair and equitable promotional practices, reduce workload requirements, and

streamline and enforce grievance and disciplinary proceedings. Again, no simple task! As the song suggests, it is high hopes that lets the “ANT” think it can move a rubber tree plant.

While both sides have agreed to limit their discussion of the details concerning this annual ritual, I believe I can report that progress, although slow (like watching paint dry) is being made. These sessions are time consuming and sometimes exasperating but make up a large

part of AEL’s commitment to its members. There is however, a need for your help and participation as well.

Although the negotiation process itself is confined to meetings and the development of positions by both sides, the process needs outside support. For years we have spoken about the need to truly identify to the public that school-based administration and the

contributions made by educational coordinators are clearly distinguishable from the term “administrators” associated with those who work at the BOE and represent policymakers, upper level supervisors and the like.

It is critical that we reach out to the public in order to set AEL Administrators apart from the all encompassing generic “Administrators” located at Riva Road. The public needs to draw this distinction and require that public funds provide the level of compensation needed at

the school and educational coordinator level and not at the

Riva offices. This message needs to be delivered to the public through the existing community and civic groups that encourage community growth. By providing us with names and phone numbers of individuals to contact and helping us schedule a speaking engagement with these groups, you can assist in getting this message to the public.

This coming fall, we will be identifying these civic organizations, preparing talking points and delivering the message that the strength and viability of a community is in large part based on its educational delivery system. This delivery system can only be successful by retaining and compensating those administrators who are school-based and/or coordinate the educational programs in our school system. We need to have the public understand that bureaucratic waste can only marginalize the value of education. A fair and equitable Negotiated Agreement will only encourage the retention of valuable and experienced veteran administrators and will assist in recruiting the best and brightest.

This approach will allow these somewhat great expectations to be realized. Help at the bargaining table can come from this outside influence. ■

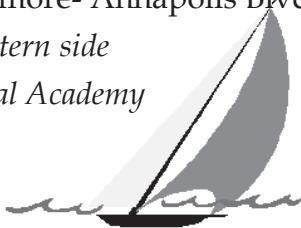
by Richard Kovelant,
Executive Director & General Counsel

“As the song suggests, it is high hopes that lets the “ANT” think it can move a rubber tree plant.”

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)



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
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 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
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 LISA RICE
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GINGER ROBERTSON
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 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
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 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"

The Association of Educational Leaders

P.O. Box 74

Severna Park, MD 21146

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

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