

LEADERSHIP FORUM

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

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Preparing for the challenges ahead

As we celebrate a year of successes and ready for the challenges of a new one, I hope everyone had the opportunity to enjoy a relaxing holiday season. The road ahead is uncertain. As our colleagues from TAAAC have said, "There are storm clouds on the horizon."

From early conversations with the current county executive, there may be no increase in the education budget. We will

receive the maintenance of effort, which is really a misnomer, as it does not allow for required growth.

From past experiences, I believe our second year of the negotiated agreement is in jeopardy. If the money is not in the budget, the contract may not be honored. It is incumbent upon all of our members to support where and when ever possible the full funding of the superintendent's budget. AEL will continue to work internally to stress the importance of maintaining a quality workforce through salary enhancements and workload reductions.

All is not "doom and gloom." Our recent negotiations have been robust and

challenging. However, each side understands we are more alike than different. There has been a concerted effort by the Board's team to reach an agreeable bottom line in the true spirit of compromise and negotiation.

I am confident the efforts of the workload committee and negotiating team will be productive. Your support and encouragement has been welcomed and appreciated. AEL is committed to being responsive to your needs. ■

by **William T. Myers**
AEL President

Membership Reminder

If you are a member of N/MESP, your dues will increase slightly beginning in January.

N/MASSP dues will remain the same.

We would like to update our records with regard to these organizations. Please email Bob Ferguson, bferg332001@yahoo.com, to let him know if you belong to either of those organizations.

Upcoming Events

January 16
AEL Meeting
5:00 pm
Location: TAAAC
Bldg. Unit 10,
2521 Riva Rd.,
Annapolis

February 20
AEL Meeting
5:00 pm
Location: TAAAC
Bldg. Unit 10,
2521 Riva Rd.,
Annapolis



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.

“...A few of my favorite things”

As the Holiday Season winds down, I have had the time to muse over a few of my favorite things. Among the things that make the list, include the search for a new Superintendent and its impact on the AEL-BOE climate. Over the last 20 years that I have been involved with AEL, there have been seven “permanent superintendents” and three “interim” superintendents. Some might argue, however, that due to the brief tenure of several of the “permanent superintendents” these individuals were, in fact, “interim superintendents” or, in the alternative, merely using AACPS as a stepping stone in their continual journey along their respective career paths. In any event, the recent shelf life of a superintendent in Anne Arundel County has been very short.

As is usually the case, AEL, along with various other diverse stakeholders has been asked to participate in the search process for a new superintendent. A wish list, if you will, is being assembled so that the new superintendent can be representative of the groups’ goals and purposes and lead the school system in a new direction. Unfortunately, given the continued rotation of the superintendents and their attendant staff, we seem to change direction on such a regular basis that we are “tacking” a course over educational waters inhibiting the system and adversely impact-

ing its students, the public and, in our case, its administrative employees.

AEL is participating in the Workload and Compensation Committee in an effort to redefine areas of responsibility and identify compensable employment responsibilities that exceed the current hourly commitment. The work of this committee was based, in large part, on a set of workload requirements developed under the former superintendent and his staff. Now that they are no longer part of the process and a new superintendent is on the horizon, we will in all probability, have to shift our course

by Richard Kovelant,
Executive Director & General Counsel

again. In short, we will have to return to the drawing board in order to discuss fair and equitable compensation and work load requirements against a new set of standards imposed by a new administration. Are we ever going to come to a resolution before there is another change at the top?

Another of my “favorite things” involves the continued delay in the resolution of administrative appeals and evaluation panel reviews. In my world “justice delayed is justice denied.” The right to a “speedy trial” is a constitutional guarantee. While this constitutional mandate does not pertain to internal administrative hearings, protracted delays in the resolutions do not benefit anyone, especially the employee. The learning curve associated with a new superintendent will only exacerbate the current problem.

I am not suggesting that change is not welcome. I am suggesting that as we move forward and participate in the process of finding a new superintendent we find a candidate that shares our concerns in these areas and will work with us in resolving these matters. The problems are constant, but the problem solvers are transient. We must do better or we will only continue to tread water and never reach safe ground. ■

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Special Membership Insert
See the enclosed flyer that outlines the differences between Grievances, Administrative Appeals and Evaluation Appeals

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

ANDREW ADAMS
 TRACEY AHERN
 SHARON ALASANDRO
 DEBORAH ALBERT
 PAMELA ANDREWS
 LOUIS ANOFF
 MARLENE ARKIN
 GWEN ATKINSON
 MARY AUSTIN
 RUSSELL AUSTIN
 SUSAN BACHMANN
 KAREN BAILEY
 ROCHELLE BARRETT
 PATRICK BATHRAS
 MILDRED BEALL
 GEORGE BEAUMONT
 GEORGE BELL
 STUART BERLIN
 MATTHEW BIEBER
 REBECCA BIRUS
 WADE BLAIR
 REBECCA BLASINGAME-WHITE
 SANDRA BLONDELL
 KIMBERLY BOX
 SHIRLETTE BOYSAW
 TAMMY BRENDEL
 DENNA BRITTON
 MELISSA BROWN
 KEVIN BUCKLEY
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 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
 THOMAS CORDTS
 PAMELA COURSON
 KARLA CROUSE
 CLAYTON CULP
 SUSAN CUMMINGS
 GINA DAVENPORT
 JOLYN DAVIS
 PATRICIA DE WITT
 LOUISE DEJESU
 HANNE DENNEY
 JOSEPH DENNIS
 DANA DENNY
 PAUL DEROO
 THOMAS DILLARD
 CORTNEY DISALVO
 VIRGINIA DOLAN
 PAMELA DOLAN
 SHIRA DOWLING
 FRANK DRAZAN
 COLLEEN DUFFY
 MICHAEL DUNN
 LORI EARBY
 MEGAN EDWARDS
 BERNARD EDWARDS
 WILLIAM EGGERT
 PHILLIP ELLIOTT
 SUSAN ERICHIELLO
 LYNNE EVANS
 SHARON FERRALLI
 ROCCO FERRETTI
 KATHRYN FEUERHERD
 AMY FIELD
 KATHRYN FIELDHOUSE
 THOMAS FITZGERALD
 KATHLEEN FITZGERALD
 ROTUNDA FLOYD-COOPER
 NANCY GALETSKY
 SUSAN GALLAGHER
 JANE GEORGE
 MELISSA GILROY
 MARY GORMLEY
 STEPHEN GORSKI
 ARTHURMAE GRAY
 TASHEKA GREEN
 KIRK GREUBEL
 DAVID GRIGSBY
 BARRY GRUBER
 MARGARET HAACKE
 JANICE HABERLEIN
 KEVIN HAMLIN
 SHARON HANSEN
 SELECIA HARDY
 COLLEEN HARRIS
 JEFFERY HAYNIE
 NANCY HENKELMAN
 GINGER HENLEY
 STACY HERBERT
 TROY HERMANN
 JENNIFER HERNANDEZ
 SHEILA HILL
 COURTNEY HOFFBERGER
 JEANMARIE HOFSTETTER
 ANGELA HOPKINS
 NELSON HORINE
 DENEEN HOUGHTON
 JO-ANN HOWARD
 AMY HUSSEY
 CHERISE IRONS
 CAROLE JANESKO
 CHARLES JANSKY
 CHESSIL JOHNSON
 TERESITA JOHNSTON
 MELISSA JONES
 JACQUELINE JONES
 KATHY JONES
 LINDA JONES
 NATASHA JONES
 KAREN KAKODA
 SHAUNA KAUFFMAN
 DAVID KAUFFMAN
 PATRICIA KEFFER
 TAMARA KELLY
 TEMISHA KINARD
 KATHLEEN KING
 EDMUND KLING
 LISA KOENNEL
 JANET LANCASTER
 MARY LAPPE
 MAURINE LARKIN
 NINA LATTIMORE
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 WALTER LEE
 LISA LEITHOLF
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 JULIE LITTLE-MCVEARRY
 JENNIFER LOMBARDI
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 NATALIE MARSTON
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 CHARLES MAY
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 ALEXIS MCKAY
 ERNESTINE MCKNIGHT
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 DEBORAH MONTGOMERY
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 JAMES MOORE
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 SUSAN MYERS
 WILLIAM MYERS
 BONNIE MYERS
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 JOHN NOON
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 MYRNA PHILLIPS
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 BARBARA SCHWARTZ
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 SUSAN SERGEANT
 HELEN SHAKAN
 MICHAEL SHINA
 ADAM SHEINHORN
 DEBORAH SHORT
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 WENDY SLAUGHTER
 DAVID SMITH
 STACEY SMITH
 STACY SMITH
 AMY SMITH
 FARAH SPRINGER
 SHARON STRATTON
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 RODNEY WALKER
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 SEAN WHITE
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 JASON WILLIAMS
 VERONICA WILLIAMS
 RENEKKI WILSON
 CHRISTOPHER WOOLEYHAND
 AMY WORRALL
 CHRISTOPHER WUKITCH
 MARY YEAGER
 JOHN YORE
 THERESA ZABLONSKI
 SUZANNE ZUKAUSKAS

Do you know a colleague not
 on this list? Invite him/her to
 call Bob Ferguson
 443-223-5645
 for membership information.

"Strength in numbers"

The Association of Educational Leaders

P.O. Box 74
Severna Park, MD 21146

2013-14 AEL EXECUTIVE COMMITTEE/BOARD/STAFF

Will Myers (2013-15)	President	(P, South River HS)	(o)956-5600	wmyers@aacps.org
Nelson Horine (2013-15)	1st VP	(P, Alternative Ed.)	(o) 224-5384	nhorine@aacps.org
Kurt Maisel (2013-15)	2nd VP	(AP, North County HS)	(o) 222-6970	kmaisel@aacps.org
Louise DeJesu (2012-14)	Secretary	(P, Hilltop ES)	(o) 222-6409	ldejesu@aacps.org
Paul DeRoo (2012-14)	Treasurer	(P, Bates MS)	(o) 263-0270	pderoo@aacps.org
Frank Drazan (2013-15)	Director at Large	(P, Chesapeake HS)	(o) 255-9600	fdrazan@aacps.org
Lisa Leitholf (2013-15)	Director at Large	(P, Cape St. Clair ES)	(o) 222-1685	lleitholf@aacps.org
Stu Berlin (2013-15)	Director at Large	(AP, Glen Burnie HS)	(o)761-8950	sberlin@aacps.org

REPRESENTATIVE DIRECTORS (14): CLUSTERS/FEEDER SYSTEMS

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Sharon Ferralli	Arundel Cluster (P, Four Seasons)	(o)222-6501	sferralli@aacps.org

There are several Open Representative Director positions, please contact Bob Ferguson for more information.

STAFF

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