

LEADERSHIP FORUM

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

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June 2014

AEL works to get answers

Many of you have asked the question, **why didn't we have representation on the Superintendent's selection committee?** So did we. In this issue of the newsletter, I have included a copy of the letter we sent to the Board President, Teresa Birge (see page 3) and a copy of her response (see page 4).

Next Question

I promised you we will continue to question decisions which affect our membership. This year, more than ever, we have had meetings with Central Office Staff discussing personnel issues, promotional practices and contractual interpretations which includes workload. Our

conversations have been professional and productive, however, we are "not there yet." We are seeking to make transparency, collaboration and team work a reality in our relationship with the Board.

Until that time comes, we will continue to fight the good fight.

Our Members Speak Out

Our Workload Committee has made good progress in discussing many issues. Perhaps one of the most well-stated arguments for help at the elementary level comes from our own **Louise Dejesu**. See her memo on page 2. Also read AEL Vice President **Nelson Horine's** remarks to the County Council on your behalf, page 6. ■

by **William T. Myers**
AEL President

New direction - new focus

The Association of Educational Leaders has adopted a comprehensive plan for the future. Since its inception and recognition as the bargaining representative of school system administrators, AEL has been a nomadic

agency with no real home. Access to schools to conduct meetings was helpful, but it did not speak to the stability the organization needed. The hard work of **President Will**

Meyers, Amy Hussey, Nelson Horine, Edie Pickens and Bob Ferguson has resulted in the stunning transformation of vacant office space in the TAAAC building into a beautiful

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

office suite where AEL can conduct its business affairs.

The physical importance of this location is, in some ways complementary to the message AEL is sending. It really speaks to the fact

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Upcoming Events

June 5
AEL Annual Membership Meeting
5:00 pm
Location:
Severn Inn
Annapolis

Join your colleagues in honoring this year's AEL retirees

We will be voting on a proposed change in the Sick Leave Bank



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.

The argument for elementary schools

AEL Workload Committee

Priority: Elementary Schools

The elementary schools of Anne Arundel County exist to build the strong foundation for student success in meeting the national goal of college and career readiness.

For many years elementary schools have been the stepchild of this system with additional staffing and priorities allocated to middle and high schools. Both middle and high schools have a variety of nonteaching positions to support instruction, enhance programs, refine teaching strategies and provide collaboration with principals. There are AYP coaches, nonteaching Department Chairs in most core areas, Special Education Facilitators, Academic Coaches, IB Coaches, Literacy Coaches, Staff Developers, Business Managers and Test Coordinators. Again, all of these nonteaching supportive educators have been assigned to Middle and High School. Most of these valuable resources do not exist at the elementary level. To add to this, every secondary school has more than one assistant principal and more than one guidance counselor.

The question at hand for the 2014-2015 school year is: where is the equity in staffing resources in your elementary schools? There is a wealth of research from almost every higher academic center citing the value of early childhood intervention services, yet this research continues to go unheard in Anne Arundel County with minimal resources to our youngest learners.

AEL Annual Meeting & Social Thursday, June 5

5 pm

The Severn Inn

1993 Baltimore-Annapolis Blvd.
Annapolis

Don't miss this
opportunity
to honor your retiring colleagues...



Sick Leave Bank Vote

The sick leave bank is currently running short, the appropriate number of sick days to cover members for the 2014-2015 school year. The Committee is proposing that each AEL member be assessed one sick day on July 1, 2014. This will restore the bank to solvency and meet members needs in the future.

A vote on this proposal will occur at the June meeting which will be held at the Severn Inn on June 5th at 5:00 p.m. ■

New direction...

continued from page 1

That AEL is a permanent part of the educational and union landscape and can serve its members from a fixed location. In other words, AEL is here to stay.

As part of the comprehensive plan, AEL is reaching out to civic and business organizations. In the upcoming months, AEL will apply for membership in the Chamber of Commerce and the Rotary Club. By becoming a part of these community organizations, AEL can bring its message to those who can lend support to the educational system by showing them the value that a strong and effective school system is a result of effective school based administrative leadership.

It has become very clear that AEL can no longer operate in a vacuum. While our participation in the Coalition is helpful in some collective bargaining areas, it is not a substitute for finding others to champion our cause and support our message. For years the term “Administrator” has been erroneously linked to upper level Board of Education Administration. The public must be made aware that Unit II employees are not, in fact members of the educational bureaucracy at Riva Road. As this bureaucracy grows and expands, it does so at a cost to our members. Because funding is finite, for every dollar requested and received to support the growing staff at Riva Road clearly impacts to the detriment instructional personnel and programs. This translates into less school administration help, longer working hours and increased workload for Unit II employees with stagnant or less pay for the tasks required. You are working longer

and harder for fewer dollars that can't keep pace with inflation.

AEL believes that by reaching out to these business/civic groups and becoming a member, it can make the public understand that dollars “properly spent” on educational programs and appropriate compensation for those who administer the same are vital to a strong school system and a strong school system is vital to a strong community. You encourage economic growth by being able to demonstrate to businesses and developers that the school system is a value added component. People move here and want to work here if they are convinced that educational dollars “properly spent” will enrich the educational process. “Properly spending” on education must include fair and adequate compensation to AEL members as negotiated, promised and agreed to out of respect for the services they provide in this educational enrichment process. Unfortunately, this is a message and a banner AEL can no longer carry alone. The funding authorities need to hear from these groups. Pressure now needs to be brought through many voices. AEL believes its participation in organizations like the Chamber of Commerce and Rotary will assist it in delivering the message, which is consistent with the mission of these organizations as well. ■

Because funding is finite, for every dollar requested and received to support the growing staff at Riva Road clearly impacts to the detriment instructional personnel and programs.

AEL is the organization for educational leaders in Anne Arundel County. If you know someone who might be interested in joining, tell him or her to call Bob Ferguson 443-223-5645.

STEAM Conference set for June 21

The annual STEM + Arts (STEAM) conference will be held at the Community College of Baltimore County's (CCBC's) Catonsville campus on Saturday, June 21 from 8:30 a.m. to 3:30 p.m.

The STEAM events bringing together K-12 and college educators, students, nonprofit educators, professionals, and others who believe that integration across content areas is necessary for student and life success. Hear from leading speakers from the worlds of STEAM, STEM, and Arts Integration and IOW's featured STEAM integration Model.

For more information, visit www.innovateourworld.org

AEL letter to Board President Teresa Birge



ASSOCIATION OF EDUCATIONAL LEADERS

2521 RIVA ROAD, SUITE L-2, ANNAPOLIS, MARYLAND 21401

(O) 410-224-3311 (FAX) 410-224-3345

AELACPS.ORG

March 19, 2014

Ms. Teresa Milio Birge
 President, Board of Education
 Anne Arundel County Public Schools
 2644 Riva Road
 Annapolis, Maryland 21401

RE: SUPERINTENDENT SELECTION COMMITTEE

Dear President Birge:

As the Executive Director and General Counsel for the Association of Educational Leaders ("AEL"), I am writing to express AEL's disappointment in not being included, by representation, in the Superintendent Selection Committee. While AEL acknowledges that the ultimate decision to employ the superintendent is vested in the Board of Education, we believe that AEL's participation on this committee would have provided very valuable insight and help in your ultimate selection.

By representing all Unit II employees who provide school-based management for the Anne Arundel County Public Schools ("AACPS"), AEL's wealth of information and perspective could have been shared with the Board and potential candidates in a collaborative manner. While AEL did not expect to be a part of the decision, it should have been part of the process beyond the mere general discussion of qualifying characteristics with the hired outside placement company. We believe that the Board, by not inviting this participation, lost a very unique opportunity to hear from AEL and use that on site information to assist in qualifying and selecting a superintendent who would be compatible with the needs of this school system.

AEL remains committed to supporting the mission and vision of the Board of Education and the new superintendent. We must all work in unison to sustain "Excellence in Education."

Thank you for your attention.

Yours truly,

Richard I. Kovelant, Esq.
 Executive Director and
 General Counsel

William T. Myers
 President
 Association of Educational Leaders

Board President Teresa Birge letter to AEL



BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

2644 Riva Road • Annapolis, MD 21401

410-222-5311 • 410-222-5500 (TDD) • 301-970-8644 (WASH) • 410-222-5629 (FAX)

April 1, 2014

Richard I. Kovelant, Esq.
Executive Director and General Counsel
Mr. William T. Myers, President
Association of Educational Leaders
2521 Riva Road
Suite L-2
Annapolis, MD 21401

Dear Messrs. Kovelant and Myers:

I have received your recent letter regarding AEL's views on the Superintendent Search. Please be advised that the Board's goal for having a stakeholders panel was to gather a group of 20 representatives from all geographic, ethnic, and vocational areas of our community to provide input and perspective for the board to consider in our deliberations. It was never our intent or desire to have participants speak officially on behalf of a particular group or to vote on the superintendent.

We selected Alfreda Adams to serve on the panel as we viewed her as someone who could offer the school based administrator perspective we were looking for. I hope that helps clarify our thinking.

Sincerely,

A handwritten signature in cursive script that reads "Teresa M. Birge".

Teresa Milio Birge
President

TMB/mec

Cc: Members of the Board

AEL Vice President addresses the County Council

Nelson Horine's remarks to the Council on May 12

Chairman Grasso and members of the county council, for the record my name is Nelson Horine. I am a long time resident of Anne Arundel County and a 45-year employee of Anne Arundel County Public Schools. I am currently the Principal of Anne Arundel Evening High School, and Vice President of the Association of Educational Leaders.

AEL represents school based administrators and coordinators, and is the only non-affiliated union in the county with over 275 members representing approximately 80 percent of the eligible Board of Education Unit II employees, most of whom are county taxpayers.

AEL is committed to providing the finest educational delivery system for the county's school children and we are also committed to the collective bargaining process. Strong, dedicated administration in our schools is essential in order to maintain the highest standards of education for our county.

Retention of our administrators should be one of our highest priorities. Their insti-

tutional knowledge is vital to the success of our school system, especially in this time of vast changes in the approach to educating our students. We cannot afford to lose our valued administrators to other counties, or to retirement, not because they need and deserve the rest that awaits the end of a career, but because it is no longer financially sensible to continue to remain employed by Anne Arundel County Public Schools.

When examining the Board of Education's budget please appreciate that instructional costs that include fair, appropriate, and negotiated salaries are an essential part of the educational delivery system.

Please remember that compensation for administrators is not based on a 40-hour work week. Many hours are spent well beyond the school day. Federal and state mandated programs without corresponding funding have increased administrative workload without corresponding compensation.

Salaries and compensation have been fairly negotiated with the school system, but recently underfunded. Our members are taxpayers who in a very real way fund their own pay raises. If school system employees are expected to have faith in the negotiation process, the agreements reached as a result of this process need to be honored.

A community that wishes to remain strong and vibrant and encourage new economic growth is judged on the strength of its school system.

Passing a fair and equitable budget that takes into account the need for a strong and productive school system is an investment in everyone's future in Anne Arundel County. ■

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AP of the Year Nominations being accepted

MASSP is now accepting nominations for the MASSP/NASSP/Virco Assistant Principal of the Year program. Nominees will be contacted by email and encouraged to apply for the award. Nominees will not be told who provided the nomination. To apply, you must be a member of NASSP, but if your nominee is not a member, he/she should apply for membership prior to applying for the award.

The APOY application is posted on the MASSP website. The application deadline will be in early September, selection by mid-September, and announcement will take place at the AP conference October 16. The selection committee is composed of Assistant Principals from around the state. It is clear from this past year that just receiving the invitation to apply as a result of a nomination is seen as an honor, according to MASSP.

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
KERRI BUCKLEY
DEREK BURNS
CAROLYN BURTON-PAGE
ANTOINETTE CARR
GEOFFREY CASEY
STACI CASSARINO
LORI CHEARNEY
RONALD CHESEK
SUE CHITTIM
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 ERRICHELLO
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
ROXANNE HENDERSHOT
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
ALISON LEE
GAIL LEE
WALTER LEE
LISA LEITHOLF
STACY LEVERY
DENISE LEVITINE
WELTON LILLEY
GEORGE LINDLEY
JULIE LITTLE-MCVEARRY
JENNIFER LOMBARDI
BRIAN LOVE
CHASITY LUDD
FRANCES MAGIERA
KURT MAISEL
SCOTT MANBECK
KAREN MARKOVIC
LYNNE MARKOWITZ
NATALIE MARSTON
LUCIA MARTIN
CHARLES MAY
SEAN MCELHANEY
SCOTT MCGUIRE
ALEXIS MCKAY
ERNESTINE MCKNIGHT
TIMOTHY MERRITT
ZIPORAH MILLER
THOMAS MILANS
CHRISTOPHER MIRENZI
JESSE MITCHELL
DEBORAH MONTGOMERY
ASHLEY MOORE
JAMES MOORE
SUSAN MOSAY
SUSAN MYERS
WILLIAM MYERS
BONNIE MYERS
CLARK NESBITT
JASON NIEDZIELSKI
JOHN NOON
JOHN NUNN
DONNA O'SHEA
JASON OTTE
SUZANNE OWENS
KATHLEEN PANAGOPULOS
REGINA PASSWATERS
TAMMY PERUNOVICH
MYRNA PHILLIPS
EDITH PICKEN
SARA PICKENS
DAWN PILON
VICKIE PLITT
PATRICIA PLITT
MARY POISSON
MOLLY POOLE
TRACY PRATER
MARC PROCACCINI
JENNIFER QUIRINO
ELEANOR RASCOE
BRIAN RAVANBAKSH

WALTER REAP
CHARLES RENALDO
LISA RICE
APRIL RISHERT
FREDERICK RIVERS
COURTNEY ROSER
RYAN SACKETT
ALLAN SAMONISKY
BEVERLY SAUNDERS
DANIEL SCHAFFHAUSER
KAREN SCHEEL
REBECCA SCHOU
BARBARA SCHWARTZ
JENNIFER SCHWIKERT
SARA SEKINGER
DAVID SEMBLY
SUSAN SERGEANT
HELEN SHAKAN
MICHAEL SHINA
ADAM SHEINHORN
DEBORAH SHORT
SCOTT SIMPSON
WENDY SLAUGHTER
DAVID SMITH
STACEY SMITH
STACY SMITH
AMY SMITH
FARAH SPRINGER
SHARON STRATTON
JOHN STRIFFLER
ADRIENNE TAYLOR
JANE TAYLOR
KIMBERLY TERRY
ELENA THOMAS
JEFFREY TILLAR
JAMES TODD
LINDA TOTH
JANICE TOURRE
RICHARD TUBMAN
DONNA USEWICK
KAREN WALKINSHAW GARRIS
RODNEY WALKER
SARAH WALSH
DARYL WATSON
BRETON WESCOTT
SEAN WHITE
EUGENE WHITING
NURIA WILLIAMS
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.

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, Anne Arundel Evening HS BOE)	(o) 222-5384	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

Amy Hussey	Chesapeake Cluster (AP, Chesapeake MS)	(o) 437-2400	ahussey@aacps.org
Eddie Picken	South River Cluster (AP, South River HS)	(o) 956-5600	epicken@aacps.org
Shauna Kauffman	Broadneck Cluster (P, Arnold ES)	(o) 222-1670	skuffman@aacps.org
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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