

LEADERSHIP FORUM

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

Vol. 9, No. 3

March 2014

Discussing the needs of our system

Our name, The Association of Educational Leaders, has a nice sound to it; however, what does our association really represent and do? Whatever the name, remember we are a union. Perhaps leaving the word “union” out of our title is beneficial these days, since unionism now sometimes has a negative connotation.

We must not forget unions were formed by groups of workers who felt management’s terms of employment were too extreme. Unions worked long and hard to reduce the number of hours in a work week, to provide a safe and healthier workplace, to have a voice in practices which affected the work force, and to provide fair compensation for job performance. Today, unions continue to work for these same issues.

Despite all of our efforts, AEL has fallen behind the curve in just about every one of these categories. It is not because there has been a lack of determined negotiations. On the contrary, we have been and still are hampered by the current structure of our Board of Education where contractual commitments are negated due to the

lack of funding by the County Executive and County Council.

When is the last time as a Unit II member you worked a 40-hour week? Where and when is your 30-minute duty-free lunch? Is your building safe and secure? We know compensation is falling behind our colleagues in surrounding jurisdictions. So, how do we stop the bleeding? Certainly a Band-Aid approach will not work.

AEL is actively and aggressively speaking to the issues affecting our membership. We have expressed our view of what a new superintendent should be willing and able to do; if only that were enough. In Anne Arundel County, we need to change the culture of the populace in order to bring about necessary structured and organizational changes regarding the way we do business. This only will happen through a determined effort to widen our circle of influence and gain the support we need.

The AEL leadership will take every opportunity to discuss the needs of our entire system with all who will listen. I ask you to do the same. ■

by William T. Myers
AEL President

Upcoming Events

March 20
AEL Grand Opening Social
5:00 pm - 7:00 pm
Location:
New AEL Office
2521 Riva Rd.,
Suite L-2
Annapolis

April 17
AEL Meeting
5:00 pm
Location:
New AEL Office
Suite L-2
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.

Want ads...

In the midst of contemplating what to write for this Newsletter, my mind wandered to what a “Want Ad” would look like if the Board were seeking new administrators for the school system. If it were honest in its advertisement, perhaps it would look something like this:

by Richard Kovelant,
Executive Director & General Counsel

and clear lack of concern for its employees. It is ironic that student conduct issues have clear timelines for resolution and “hell to pay” if they are not met, yet the resolution of a personnel matter is given less attention than a violation of a hall pass infraction.

WANTED: SCHOOL ADMINISTRATORS!

- Experience appreciated, but not always required (especially if you know someone in the system).
- Stagnant pay and benefits compared with other jurisdictions.
- Willing to work well in excess of negotiated hours for no additional compensation. Those who wish for a quality family life need not apply.
- Salary and benefits never guaranteed but “we will try our best”.
- We will second-guess your judgment and hold you responsible so you do not have to worry about making a decision.
- All your grievances and our disciplinary proceedings move at a leisurely pace or not at all (Leaves you more time to have your career hang in limbo).

FOR FURTHER INFORMATION, CONTACT HUMAN RESOURCES, WHO WILL GLADLY PROVIDE INFORMATION OR MAKE IT UP TO FIT ITS NEEDS

Unfortunately, the advertisement doesn't come into play when you begin your employment, because how many would jump at the chance to work under these conditions? The fact remains that these job “conditions” have existed and do exist. Currently, our only recourse is to grieve the areas that impact Unit II employees, but since there is no timeline for closure on the part of the BOE or those supervisors in an intermediate step in the process, the process dissipates without resolution. The reluctance to accept a corresponding penalty for failing to process an appeal and render a decision is only a further display of the employer's arrogance

Workload and compensation, also components of my make believe want ad, are being discussed, and discussed, and discussed... While dialog always trumps silence in these matters, there needs to be a time when the talking stops and joint recommendations on how to remedy the situation are made. Once again, time delays favor the employer and certainly, not the employee.

Please keep in mind that AEL representatives are volunteers who give of their time and effort without compensation and are paired against paid staff whose job is to protect the employer at all costs. Sitting at a table is what they get paid to do. Our volunteers, after participating in these “discussions”, have their regular workload to handle, more often than not, on their own time.

I guess that if AEL had an advertisement that was looking for help, it JUST might take this form:

WANTED: VOLUNTEERS FOR AEL

- Volunteers, no experience necessary.
- No pay, no benefits, except satisfaction that you are improving working conditions for yourself and others.
- Hours flexible, but could take some time.
- Meet other interesting people who have the same goals in mind.
- Pick a committee assignment that interests you -- while the spots last.

CONTACT AEL FOR MORE DETAILED AND ACCURATE INFORMATION

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 ERRICHIELLO
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
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
ALEXIS MCKAY
ERNESTINE MCKNIGHT
TIMOTHY MERRITT
ZIPPORAH 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
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.

"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	wtmyers@aacps.org
Nelson Horine (2013-15)	1st VP	(P, Anne Arundel Evening HS)	(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
Edie Picken	South River Cluster (AP, South River HS)	(o) 956-5600	epicken@aacps.org
Shauna Kauffman	Broadneck Cluster (P, Arnold ES)	(o) 222-1670	skauffman@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

Rick Kovelant, (Executive Director, Legal Counsel)	(o) 897-0747	rkovelant@kovelantlaw.com
	(c) 443-848-8022	
Bob Ferguson (Administrator)	(o) 410-224-3311 (fax) 410-224-3345	
AEL Office, 2521 Riva Road, Suite L-2, Annapolis, MD 21401	(c) 443-223-5645	bferg332001@yahoo.com

Date: 03/20/14

AEL

***NOW HAS AN
OFFICE!!!!***

***Grand Opening
Social
March 20, 2014
5:00—7:00 p.m.***

***RSVP Bob Ferguson
leafman65@gmail.com***

We are located in the same building as TAAAC. Access to the office is at the back of the building, the last entrance. Parking is at a premium, so consider carpooling or parking next door at the shopping center.

JOIN US THURSDAY, MARCH 20 TO GET MORE INFORMATION ABOUT THE ORGANIZATION THAT SUPPORTS AND WORKS FOR YOU.

AEL now has an office! We are conveniently located in the same building as TAAAC and SAAAC. The office will be manned during the following hours:

Monday—Thursday: AM By Appt.

Tuesday & Thursday: 5:00—7:30 PM

BENEFITS OF AEL MEMBERSHIP

- #Confidential consultation;***
- #Grievance & Legal Support;***
- #Workshops on topics important to Unit II employees;***
- #An association that works on behalf of its members to gain adequate and equitable compensation for responsibilities and work load at all levels (instructional supervisors, curriculum coordinators, elementary, middle, and high schools based administrators);***
- #Executive Board members & Committee Representatives working to ensure fair and equitable treatment during employment;***
- #Regular publications providing important legal and employment information; and, most importantly...***
- #A voice.***

**AEL
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(Fax) 410-224-3345
aelaacps.org**