

LEADERSHIP FORUM

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

Vol. 9, No. 6
November 2014

Where do we go from here?

After four unsuccessful attempts to negotiate concessions for the unfunded part of our current contract, we are at a standstill. Let me be clear about our current agreement. All conditions which are in effect will be honored. We have been given the Board's "best and final offer" of one extra day of annual leave/business day as the only concession for the 1% unfunded portion of our contract. The Negotiation Team does not feel it is adequate compensation for the extra time and effort all Unit II employees share. Since there has

been no movement from this final offer, we find ourselves at an impasse.

The Board of Education has invited all union representatives to a retreat to discuss possible ways to resolve the historic problem of unfunded economic issues. Unless the Board is willing to make negotiated salary increases a non-contingent part of its budget, we will continue to be at the mercy of the County Executive and County Council's funding of the Education Budget request.

So, where do we go from here? Maybe we have been "barking up the wrong tree" all these years. After all, didn't Einstein define insanity as "doing the same thing over and over again and expecting different results?" Our requests for additional funding for the Educational Budget must go beyond one or two pleas to the County Council in May. We will need to advance our position early and often to our elected officials.

Our Executive Team will be reviewing venues, forums and campaigns designed to highlight our concerns and discuss requirements necessary for a quality educational system in our County. Your assistance will be necessary to help articulate the many problems which face all educations across all levels. ■

by **William T. Myers**
AEL President

Welcome new members

Ryan Beaumont, AP, Crofton Middle
Glenna Blessing, AP, Glen Burnie HS
Louis Gordon, AP, Broadneck HS
Christina Grue, Coordinator, Riva Rd.
Mary (Buffy) Jordan, Coordinator, Riva Rd.
Bobbi Kessecker, AP, Freetown Elem.
Kevin Wojek, AP, Arundel HS

Upcoming Events

Nov. 20
AEL Executive Board Meeting*
5:00 pm
Location:
AEL HQ
2521 Riva Road,
Suite L-2, Annapolis

Dec. 11
AEL Winter Social & Member Meeting
5:00 - 7:00 pm
Location:
Hella's Restaurant
8489 Veterans Hwy
Millersville
*All AEL members are welcomed to attend Exec. Board Meetings



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.

Impasse - Friend or foe?

The article in this newsletter by AEL President Will Myers expresses the frustration and problems associated with the negotiation process and why there is a divide between what is agreed to between the parties and the ability to fulfill the financial commitments made.

Unfortunately, we have too often traded contract language for economic “gain” only to be subsequently told the economic gain will not be

realized through no fault of the Board of Education. When we proceed to renegotiate for the dollars lost, “through no fault of the Board”, we receive no recompense for that loss.

by Richard Kovelant,
Executive Director & General Counsel

This is the fault of the Board. Either it does not have the courage to face down the County Council who killed the economic improvement bargained for or it is satisfied to have someone else break the commitments it agreed to keep. Either way, Unit II employees find themselves renegotiating, to no avail, a solution to a problem they did not create with a body that, in effect states there is nothing it can do about it or perhaps, does not care to attempt to rectify, or at least mitigate this financial impact.

This leaves very few choices for AEL. One choice is to just forget about renegotiating the lost salary and accept the compensation that is paid although it was not as much as agreed to accept. Another choice is to creatively find some method of renegotiating the loss of compensation and replacing the lost dollars with some other legitimate less costly items. The negotiating team tried that approach to no avail. Thus, impasse resolution is the only available remaining option.

Incorporated into this issue of the *AEL Forum* is a brief synopsis of frequently asked questions and responses pertaining to the impasse procedure. Hopefully, it will provide you with the information on how this process will proceed.

Impasse: friend or foe? We will have to wait and see! ■

**PLEASE JOIN US FOR OUR
ANNUAL WINTER
SOCIAL & MEMBER
MEETING**

AEL

**THURSDAY, DECEMBER 11, 2014
5:00 P.M.—7:00 P.M.**

**HELLA'S RESTAURANT & LOUNGE
8489 VETERANS HIGHWAY
MILLERSVILLE, MARYLAND 21108
410-987-0948**

**RSVP: BOB FERGUSON, AEL ADMINISTRATOR
LEAFMAN65@GMAIL.COM
NO LATER THAN MONDAY, DECEMBER 8, 2014**

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

ANDREW ADAMS
TRACEY AHERN
SHARON ALASANDRO
DEBORAH ALBERT
PAMELA ANDREWS
LOUIS ANOFF
MARLENE ARKIN
SHAWN ASHWORTH
GWEN ATKINSON
MARY AUSTIN
RUSSELL AUSTIN
SUSAN BACHMANN
KAREN BAILEY
ROCHELLE BARRETT
PATRICK BATHRAS
MILDRED BEALL
GEORGE BEAUMONT
RYAN BEAUMONT
GEORGE BELL
MATTHEW BIEBER
REBECCA BIRUS
WADE BLAIR
REBECCA BLASINGAME-WHITE
GLENN BLESSING
SANDRA BLONDELL
KIMBERLY BOX
SHIRLETTE BOYSAW
TAMMY BRENDLE
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
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DONALD COUNTS
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KARLA CROUSE
CLAYTON CULP
SUSAN CUMMINGS
GINA DAVENPORT
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PATRICIA DE WITT
LOUISE DEJESU
HANNE DENNEY
JOSEPH DENNIS
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PAUL DEROO
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CORTNEY DISALVO
VIRGINIA DOLAN
PAMELA DOLAN
SHIRA DOWLING
FRANK DRAZAN
LAURA DUDEK
COLLEEN DUFFY
MICHAEL DUNN

LORI EARBY
MEGAN EDWARDS
BERNARD EDWARDS
PHILLIP ELLIOTT
LYNNE EVANS
AMY FEE
SHARON FERRALLI
ROCCO FERRETTI
KATHRYN FEUERHERD
AMY FIELD
KATHRYN FIELDHOUSE
THOMAS FITZGERALD
KATHLEEN FITZGERALD
ROTUNDA FLOYD-COOPER
NANCY GALETSKY
SUSAN GALLAGHER
MELISSA GILROY
CHRISTOPHER GORDON
LOUIS GORDON
MARY GORMLEY
STEPHEN GORSKI
ARTHURMAE GRAY
TASHEKA GREEN
KIRK GREUBEL
DAVID GRIGSBY
BARRY GRUBER
CHRISTINA GRUE
MARGARET HAACKE
KEVIN HAMLIN
SHARON HANSEN
SELECIA HARDY
COLLEEN HARRIS
SHELLY HARTFORD
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
CHESSIL JOHNSON
TERESITA JOHNSTON
MELISSA JONES
JACQUELINE JONES
KATHY JONES
LINDA JONES
NATASHA JONES
MARY (BUFFY) JORDAN
KAREN KAKODA
SHAUNA KAUFFMAN
DAVID KAUFFMAN
PATRICIA KEFFER
PATRICIA KELLY
TAMARA KELLY
BOBBI KESSECKER
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EDMUND KLING
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ASHLEY MOORE
JAMES MOORE
RAQUELLE MOORE
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WILLIAM MYERS
BONNIE MYERS
CLARK NESBITT
JASON NIEDZIELSKI
JOHN NOON
JOHN NUNN
DONNA O'SHEA
JASON OTTE
SUZANNE OWENS
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REGINA PASSWATERS
TAMMY PERUNOVICH
MYRNA PHILLIPS
EDITH PICKEN
SARA PICKENS
DAWN PILON
VICKIE PLITT
PATRICIA PLITT
MARY POISSON
MOLLY POOLE
TRACY PRATER
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JENNIFER QUIRINO
ELEANOR RASCOE
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COURTNEY ROSER
RYAN SACKETT
ALLAN SAMONISKY
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DANIEL SCHAFFHAUSER
KAREN SCHELO
REBECCA SCHOOU
BARBARA SCHWARTZ
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DAVID SEMBLY
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HELEN SHAKAN
MICHAEL SHINA
ADAM SHEINHORN
DEBORAH SHORT
SCOTT SIMPSON
WENDY SLAUGHTER
DAVID SMITH
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STACY SMITH
AMY SMITH
FARAH SPRINGER
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JAMES TODD
LINDA TOTH
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DONNA USEWICK
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RODNEY WALKER
SARAH WALSH
DARYL WATSON
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NURIA WILLIAMS
JASON WILLIAMS
VERONICA WILLIAMS
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KEVIN WOJECK
CHRISTOPHER WOOLEYHAND
DEBORAH WOOLEYHAND
AMY WORRALL
CHRISTOPHER WUKITCH
MARY YEAGER
JOHN YORE
THERESA ZABLONSKI

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

**Association of Education Leaders
Anne Arundel County
FREQUENTLY ASKED QUESTIONS**

WHAT IS INVOLVED IN THE NEGOTIATION PROCESS?

The law requires that the parties: (1) Confer in good faith, (2) honor and administer existing agreements, (3) make every reasonable effort to conclude negotiations with a final written agreement in a timely manner, and reduce to writing those matters that were agreed on as a result of the negotiations. In a more general sense, it involves conferring, meeting and discussing items of concern and reaching an agreement. These activities are associated with an implied covenant to act in good faith. As a result, compromises are expected in order to reach an accord.

ARE NEGOTIATIONS REQUIRED BETWEEN AEL AND THE BOE?

Employee compensation, benefits and working conditions are topics to be negotiated. Compensation is a mandatory topic.

WHY DO WE RENEGOTIATE A CONTRACT?

When AEL and the BOE concluded their negotiations, an agreement was reached as to the compensation to be paid for the 2014-2015 school year. This compensation was contingent upon the approval of the County Council to fund the same. The County Council did not approve the BOE submitted budget that included the AEL pay increase and elected instead, to fund the school system at the maintenance of effort level. As a result, the negotiated pay raise was no longer being offered. The law requires that in the event the fiscal authority does not approve enough funds to implement the negotiated agreement, the public school employer shall renegotiate the funds allocated by the fiscal authority with the employee organization. The sanctity of the process is every bit applicable to renegotiation as it is to the negotiation process in the first instance.

WHAT IS AN IMPASSE AND HOW IS IT RESOLVED?

Simply stated, an impasse is an inability to come to a negotiated resolution of the issue in question. In this case, it is the inability to renegotiate the funds that were previously allocated for the pay enhancement. The process for resolving this matter begins with a letter from either AEL or the BOE to the State Superintendent requesting the advice and assistance of the State Board in resolving the dispute. Both parties have to consent to this process. If there is no mutual consent a three member panel is named consisting of one member appointed by AEL and one member from the BOE. These panel members select a third party. A mediated resolution is the goal.

WHY ARE WE AT AN IMPASSE WITH THE BOE?

AEL Negotiating team has met with the BOE negotiating team on 4 occasions and has had several private conferences in an effort to resolve the pay increase issue. AEL has advanced five proposals that would mitigate

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the loss of compensation. These proposals included increasing tuition reimbursement for advance degrees, allowing additional carryover annual leave days in the year of retirement, increasing sick day availability, and permitting one extra day of unrestricted personal leave. With the exception of the unrestricted one-day of personal leave, the other proposed items would take place next school year and would have no impact on the current fiscal budget. The costs associated with these items were far less than the one percent pay increase that was not funded. The BOE, with the exception of the granting of one unrestricted leave day, rejected all other proposals. Even more importantly, the BOE did not advance any proposed resolution at all.

WHAT ARE WE TRYING TO ACCOMPLISH AT AN IMPASSE?

There is a singular issue to be resolved, i.e., the appropriate payment of compensation as agreed to by the parties. A panel that can offer fresh ideas and formulate a resolution acceptable to both parties may be the only recourse available when an agreement is not reached. The impasse will also assist in focusing attention to the failure of the negotiation process. Unfortunately, we are required by law to negotiate with one body, but are dependent on the fulfillment of the negotiated resolution by another. If the BOE is prepared to allow the County Council to control via the funding mechanism the sound administration of the school system, then the public should be aware of this limitation.

HOW WILL A DECLARED IMPASSE BE PERCEIVED?

The public needs to be made aware that the impasse is far more important than a method of resolving an issue regarding a wage dispute. More importantly, the issue illustrates the ongoing dispute over control of the education dollar and who can best decide what is a fair and reasonable educational expense. As salaries and compensation are by far, the largest portion of the education budget, the public will hopefully learn through the impasse process that who decides the value and worth of the investment in the human capital should properly be with the BOE with accountability for the same to the County Council. We will work towards the development of the correct perception.

HOW CAN WE IMPROVE THE NEGOTIATION PROCESS?

The BOE has scheduled a retreat to discuss this very topic. AEL is encouraged by being asked to participate in this retreat. It should be obvious to all who are involved that the process is simply not working.

There are many models utilized to facilitate the collective bargaining process. They include our traditional method, meet and confer methods, and interest based bargaining to name a few. We need to explore how other inter and intra state bargaining units conduct their negotiations. We need to determine who should have a place at the table and see if they should be participants or observers. We need to develop public awareness that a strong educational system is vital to a community and properly compensated and appreciated employees provide the strength to this system. We need to study other jurisdictions and compare not only their attrition rate, but also recruitment incentive, and professional mobility through their employees' careers. These and other items need to be explored and understood so meaningful negotiations can occur.

The Association of Educational Leaders

2521 Riva Road, Suite L-2
Annapolis, MD 21401

2014-15 AEL EXECUTIVE COMMITTEE/BOARD/STAFF

William T. 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 BOE)	(o) 222-5000	nhornine@aacps.org
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Paul DeRoo (2014-16)	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
Jessica Tickle (2014-16)	Director at Large	(Coordinator, AACPS)	(o)222-5153	jtickle@aacps.org
TBA	Director at Large			

REPRESENTATIVE DIRECTORS (14): CLUSTERS/FEEDER SYSTEMS

Mary Poisson	Central Office Representative	(o)222-50	TerryPoisson7@gmail.com
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Troy Herman	Cluster Rep (AP, Meade Middle)		gino88@verizon.net
Brent Westcott	Cluster Rep (AP, George Foxx MS)		

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

STAFF

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