

LEADERSHIP FORUM

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

Vol. 9, No. 5
September 2014

Our work continues

To say this has been an interesting year would be an understatement. Our Executive Team has been working overtime in order to keep you informed, represented and supported. All of our negotiated agreement was honored except for our 1% COLA.

Highlights include no raise in health care costs, \$90.00 a day for unused sick leave, 75 days of unused annual leave per diem the year of retirement. We also have an early notice of retirement incentive again this year.

Our negotiation team will continue discussions with the Board of Education regarding the unfunded COLA. At this time, both sides are frustrated with the way our agreement is funded. Our raises are, for all intent and purpose, decided by the County Executive and County Council. How we bargain in the future is part of our current discussions. If we cannot reach some agreement, AEL is going to declare impasse and

by William T. Myers
AEL President

let a third party arbitrator render a decision. This summer has seen an increased number of our members needing advice and, in some cases, legal representation.

As the bargaining union for Unit II members, AEL is obligated to hear every Unit II member's complaint. We also are obligated to provide advice. However, legal representation is not provided for those who have not joined AEL. I strongly urge joining, if you have not yet done so. The old saying, "it's not a problem until it's a problem" has hit home to non-members this summer.

I will conclude with thanking and congratulating two members of the executive team, **Ms. Lisa Leitholf** and **Mr. Skip Lee** who have received well deserved promotions to positions at the Central Office. Their work while with AEL was greatly appreciated. Their positions have been filled by **Ms. Amy Hussey** and **Ms. Jessica Tickle**.

As your representatives, we will continue to seek improvement in our workload, fair compensation for our efforts and equitable promotional practices. Your support and input is essential to the health of our organization. ■

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Upcoming Events

Sept. 18
AEL Executive Board Meeting*
5:00 pm
Location:
AEL HQ
2521 Riva Road,
Suite L-2, Annapolis

Oct. 16
AEL Executive Board Meeting*
5:00 pm
Location:
AEL HQ
2521 Riva Road,
Suite L-2, Annapolis

*All AEL members are welcomed to attend



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.

So what else is new?

The summer has quickly ended and once again AEL received word that the contractual increase in Unit II salaries has not been funded by the County Council. “Maintenance of Effort” appears to be the “new normal”. The law requires that we resume negotiations to seek a remedy for this economic shortfall. The reality is, there is no remedy necessarily available. So you may ask yourself, “Why bother”? It is quite clear that the negotiation process is rather meaningless if we can’t enforce or at least rely on the contractual commitments that were made. The real problem is that, the folks with whom we negotiate with don’t control the checkbook, or so they say. I think that statement is, at best, disingenuous.

Our negotiations result in a liability contingent upon funding by an outside source that is less than friendly or understanding of the needs of its school employees seeking the funds. Unless we can create a non-contingent liability for the economic considerations that we seek, the results will never change. Allow me to elaborate.

First, the Negotiated Agreement must be seen as a true contractual commitment on the part of the parties that enter into this agreement. Why shouldn’t the contract be treated like every other binding contract that requires performance on the part of the parties and is not predicated on an outside non-participating group? Many contracts that the BOE enters into are non-cancellable. Failure to receive specific funding in many cases does not excuse performance.

Second, if funding for our contract is insufficient the BOE should be required to reallocate the money from somewhere else in the funded budget. If, for example, you are unable to pay your mortgage (a non-contingent liability), you simply have to reduce some other expenditure in your household budget to be able to meet the mortgage payment. Similarly, by way of example, if the BOE had a non-contingent

payroll liability to Unit II employees, it would have to cut back on purchases, non-essential programs or just tighten its budget belt. After all the BOE negotiated and agreed to this obligation in the first place. As I stated before, why bother to reach an agreement when the BOE has no obligation to fulfill the agreement reached? Make sense?

Third, we were told that the salary increase you received beyond what the County Council

by Richard Kovelant,
Executive Director & General Counsel

had authorized was provided from the health care reserve

funds. While grateful for the BOE’s expenditure of these reserved funds, keep in mind that the funds were comprised, in part, of your premium dollar contribution. In reality, the increase you received was partially paid for by you. A real salary enhancement is funded by the employer.

In the past, AEL has avoided the political process. It is obvious that this avoidance cannot continue. The County demographics have drastically changed. The majority of the population has shifted toward retirees on fixed incomes whose commitment to the educational process has been diverted to other areas: law enforcement, community improvement issues and the like. They opt for tax dollar expenditures in these areas. Current politicians feel the need to financially support these issues, more often than not, at the expense of the educational budget. It must be our task and the task of the BOE to have all segments of the County population understand that a strong and effective public education program benefits home values, raises the standard of living, encourages economic business growth and provides a future for the County and its children. This is achieved by combining with the BOE in getting that message across at public meetings, civic groups, and legislative hearings. Stagnant salaries and artificial financial ceilings discourage the talented from seeking employment and encourage the current talented employees to seek more financially fertile job

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AEL improves communication through website

by Edie Picken

Hopefully, everyone was able to enjoy some portion of the summer to relax and renew before school began. AEL has utilized some of that time to improve and update the website. Thanks to suggestions from some of the membership, we have taken time working to make the website more user-friendly. The web address is: aelaacps.org.

Take a few minutes when you can slip them into your busy schedules to peruse the site. The home page includes dates, times, locations of meetings and other pertinent information. If Unit II employees not familiar with AEL want background information, they will find under the "Home" tab that we have provided background of AEL, the history of the organization and a description of governance by the organization. We added "Who to Contact" under the contacts tab to help members get in touch with specific people regarding concerns, questions and needs. If a Unit II employee not currently a member wishes to join AEL, he/she can access the membership form, sick leave bank form, and other necessary documents to speed up the

process. Under publications previous copies of our regular publication, *Leadership Forum* are posted as are copies of our legal publication *AEL Advocate*. The By-Laws and current Negotiated Agreement are available on the website, too. Finally, we included information regarding supplemental insurance and legal resources available to the membership. Check it out and let us know what you think.

We want to make sure we are communicating at the highest quality level in order to meet the needs of our membership. If anyone has suggestions for improving this site, please contact Edie Picken at epicken@aacps.org. Your input is welcome. ■

We added "Who to Contact" under the contacts tab to help members get in touch with specific people regarding concerns, questions and needs.

What else is new...

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opportunities outside of the County.

While AEL can work in a collaborative manner with the BOE, it must be ready to point out where bureaucratic waste occurs and educate others that continued unwarranted expenditures only reduce available funding to meet contractual commitments. You can't sell an educational budget that is bloated with wasteful items and expect public support to provide the financial funding necessary to meet contractual salary commitments.

There is a long road ahead, new personnel at the top to deal with and a lot of time and effort to be expended to receive the benefit of the bargain. So what else is new? ■

Welcome new members

Shawn Ashworth
 Donald Counts
 Laura Dudek
 Amy Fee
 Christopher Gordon
 Shelly Hartford
 Patricia Kelly
 Lorie Kling
 Lindsay Laupp
 Greg LeGrand
 Mike Lyons
 Raquelle Moore
 Cary Moeller
 Angela Ricciuti
 Jessica Tickle
 Susan Vohner
 James Whisman III
 Deborah Wooleyhand

Sick Leave Bank change approved

At the AEL Annual Meeting in June the membership approved a proposal that each AEL member be assessed one sick day on July 1, 2014. This restored the Sick Leave Bank to solvency to meet members needs in the future. ■



AEL Communication Expands

Through **the AEL website, our new twitter account and LinkedIn group, access to information about AEL activities and assistance is at your fingertips!**



AEL has joined the social media world with our own Twitter account! Stay informed of AEL activities and conversations by following @AELAACPS.

About Twitter – Twitter is a short message communication tool that allows us to send out messages (tweets) up to 140 characters long to people who subscribe to us (followers). Our tweets will include links to current web content that pertains to our mission. If a picture is worth a thousand words, adding an image to a tweet will greatly expand what we can share beyond the 140-character limit for tweets and place you right inside the activities. Please follow (subscribe) our Twitter account! You can read, reply to and easily share our tweets with your followers (retweet).



AEL now hosts a Private Group on LinkedIn. The LinkedIn Group provides a place for professionals in educational leadership with similar interests to share content, find answers, post and view jobs, make business contacts, and establish themselves as industry experts. We can all benefit from communicating with our peers in this private, constructive environment. Look for information on topics that are impacting schools now, share your thoughts and experiences on trending educational news stories, and connect with colleagues across the district.

AELAACPS.org

Finally, we invite you to explore the ever expanding AEL web site. It contains all the contact information for your representatives, current news, a calendar of dates, as well as an active link to the current negotiated agreement for Unit II employees.



If you have any questions or would like assistance accessing these resources, please do not hesitate to call or email Jessica Tickle (Jtickle@aacps.org or 410.222.5153).

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

ANDREW ADAMS	LORI EARBY	LISA KOENNEL	LISA RICE
TRACEY AHERN	MEGAN EDWARDS	JANET LANCASTER	APRIL RISHERT
SHARON ALASANDRO	BERNARD EDWARDS	MAURINE LARKIN	FREDERICK RIVERS
DEBORAH ALBERT	PHILLIP ELLIOTT	NINA LATTIMORE	COURTNEY ROSER
PAMELA ANDREWS	LYNNE EVANS	LINDSAY LAUPP	RYAN SACKETT
LOUIS ANOFF	AMY FEE	GAIL LEE	ALLAN SAMONISKY
MARLENE ARKIN	SHARON FERRALLI	GREG LEGRAND	BEVERLY SAUNDERS
SHAWN ASHWORTH	ROCCO FERRETTI	STACY LEVERY	DANIEL SCHAFFHAUSER
GWEN ATKINSON	KATHRYN FEUERHERD	WELTON LILLEY	KAREN SCHEEL
MARY AUSTIN	AMY FIELD	GEORGE LINDLEY	REBECCA SCHOU
RUSSELL AUSTIN	KATHRYN FIELDHOUSE	JULIE LITTLE-MCVEARRY	BARBARA SCHWARTZ
SUSAN BACHMANN	THOMAS FITZGERALD	JENNIFER LOMBARDI	JENNIFER SCHWIKERT
KAREN BAILEY	KATHLEEN FITZGERALD	BRIAN LOVE	SARA SEKINGER
ROCHELLE BARRETT	ROTUNDA FLOYD-COOPER	CHASITY LUDD	DAVID SEMBLY
PATRICK BATHRAS	NANCY GALETSKY	MIKE LYONS	SUSAN SERGEANT
MILDRED BEALL	SUSAN GALLAGHER	FRANCES MAGIERA	HELEN SHAKAN
GEORGE BEAUMONT	MELISSA GILROY	SCOTT MANBECK	MICHAEL SHINA
GEORGE BELL	CHRISTOPHER GORDON	KAREN MARKOVIC	ADAM SHEINHORN
MATTHEW BIEBER	MARY GORMLEY	LYNNE MARKOWITZ	DEBORAH SHORT
REBECCA BIRUS	STEPHEN GORSKI	NATALIE MARSTON	SCOTT SIMPSON
WADE BLAIR	ARTHURMAE GRAY	LUCIA MARTIN	WENDY SLAUGHTER
REBECCA BLASINGAME-WHITE	TASHEKA GREEN	CHARLES MAY	DAVID SMITH
SANDRA BLONDELL	KIRK GREUBEL	SEAN MCELHANEY	STACEY SMITH
KIMBERLY BOX	DAVID GRIGSBY	SCOTT MCGUIRE	STACY SMITH
SHIRLETTE BOYSAW	BARRY GRUBER	ALEXIS MCKAY	AMY SMITH
TAMMY BRENDLE	MARGARET HAACKE	ERNESTINE MCKNIGHT	FARAH SPRINGER
DENNA BRITTON	KEVIN HAMLIN	TIMOTHY MERRITT	SHARON STRATTON
MELISSA BROWN	SHARON HANSEN	ZIPPORAH MILLER	JOHN STRIFFLER
KEVIN BUCKLEY	SELECIA HARDY	THOMAS MILANS	KIMBERLY TERRY
KERRI BUCKLEY	COLLEEN HARRIS	CHRISTOPHER MIRENZI	ELENA THOMAS
DEREK BURNS	SHELLY HARTFORD	JESSE MITCHELL	JESSICA TICKLE
CAROLYN BURTON-PAGE	JEFFERY HAYNIE	CARY MOELLER	JAMES TODD
ANTOINETTE CARR	ROXANNE HENDERSHOT	DEBORAH MONTGOMERY	LINDA TOTH
GEOFFREY CASEY	NANCY HENKELMAN	ASHLEY MOORE	JANICE TOURRE
STACI CASSARINO	GINGER HENLEY	JAMES MOORE	RICHARD TUBMAN
LORI CHEARNEY	STACY HERBERT	RAQUELLE MOORE	DONNA USEWICK
RONALD CHESEK	TROY HERMANN	SUSAN MYERS	SUSAN VOHNER
SUE CHITTIM	JENNIFER HERNANDEZ	WILLIAM MYERS	KAREN WALKINSHAW GARRIS
MERLENE CLARKE	SHEILA HILL	BONNIE MYERS	RODNEY WALKER
AMY COHN	COURTNEY HOFFBERGER	CLARK NESBITT	SARAH WALSH
BARBARA COLACICCO	JEANMARIE HOFSTETTER	JASON NIEDZIELSKI	DARYL WATSON
LAURA COOKE	ANGELA HOPKINS	JOHN NOON	BRETON WESCOTT
THOMAS CORDTS	NELSON HORINE	JOHN NUNN	JAMES WHISMAN III
DONALD COUNTS	DENEEN HOUGHTON	DONNA O'SHEA	SEAN WHITE
PAMELA COURSON	JO-ANN HOWARD	JASON OTTE	EUGENE WHITING
KARLA CROUSE	AMY HUSSEY	SUZANNE OWENS	NURIA WILLIAMS
CLAYTON CULP	CHERISE IRONS	KATHLEEN PANAGOPULOS	JASON WILLIAMS
SUSAN CUMMINGS	CAROLE JANESKO	REGINA PASSWATERS	VERONICA WILLIAMS
GINA DAVENPORT	CHESSIL JOHNSON	TAMMY PERUNOVICH	RENEKKI WILSON
JOLYN DAVIS	TERESITA JOHNSTON	MYRNA PHILLIPS	CHRISTOPHER WOOLEYHAND
PATRICIA DE WITT	MELISSA JONES	EDITH PICKEN	DEBORAH WOOLEYHAND
LOUISE DEJESU	JACQUELINE JONES	SARA PICKENS	AMY WORRALL
HANNE DENNEY	KATHY JONES	DAWN PILON	CHRISTOPHER WUKITCH
JOSEPH DENNIS	LINDA JONES	VICKIE PLITT	MARY YEAGER
DANA DENNY	NATASHA JONES	PATRICIA PLITT	JOHN YORE
PAUL DEROO	KAREN KAKODA	MARY POISSON	THERESA ZABLONSKI
THOMAS DILLARD	SHAUNA KAUFFMAN	MOLLY POOLE	
CORTNEY DISALVO	DAVID KAUFFMAN	TRACY PRATER	
VIRGINIA DOLAN	PATRICIA KEFFER	MARC PROCACCINI	
PAMELA DOLAN	PATRICIA KELLY	JENNIFER QUIRINO	
SHIRA DOWLING	TAMARA KELLY	ELEANOR RASCOE	
FRANK DRAZAN	TEMISHA KINARD	BRIAN RAVANBAKSH	
LAURA DUDEK	KATHLEEN KING	WALTER REAP	
COLLEEN DUFFY	EDMUND KLING	CHARLES RENALDO	
MICHAEL DUNN	LORIE KLING	ANGELA RICCIUTI	

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

The Association of Educational Leaders

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

2014-15 AEL EXECUTIVE COMMITTEE/BOARD/STAFF

Will Myers (2013-15)	President	(P, South River HS)	(o)956-5600	wtmwants@aol.com
Nelson Horine (2013-15)	1st VP	(P, Anne Arundel Evening HS BOE)	(o) 222-5384	linnea.hornine@gmail.com
TBA	2nd VP			
Louise DeJesu (2014-16)	Secretary	(P, Hilltop ES)	(o) 222-6409	louisedejesu@yahoo.com
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	fkkt@verizon.net
TBA	Director at Large			
TBA	Director at Large			

REPRESENTATIVE DIRECTORS (14): CLUSTERS/FEEDER SYSTEMS

Mary Poisson	Central Office Representative		(o)222-50	TerryPoisson7@gmail.com
Amy Hussey	Cluster Rep (AP, Chesapeake MS)		(o) 437-2400	amyhussey@yahoo.com
Eddie Picken	Cluster Rep (AP, South River HS)		(o) 956-5600	rag_qb@hotmail.com
Shauna Kauffman	Cluster Rep (P, Arnold ES)		(o) 222-1670	shauna@yahoo.com
Sharon Ferralli	Cluster (P, Four Seasons)		(o)222-6501	sferralli@aol.com
Rebecca Blasingame-White	Cluster Rep (P, Hebron-Harmon ES)		(o)626-9747	mybeckyb@yahoo.com
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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	(c) 443-848-8022	
Bob Ferguson (Administrator)	(o) 410-224-3311 (fax) 410-224-3345	
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