

UPCOMING EVENTS

Feb. 19
**AEL Executive
Board Meeting,**
5pm
AEL HQ,
2521 Riva Road,
Suite L-2, Annapolis

March 19
**AEL Executive
Board Meeting,**
5pm
AEL HQ,
2521 Riva Road,
Suite L-2, Annapolis

April 16
**AEL Executive
Board Meeting,**
5pm
AEL HQ,
2521 Riva Road,
Suite L-2, Annapolis

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his budget** 2

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AEL Leadership Forum

VOLUME 10, ISSUE 1

FEBRUARY 2015

Taking talk to action

By Will Myers, AEL President

Oil prices are down. The jobless rate is decreasing and the economy is picking up. If you believe the political pundits, things should be getting better. What they forget to cover is the outrageous spending which has left our national, state and local governments with huge deficits.

When our newly elected Governor Larry Hogan states, "We need to tighten our belts and conserve

now for the future," he is really saying State funding



AEL President Will Myers, AEL Secretary Louise Dejesu and AEL Treasurer Paul DeRoo

will be reduced. We can expect a similar stance from County Executive Schuh. Although he is

viewed as a friend to education, his conservative background will tend to have telling effects on educational funding. What I am really saying is that any concessions on salary and workload will be hard fought and not easily won.

I believe Dr. Arlotto and Ms. KorbelaK will fight for full funding of the current budget. Both have been readily available to discuss AEL issues. They

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Best of times/worst of times?

By Rick Kovelant, AEL Executive Director and General Counsel

In the opening line of his novel, [A Tale of Two Cities](#), Charles Dickens made the rather astute observation that the period he was writing about represented the "best of times and the worst

of times." In examining the current posturing of political agendas against fiscal commitments, it is clear that Dickens' remarks may have some new meaning today. As AEL Presi-

dent Will Myers noted in his article, the economy has shown signs of improvement, consumer spending is up, oil prices are down, etc. This should all

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Arlotto shares budget insight

... the \$11.8 million figure put forth for salary increases is a "placeholder" which will be finalized when negotiations with the four bargaining units are concluded.

You don't get what you don't ask for, said Superintendent George Arlotto in describing his thinking when putting together his proposed budget. The budget was just one of the topics the Superintendent spoke of during his visit with the AEL Board at its meeting on Jan. 8.

Arlotto discussed his request for a 3.6 percent or \$38 million increase over last year's budget. He noted the increase includes: a bump in employee salaries; 33 more teaching positions; expansion of the Triple-E program; \$1 million more for early literacy

and pre-k programs; \$1 million to continue expansion of STEM; and \$4 million to build back the health care fund balance.

According to his budget brief, the \$11.8 million figure put forth for salary increases is a "placeholder" which will be finalized when negotiations with the four bargaining units are concluded. He said the number represents a 2% across the board increase.

The new Superintendent seemed optimistic about

working with the County Executive Steve Schuh. As of early January he had met five times with Schuh and had been invited to sit in on cabinet meetings.

AEL leaders invited Dr. Arlotto to attend future AEL meetings.



Taking talk to action

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recognize the work we do and respect the tireless hours it takes to get the job done. However,

respect and recognition don't buy a cup of coffee.

It's time to take talk to action. We must help ourselves by taking every opportunity to promote the Superintendent's budget. Attending public hearings, working with our County Council,

and speaking to our parent groups will highlight the need for a fully funded education budget.

I can ensure you, AEL will do its part in the continuing struggle to obtain fair compensation for the time we devote to the children in our schools.



Best of times/worst of times...

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should represent “good times”. Unfortunately, however, we are being told that past fiscal policies which were beyond our involvement or control may now prohibit any upward adjustment of compensation. As a result, this can only translate for school employees as “worse times”. Over the last three or four negotiating cycles, we were told the hard fought minimal salary increases that were contractually agreed to could not be funded. Suggestions on methods to recover this compensation have currently fallen on deaf ears. One can only assume, therefore, that when times are “good” there will be no funds available for salary enhancement is the same response we receive when times are “bad”. We can only conclude that there really is no difference in the Board’s and the County’s position when it comes to bargaining for enhanced compensation between “good” times and “bad” times. If someone can explain the difference, please let the rest of us know.

Coupled with this “good” time/”bad” time problem is the issue of enhanced workload. Even though funds are “not available” to increase compensation, the BOE has compounded the problem by enhancing the hours to be worked. Although the Negotiated Agreement indicates that a 40-hour workweek is the norm, we all realize the requirements of the job may entail some additional work hours. This was not meant to be a blank check. What was perceived to be an exception has now become the rule. There is no such thing as a 40-hour workweek. A 60-hour workweek is closer to reality. Interestingly, if you measure the actual hours worked against the stagnant annual salary scale, you are diminishing the hourly rate of pay. In short, you are working more for less compensation. As we proceed to the bargaining table and continue the dialog over workload and compensation, AEL will continue to maintain its efforts to redress this inequity. There are certainly viable remedies available. Pay for extra curricular activity supervision, compensatory time, cut back or elimination of summer work hours could be offered, but sadly, there is no movement in these areas.

Once again, the points to be driven home are that contract language should establish reasona-

ble and necessary parameters of working hours and that the BOE’s unilateral extension of working hours reduces the compensation received for the work being required and is unacceptable without adequate compensation. The mind set that it is all part of the job is disingenuous. As administrators are the only group that is subject to extended hourly work, the differential in pay between Unit I and II in fact, erodes. We fought long and hard to maintain a unique salary differential in the past and we must now fight to restore the same and improve upon it in the future. Any additional workload expected or required of teachers has been offset by additional pay or planning time considerations. The same has never occurred for Unit II. Until we can provide the same for Unit II employees, they will continue to be at the whim of the BOE, who is acquiring additional services at no cost.

So, as the question is posed, is it the best of times or the worst of times? I guess from AEL’s, the County’s and the Board’s perspectives when it comes to compensation for Unit II employees, it doesn’t seem to matter.

As Sonny and Cher’s song indicates, regardless of the nature of the times, “The Beat Goes On”.

... contract language should establish reasonable and necessary parameters of working hours...

A focus on workload

By Nelson Horine, AEL First Vice President

“There is no argument that the roles of school administrators and coordinators, both groups represented by AEL, are changing constantly with increasing responsibility and time commitment.”

The Workload and Compensation Committee is probably the most important ongoing effort by AEL to address employee needs, and to keep our concerns on the table. The Workload and Compensation Committee is an outgrowth of negotiations, and is meant to provide the AEL leadership with the opportunity to meet monthly with representatives of management to discuss concerns regarding administrative responsibilities, time on the job, and equitable compen-

From elementary schools to middle and high schools to central office, changes with program have left us all wondering how we can get it all done. Then when we get it done, what is there to show for it other than exhaustion and in some cases frustration? Sure there is satisfaction when things go well, but there is also the nagging thought, “is it worth it?”.

We hope it is, which is why we do this, but it is our responsibility to ensure that those who create the expectation for what needs to be done under-

stand the reality in term of workload, time and compensation. That is what we in AEL must do.

Last year we were successful in focusing

concerns on the plight of elementary school principals, especially those with no AP. Cost cutting has been a necessity to fiscally survive, but now we have to look beyond cutting costs to the product of our efforts. The call is for students

to be college and career ready, but that takes effective operation of schools. This in turn takes personnel to get the job done. When 12-month positions were cut to 200 and 220 days it presented a difficult situation for principals and the way they operated their schools. Now the trend is reversing, and 200- and 220-day positions are being replaced with 12-month employees. Last year principals were given discretion in how they were able to assign workdays to 220-day assistant principals during the month of July. Ultimately, the work has to get done and doing so in an efficient manner puts less pressure on everyone involved.

The Triple-E Program for elementary schools is being phased in to enhance instruction in elementary schools. This program will provide crucial planning time for teachers, which in turn will give principals time to collaborate with their teachers. Certainly this is a win-win situation.

During the early part of this year the committee found itself searching for direction. Key people had left the management team to retire and/or pursue new job opportunities. We needed to regroup and prioritize our focus.

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Nelson Horine discussed the Workload and Compensation Committee's efforts at the Holiday Meeting in December

sation.

There is no argument that the roles of school administrators and coordinators, both groups represented by AEL, are changing constantly with increasing responsibility and time commitment.

Workload and Compensation Committee...

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We felt it was important to be able to talk to those who could make decisions, or at the very least their representatives. We needed to be sure that AEL is being heard. The committee met in early December, and will meet again with management representatives at the end of January. Areas of concern are compensation for night time sporting and other events, summer work time and compensation, use of overtime and compensatory time, a workforce goal for Unit 2, and perhaps a method of operation that does not necessitate an

average administrative work-week of 60 hours. As salary increases have fallen behind and the number of work hours increased (to get the job done) the actual per hour salary has diminished. What can be done? Raises substantial enough to truly compensate Unit 2 employees for all they do may not happen now or in the future, but what we should expect, at the very least, is that all employees feel valued for what they do. If there is no other take away for the Workload and Compensation Committee and its ongoing talks with management, that result alone may be worth our effort.

On a positive note, the Board's representative team includes some of the same individuals we will meet during negotiations. Relationships forged during committee work will hopefully build trust, goodwill, and understanding that will help us negotiate the best contract...including compensation...for you.



Contact Amy Hussey (amyhussey@yahoo.com) or Jessica Tickle (jtickle@aacps.org) to find out when meetings will be held and how you can be part of the AEL team.

Welcome new members

- Wendy Boardman, Assistant Pr, Old Mill Middle South
- Julie Cares, Principal, North County High School
- Dana Denny, Coordinator Compensatory Education, Dept of Instruction
- Tara Lambden, Assistant Principal, Cape St. Claire Elementary
- Douglas Schreiber, AP, Brooklyn Park Middle School
- Louisa Troutner, Assistant Principal, Old Mill Senior High School



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:

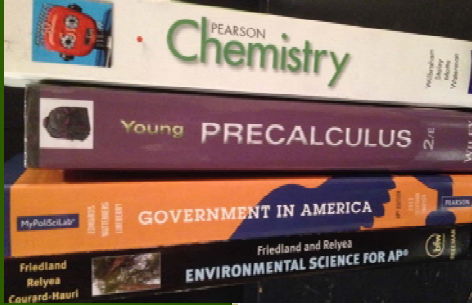
1. Adherence to our Negotiated Agreement.
2. All Unit II employees are adequately and equitably compensated for their responsibilities and work load.
3. Personal and professional needs shall be respected.
4. Fair, consistent and equitable practices shall be adhered to when dealing with hiring promotions, assignments and evaluations.
5. Fair, consistent, equitable practices in dealing with matters relating to discipline and conflict resolution.
6. Fair, consistent, equitable practices in resolving school and community conflicts.

Need to Know: Geographic Cost of Education Index

With the new Governor sworn in and the Legislature in full swing, the State's budget deficit is on the

minds of many. One of the programs being considered for cuts is the Geographic Cost of Education Index. The GCEI is the overall (non mandated) funding formula in the Thornton Act that takes into consideration the cost of doing business in a particular county. For example, the cost

of running a school system in Garrett County is less than it is in Anne Arundel County. According to Superintendent Arlotto, AACPS receives \$9.4 million in GCEI funding from the State. "If GCEI goes away, that's going to hurt us," says Arlotto.



Send your email to Bob Ferguson at leafman65@gmail.com

Get AEL info instantly

AEL Administrator Bob Ferguson is asking all AEL members for their current

email addresses so that he can update the database. Please send your current email address to Bob at

leafman65@gmail.com.

AEL recommends that you use your personal email for privacy reasons.

AEL Annual Winter Social & Member Meeting



AEL Members enjoyed holiday cheer and a complimentary dinner at Hella's in Millersville.



New 'Speak Out — Q&A'

The AEL Executive Committee would like to hear our members' voices. We are changing a section of the current [Leadership Forum](#) monthly newsletter, replacing the member list to a "Speak Out—Q & A" section.

The hope is that members will more actively share topics of interest or concern to initiate professional dialog affecting Unit II employees. It is not hard to list some current topics we are discussing at our worksites. As the smallest bargaining unit in the school system, it is imperative that we take the time, if only for a few minutes, to share our thoughts and concerns on a wider spectrum. Utilizing the [Leadership Forum](#) as a vehicle to do so seems fitting. This is an opportunity for the organization to establish open discussion of important items submitted by you.

The section allows members to either submit a brief article focusing on a major concern or idea or to submit questions to the Executive

Board that will be printed along with the Board's responses in the next newsletter.

AEL is looking for greater input and involvement by the membership and we believe that this is the vehicle that can help in that cause. We have heard that many members fear becoming more involved because they believe it would hurt their careers. Not true. You have a voice and AEL wants to hear from you.

Submit your items to Edie Picken, Assistant Principal and AEL Communications Liaison at epicken@aacps.org or South River High School, 201 Central Avenue East, Edgewater, MD 21037. Be sure you include the following information:

1. Your name, work location, and position;
2. Speak Out topic title or question(s); and,
3. Your article, if submitting a Speak Out.
4. If submitting by e-mail, in

the subject block indicate "Speak Out—Q & A"

If you wish to be anonymous when your article or questions are printed in the newsletter, make sure to include your desire to be anonymous at the end of your article or question (s). All submitted articles and questions must still

be identified by the information above. Any articles or questions submitted anonymously will not be considered.

The AEL Executive Board consistently discusses ways to better engage our members. We hope you will take advantage of this opportunity to share questions, thoughts, and concerns, which will allow the Executive Board to better serve the membership.



Submit your items to Edie Picken.

Welcome aboard Connie!

Connie Crouch joined the AEL Office in October 2014 as an AEL Executive Administrative Assistant. She has been employed with Kovelant Law Offices since September 2009 after retiring from AACPS in 2008 with

34 years of service. Her most recent experience in the school system was as an executive secretary providing administrative support to the superintendent's executive team. Connie's continued work in the legal areas

for our Executive Director and General Counsel coupled with her prior employment history with AACPS are valuable assets that will assist our members and move AEL forward. Connie is also available to all AEL members as a Notary Public.

The Association of Educational Leaders
2521 Riva Rd., 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.horine@gmail.com
Amy Hussey (2013-15)	2nd VP	(AP, Chesapeake Bay MS)	(o) 437-2400	ahussey@aacps.org
Louise DeJesu (2014-16)	Secretary	(P, Hilltop ES)	(o) 222-6409	louisedejesus@yahoo.com
Paul DeRoo (2014-16)	Treasurer	(P, Bates MS)	(o) 263-0270	pderoo@aacps.org
Patrick Bathras (2014-16)	Director at Large	(P, Severna Park HS)	(o)544-0900	pbathras@aacps.org
Jessica Tickle (2014-16)	Director at Large	(C, Office of Student Data)	(o)222-5153	jtickle@aacps.org
Edie Picken (2014-16)	Director at Large	(AP, South River HS)	(o)956-5900	epicken@aacps.org

REPRESENTATIVE DIRECTORS (14): CLUSTERS/FEEDER SYSTEMS

Mary Poisson	Central Office Representative	(o)222-5440	Terrypoisson7@gmail.com
Patrick Bathras	Cluster Rep (P, Severna Park HS)	(o) 544-0900	amyhussey@yahoo.com
Edie 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 Hermann	Cluster Rep (AP, Meade Middle)	(o)674-2355	gino88@verizon.net
Bret Wescott	Cluster Rep (AP, George Fox MS)	(o)437-5512	bwescott@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, (c) 443-848-8022
Bob Ferguson (Administrator)	(o)410-224-3311 (fax)410-224-3345 (c)443-223-5645; leafman65@gmail.com
Connie Crouch (Executive Administrative Assistant)	(o)410-897-0747 or (o)410-224-3311 (f)410-224-3345

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