

AEL Leadership Forum

VOLUME 11, ISSUE 1

JANUARY 2016

UPCOMING EVENTS

January 21

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

February 18

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

March 17

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

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**Spring 4
elections**

**Fall social 5
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Time to express our frustration

By Will Myers, AEL President

Dear Colleagues:

The time has come for us, as an organization and as individuals, to make some critical decisions. If you are content with the current agreement and the way it was presented, we can certainly wait until the next negotiations and hope we are treated equitably this time.

I, on the other hand, suggest we let the members of the Board of Education know our frustration and disappointment with the bargaining process. It is time to send letters and emails expressing our concerns. If no action is taken, no action will be taken. I have provided a copy of my comments to the Board at the December meeting. I have also included a link to the

presentation. The time for action is now! AEL is only as strong as its united membership. Be united in the protest with the inequality created by a flawed bargaining process.

AEL President Will Myers' remarks to the Board of Education, December 16, 2015

For the record, I am Will Myers and today I am addressing you as AEL President.

At the Board Meeting on November 18th, you elected to approve our contract by an 8-1 vote. The dissenting member read a prepared statement explaining her reasons for her decision. Ms. Hum-

mer mentioned the current state of unhappiness and dissatisfaction

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among teachers, particularly in the challenge schools. She goes on to say, and I quote: "If I were a teacher at these schools, I would find this grossly unfair and I would also question the commitment of my school leadership to the instruction team."

The Administrators in Anne Arundel County are

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“There is an expectation that there will be an explanation for what appears to be a break down in the bargaining process.”

Time to express our frustration...

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devoted to excellence in education. We are in our buildings every day, often for more than 12 hours working with students, parents, and teachers to provide the best learning environment for our children. To question our commitment, is to be out of touch with what is really happening in our schools. And to criticize us for standing by our colleagues at challenged schools - doing work that should be valued and appreciated - and for not throwing them under the bus so we could have more money in our pockets - is frankly offensive.

While struggling through nine months of negotiations, we were told repeatedly there was only 1.25% available for all employees. Late in the process we were told we could give up stipends to pay for a 2% salary increase. We see on that same evening in November an approved increase of 2% and another day of leave for all Unit V and VI employees. You want to talk

about the lack of commitment? How about we talk about the lack of trust? How can we trust a negotiation process that says one thing and does another? Represented bargaining groups were told they must sacrifice stipend money in order to receive increased compensation. And yet Unit V and VI members were given a salary increase and an additional day of leave... no questions asked, no sacrifice required. Let me be clear, this is not about how much they received. They are hardworking and dedicated and deserve every penny.

There is an expectation that there will be an explanation for what appears to be a break down in the bargaining process. I am requesting the Board to reconvene the negotiating teams for AEL and the Board for the purpose of clarifying the issue of differentiated funding. Anything less will only lead to more dissatisfaction and mistrust with the Board's actions.

The video of the Nov. 18 Board Meeting can be found at www.aacps.org/boardvideos/

A negotiations carol

By Rick Kovelant, AEL Executive Director and General Counsel

It seems that the Holiday Season is a time to reflect upon past accomplishments and those items which we can improve in the future. In the last newsletter, we spent some time discussing the course of negotiations and the resulting contract. The criticism was not directed so much as to the outcome as it was to the process, or lack thereof, that produced the Negotiated Agreement. In looking back at the nine months or so at the bargaining table, my wife reminded me that my nostalgia was really looking for the “Ghost of Negotiations Past”.

Some may remember a better time when management and labor attempted to reconcile their issues by a collaborative process. We attended lectures, brought in consultants and participated in workshops that taught us how to approach a problem and work together to solve it so as to arrive, by consensus at an agreement. The framework was based on an honest

presentation of facts and a mutual desire to achieve a fair and equitable result. The “Ghost of Present Negotiations” did not remotely resemble its predecessor. The current Negotiated Agreement is a product of misleading facts and misinformation. The last minute request for AEL to forego the Challenge School Stipend pay for committed administrators so the cost savings could be used to marginally increase compensation to all Unit II employees was beyond disingenuous. The real surprise came when Unit V and Unit VI received a 2% COLA with no request for any sacrificial contribution on their part. (AEL Leadership Forum, December 2015)

If you desire to understand the Board’s attitude and response to the results of the Ghost of Present Negotiations and our criticism of the same, I invite you to go to the AACPS website and pull up the video of the last Board meeting held in December. You will see the overwhelming silence from

the members of the Board that followed AEL President Will Myers’ presentation. Since I am borrowing clichés, you can sum up their whole concern for the negotiating process, the resulting contract and for AEL and its members as, “Frankly my dear I don’t give a damn”. I can only hope that, as we begin new negotiations and attempt to resolve these past issues, that the “Ghost of

The criticism was not directed so much as to the outcome as it was to the process, or lack thereof, that produced the Negotiated Agreement.

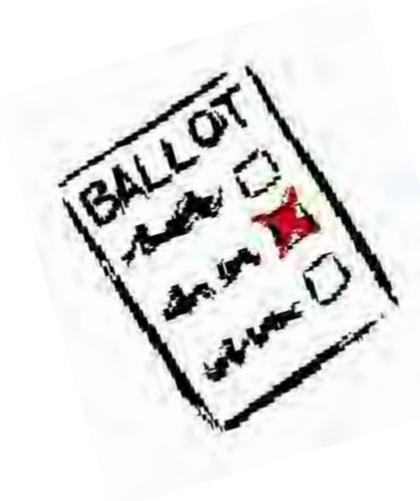
Negotiations Future” proves to be at least as productive and fair as the Ghost of Negotiations Past.

Spring Elections around the corner

By Edie Picken, Director at Large

Every year certain positions on the AEL Executive Board are up for election; some are one-year terms, while other positions are for two years or two consecutive two-year terms (four altogether).

It is imperative that all members consider participating in elective



office. AEL needs to remain strong in number and work to provide the best support for our membership through negotiations, important committee work (i.e., Work Load), and communications.

In late February/early March, nomination forms will be sent via email and with the AEL Newsletter. Below is a list of the positions open for election in April:

President: One 2-year term that begins July, 2016 through June, 2018

1st Vice President: One 2-year term that begins July, 2016 through June, 2018

Secretary: Two consecutive 2-year terms that begins July, 2016 through June, 2020

Treasurer: Two consecutive 2-year terms that begins July, 2016 through June, 2020

2 Directors-At-Large: 2-year term that begins July 2016 through June 2018

1 Director-At-Large: Two 2-year terms that begins July 2016 through June 2020

14 Cluster Representatives: 1-year term that begins July 2016 through June 2017

For more about any of these positions, go to our website, www.aelaacps.org, click on the Publications tab on the top of the page and click on “By-Laws” on the drop down. Click on the button above “As of January 2014” to download the PDF version of the current By-Laws document. The descriptions of responsibilities for each position can be found in Article IV: The Executive Board, pages 5-7.

Also, feel free to contact me with any questions, epicken@aacps.org or 410-956-5900

Fall social brings members together



AEL members gathered at Hellas on November 18 to network with colleagues and get the latest news on Negotiations.



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Fall social brings members together..



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Fall social brings members together...



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.

The Association of Educational Leaders
2521 Riva Rd., Suite L-2
Annapolis, MD 21401



2015-16 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 (2015-17)	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 (2015-16)	Director at Large	(P, Severna Park HS)	(o)544-0900	pbathras@aacps.org
Jessica Tickle (2015-16)	Director at Large	(C, Office of Student Data)	(o)222-5153	jtickle@aacps.org
Eddie Picken (2015-16)	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
Phil Elliott	Cluster Rep (AP, Annapolis HS)		(o) 266-5240	
Patrick Bathras	Cluster Rep (P, Severna Park HS)		(o) 544-0900	pbathras@aacps.org
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 Rep (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)		(o)674-2355	gino88@verizon.net
Brent Wescott	Cluster Rep (AP, George Foxx MS)		(o)437-5512	
Mike May	Cluster Rep (AP, Southern HS)		(o)867-7100	cmmay@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 Secretary)	(o)410-897-0747 or (o)410-224-3311 (f)410-224-3345

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