

# AEL Leadership Forum

VOLUME 11, ISSUE 2

FEBRUARY 2016

## UPCOMING EVENTS

**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

**April 25**

**AEL Spring Social  
5pm**

Hellas', Veterans'  
Hwy, Millersville

## INSIDE THIS ISSUE:

**Changing 2  
times**

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tion Form**

**What 7  
warms our  
hearts?**

## Negotiations: A game of inches

*By Will Myers, AEL President*

Negotiations, lately could be considered in the same category as some four letter words. The frustration and disappointment resulting from the last process, left us

***“The goal this year is to achieve equity for all levels.”***

with a sense of mistrust and concern as we begin the process anew. The ability to have the current Board of Education members agree on concessions for our membership was difficult. This will not improve as we anticipate

our new Board members to be even more conservative in their views.

Two AEL teams have been an essential part of the bargaining process. Both the Negotiations and Workload committees have spent countless hours trying to convince the Board’s representatives Unit II members, at all levels, need and deserve enhanced compensation. The Workload Committee, comprised of representatives from all levels, has argued

for equal compensation for Unit II members. When



**Will Myers, AEL President**

given the last best offer of a tiered system the membership present at the ratification meeting agreed to accept it. We never leave an offer on the table which will benefit our membership. The

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*Please make your concerns known to our Board members. A multitude of voices will be heard.*

## Negotiations...

*Continued from page 1*

goal this year is to achieve equity for all levels.

The expectation for a Unit II member to work a 40-hour week is simply not possible. When confronted with examples of the increased workload and time commitment, the Board's reply was "you knew what you were signing up for when you took the job". This may have been true, to some extent, in the distant past. Today's requirements for community outreach and parent involvement has definitely in-

creased time away from our families and has added stress to our lives.

The system's claim to put people first seems very disingenuous.

As a group we must remain united in our quest for equitable compensation for our efforts. Although we have made progress, we have work to do. Please make your concerns known to our Board members. A multitude of voices will be heard. I do not think we will ever again see large gains in this game of inches; however, every step forward takes us closer to the goal.

### **It is election season for AEL**

The Spring 2016 Nomination form is included in this issue of the newsletter (see page 5). Please submit your nominations for Secretary, Treasurer, Director-At-Large and cluster representatives to Edie Picken ([epicken@aacps.org](mailto:epicken@aacps.org)) by Monday, February 15. If you have any questions, please contact Edie or one of the Executive Board members.

# 'The times they are a changing' or are they?

By Rick Kovelant, AEL Executive Director and General Counsel

Bob Dylan, in his iconic song "The Times They Are A Changing," spoke about the social and political revolution of the 1960s. Many believe the song's commentary is just as relevant today as it was more than 50 years ago. While political change is inevitable, as our form of government requires on an annual basis, the question is, "Are the times really changing?" In the context of labor relations with the State, County, and the Board of Education, I don't see the



Rick Kovelant, AEL General Counsel

change at all.

As we begin a new round of negotiations, albeit limited to "economic issues", we are being

told not to expect a labor-friendly Board of Education and of course, the current State and County attitudes toward employee compensation have remained static and steadfast. Once again, Unit II employees are acknowledged for their hard work and value as human capital, but are being told there is little or no capital available associated with this "value". So what has changed? The belief in fiscal conservatism, especially when it comes to funding Unit II compensation, has not changed and there is little expectation that it will. The new appointees to the Board of Education will certainly mimic the current State and County officials who appointed them. There is every expectation that they will believe Maintenance of Effort is an appropriate method of funding an educational delivery system. Fighting for the compensation dollar will be pitted against the ever-expanding higher administration/bureaucracy costs at Riva

Road, but the public will be told the competition is between salary and school program. We all know that program, whether

***"Fighting for the compensation dollar will be pitted against the ever-expanding higher administration/ bureaucracy costs at Riva Road, but the public will be told the competition is between salary and school program."***

warranted or not, will trump compensation. So what has changed?

While we try to make some inroads in easing the load for Unit II employees, I am certain we

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# ‘The times they are a changing’...

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will continue to be told that, “Yes, the educational program demands are more, but after all, you should expect the increase in responsibility and besides nobody really thought a 40-hour work week in this profession was in the cards.” Well, what about all the extra-curricular tasks and the “make work” items we have been told are part of the required and necessary educational programs? If they are, why can’t adequate compensation for Unit II employees, who are required to supervise the same, be included in their cost? I don’t expect any change in this regard either.

If we can’t change the results, it does not mean that we abandon the fight. A change in the result cannot be brought about without changing the method in how we negotiate for the result. Thus, the change we are seeking must first involve the process. Recent discussions with

Board of Education members and the County government have provided some hope that change in how we negotiate is possible. The past year dramatically pointed out that the failure to be given timely, accurate and in fact, truthful information by the Board’s negotiating team led to what we have now learned is an unacceptable contract. Any semblance of transparency was abandoned. The atmosphere of distrust is pervasive and continuing. You simply cannot continue a negotiation process that requires good faith bargaining in the toxic environment that has been created and expect a fair and equitable result. AEL is urging that a mediator be engaged to participate in this process to forge a collaborative effort on the part of its participants.

Unfortunately, the use of third party intervention in the bargaining process generally comes at a time when the par-

ties are at impasse. The suggested use of a third party at the commencement and continuing to the conclusion of the process is a game changer for both sides of the table. In both the educational area and in the legal area, we have recognized that mediation or use of a facilitator to resolve disputes and controversies does not have to come as a last resort, but can be used as a successful tool from the outset. The time we can spend with the assistance of a third party in the beginning stages of negotiations could lead to a faster and more productive result for all parties and it will help repair the distrust that has developed.

Perhaps this new approach will allow us to believe that the “Times They Are A Changing” and the change is for the better. We can only hope so.



**ASSOCIATION OF EDUCATIONAL LEADERS**

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 AELAACPS.ORG

**SPRING 2016 NOMINATION FORM**

Below are the AEL Executive Board positions and Cluster Representatives up for election. The length of term for each is in parentheses. You may nominate yourself, or you may nominate colleagues. Before nominating a colleague, please ask that person if he/she is interested. For Executive Board positions, type your nominee(s) name(s) under the specific Executive Board position. For Cluster Representatives, type nominee names in the nominee column. Cluster Representatives may be from any school within a cluster's feeder system. You may nominate up to two individuals for each Executive Board position and one for Cluster Representatives.

If you would like more information about position responsibilities, go to the website [www.aelaacps.org](http://www.aelaacps.org), select "Publications" then "By-Laws" (the download pdf). The information is found in Article IV, Section G.

Please submit nomination forms electronically to Edie Picken, AEL Election Committee Chair at [epicken@aacps.org](mailto:epicken@aacps.org). Nomination forms are due no later than **February 15, 2016**.

<b>SECRETARY (TWO 2-YEAR TERMS):</b>	<b>TREASURER (TWO 2-YEAR TERMS):</b>
<b>DIRECTOR-AT-LARGE (ONE AT TWO 2-YEAR TERMS):</b>	

**CLUSTER REPRESENTATIVES (1 YEAR TERM)** (WRITE NOMINEE NAME IN THE NOMINEE COLUMN FOR ANY CLUSTER).

CURRENT CLUSTER REPRESENTATIVES	CLUSTERS	NOMINEES FOR CLUSTER REPRESENTATIVE
Phil Elliott	ANNAPOLIS FEEDER	
Tracy Ahern	ARUNDEL FEEDER	
Open	BROADNECK FEEDER	
Open	CHESAPEAKE FEEDER	
Open	GLEN BURNIE FEEDER	
Becky Blasingame-White/Troy Herman	MEADE FEEDER	
Open	NORTH COUNTY FEEDER	
Open	NORTHEAST FEEDER	
Open	OLD MILL FEEDER	
Patrick Bathras	SEVERNA PARK FEEDER	
Edie Picken	SOUTH RIVER FEEDER	
Mike May	SOUTHERN FEEDER	
Terry Poisson	BOARD OF EDUCATION	
Open	SPECIAL CENTERS	

Return completed ballots electronically to: Edie Picken, AEL Election Committee Chair at [epicken@aacps.org](mailto:epicken@aacps.org) no later than **FEBRUARY 15, 2016**.

# Snow day announcement makes news

*The AACPS snow closing announcement was picked up by CNN and The Washington Post*

AACPS was mentioned on CNN January 27 when Spokesman Bob Mosier's parody of Adele's song "Hello" was used to announce another snow day. The Washington Post picked up on the story and Youtubers had some fun with it as well. Below is the text of the song performed by Mosier and daughter Emilie.

*Hello parents and employees, this is Anne Arundel County Public Schools calling with a bit of a different sound to the messages you've been receiving all week:*

*Hello it's me*

*It's the voice you love to hear from and the face you do not see*

*And I've got news for you*

*We will close schools for another day; parents will cry boo-hoo*

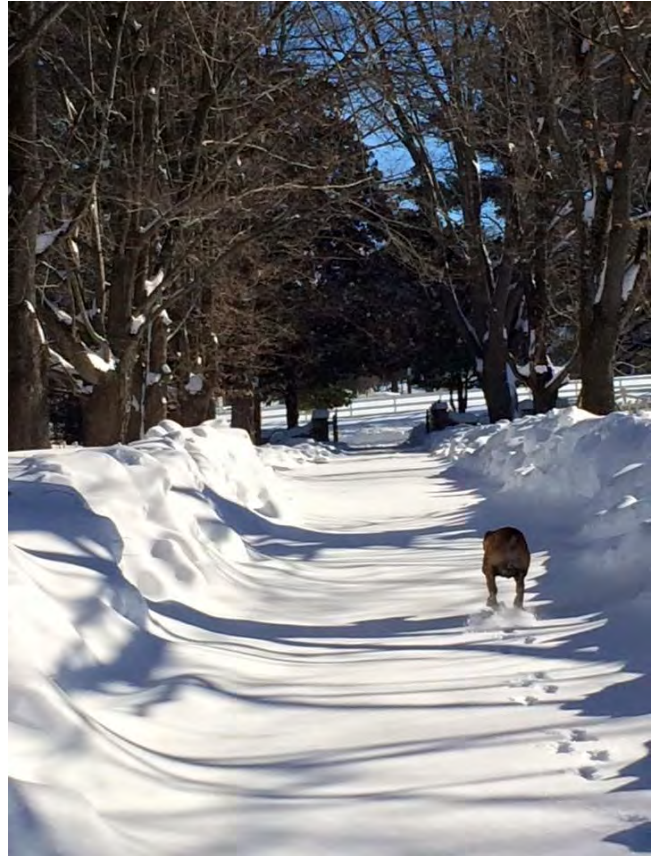
*Hello, can you hear me?*

*I am loving this semester break but my friends I cannot see*

*This is dreadful, socially*

*Just so many selfies I can take and send to all my peeps*

*Operations crews are heroes*



*They are out there night and day*

*But there is so much snow outside*

*And it is just a long hard ride*

*So kids go out, stay inside, or text with your bae*

*I hope we can go back to class Friday*

*We hope you've enjoyed this one-time-only message. Please have a good evening.*

# Our say: What warms our hearts

Now that we are in the depths of winter, we asked some AEL members what “warms their hearts.” Thanks for your responses.

## **George Lindley**

*Principal, Arundel Middle School*

One thing that warms my heart is the collegiality that is shared among the administrators of AACPS. Having fellow professionals on which I know I can rely, is reassuring as we face the daily trials and tribulations that is our job. The recent vote among AEL members to accept a reduced pay increase in order to preserve the stipends for administrators who work in “challenge schools” is clear evidence of the loyalty that is

shared among our group. Whether it is a handshake or hug at a meeting, a string of emails wishing one another well, or a wave and a smile as we pass in the halls of Central Office, I am always encouraged by my fellow administrators and AEL members. In what can often be a lonely and stress filled position, the comradery among our group can be an uplifting and heart-warming oasis when needed most.

## **Deborah Albert**

*Coordinator, Career and Technology Education*

During these cold and dark winter months everyone searches for warm and bright

thoughts and experiences to buoy a positive emotional state. As a Coordinator for the system, I don't have to look far to realize that one of the things that warms my heart is the fellowship and camaraderie that exists between Coordinators. This group of professionals never ceases to amaze me. They are creative, innovative, and always supportive. They are willing to go 'above and beyond' to ensure that everyone has the resources and support necessary to provide rigorous, relevant, and exciting experiences for all students. I have great respect for the valuable work accomplished by our Coordinators, and I find strength and peace in their presence!

## 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
Edie 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
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 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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