

# AEL Leadership Forum

VOLUME 13, ISSUE 2

MARCH 2018

## UPCOMING EVENTS

**March 15, 2018**  
**AEL Executive  
Board Meeting**  
5 pm  
AEL HQ,  
2521 Riva Road,  
Suite L-2, Annapolis

**April 11, 2018**  
**AEL Spring Social**  
4:30 to 7:30 pm  
Hellas, Veterans' Hwy  
Millersville  
Free to members  
RSVP to  
leafman65@gmail.com

**May 15, 2018**  
**AEL Executive  
Board Meeting**  
5 pm  
AEL HQ,  
2521 Riva Road,  
Suite L-2, Annapolis

## INSIDE THIS ISSUE:

**Spring Social** 2

**Musings** 3

**New Members** 5

**The Network** 5

## In Every Dark Cloud — A Silver Lining

*By Will Myers, AEL President*

Over the past few years, contract negotiations have been difficult. The Board's representatives and our Negotiating Team members have been at odds on many issues—salary enhancement being the most contentious. The Board's representatives are people we know and respect. Many of them were us before they moved to the "Dark Side" as some have joked regarding their promotions to the Central Office. Although we may not always like the message they deliver, they are still our colleagues and friends. Although difficult, we

must remember it's not personal; it's simply business as usual.

Discussions involving contract issues occur

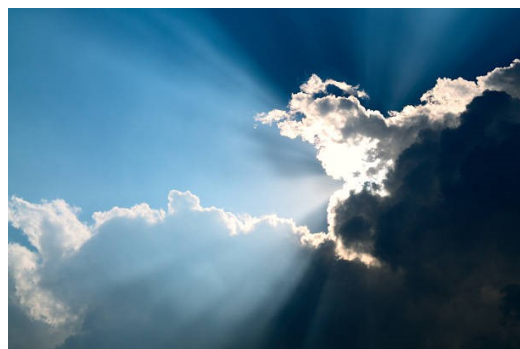
throughout the year.

The content of the contract is clearly stated.

However, there are times when the intent of the language has signaled the start of open discussions. Recently, a number of our members received notices of job group reclassifications based upon either declining or increased enrollment in their schools. If we were

to stick to contract language, the result would simply be, too bad, it's in the contract.

However, this cloud has a



silver lining. Thanks to the efforts of **Ms. Jessica Cuches** and **Ms. Melisa Rawles**, with the full support of our Superintendent, **Dr. Arlotto**, we have been able to collaborate and agree upon a temporary

*Continued on page 2*

## Silver Lining...

*Continued from page 1*

solution.

A memo of understanding (MOU) has provided protection from a reduction in pay for decreased enrollment while allowing for an increase in pay based upon increased enrollment. This MOU will be in effect until June 30,

2019. During this interim period, the Board and AEL, will be working on restructuring our current salary scale, seeking to incorporate a long-term solution to job/group classification based on enrollment.

It would be very “Polly Annaish” of me to expect

our quest for equitable salary enhancement to be as collaborative. However, one can always hope for the best and be prepared for the worst. In the meantime, a “Hats Off” salute to Ms. Rawles, Ms. Cuches and Dr. Arlotto for their spirit of cooperation in resolving a difficult issue.

### **AEL Spring Social**

*at Hellas Restaurant*

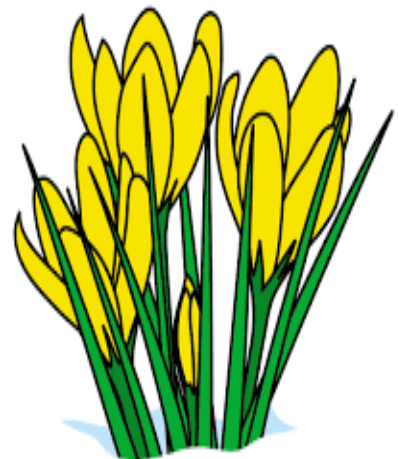
**Wed., April 11, 4:30- 7:30 pm**

Veterans Highway, Millersville, Md.

Your **best chance** this fall to connect and catch up with friends and colleagues.

Be there when we recognize retiring members.

RSVP by April 6th to  
[leafman65@gmail.com](mailto:leafman65@gmail.com)



# A Philosophical Musing

*By Rick Kovelant, AEL Executive Director and General Counsel*

Over the last 25 years, the importance of AEL, the negotiation process, discipline matters, and evaluation concerns have all been subjects of my previous contributions to the *Leadership Forum*.

Today, I want to take a small step in another direction so as not to repeat myself. Indulge me while I take a bit more of a philosophical tone.

Over time, AEL has evolved from an association (which is part of its name) to an advocacy organization on behalf of its individual and collective members. Although few individual contractual grievances have been filed during these years, AEL's activities have expanded in the negotiation process and in the protection of the employment rights of Unit II employees in disciplinary matters. The methods associated with providing services in these

areas by AEL and the BOE have evolved and quite frankly, in my opinion, not necessarily for the better.

As educators, problem solving and resolutions are accomplished

through a collaborative effort. In the legal world, col-

laboration is only one step in what is generally an adversarial pro-

cedure. Unfortunately, in recent years, the adversarial model has become the new normal. We all share some responsibility for this change. Winning has become far more important than finding a solution to a common problem. One might

think that the negotiation process would lend itself more to a collaborative process, but, this not the case. At one time it was possible for back channel discussions that would mitigate any

“activity or non-activity” that may have occurred at the bargaining table. Today,



*Rick Kovelant*

there are no back channel discussions. There is no talking beyond the negotiation session. At one time, timely, honest and accurate information was exchanged between the parties that would assist in the negotiation pro-

***“At one time, timely, honest and accurate information was exchanged between the parties that would assist in the negotiation process.”***

*Continued on page 4*

## Musings...

*Continued from page 3*

***“Somehow we must collectively find a way to collaborate with each other in finding solutions to problems.”***

cess. Today, the object appears to be to withhold relevant information until the last possible moment. In the past, compromise at some level was the norm, but now compromise has been replaced by a “take it or leave it” attitude. The BOE and AEL are forced to use an impasse procedure involving an independent third party to recommend a resolution for issues that we would have been able to resolve together in years past.

On an individual level, investigations of complaints against Unit II employees were restricted to violations of school policy, rules and regulations. Today, investigations are expanded to performance issues unrelated to any policy and have become a substitute for the inability of a “boss” to work matters out at the school level with a subordinate. Looking for the truth doesn’t seem as important as trying to prove a point.

Somehow we must collectively find a way to collaborate with each other in finding solutions to problems. Will’s article (page 1), describes how he, the Superintendent, and BOE representatives found a solution to a school enrollment/salary issue that was fair and equitable. Appreciation was noted and communicated. Perhaps, this is a step in the right direction where collaboration to achieve an end can be resurrected. I hope so. I miss the past.

## Welcome New Members

**Anthony Andrione**, Assistant Principal, North County High

**Tina Joseph**, Assistant Principal, Park Elementary



# The Value of the Network

## AEL Members Share Why AEL Socials are Important to Them

**Editor's Note:** One of the benefits of association membership is the opportunity to meet and learn from other members. AEL socials are free, relaxed get-togethers where conversations flow freely and networks are built. We asked some members to share the top three reasons they make the effort to attend the twice-a-year events. Here are their thoughts...

**Don Counts, Coordinator**  
*Pre-K-12 Advanced Learning*

My top three reasons for attending:

1. Networking and socializing with colleagues.
2. Gaining information about

district priorities and pending budget items.

3. Gaining insights on how to become a more effective education leader and public school advocate.

**Dessolene Davis, Assistant**  
*Principal, Crofton Elementary*

I attend meetings because 1) the colleague interactions are encouraging and supportive, 2) I'm always looking to gain insight from my peers, and 3) AEL is my local professional organization. Personally, I feel it's my professional responsibility to be an active and knowledgeable member. Hopes this helps!

**Carole Leigh Janesko,**  
*Principal, West Meade Early*

*Education Center*

It gives me the opportunity to hear directly progress or direction of Negotiations.

I get to talk with colleagues from all levels that I have not seen in a while.



AEL Members Beth Burke, Principal Shipley's Choice and Lenora Fox, Principal, Folger McKinsey

The opportunity at the end of the year to celebrate those leaving the profession – the people who have contributed

*Continued on page 6*

# Value of the Network...

*Continued from page 5*

**“...to network with high school principals when I typically see only elementary level principals at meetings. All while enjoying a great meal at a convenient location!”**

Lenora Fox,  
Folger McKinsey  
Elementary

to our schools.

**Lenora Fox, Principal**  
Folger McKinsey  
Elementary

1. To hear about contract updates and negotiations.
2. Have an opportunity to share my voice with AEL members.
3. To network with administrators who I may

otherwise not have the opportunity to speak with - for example, to network with high school principals when I typically see only elementary level principals at meetings. All while enjoying a great meal at a convenient location!

**Ryan Sackett, Assistant Principal, North County High**

I would say that I attend the

socials because I like seeing colleagues I wouldn't otherwise see during day to day operations. It's a place for us to relax and unwind, on someone else's dime no less. We also have the chance to share ideas and strategize about union topics. I also feel a sense

*Continued on page 7*

## Get Your Free AEL Polo Shirt



We still have some AEL polo shirts available. If you want one, please email Bob Ferguson at [leafman65@gmail.com](mailto:leafman65@gmail.com) with your shirt size ( they are cut to men's sizes) and are FREE!

Thanks Lou Anoff for spearheading this promotional effort.

# Value of the Network...

*Continued from page 6*

of duty toward a united front.

**Colleen McFarland,**  
*Principal, Glen Burnie Park Elementary*

The opportunity to network with administrative colleagues.

Time to catch up with friends.

The opportunity to hear contract updates and negotiations as well as

any new initiatives first hand.

Being involved and staying current is important.

**Sharon A. Ferralli,**  
**Principal, Four Seasons Elementary School**

-Enjoy the opportunity to meet and talk with fellow administrators in a setting outside of school

-Have an interest in being informed about work issues by AEL Leadership

-Always learn something new!

*Many thanks to the AEL members who respond to requests for contributions to the newsletter. We know you are busy and we appreciate you taking the time to share your thoughts.*

## 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



### 2017-18 AEL EXECUTIVE COMMITTEE/BOARD/STAFF

Will Myers (2017-21)	President	(P, South River HS)	(o)956-5600	<a href="mailto:wtmwants@aol.com">wtmwants@aol.com</a>
Nelson Horine (2017-21)	1st VP	(P, Anne Arundel Evening HS BOE)	(o) 222-5384	<a href="mailto:linnea.horine@gmail.com">linnea.horine@gmail.com</a>
Becky Blasingame-White (2017-21)	2nd VP	(P, Hebron-Harman Elementary)	(o) 859-4510	<a href="mailto:bblasingame-white@aacps.org">bblasingame-white@aacps.org</a>
Edie Picken (2016-20)	Secretary	(AP, South River HS)	(o) 956-5600	<a href="mailto:epicken@aacps.org">epicken@aacps.org</a>
Lou Anoff (2017-21)	Treasurer	(AP, Severna Park MS)	(o) 647-7900	<a href="mailto:lanoff@aacps.org">lanoff@aacps.org</a>
Patrick Bathras (2016-20)	Director at Large	(P, Severna Park HS)	(o)544-0900	<a href="mailto:pbathras@aacps.org">pbathras@aacps.org</a>
Kevin Wajek (2017-2021)	Director at Large	(C, Secondary Mathematics HS)	(o) 224-5464	<a href="mailto:kwajek@aacps.org">kwajek@aacps.org</a>
Open	Director at Large			

#### REPRESENTATIVE DIRECTORS (14): CLUSTERS/FEEDER SYSTEM

Open	(Annapolis Cluster)			
Tracey Ahern	(P, Odenton Elementary, Arundel Cluster)		<a href="mailto:tahern@aacps.org">tahern@aacps.org</a>	
Stacy Herbert	(AP, Magothy Rvr Middle, Broadneck Cluster)		<a href="mailto:sherbert@aacps.org">sherbert@aacps.org</a>	
Amy Hussey	(AP, Chesapeake Bay Middle, Chesapeake Cluster)		<a href="mailto:ahussey@aacps.org">ahussey@aacps.org</a>	
Open	(Glen Burnie Cluster)			
Dave Kauffman	(AP, Meade HS, Meade Cluster)		<a href="mailto:dkauffman@aacps.org">dkauffman@aacps.org</a>	
Troy Hermann	(AP, Meade Middle, Meade Cluster)		<a href="mailto:thermann@aacps.org">thermann@aacps.org</a>	
Ryan Sackett	(AP, North County HS, North County Cluster)		<a href="mailto:rsackett@aacps.org">rsackett@aacps.org</a>	
Jeff Haynie	(P, Solley Elementary, Northeast Cluster)		<a href="mailto:jhaynie@aacps.org">jhaynie@aacps.org</a>	
Open	(Old Mill Cluster)			
Patrick Bathras	(P, Severna Park HS, Severna Park Cluster)		<a href="mailto:pbathras@aacps.org">pbathras@aacps.org</a>	
Edie Picken	(AP, South River HS, South River Cluster)		<a href="mailto:epicken@aacps.org">epicken@aacps.org</a>	
Kevin Buckley	(P, Southern Middle, Southern Cluster)		<a href="mailto:khbuckley@aacps.org">khbuckley@aacps.org</a>	
Kevin Wajek	(C, Secondary Mathematics HS)		<a href="mailto:kwajek@aacps.org">kwajek@aacps.org</a>	
Open	(Special Centers)			

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

#### STAFF

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