

AEL Leadership Forum

VOLUME 13, ISSUE 8

JUNE 2019

UPCOMING EVENTS

June 19, 2019
**AEL Executive
Board Meeting**
5 pm
AEL HQ,
2521 Riva Road,
Suite L-2, Annapolis

July 17, 2019
**AEL Executive
Board Meeting**
5 pm
AEL HQ,
2521 Riva Road,
Suite L-2, Annapolis

August 2019
**AEL Executive
Board Retreat**
TBA

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Time to Step Up to the Plate

By Will Myers, AEL President

Editor's Note: Below is an excerpt from Will Myers speech to the County Council in May.

Good evening Chairman Pruski and Council Members. For the record, I am William T. Myers, President of the Association of Educational Leaders, Principal of South River High School and long-time resident of Anne Arundel County. My organization represents all principals, assistant principals, coordinators of instructional programs and special assistants for safe and orderly schools.

Tonight is somewhat strange for me. I usually

come before you to plead for complete support for the Superintendent's budget. Make no mistake, I am still advocating for increased spending for education in order to make up for years of restricted budgets. However, tonight I want to start with "thank you."

Thank you to Superintendent Arlotto for crafting a well-balanced budget which includes long sought compensation enhancements along with increased resources which begin to address short falls in past budgets. Thanks to our Board of Education which

not only supported Dr. Arlotto's budget but also added additional funding



Will Myers

in order to make up for insufficient budgets in the past. I would be remiss if I did not include County Executive, Stewart Pittman, who has had the courage to approve one of the most ambitious and necessary education

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Time to Step Up to the Plate...

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budgets in County history. Apparently, he is a man who keeps his promises.

“They are there in the evenings and on weekends. They are responsible and held accountable for just about everything.”

For years, AEL has fully supported our sister unions AFSCME, SAAAAC and TAAAC in their endeavors to seek fair compensation and working conditions for their memberships. As leaders in the school house, we recognize the value of every custodian, cafeteria worker, secretary and teacher. They are an essential part of every successful school.

At times, I believe there is some confusion between the terms “administration” and “administrator”. For me, “administration” represents the people who work at the Central Office making decisions which affect the entire school system. An “administrator” is the building-level leader

who is charged with implementing system-wide initiatives.

Administrators are generally the first people to enter the building and the last to leave. They are there in the evenings and on weekends. They are responsible and held accountable for just about everything. The cost of leadership in our County is sacrifice. It is a sacrifice of personal and family time, yet the administrator willingly makes that sacrifice day in and day out. Now for the first time in many years, I see optimism from my colleagues. The hope for much needed resources is high. They see the attempt to keep and attract teachers and administrators through competitive compensation.

Each of you as a member of the County Council has an

obligation to serve your constituents. Yet, there is a higher calling. A calling that looks out for the greater good of the entire county. No politician I know rides around with a bumper sticker which reads: “Let’s Raise Taxes!” However, if that is what it takes to keep our county a great place for our citizens, it’s time to step up to the plate.

I’ll conclude with a story about Babe Ruth. Ruth for many years held the major league record for home runs. What many don’t know, he also held the record for striking out. When once asked by a reporter what he thought about when he struck out. His reply was, “Hitting a home run.” The time is now for this Council to hit a home run.

Preserve the Process

By Rick Kovelant, AEL Executive Director and General Counsel

As I write this article, AEL and all other bargaining groups are awaiting the decision of the County Government to fund the AACPS budget. One can only hope it does so, as this proposed budget, that forms an integral part of the Negotiated Agreement, is an important step forward in addressing adequate compensation for AACPS employees. While grateful that a “fair decision” was reached, I would be remiss if I did not call attention to the process that was used to achieve the results. Before doing so, I need to make it very clear that this organization should be thankful for the time and effort spent by the Negotiating Team and the Executive Committee. Strategy sessions, development of positions and rationales and sitting at the bargaining table for hours are no small tasks. The frustration factor is enormous, the responsibility is great, and the rewards are very few.

The troubling issue regarding the negotiations is the simple fact that the resulting compensation piece, which is the cornerstone of the proposed agreement, was arrived at outside of the negotiation process between the parties. From the start, the Superintendent set his budget for employee salaries. This initial compensation proposal was, in fact, negotiated between Board Members during a marathon meeting without union involvement. The proposed budget was eventually enriched to include what became known as “catchup steps” for all represented employee groups. Frankly, it was the valiant effort of AEL President Will Myers, along with representatives from TAAAC, SAAAC and AFSCME who spoke long and hard for equal treatment for all employees.

Agreement was reached on a new contract with in-

creased compensation. So, what is the concern? Simply stated, the results took the place of the required means. This time the result appears favorable but, what happens in the future if a less favorable result occurs because the administration has predetermined the result? The law and common sense require that the parties negotiate in good faith. This is not merely a suggestion. Besides being a legal requirement, it is a right to be protected. This right recognizes that employees have a collective voice and ability to participate in deciding conditions of their own employment. Management should be given no right of predestination attributable to lawful bargaining topics, regardless of how generous the result may be.

In this newsletter, you will see the published remarks

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“The law and common sense require that the parties negotiate in good faith. This is not merely a suggestion.”

Preserve the Process...

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of Will Myers and Nelson Horine. They are dead on as to the call for action on the part of county government. They clearly support the resulting agreement reached with the Board of Education. All Unit II employees should be on board. In the future, however, we should all feel more

comfortable if we continue to adhere to the process, because non-negotiated results can change and administrative edict, however well intentioned, cannot be a substitute for a negotiated process that requires the participation of union and management in arriving at a fair result.

“...administrative edict, however well intentioned, cannot be a substitute for a negotiated process that requires the participation of union and management in arriving at a fair result.”

Congratulations to Our Retirees

Best wishes to our colleagues **George Beaumont, Geoff Casey, Virginia Dolan, Sharon Hansen and Deborah Kremer.**



Deborah Kremer and Will Myers



Will Myers and George Beaumont



Will Myers and Sharon Hansen

Valuing Educators

By Nelson Horine, AEL First Vice President

Editor's Note: Below is an excerpt from Nelson Horine's remarks to the County Council in May.

I am Nelson Horine, Vice President of the Association of Educational Leaders, and Principal of Anne Arundel Evening High School. I am also a 50-year resident of Anne Arundel County. AEL is the exclusive bargaining representative for AACPS Unit II employees comprised of all school-based administrators which includes principals, assistant principals, as well as program coordinators and the special assistants in the office of Safe and Orderly Schools. In number, AEL represents nearly 400 school system employees.

I am here to speak on behalf of those employees and respectfully ask for your support and adoption of the budget submitted by Mr. Pittman that recognizes not only the value of those educators, but the needs of our wonderful Anne Arundel County Public Schools.

This budget means that we are moving forward for the first time in years in the recognition of the employees of Anne Arundel County charged with insuring that our future citizens have the foundation education that they need to be career- and college-ready in an ever more challenging world.

The building level leaders represented by AEL are charged with implementing

the education policies developed by state and



Nelson Horine

national government, while at the same time ensuring that the students in the school have the opportunity to be taught and learn from the best teachers that the school system can hire. When compensation is discussed for educators, we cannot forget that those who run the schools, principals and

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Valuing Educators

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“The competition for the best and brightest is greater today than it has ever been.”

assistant principals, are teachers too. Historically, the Principal of the school was the “Principal Teacher” of the school. It is incumbent on our county government, through its wisdom, to ensure that all of the people who make schools work get the fair and adequate compensation that is a key ingredient in the hiring and retention process.

I don’t think anyone will dispute the quality of education in Anne Arundel County, but in an economy where tuition debt has skyrocketed, college graduates and those pursuing advanced degrees are looking elsewhere for higher paying employment. The competition

for the best and brightest is greater today than it has ever been. Fair compensation is what attracts the talent necessary to teach our students and run our schools. This proposed budget is a welcome step in the right direction. This budget will help us ensure that as teachers rise through the ranks to become school administrators, they remain in Anne Arundel County to maintain the continuity of thought and action that will perpetuate the high standards we have set for our school system.

Your school administrators are always there to answer the call. The call that comes early in the morning when the alarm

goes off in their building; the call when there is a death in the school community; the call when a student or teacher in the school has done something great; or the call when there is a fight in the hallway.

They are there to answer the call from a parent with a questions that must be answered now; they are there to answer the call from a teacher in need of support with their students, or to answer the call from a student who needs a recommendation to college. They are there late into the night for every game and concert, meeting, and more.... Often at the expense of their own families and children.

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Valuing Educators...

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Mr. Pittman is supporting his budget partly through tax increases and while no one wants taxes to increase, quality is never cheap. The majority of your school system employees, whether school administrators, teachers, custodians, secretaries or aides live in Anne Arundel County. They pay property taxes and income taxes, which means they will be funding the increase in

their own compensation. The investment in employee costs now will provide for a continued robust and vibrant school system and will make up for the years that compensation for employees has been placed on the back burner. While I speak for AEL and your building-level administrators, the entire education portion of this budget will be a valued step in

catching up not only on compensation shortfalls but other areas that have been struggling for years to be the best they can be.

To you our elected county council... It is now in your hands to do the right thing for our wonderful Anne Arundel County Public Schools.

“...it occurred to me that I was learning so much from you, yet you had few opportunities to breathe deeply and articulate the accumulation of “agita” (my grandmother’s translation for heartburn) that was so needed. “

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.

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2018-19 AEL EXECUTIVE COMMITTEE/BOARD/STAFF

Will Myers (2017-21)	President	(P, South River HS)	(o)956-5600	wtmwants@aol.com
Nelson Horine (2017-21)	1st VP	(P, Anne Arundel Evening HS BOE)	(o) 222-5384	nchorine@gmail.com
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Lou Anoff (2017-21)	Treasurer	(AP, Severna Park MS)	(o) 647-7900	lanoff@aacps.org
Open	Director at Large			
Kevin Wajek (2017-2021)	Director at Large (C, Secondary Mathematics HS)		(o) 224-5464	kwajek@aacps.org
Open	Director at Large			

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Open	(Annapolis Cluster)			
Tracey Ahern	(P, Odenton Elementary, Arundel Cluster)			tahern@aacps.org
Open	(Broadneck Cluster)			
Open	(Chesapeake Cluster)			
Open	(Glen Burnie Cluster)			
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Open	(Old Mill Cluster)			
Open	(Severna Park Cluster)			
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Open	(Special Centers)			

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

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