

# AEL Leadership Forum

VOLUME 13, ISSUE 9

OCTOBER 2019

## UPCOMING EVENTS

**Oct. 16, 2019**  
**AEL Executive Board Meeting**  
5 pm  
AEL HQ,  
2521 Riva Road,  
Suite L-2, Annapolis

**Nov. 20, 2019**  
**AEL Executive Board Meeting**  
5 pm  
AEL HQ,  
2521 Riva Road,  
Suite L-2, Annapolis

**Dec. 18, 2019**  
**AEL Executive Board Meeting**  
5 pm  
AEL HQ,  
2521 Riva Road,  
Suite L-2, Annapolis

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## Win Some, Lose Some

*By Will Myers, AEL President*

This was a year many Unit II members receive a substantial raise as a result of step and COLA increases. Many people were involved in guaranteeing Unit II was included in the enhanced salary package.

If one were to look behind the scene of the entire process, you would find that the enhancements were not truly negotiated. All salary enhancements were determined by the Board and Superintendent. Our inclusion was the result of arguing for equity at a marathon Board meeting.

Unfortunately, this year I do not see the process changing. We have

requested to begin negotiations before the Superintendent puts a salary enhancement placeholder in his budget. Once he makes his determination on salary, only the Board may amend his recommendation. We may be lucky and benefit from the remainder of the “Honeymoon” period with the new County Executive. Historically, we know it will not last. As much as we may be enjoying our new salary package, we will be faced with an increase in healthcare benefits effective January 1, 2020. We also have lost our professional days; the Board declined to continue the MOU which

provided extra leave days to offset our increased workload. There are many issues still in discussion. A committee has been established to review new guidelines for Unit II evaluations. A request has also been made to extend the MOU redlining salary reduction based on school population. I remain hopeful we can arrive at a mutual agreement on these issues and others. A “win some, lose some” philosophy will never benefit our membership. It seems the loses often negate the gains. My “Polly Anna” philosophy always looks for the win-win for all sides.

# I Had a Pleasant Dream

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

***“...this was a small and important benefit, presumably given in recognition of all that you do.”***

Sometimes when you think things will improve and sound reason and kindness will begin to prevail, you wake up from a pleasant dream and return to reality. I am sure some, if not all of you, remember that the BOE, in an effort to mitigate the impact of the exceedingly long, difficult and excessive hours worked by Unit II employees, entered into a Memorandum of Understanding (“MOU”) apart from the Negotiated Agreement that provided for professional leave for school based administrators and telecommuting for Unit II coordinators. Of course, there were certain conditions attached to their use, but none the less, this was a small and important benefit, presumably given in recogni-

tion of all that you do.

By its terms, the MOU expired on July 1, 2019. As this was not a part of the Negotiated Agreement, a request was made to reopen discussions and, in effect, continue the “program.” The MOU itself provided that any reopening would require mutual consent. One would think that this would be a mere matter of form, as the MOU had been in effect since November 19, 2015, and had been previously renewed and extended.

Well, that is not the case. A request to open discussions so this benefit could continue was made and sent to the BOE for what was expected to be its concurrence. The BOE, in an exceedingly prompt response stated through Ms. Rawles, Director of Employee Rela-

tions, “...please be aware that the Board has declined AEL’s request to reopen FY20 negotiations on this topic.” No reason for the BOE’s position was given, so one can only assume there is no interest in continuing a program that was designed to lighten the load for its “valued Unit II employees.” If anyone else has any idea as to why the BOE was not interested in continuing the program, please feel free to share your thoughts with me. Rest assured, that we will revisit this item as part of the negotiation opens this year and perhaps learn the BOE’s reasoning at that point.

As I was writing this article, it was brought to my attention that contrary to the

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# A Pleasant Dream...

*Continued from page 2*

clear precise and unequivocal language of Article 9 A 1 of the Negotiated Agreement which states in pertinent part, “Commencing July 1, 2013, each Unit II employee shall be given one (1) floating non-chargeable annual/ personal business leave day.” The Board’s employee relations office has concluded that this language was never intended to be-

come a permanent part of the agreement and should have been removed the following year. HUH? This language has been in the Negotiated Agreement since 2013 and had been ratified in every successive contract to the present. Wow, the professional leave program discussed above died unless revived by mutual consent. It now appears that the BOE

would try to unilaterally kill this contractual leave policy even though it has been jointly agreed to without a murmur of objection or renegotiation for more than six years. If you can find any stated termination date for this policy, please let me know.

The point of this article is to encourage Unit II employees who have had the same dream as I did, that sound reason and kindness will begin to prevail, should wake up from this pleasant dream and return to reality. Anything that would provide any relief for the excessive hours worked is of no interest to your employer. Kindness and consideration would be nice, but right now I would settle for the BOE’s adherence to the contract language it presumably negotiated in good faith.

***“This language has been in the Negotiated Agreement since 2013 and been ratified in every successive contract to the present.”***

## About Professional Growth Plans

This past year, AEL has found a number of Unit II personnel were placed on Professional Growth Plans. Currently, AEL is involved in rating appeals some of which have involved these Plans. ***If you are placed on a Professional Growth Plan, you need to contact AEL as soon as possible.*** All contact information can be found on the AEL website, [www.aelaacps.org](http://www.aelaacps.org) and on the last page of this newsletter. Do not wait until your rating. You can contact a cluster representative, Rick Kovelant (Executive Director), Will Myers (President), Nelson Horine (1<sup>st</sup> Vice President).

**MEMORANDUM**

TO: ALL UNIT II EMPLOYEES  
FROM: EXECUTIVE BOARD OF THE ASSOCIATION OF EDUCATIONAL LEADERS  
DATE: September 18, 2019  
SUBJECT: RETIREMENT INCENTIVE

The Board of Education and the Association of Educational Leaders (“AEL”) have had an agreement that provides, in part, for a pay enhancement for Unit II employees who may elect to retire at the end of this school year. In particular, various positions are eligible for a one-step pay increase on the salary scale, or the equivalent of a step, during their last year of service. The designated number of employees will be selected from the following areas:

- 2 High School Principals
- 4 Middle School Principals
- 4 Elementary School Principals
- 4 Coordinators/Special Assistants
- 4 High School Assistant Principals
- 8 Middle School Assistant Principals
- 4 Elementary School Assistant Principals

These positions are not subject to being changed. If for example, one area is not filled, it does not create a vacancy that can be filled by an employee from one of the other job groups. Two points: 1. Since the increase is effective January 1<sup>st</sup>, it is only the equivalent of .50%. 2. The position will be advertised during second semester.

The selection process of eligible Unit II employees, as determined by AEL, is based on the following seniority system criteria. Preference will be given to those Unit II employees who have been employed the longest amount of time by the Anne Arundel County School system as a Unit II employee. In the event of a tie, the Unit II employee who has been employed by Anne Arundel County Public Schools the longest amount of time as a full time employee will be given preference.

In order to be considered eligible for this retirement pay enhancement, all interested Unit II employees are required to submit in writing their intent to retire to AEL through William T. Myers, President (c/o South River High School, 201 Central Avenue East, Edgewater, MD 21037) no later than December 2, 2019. The letter of intent must contain the following information:

- Name
- Address
- Phone Number
- Email Contact Information
- Current Position
- Current Assignment
- Date of Employment by AACPS as Unit II Employee
- Date of Employment by ACPS as full time employee

Upon receipt of this information, the AEL Executive Board will determine the eligibility of each candidate to participate in the retirement pay enhancement. Each candidate will then be advised if he or she is eligible by December 09, 2019. Upon notification of eligibility, the candidate shall submit an irrevocable retirement application to the Board of Education no later than January 2, 2020 and to take effect on June 30, 2020.

Please note, **ONCE YOU ARE DETERMINED TO BE ELIGIBLE AND YOU MAKE THE ELECTION TO RETIRE, YOU ARE IRREVOCABLY COMMITTED TO RETIRE ON JUNE 30, 2020.**

# AEL FALL SOCIAL

## WHEN

**Oct. 16, 2019  
4:30 pm - 7pm**

## WHERE

**Hellas**

**8498 Veterans Hwy, Millersville**

**FEATURING • An update on Negotiations • Free Dinner • Time to catch up with friends and colleagues • Face time with experienced Unit 2 members who are here to help you•**

## FREE

### BRING A +1

**Bring a +1 and enjoy a complimentary dinner with your colleagues from across the county.**

### DOOR PRIZES

**Win a gift card! (10 gift cards were given out at the last event)**

### NEW IDEAS?

**If you are looking for new ideas or just a little support, this is the place to be on Oct. 16. It's fun. It's relaxed. It's so worth the effort.**

### RSVP

**Bob Ferguson**

**leafman65@gmail.com**

**Before Oct. 14th**

# Strong Turnout for Spring Social



Thanks to all who attended the Spring Social in May at Hellas. It was a lively group with lots of conversation and laughter. See you Oct. 16 for the Fall event, see page 5.

# 10 Hiring Tips from Your Colleagues

Hot off the hiring season, AEL members recently shared their best tips for filling those vacant positions.

1. Trust your gut.
2. Keep looking. Don't settle. You can teach curriculum, but you can't teach personality.
3. Call references and listen to what they say – read between the lines. What are they saying? What are they not saying?
4. There are many qualified candidates, but you're looking for someone who will fit in with the team.
5. Don't forget to call colleagues to see if they have interviewed any good candidates that they didn't hire.
6. Hire early, if you can.
7. Look for someone who is coachable.
8. Have they done their homework and learned something about Anne Arundel County?
9. A *real answer* is more important than a *correct answer*. Is their answer deeper than a canned answer?
10. Ask a person about their philosophies... a "challenging student" or a "challenging situation" you will get insight in to their values.



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.

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



**2018-19 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:nchorine@gmail.com">nchorine@gmail.com</a>
Becky Blasingame-White (2017-21)	2nd VP	(P, Hebron-Harman Elementary)	(o) 859-4510	<a href="mailto:rblasingame-white@aacps.org">rblasingame-white@aacps.org</a>
Natalie Marston (2016-20)	Secretary	(P, Central Special School)	(o) 956-5885	<a href="mailto:nmarston@aacps.org">nmarston@aacps.org</a>
Kevin Wajek (2017-2021)	Treasurer	(C, Secondary Mathematics HS)	(o) 224-5464	<a href="mailto:kwajek@aacps.org">kwajek@aacps.org</a>
Ryan Sackett	Director at Large	(AP, CAT North)	(o)969-3100	<a href="mailto:rsackett@aacps.org">rsackett@aacps.org</a>
Open	Director at Large			
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>
Open	(Broadneck Cluster)	
Open	(Chesapeake Cluster)	
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>
Open	(North County Cluster)	
Open	(Northeast Cluster)	
Open	(Old Mill Cluster)	
Open	(Severna Park Cluster)	
Edie Picken	(AP, South River HS, South River Cluster)	<a href="mailto:epicken@aacps.org">epicken@aacps.org</a>
Open	(Southern Cluster)	
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**

Rick Kovelant (Executive Director, Legal Counsel)	(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

AEL Office, 2521 Riva Road, Suite L-2, Annapolis, MD 21401 (o)410-224-3311 (f)410-224-3345