



ASSOCIATION OF EDUCATIONAL LEADERS

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AELAACPS.ORG

MEETING MINUTES MAY 19, 2016

In Attendance: Will Myers, Nelson Horine, Amy Hussey, Paul DeRoo, Edie Picken, Jessica Tickle, Tammy Perunovich, Tracy Ahern

Not in Attendance: Louise DeJesu, Terri Poisson, Mike May, Patrick Bathras, Jen Hernandez, Becky Blasingame-White, Phil Elliott, Linda Ferrar, Ryan Sackett, Sharon Ferralli, Dave Kauffman, John Striffler, Rick Kovelant

1. Call to Order - W. Myers: The meeting began at 5:12 p.m.
2. Approval of Minutes - E. Picken: Correction was made to an incorrect numbering at the end of the minutes. The minutes were approved. Jessica Tickle made a motion to approve the minutes; Amy Hussey seconded the motion.
3. President's Report - W. Myers: It was noted that AEL is now at 87% membership of Unit II employees. Bob Ferguson is working to raise it to 90%. Will shared that schools during the 4 day work week, offices will be open to the public 7:00 a.m. to 3:00 p.m.; this was agreed to by Arlen Liverman. This was a concession made based on discussion regarding summer workload and the 10 hour day. The next item discussed was regarding the establishment of an AEL Defense Fund that would partially assist Unit II members with legal fees to pay Rick Kovelant. There will be an official vote that will need to be taken for a defense fund. The third item discussed stated that Rick will be working on contractual language to make sure that all is acceptable. Rick is currently representing two AEL members with issues they are faced with at this time. It was discussed that for negotiations former language from prior contracts needs to be made available and included in current negotiations.
4. Executive Director's Report - R. Kovelant. Rick was not able to attend due to technical difficulties. Will Myers provided information throughout the meeting referencing issues covered by Rick.
5. Treasurer's Report - P. DeRoo/B. Ferguson: Bob provided those in attendance with a current print out of AEL's expenditures so far this year. One of the invested CD's is coming due and there was discussion that the CD needed to be reinvested. Bob will contact the bank to do so. There was

more discussion about expenditures and Curb Media for the website. Edie will call Keith to find out about what the \$117.99 was billed for and request that bills be more specific as to what the amounts are for. Current expenditures reveal that AEL can continue to run in the black. Discussion regarding personnel matters moved to executive session at this point. Current expenditures reveal that AEL can continue to run in the black.

6. Administrator's Report - B. Ferguson: Bob indicated he did not attend the Board meeting May 18. He discussed that he is having difficulty with NAESP to agree on what the national dues for elementary members should be. Will noted that NAESP adds a year's worth of dues when AEL signs a new member; this is not what NASSP does for secondary. It appears that NAESP is working on a 22 pay period versus a 26 pay period. Will noted that this has been a problem for the last 2 years. Bob and Paul are going to meet May 27 to try and get this situation corrected. Bob brought up a situation involving the Sick Leave Bank. There is an intern at one of the secondary schools needing to apply for Sick Leave from the Sick Leave Bank; however, this individual had not applied for the AEL Sick Leave Bank. TAAAC Sick Leave Bank does not carry over when transitioning to Unit II. There also is an AP at another secondary school needing to use the Sick Leave Bank. This individual provided documentation from a physician stating that this person can no longer continue in the current position as AP. This issue will be handled through HR and not AEL since it involves the persons current work assignment. Until HR makes a determination, AEL will support this person.

7. Business items:

- Workload update - N. Horine: The committee met May 19. Nelson discussed the 3 tiered compensation pilot. Nelson updated the purpose of the committee for the two new members in attendance. There will be a review at the end of the current year as to how the compensatory days were used by Unit II. At the meeting were Kathy Kubic, Melisa Rawles, Florie Bozzella, Angie Auth, and Monique Jackson from the Board; Nelson Horine, Amy Hussey, Will Myers, Louise DeJesu, Becky Blasingame-White, and Terri Poisson represented AEL. The meeting included first setting the agenda for the upcoming year. The focus this year will be on what is impacting the day to day issues affecting workload. The next item will be evaluating the salary scale and how it might be made better. Nelson indicated that this was a necessary focus in order to reach improvement particularly with regard to steps and COLA. Nelson said that there needs to be clearly established goals so that no group is negatively affected. These also are issues confronting negotiations. With respect to the compensatory leave, Tracy Ahern mentioned that she always is in a position of losing leave, and here she was getting 3 extra days. Amy pointed out that it was at least an effort to get something for what Unit II does with the extra time these employees give. Meetings will take place on a Thursday each month. There was question about the level of understanding Unit II members have about the professional annual days and how they can be used. The point was noted and will be part of further discussion.

- Negotiations - W. Myers: Last year negotiations were very contentious. Before negotiating this year, both sides met with a chief negotiator to learn how to engage in negotiations more effectively. Thus far, there are four items AEL has established as items to discuss. AEL only presented three at this time. Recent agreement was reached with the BOE accepting the increase in reimbursement for doctoral course hours to 12. There was additional discussion with respect to the retirement incentive, whether or not it would be included if a Unit II member wanted to retire in December as opposed to July. They will come back to the table to discuss this. Will indicated that AEL has asked for 3 steps and the equivalent for those people who have stepped out (beyond 40), which would put Unit II members on the scale where they should be at this time. This item will be open for discussion at the next negotiating meeting. AEL is willing to go to impasse if this item is denied. The issue with stipend pay was not discussed, though brought to the table. Jason Dykstra attended that meeting with information regarding those schools that are still identified as challenged schools. The list has been reduced from 28 to 17. There is inequity as currently set up.
- Public Hearings - Will Myers talked about the meetings. He noted that the meetings held at both North County and Annapolis had nice turn outs. Will spoke at North County and Nelson at Annapolis. There is a coalition established to review health care cost increases. It was noted that Schuh provided a portion of the funding to reimburse the health care fund; however, AEL members are potentially facing significant increases in cost to make up the funds that the Board took from the fund to pay raises for 2015-2016—this was done by the County Council and Board of Ed. No one agreed to use these funds, but the BOE did it anyway. Nelson and Will are participating along with TAAAC, SAAAC, and AFSCME. The next meeting will be May 31. Both Will's and Nelson's speeches will appear in the next newsletter.

8. New Business:

- Retreat - The Executive Board will meet to determine the upcoming year's focus and direction. The date of the meeting to be established.
- Other - Will discussed the proposal for a \$5,000 defense fund to support an administrator being harassed by a parent. An official vote was taken and the Executive Board agreed. Will made the motion, Edie Picken seconded, all others in attendance voted 100% to support establishing the fund.

Edie Picken brought up as a new item suggesting making a change to the By Laws to include that if AEL is going to legally represent a Unit II employee, then the Unit II member should be an AEL member. Will indicated that the proposal needed to be written up and presented to the membership for a vote. Edie agreed to do so.

9. Adjournment - Jessica Tickle made the motion to adjourn, Tammy Perunovich and Tracy Ahern seconded the motion. The meeting was adjourned at 6:34 p.m.