

LEADERSHIP FORUM

The Newsletter of the Association of Educational Leaders, Anne Arundel County

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Spring 2003

AEL to litigate loss of position

In an unprecedented move, the Administration has on its own initiative changed the title of Personnel Specialist I to Recruiting And Staffing Specialist and designated the same as a Professional Support Staff position. Under the Negotiated Agreement with the Board of Education, this position was identified as a Unit II position and was recognized on the Unit II salary scale at Job Group VII.

While this change impacts only one individual, it is illustrative of the attitude that the Negotiated Agreement has only the importance and meaning that the upper Administration wishes to give. In short, this change is an attempt to limit the terms and the provisions of the Agreement to serve the needs of the Administration.

It seems that the Administration is either insensitive to AEL and its members or is indifferent to the bargaining process. AEL has and will continue to represent those employees who have been designated as Unit II members. To the extent the Board wishes to

limit those employees who are part of the defined Unit II class it must do so, if possible, in the context of the bargaining process. This attempt to take matters into its own hands and disenfranchise one employee from being represented by AEL is a discredit to the collective bargaining process. Individuals should be free to join or not join a bargaining group. If the Administration has its way, the individuals holding this position in the future will not have the opportunity to receive the benefits of AEL's representation and contract. It is not the role of the employer to redefine the bargaining unit so as to deny an employee these benefits.

On April 8, 2003, a letter was sent to Dr. Joey Wise advising him of AEL's concerns, and that AEL believed the removal of this position was a breach and violation of the Negotiated Agreement.

To date no response has been forthcoming. Absent any meaningful dialog that would attempt to resolve this matter, litigation is inevitable. ■

Tackling the greatest daily challenge

County educational leaders share their thoughts

The demands on educational leaders seem to grow every year. The AEL Leadership Forum newsletter recently asked some AEL members: "What is your greatest daily challenge?" Here is what they said....

George Kispert

Principal, Northeast Senior High

"...Keeping up with the 1,000s of emails from everybody. There are sometimes five or six emails on the same topic. There are still just as many phone calls, but you must also check and respond to emails," he says.

Kispert says that he welcomes email as

an added means of communication and notes, "You just have to adjust the way you operate to include it."

Brenda Hurbanis

Principal, Brooklyn Park Middle

"...Maintaining your focus on the mission and vision of your school. You have to keep fighting to stay focused. If you do that, everything else will fall in around it."

Bob Ferguson

Assistant Principal, Meade Senior High

"Keeping an active presence at Meade Senior High School so that the teachers, par-

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Dates to Remember

May
AEL Elections
(Details to come)

May 12
County Council hearing on AACPS Budget
Chesapeake Center,
Brooklyn Park
7:00 p.m.

May 14
County Council hearing on AACPS Budget
Arundel Center,
Annapolis
7:00 p.m.

June 1
County Council Approval FY2004 Operating & Capital budgets

June 12
AEL Spring Reception
Yellowfin Restaurant
Edgewater
4:00 - 6:00 p.m.

June 20
Board of Education Approval of FY2004 Operating & Capital budgets

July 1
Approved FY2004 Operating & Capital budgets implemented

It's time to speak out

The County budget process for next year will culminate with two public hearings with the County Council. The first is May 12, 7:00 p.m. at the Chesapeake Center for the Creative Arts. The second hearing will be May 14, 7:00 p.m. at the Arundel Center. The sign up process for those wishing to speak at the hearings begins at 6:00 p.m. on both evenings.

These are fiscally lean time for the County. Our presence at both meetings are essential to supporting the negotiated 3% COLA and the curriculum changes for next year. Please make

every effort to attend to support the speakers from AEL.

AEL Elections

Anyone who is interested in running for an

AEL office or seat on the board should give me a call as soon as possible. I can be reached at 410-222-6469. We expect to have the ballot mailed to you in the next

couple of weeks and the results by the June 12 Spring Reception. If you would like more information about what is involved in being an AEL leader, please don't hesitate to give me a call. ■

*President's Column
by Charles Jansky*

Tackling daily challenges...

Continued from page 1

ents and students see you as someone who is involved, not someone who sits behind a desk all day."

Planning is the key, says Ferguson. "You have to plan and stay focused. You learn not to sweat the little things and enjoy what you do," he says.

Patrick Bathras

Assistant Principal, Brooklyn Park Middle

"...Inspiring and motivating students to learn and instill in them pride in their school and community. You have to show them the value of education and how it is going to affect their future."

He says it all starts with daily interactions. "You have to make a connection by greeting them as they arrive, seeing them in the hallways and classrooms, giving them positive feedback, modeling appropriate behavior and showing them what it takes to be successful."

Randy Rice

Principal, Windsor Farm Elementary

"Meeting the needs of the students and working to meet the high expectations of the community. It means scheduling your time so that you are available especially to meet with parents. It means working with staff so that they can provide the superior instruction that is expected."

Rice notes that he encourages staff development on an individual level and that he has found his best resources are the teachers themselves. He holds staff development meetings once a month. He has teachers share their best practices regularly on the Intranet. In addition, teachers in his school go on "walk throughs" – where they visit other classrooms and observe the instruction. According to Rice, "It builds morale, brings the staff together as a community, and it makes for better instruction." ■

AEL Spring Reception

June 12

4:00 - 6:00 p.m.

Location: Yellowfin Restaurant
(overlooking the South River)
2840 Solomons Island Rd.

Sponsored by
LifeTouch Studios

Members: Free
Non-Members: \$10

For reservations, call Don Smith at 410-349-1764



Newsletter designed to address and inform

This is the second edition of the AEL *Leadership Forum* newsletter. The positive feedback on this publication has been encouraging. In order to utilize this "communication tool" in an effective way, the Executive Board has decided that the newsletter should address and inform the members about items that impact on their association with AEL, problems, issues and concerns that have arisen during the year with the Board of Education, the Superintendent, and the Administration in general, and issues that impact on their employment. In other words, to get the most mileage and appropriate use from this communication tool, it can not be used exclusively as a "Society" piece that provides photo ops of our members. The importance of this newsletter is to deliver news and information that will assist members in the course of their work.

Admittedly, there is a balance to be achieved between providing coverage of social events and reporting on controversial issues. In a perfect world the former would be welcome and the later would not be necessary. In the real world however, the need for the AEL Unit II member to be informed about issues that could alter or modify his employment need to take precedent over the "good news" of the day. We have limited time

Transfer process reminder

It is that time of year when Unit II staff may expect information regarding their assignments for the upcoming school year.

Should you have questions about this process or your assignment, please contact one of the following individuals:

- Charles Jansky, 410.222.6469,
- Rick Kovelant, 410.792.7440
- Don Smith, 410.349.1764. ■

Be an AEL Leader

If you are interested in being an AEL officer or board member, contact Charles Jansky at 410.222.6469. The ballots will be mailed shortly.

and opportunity to meet in person at a membership meeting. Our biggest membership turn out is at the beginning of the school year. Usually, at that time there are few problems to discuss. In order to keep you informed we now have the means to do so by virtue of this newsletter.

As you will see, we will be presenting the views of our

*A Message from Richard Kovelant,
Executive Director & General Counsel*

membership in coming issues. You will be advised of positions taken on issues that impact AEL members. With more than 260 members representing a commitment in excess of 90 percent of eligible employees, it is impossible to address each individual on a one to one basis. The newsletter will offer a solution to this communication problem.

Communication is a two way street. We need your feedback. Tell us your needs and problems. Tell us if we are or are not doing a good job. We can no longer operate this organization with out your support. Please get involved. ■

Summer Retreat planning underway

AEL is planning a summer retreat in preparation for the negotiation process.

This year's negotiations with the Board of Education will involve the entire AEL/BOE Negotiated Agreement. Members' input regarding improvements is critical to the team representing the organization at the bargaining table.

If you would like to participate in the summer retreat, please contact Charles Jansky at 410.222.6469, Rick Kovelant at 410.792.7740, or Don Smith at 410.349.1764.

Members may also contact these individuals with any concern, ideas, or suggestions concerning the negotiated agreement. ■

The Association of Educational Leaders

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Association of Educational Leaders

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Letters to the Editor welcomed

We encourage members to use this newsletter to share their opinions and ideas. If you would like to express your thoughts on the issue of the day (i.e. the reduction of pupil personnel workers and its impact on your school) or time saving tip or a creative solution to a common problem, please send your submission to: Don Smith at 410.349.1764 (fax) or Denise Hofstedt at 410.421.5832 (fax), dmhofstedt@att.net. ■