

AEL Leadership Forum

VOLUME 11, ISSUE 3

MARCH 2016

UPCOMING EVENTS

March 17

**AEL Executive
Board Meeting,
5pm**

AEL HQ,
2521 Riva Road,
Suite L-2, Annapolis

April 21

**AEL Executive
Board Meeting,
5pm**

AEL HQ,
2521 Riva Road,
Suite L-2, Annapolis

April 28

**AEL Spring Social
4:30 pm– 7:30 pm**

Hellas', Veterans'
Hwy, Millersville

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The need to work together remains

By Will Myers, AEL President

I wanted to begin this month's newsletter with something other than negotiations. In the past few months, I have had the opportunity to speak with County Executive Steve Schuh, Board President Stacy Korbela and Superintendent

"Too many times we have been lured into compliance with promises which have been unfulfilled. I would like to think there is light on the horizon.



AEL President Will Myers and 2nd Vice President Amy Hussey at an Executive Board Meeting earlier this year.

George Arlotto along with any other interested party. Our conversations have revolved around the necessity to work together toward common goals.

As a group, we are recognized as an important and essential part of

making our schools an environment where students learn and grow. There seems to be a recognition that in order to attract and keep top administrators, we need to have an attractive and competitive compensation package.

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Working together...

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Although I tend to be somewhat “Pollyanna” in my approach to many things, I am at heart still a realist. Too many times we have been lured into compliance with promises which have been unfulfilled. I would like to think there is light on the horizon. I will do so with just the right touch of pessimism. The expertise and dedication we exhibit every day is amazing. The rewards of our ef-

forts are many--the child who smiles, the parent who says thank you, and the faculty member who appreciates your leadership. We all have good things happening in our schools. Sometimes, we just get caught up in the vortex of negativism. It's easy to do. The next time you feel yourself being dragged down, think of the amazing job you are doing and keep your head up.

AEL Spring Social

Thursday, April 28

4:30—7:30 pm

Hellas, Millersville

8498 Veterans Hwy

Join your colleagues to honor your fellow AEL Members who are retiring this year and get the inside scoop on the latest in negotiations. It's fun and it's FREE.

RSVP by April 22 to Bob Ferguson at leafman65@gmail.com



Here to assist when you need help or advice

If you need help or advice, please remember to contact Rick Kovelant. He is our legal counsel and has a wealth of experience in many different scenarios. He is a valuable resource and available to you as part of your AEL membership. He can be reached at 443-848-8022.

A change is on the way? Let's hope so!

By Rick Kovelant, AEL Executive Director and General Counsel

In our previous newsletter we have called your attention to the problems associated with the AEL/BOE negotiating process and how it has adversely impacted the process and the result. In response to our concerns the Board has scheduled a session with the Federal Mediation and Conciliation Service to provide instruction and insight on the mediation process. By the time you receive this message this session will have already occurred.

We are hopeful that this is a first step in having a mediator participate from the outset in the upcoming negotiations. The training, however, could be of little use if a mediator does not become part of the

process. If information and proposals are not submitted in a timely manner this training will also be for naught.

AEL will approach this suggested training with an open mind, a willingness to repair the past practices, and

will try to regain any trust and confidence in the BOE at the bargaining table.

The first step in correcting a problem is to recognize one exists. I believe we have taken

this step. The next step is participating in the repair or enacting a change that is necessary to meet the end



goal. In our case, it is receiving a fair and equitable compensation package for Unit II employees for their devotion and commitment to their jobs. I hope a change is on the way.

Evaluation Appeal Procedure

Here is the step-by-step Evaluation Appeal Procedure – keep it handy.

1. A Unit II employee who is dissatisfied with any item of the employee's evaluation, has not received a rating, or believes that the rating process has not been timely or properly complied with may appeal to the Appeal Committee as constituted herein. The Unit II employee shall initiate the appeal within ten (10) days from the receipt of the final rating and if no rating is provided, no later than July 15. The Unit II employee shall submit the basis of the appeal and a detailed description of the items being contested in writing to the rater and to the Director of Human Resources. Note that at any time during the evaluation appeal process, the rater and the ratee may mutually agree to settle the contested items of the evaluation. Should such a mutual agreement be reached, a statement signed by both the rater and the ratee must be submitted to the Director of Human Resources.

2. Upon receipt of an appeal, the Director of Human Resources shall within ten (10) duty days identify two individuals selected by the Superintendent, other than the rater, to serve on the Appeal Committee and notify the Association of Educational Leaders (AEL) of their selection. AEL shall have ten (10) duty days in which to appoint two individuals, other than the ratee to the Appeal Committee and notify the Director of Human Resources. The President of AEL and the Director of Human Resources shall select a neutral third party from the list of retired administrators or other mutually agreeable persons who have agreed to serve in this capacity. Upon determination of the neutral third party committee member, The Director of Human Resources shall within ten (10) duty days set the date of the initial meeting and shall notify the ratee and the rater of the same. All notifications and correspondence shall be accomplished by letter with copies to AEL and appropriate AACPS representatives.

3. At the meeting, the committee members shall elect a chairperson, set the agenda for the

meeting, procedure to be followed and proceed with the rating review. The attached Hearing Procedures Guidelines will be used as a resource in conducting the hearing.

4. Concurrence of a majority of the members of the Appeal Committee will be required to uphold or reverse the original rating. Within ten (10) duty days following the determination, the Appeal Committee shall submit a written report to the Director of Human Resources, AEL, the rater and the ratee. The attached Hearing Report format shall be used as a guide in preparing the report.

5. Within ten (10) duty days following the Appeal Committee's report or its failure to act, either the ratee or the rater may appeal the decision in writing to the Superintendent. The Superintendent shall render a written finding within ten (10) duty days after receipt of the appeal. Except in the case of an unsatisfactory rating, the decision of the Superintendent shall be final and non appealable. In the event of an unsatisfactory evaluation finding by the Superintendent, the ratee shall have such other and further appeal rights as provided by law.

6. The final decision of the Appeal Committee or the Superintendent, as the case may be, shall supersede those items in the original rating and shall become the new evaluation for the Unit II employee. The Division of Human Resources shall not provide any references that contain data based on items which are pending review pursuant to this appeal process or which have been superseded by the Appeal Committee or Superintendent.

7. AEL and the Anne Arundel County Public School System shall agree upon the payment for the services rendered by the neutral third party and each shall be responsible for the payment of one half of the agreed amount.

8. During the period of an employee's evaluation appeal, all performance pay determinations shall be held in abeyance pending the final disposition of the appeal.

Not to be missed: New sign installed at HQ



AEL had its new sign installed recently. As many of you know our offices are adjacent to the TAAAC office and now there is no mistaking exactly where our office is located.

Thanks to Bob Ferguson for his efforts in making that happen.



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Our say: Managing stress in our teams

Despite being on the downhill side of the school year, March can be a stressful month for educational leaders... the second semester well underway and testing, lots of testing ahead. AEL members share their stress management techniques for themselves and for their staffs.



Breaking bread at CAT North

Ashley Moore,
Assistant Principal
*Chesapeake Science Point
Public Charter School*

I relieve stress mostly by working out. As a busy administrator and mom of twins, I have to find 30 minutes of my day to make sure that I get in daily exercise. It helps me clear my

work to serve our school communities.

Sean McElhaney, Principal
Old Mill Middle North

I would consider Old Mill Middle North a unique place to work because combatting staff stress is a big part of what we do. I look at it as a state of mental or emotional strain. With an established staff with very little turnover each year I am able to see changes in the staff's behavior and or emotional state and collaborate with the Leadership Team as to how we need

Dan Schaffhauser, Principal,
*Center of Applied Technology
North*

We do a number of full staff social gatherings: Chili Cook-off & Soup Cook-off recently. Prior to that, we did a Holiday meal before Christmas vacation. All of our staff gets involved – nothing better for stress relief than sitting down at the table to break bread together.

mind and relieve tension.

In addition to working out, I indulge in spa visits every other month.

Having time to yourself to recharge and refresh is imperative so that we can do our daily



"Paint Night" at Old Mill Middle North

to alleviate what might be causing the unneeded stress.

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Managing stress...

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We have done many creative activities over the years including a rendition of a “Paint Night” activity where the person delivering the PD directly tied it to people being successful even outside of their comfort zones. Under the direction of the assistant principal, the staff painted a crab in the water. Each staff member displayed the painting within the classroom as a reminder that everyone can succeed. We have also done a PD in the format of the “Amazing Race” with task-

specific challenges that needed to be completed prior to moving on to the next task. OMMN Nija Warrior was another successful activity that rewarded those who completed the task-based PD. We have also hosted

“OMMN Patriot Perk” which was a professional book club. The environment for the PD was simulated as a coffee shop with soft lighting, music and, of course, coffee and tea.

Tip of the Month: Log your time

The Workload Committee has received feedback from members regarding the comp time deal. Members are encouraged to keep a log of their time beyond the eight-hour day. The Workload Committee would like to see the results.

Welcome!

Kelly Rieder, Coordinator
Kellie Anderson, Coordinator



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



2015-16 AEL EXECUTIVE COMMITTEE/BOARD/STAFF

Will Myers (2013-15)	President	(P, South River HS)	(o)956-5600	wtmwants@aol.com
Nelson Horine (2013-15)	1st VP	(P, Anne Arundel Evening HS BOE	(o) 222-5384	linnea.horine@gmail.com
Amy Hussey (2015-17)	2nd VP	(AP, Chesapeake Bay MS)	(o) 437-2400	ahussey@aacps.org
Louise DeJesu (2014-16)	Secretary	(P, Hilltop ES)	(o) 222-6409	louisedejesus@yahoo.com
Paul DeRoo (2014-16)	Treasurer	(P, Bates MS)	(o) 263-0270	pderoo@aacps.org
Patrick Bathras (2015-16)	Director at Large	(P, Severna Park HS)	(o)544-0900	pbathras@aacps.org
Jessica Tickle (2015-16)	Director at Large	(C, Office of Student Data)	(o)222-5153	jtickle@aacps.org
Edie Picken (2015-16)	Director at Large	(AP, South River HS)	(o)956-5900	epicken@aacps.org

REPRESENTATIVE DIRECTORS (14): CLUSTERS/FEEDER SYSTEMS

Mary Poisson	Central Office Representative		(o)222-5440	Terrypoisson7@gmail.com
Phil Elliott	Cluster Rep (AP, Annapolis HS)		(o) 266-5240	
Patrick Bathras	Cluster Rep (P, Severna Park HS)		(o) 544-0900	pbathras@aacps.org
Edie Picken	Cluster Rep (AP, South River HS)		(o) 956-5600	rag_qb@hotmail.com
Shauna Kauffman	Cluster Rep (P, Arnold ES)		(o) 222-1670	shauna@yahoo.com
Sharon Ferralli	Cluster Rep (P, Four Seasons)		(o)222-6501	sferralli@aol.com
Rebecca Blasingame-White	Cluster Rep (P, Hebron-Harmon ES)		(o)626-9747	mybeckyb@yahoo.com
Troy Herman	Cluster Rep (AP, Meade Middle)		(o)674-2355	gino88@verizon.net
Brent Wescott	Cluster Rep (AP, George Foxx MS)		(o)437-5512	
Mike May	Cluster Rep (AP, Southern HS)		(o)867-7100	cmmay@aacps.org

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

STAFF

Rick Kovelant (Executive Director, Legal Counsel)	(o) 897-0747, (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

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