



ASSOCIATION OF EDUCATIONAL LEADERS

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Association of Educational Leaders (AEL) presentation to the AACo Council May 18, 2022

Presented by: Edie Picken, President AEL, Assistant Principal South River High School

Again, Madam President and Council Members. It is my pleasure to speak before you again this evening.

As I stated in my May 9 presentation to you, AEL is grateful for the opportunity to hear from us as it relates to the Superintendent's budget and for any and all funding you provide to allow AACPS to function.

I stated last time that AEL is in the process of negotiating for that which we have been owed since 15-16—the step for those of us who were not stepped out at that time. We have six individuals who were not stepped out at year and are owed this step. The board is saying that these individuals who are now on our highest step—step 40—are not eligible to receive what they are owed. It is paramount that these individuals, along with all others who are eligible for this step, receive this pay increment. With the insurmountable workload increase that has occurred over the last few years, those of us who are in supervisory capacity should be compensated for the amount of time we are being expected to extend beyond our contractual hours. Our contract says 40 hours; however, the majority of us are working well into 80 hours plus per week, including weekends. We are told “Be sure to take care of yourselves” but we can't due to the expectations placed on us. As a result, we are also asking that the Council consider an increased amount to the Superintendent's budget to cover a 5% COLA.

I am sure you have questions, but I want to share some information with you that I shared with the Board of Education. A review of salary increases over the last four years for Unit VI—the Superintendent's Executive Staff—have received over 25% increase in salary. One individual in this Unit has received a 49% increase in salary. This is outrageous when you consider that the differential between those of us who are in supervisory capacities and those we supervise is considerably narrower, with some teachers now making more than those of us with increased responsibilities due to our roles.

I explained last time, that negotiations are truly not negotiations. The Board does not negotiate. My actual wording is that we are voluntold what we are going to get. They waste our time bringing us back to the table only to continue to say no, but they will say they negotiated. This has been going on for 8 years. School based administrators, instructional coordinators, and special assistant's to the superintendent deserve better and more. We are hoping that you will be able to find the funding we are requesting and specifically earmark it for those purposes only and no other.

Thank you.