



Teaching. Learning. Leading.

ACTION REPORT

VICTORY! AEA ADVOCACY AND CAP

Good news! Very strong and persistent advocacy by AEA has resulted in the school board adding a \$75,000 line item to the proposed FY 10-11 budget as compensation to teachers who completed National Boards during school year 09-10, or those who successfully complete other CAP portfolios prior to July 1, 2010. However-remaining in question is what will happen to teachers who completed NBCT or a CAP Portfolio in school year 08-09 and received only partial compensation in the payroll cycle this school year (09-10)? As of today, the

School Board has not made any changes in their compensation. The estimate for full compensation of the cohort is \$85,000. Source: 3/12/10 Memo to School Board. The CAP program will continue during school year 10-11, but be advised that as of now, funding for compensation is year-to-year. In other words, the school board must approve CAP compensation as part of its budget on a yearly basis. T-scale members should write the school board, (Schoolbd@arlington.k12.va.us), applauding the line item for CAP compensation for school year 10-11 graduates,

and urge them to keep this item in place. Members should also ask the board to make CAP compensation the same as compensation for moving lanes. T-scale who achieve BA+15, MA +30 or PhD, receive the lane change compensation regardless of whether step increases are granted. AEA President Jennings suggested this to School Board Vice Chair Libby Garvey, who took note and will share this idea with her colleagues. If CAP is important to you, write the board in support of this idea. (cont'd pg 2)

DID YOU KNOW?

NEA BENEFITS

- Pet insurance
- Vision & Dental insurance
- Online financial advice
- 5-minute Retirement Check-up, and much more! Visit www.neamb.com.



IS IT TIME TO RENEW YOUR TEACHING LICENSE?

Provisional/Conditional License 2010

The deadline to submit required documents is **MAY 1st 2010**. Official transcripts are required to document college credit. Photo copies of VCLA, VRA, Praxis II, TSIPS, and Child Abuse Recognition training are acceptable.

LICENSE RENEWAL-2010

The deadline to submit required documents is **June 1st, 2010**.

Contact Billie Deel x6108 or bjdeel@arlington.k12.va.us with questions.

VRS CHANGES APPROVED BY THE GENERAL ASSEMBLY

- **Local Option-Employee pays up to 5%**
Applies to: New & Current Employees (not applicable in Arlington for FY 10-11 see "VRS Options" on page 2)
 - **Change Minimum Full Retirement Provisions. Applies to: New Employees.**
 - **Change Unreduced Retirement Provisions** for those Under Full SSA age.
Applies to: New Employees-Rule of 90, (Age + Service)
 - **Change calculation of Average Final Salary to highest 5 years. Applies to: New Employees.**
 - **Cost of Living Adjustment. Applies to: New Employees-1st 2% CPI; 1/2 of over 2%, up to 8%.**
 - **Change in Purchase of Service. Applies to: New Employees**
- Your VEA dues at work!** Thanks to VEA staff and advocacy by members which helped to limit changes affecting current employees!

VICTORY!

(cont'd from page 1)

The CAP program and NBCT will operate next year, but financial compensation for your efforts is another matter entirely. Successful candidates in school year 10-11 would be eligible for compensation after July '11 and the funding would be in the FY 11-12 budget. HOWEVER, be advised that currently there is *absolutely no guarantee* you would receive your skip step or any step in relation to CAP. In other words, should you enter the program and be successful, enjoy the laurels but NOT THE CASH. Dr. Murphy has indicated in his budget forecast no step increase for any staff in FY 11-12. No step increase for any staff likely means no compensation for CAP graduates. Help advocate for step increases for all, including CAP candidates!

VRS OPTIONS

School Board-sponsored VRS contributions are safe-FOR NOW! On the local level, the School Board has decided *not to* deduct from 1-5% of your paycheck in support of your retirement. Why? AEA reminded the Board how staff gave up two years worth of step increases in agreement for the board to continue picking up our contribution, *and* was successful in having members and non-members advocate for continuing the Board's VRS contributions. HOWEVER, the state budget permits local jurisdictions the *option* to deduct VRS contributions from our paychecks! This means the School Board could decide to go ahead with a payroll deduction to go to your VRS retirement account. The option to do this was in the Board's 10-11 Legislative Agenda. Don't take the school board's VRS contributions for granted. They could employ the payroll deduction at any time. AEA members must remain vigilant and active on this issue. As the cost of health insurance rises for the school system, the VRS option may look more tempting.

VEA LEGISLATIVE VICTORIES

While AEA has been working on budget issues on the local level, VEA staff in Richmond worked diligently to salvage some good out of the state budget. Rob Jones, VEA Director of Government Relations and Assistant Director Doris Boitnott were able to stop losses and gain ground in the FY 10-11 state budget. This was no easy task in the current anti-education, anti-teacher, anti-tax climate currently prevailing in Richmond. *Your dues and your advocacy* accomplished the following:

- Minimized VRS changes for current employees (see page 1).
- Defeated tuition tax credits (5 bills)
- Defeated legislation to change VRS from a defined benefit to a defined contribution.
- Defeated legislation that would allow non public school students to participate in public interscholastic programs (3bills).
- Played a significant role de-fanging and declawing potentially dangerous education

reforms in the charter, lab and virtual bills.

- Generated over 53,000 cyber lobby messages to the GA during the session to influence movement to the Senate budget which *saved secondary planning time, spared at risk students* and more.
Your dues working for YOU!

Read more about VEA legislative victories at www.veanea.org.

OUTSTANDING AEA MEMBERS RECOGNIZED FOR EXCELLENCE

- Kudos and congratulations to AEA member and Wakefield Social Studies and history teacher Collette Fraley who was recently recognized as **APS Teacher of the Year!**
- Congratulations and shout-outs also go to the following AEA members named **Support Employees of the Year!**

A-Scale-Katrina Wells (Barcroft)

C-Scale-Ana Granados-(Campbell)

D-Scale-Juan Miranda

X-Scale-Barbara Collier (Arlington Traditional)

AEA also recognizes the exemplary professionalism of the following members **Support Employee of the Year**

Nominees:

A-Scale: Devaughn Drayton (Kenmore), Sean Martin (Carlin Springs),

Mary Beth Newlin (Stratford), and Holly Rodriguez (Key).

E-Scale: Jeremy Siegel (Jefferson) and

Yolanda Sanchez Peña (Key)

X-Scale: Carla Powell Williams (Key)

AEA is proud of you and honored to have you as members of our *professional* association!