

**ARLINGTON EDUCATION ASSOCIATION**

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**Executive Board Minutes**

**September 27, 2008**

**Members Present:** Shelley Jennings, President; Lee Dorman, Past-President; Shawn Waddell, Treasurer; Anya Gan, High School Rep; Vicky Robertson, Middle School Rep; Lara Heubusch, Elementary Rep; Stephen Utley, Elementary Rep; Eva Ingram, ESP Rep; Louise Fishbein, AEA-Retired; Gerry Collins, VEA Board and Lynn D. Clark, UniServ Director.

The meeting was called to order by President Jennings at 4:30 p.m.

Motion by Stephen Utley, second by Lara Heubusch review and approve August meeting minutes at the October meeting, as they were not available. Motion carried

Motion by Eva Ingram, second by Stephen Utley to approve the agenda as written. Motion carried.

President Jennings reported School Board Chair, Ed Fendley stated the county board is requiring cuts to the current fiscal school year budget by 7.5 million. Ms. Jennings stated she would like to organize a COLA Drive and include it as part of the TOO Membership Campaign.

Ms. Jennings asked board members to discuss with their colleagues the impact on their schedule the conference time changes to the school calendar have had. Ms. Jennings reported school board candidate Emma Violand-Sanchez is on board with AEA on this topic. Discussion followed. Motion by Stephen Utley, second by Lee Dorman to advance on the agenda. Motion carried.

Ms. Jennings reported plans for the TOO Campaign are progressing. VEA Regional Director, Ken Reinshuttle, offered his assistance and that of the other UniServ Directors in his office. Gerry Collins, Erin Smith Wanda Perkins, Shelley Jennings, Ken Reinshuttle and Lynn Clark will meet and coordinate efforts for the campaign. The committee will meet at the AEA office on October 2 beginning at 4:15. Anyone interested is invited to attend.

UniServ Director, Lynn Clark reported there had been two grievances filed. One involved the improper placement on the salary schedule when the individual returned to Arlington Public Schools more than ten years ago. The school board denied the grievance stating it was not timely filed and the grievant should have been aware of the error upon her return to APS. The second grievance involved a specials teacher who had thirty-one students to a class. The grievance was won and more teachers are being hired.

Ms. Jennings reported the Action Report is in school mail and it includes a reminder for all employees to be sure they are correctly placed on their salary schedule.

Ms. Jennings reported there are currently 1502 members.

Ms. Jennings reported she wants to make sure AEA has an active role in the superintendent selection.

Ms. Jennings stated the following will be brought to the attention of the CPST Committee: Conferences: It was stated there is no expectation to give up planning to hold conferences; FLES: Henry Principal Lisa Piehota has

been charges with gathering information on the impact of FLES on core subjects and test scores. Problems reported have been there are no subs for specials teachers therefore; the core teachers are expected to have the student during the time period for special.

Shawn Waddell questioned the handling of STAN calls.

Board members expressed their concern regarding the lack of respect for educators that seems to be pervading APS. Secondary teachers are receiving a multitude of emails daily, i.e. robo emails. Gerry Collins will bring before CPST.

Teachers are being required to have a web page connected to the schools and it must be updated daily. Very time consuming.

Eva Ingram brought to the board's attention the updated AEA ESP Scholarship Application in which it states if one is a recipient of an APS Scholarship they are ineligible for an AEA Scholarship. Ms. Ingram stated she felt this was inappropriate as AEA is separate from APS and a membership organization and as such the scholarship for members should separate and apart from APS. Motion by Lee Dorman, second by Lara Heubusch to remove the APS Scholarship contingency. Motion Carried.

Ms. Jennings stated she would like for the board to consider suspension of the Bylaws as they relate to an automatic dues increase. Currently the Bylaws state the dues will be .006% of Beginning Teachers pay of the previous year's salary schedule. Discussion followed which included the possibility of the suspension or the establishment of a graduated dues structure similar to that used by the Maryland association. Treasurer Shawn Waddell said he will form a committee to study both possibilities.

Ms. Jennings reported the next Delegate Assembly meeting will have information on the Para Pro exam for assistants stating there is a substantial pay increase for those who pass the exam and affords one the opportunity to work anywhere in the state.

Benefits for part-time educators were discussed and the impact going part time can have. APS offers some benefits to part time employees and surrounding school divisions do not. If job security is a concern then one should maintain full time employment.

Ms. Jennings reported VEA Board member Wanda Perkins had submitted her name to be Vice-President. At the next delegate meeting her name will be submitted for appointment as the term is less than one year.

Ms. Jennings discussed the amount of emails and calls she has been receiving regarding the 403b issue. She reported how unhappy members were regarding the way this and the health insurance changes were handled. It is the general opinion of the membership that AEA is being purposefully excluded from thorough participation in these committees. One provision of the health insurance was changed without there being any discussion. The age limit to carry a full time student for CIGNA had been indefinite. The committee agreed the Kaiser limit of age 25 was acceptable. Upon reviewing the completed plans, the age for both had been changed to 23, which will have a big impact on those full time students who turn 23 in their senior year of college. Committee members were informed upon turning 23 the student could then have insurance through the provisions of COBRA which is excessively costly.

Ms. Jennings reported some members will have to change 403b vendors which will require completing new paper work. APS benefit staff people will assist employees with these transfers.

Motion by Lee Dorman, second by Shawn Waddell for the board to enter into Executive Session. Motion carried.