

Arlington Education Association

AEA Summer hours 7/1-8/13 M-Th 9-5

June, 2010



Teaching. Learning. Leading.

ACTION REPORT

STAFF PAY PLAN:OUT?

If you are not worried about the Salary Pay Plan (STEP) Policy in APS, wake up! At the June 3 School Board Work Session the future of compensation was discussed. *No decisions* were made, but comments by Dr. Murphy and Board members make AEA very concerned, vigilant and ready for future action. Readers know that Dr. Murphy's three year budget forecast, in contrast to prior practices, do not include step increases in the

baselines. This means staff can no longer assume our step increases are guaranteed from year to year. Board member Emma Violand-Sanchez, who has been outspoken in support of staff compensation said, "The landscape has changed. We need to look at compensation-maybe in different ways." Dr. Murphy also informed the Board that changes to employee benefits policies were "Forthcoming". What does this mean? Again specifics were not provided, however last fall Dr. Betty Hobbs, Assistant Superintendent of Personnel, presented a sum-

mary of employee benefits to the school board. The Sick Leave payout (provided to eligible staff upon retirement), which equals 50% of accumulated sick leave based on the employee's salary at the time of retirement, caught the attention of the Board, and was the subject of many questions. A process for addressing possible policy changes as well as a timeline will be developed by the Board and Senior Staff. Another benefit under scrutiny by the Board and Dr. Murphy is the policy permitting non-resident (cont'd on page two)

"ASK PAT"

Dr. Murphy will take your questions at the last AEA Assembly for the 09-10 school year. ALL members are invited.

Monday, June 14

Time: 4:30 pm

Location:

Kenmore M.S. Library

SIGN and RETURN YOUR CONTRACT!

T-scale employees: Don't forget to sign and return your contract to Personnel. Contracts must be signed and returned no later than 10 days after receipt. Failure to return your contract by deadline is considered as notice of non-intent to return, and your employment will conclude at the end of your current 09-10 contract. Don't delay, do it TODAY!



NO LOCAL DUES INCREASE FOR 10-11!

You're not getting a raise, and neither is AEA. Although operating costs have increased, AEA continues to increase efficiencies and operate on a limited budget-while continuing to provide high quality representation for you and your concerns with APS administration.

Remember, your total dues include membership in AEA, VEA and NEA. On the local level, AEA successfully advocated for a half-step increase (vs. none) for school year 09-10, gained full monetary rewards for successful graduates of National Board/CAP-including full

compensation for the 08-09 cohort. (Read more successes on page two). On the state level, VEA successfully minimized changes for current employees in the Virginia Retirement System (VRS), saved planning time for secondary teachers, made 30 minutes minimum planning for elementary teachers a state law and reduced the pending number of reductions-in-force (RIFs) statewide. Meanwhile, NEA continues to influence the educational reforms of the Obama administration. Your dues are an investment in your career. Stay with AEA!

COMPENSATION

(cont'd from page 1)

staff to enroll their children in APS. The ability of these children to attend APS schools, as well as the ability to move with one's class to the boundary-determined middle school or high school is also in question. Based on Board discussion it is likely staff's children who are currently attending APS will continue in the system, but additional children may be denied admission. Again, no decisions have been made as yet.

In November of this year, the school system will review the 09-10 budget to see if, as in years past, there is any "close out" money available. Close out funds is money left over in the budget when the fiscal year is over (09-10 fiscal year ends June 30). The Superintendent will make recommendations as to how these funds (if any), should be used. Options mentioned by Dr. Murphy include, but are not limited to: one time compensation, build into the baseline budget, service APS debt or fund unfunded liabilities (post employment benefits).

AEA will remain vigilant and ready to protect members' compensation and benefits. **YOU** are **AEA**. How will you help?

Are changes to the FLES program and the admission policy for Thomas Jefferson High School for Science & Technology on the horizon? A process for addressing possible policy and program changes is being developed by Dr. Murphy and the Board. Both FLES and TJ were the subject of cuts in the Superintendent's 10-11 budget proposal, but many in the Arlington community, including APS staff, strongly defended them, and ultimately they were protected by the School Board's adopted budget. Dr. Murphy reports due to the admission process and the number of students accepted, the admission of APS students to T.J. High School is shrinking. Regarding FLES (Foreign Languages in Elementary Schools), a program well regarded by many, he is "looking at the efficacy of the program to decide whether to expand it, leave as-is or eliminate it." A study will explore its value to the School Board and community. Since Glebe and Henry Elementary schools have had their programs in place the longest, their programs will be assessed to determine how FLES students vs. non-FLES students perform in the core curriculum. What are your thoughts about T.J. high school and FLES? E-mail your comments to:

president@aeava.org

FLES & TJ H.S.

WHAT HAVE WE DONE FOR YOU LATELY?

Mission Accomplished! As **AEA President** these past two years, I am happy to report that many of the goals I set out have been realized. **AEA** has seen an increase of almost 20% in membership. This is important to each and everyone of us because there is strength in numbers. The ability to represent a significant number of employees in discussions with the Superintendent and School Board lends **AEA** greater authority. Here follow other successes won through membership activism as well as cooperation

with senior staff: 1. Meet and Confer-**AEA** leadership meets monthly with the superintendent to discuss **AEA** concerns. We did not have this under the previous administration. 2. No local dues increase for the past 2 years. 3. Enforcement of work schedules and contracts for M-scale. 4. Planning PIP for Pre-K, Montessori and VPI teachers. 5. Increased **AEA** visibility at work sties. 6. Successfully collaborated with Sr. staff to have employee representation for future 403b vendor selection.

7. Defeated changes in seniority PIPs for T-scale. 8. Provided Professional Workshops for members. 9. Increased membership of Educational Support Personnel and organized transportation employees. 10. Increased expertise and professional advocacy with new UniServ Director Kelly Paine. 11. New cold weather recess policy is pending. 12. Increased visibility of **AEA** in the community 13. Updated and improved website. 14. Saved your dues by producing more materials in-house.

Adios & Thank You

ATTENTION ALL MEMBERS:

As the school year draws to a close so does my tenure as your **AEA** President. *Together* we have accomplished a lot for our Association. Read "What have We Done for You Lately?" (above), which lists just a few accomplishments of my administration. Leadership now falls to President-elect Wanda Perkins, but I will continue to serve **AEA** as past president and member of the Executive Board and the District 7 UniServ Council. Wanda will provide continuity in advocacy and representation for you. Thank you for your confidence and trust, and I look forward to continued service for **AEA**. Shelley Jennings.

G Scale Committee

The following G-Scale staff were elected to serve on the 2010-12 G-Scale Committee:

Wanda Gant (AEA member)

Lottie Mack (AEA member)

Mary Payne (AEA member)

Nellie Vargas

Claudia Stuckie

Alternates:

Ninfa Perez (AEA member)

Heather Comeau

Support Employees Honored

Congratulations to the following **AEA** members who were selected as

Support Employees of the Year

Katrina Wells (A-Scale)

Ana Granados (C-Scale)

Juan Miranda (D-Scale)

Deborah Germosen (E-Scale)

Tien Dinh (M-Scale)

Barbara Collier (X-Scale)

AEA is proud of our outstanding members!