

Lincoln Education Association
<http://www.lincolneducationassociation.org>

Board of Directors
December 15, 2008
4:30 p.m., LEA Office

PRESENT: Jenni Absalon, Marcia Benner, Julia Doerr, Linda Freye, Matthew Hoffman, Deb Rasmussen, Arlene Rea, Daniel Ross, Tammy Schafer, Karen Shelton, Resa Wiltse

ABSENT: Jan Olmstead

ALSO PRESENT: Dan Studer; Jim Rea; Jan Stamper, LEA-Retired

CALL TO ORDER: Arlene called the meeting to order at 4:35 p.m.

APPROVAL OF MINUTES: The minutes of November 17, 2008 were approved as printed.

BUDGET REPORT: Marcia Benner

The Financial Report for October 2008 showed no irregularities. The 2007-2008 Audit Report will be in January 2009.

INFORMATION AND DISCUSSION:

President's Report—Arlene Rea

Membership Update—We are at 202!! LEA members have done a great job with membership. When we are still adding members, we know it is a yearlong project.

NEA/NSEA Grant for Membership Update—LEA members made phone calls and connected with 154 new members. Those new members who could not be contacted by phone were sent an on-line questionnaire and several of those have been responded to. This is a great way to find out from members our areas of strength and areas that we can improve.

LEA/NSEA Elections Timeline—The timeline has been created. [See Action Items.] Members of the committee will be presenting information at FR Council. (Because of weather, December FR Council was cancelled.)

SMHC, NCUEA Conferences—Strategic Management of Human Capital (SMHC) is a group that looks at ways to improve education and compensate educators. One of their premises is that education associations have to be a part of this process. Arlene attended the SMHC Conference with LPS representatives. Arlene Rea and Jenni Absalon attended NCUEA in December. NCUEA (National Council of Urban Education Associations) is a group of the 200 largest school districts in the nation that choose to belong. LPS has several components of alternative compensation already in place. Unfortunately, LPS does not have the resources to fund. A session on media and communications and a session on blogging (ConnectEx) were offered at NCUEA. Arlene also attended a session on “Outreach to Republican Members”.

ProCom Meeting Update—LPS and LEA met and reviewed the ACTION PLAN from last spring. Arlene Rea and Nancy Biggs will look at calendars to find a date for the next meeting.

Negotiations Committee Meeting Update—Arlene shared information from the SMHC and NCUEA conferences about alternative compensation. The next meeting will look at the salary schedule.

I Can Do It Training for LPS Substitutes—Facilitators will meet on Wednesday, December 17, to discuss details, set dates, and finalize information for Arlene Rea and LPS Staff Development. It will be presented in the spring and will be open to teachers and substitute teachers. There will be a session in January and one in March.

Barnes and Noble-Harvest of Books and Read Across America—A Barnes and Noble representative discussed the features of sponsoring a book fair. Members shop at Barnes and Noble and a certain percent of sales go to LEA. It is an idea that the LEA Board asked Arlene to pursue. Arlene thought that the Read Across America week might be a good time.

Proposed Budget Timeline was shared with the Board.

LEA Personnel Committee—Karen Shelton

The committee will continue to update FR Council. This year FR's will evaluate Executive Director Jim Rea. Jim's legislative contact and responsibilities will be this month's topic.

LEAF Board—Jenni Absalon, Karen Shelton, Jim Rea, and Arlene Rea

The Board and Scholarship Committee have worked to make certain that the money raised is returned to members. LEAF SOAR (Student Opportunities And Resources) and LEAF STAR (Student Talent And Resources) are two new scholarships replacing the Future Teacher Scholarships. The LEAF STAR Scholarship is available to LPS seniors who are children of LEA members, while the LEAF SOAR Scholarship is available to any LPS senior. Professional Certificated Grants are available twice a year and two have been given this year. The next deadline is in March 1, 2009; information is on the LEA website. Catastrophic Grants are granted by application at anytime.

LEA Bylaws and Policy Changes—Jan Olmstead was out of town. Tammy Schafer reported.

The bylaw and policy changes were presented to the Board. The Board approved them and the changes must be approved by FR Council. [See Action Items.]

LEA-PAC—Tammy Schafer

The seats currently held by Kathy Danek, Barb Baier, Keith Prettyman, and Don Mayhew will be up for election. LEA-PAC has started to prepare for both the possibility of "early" recommendations and interviews of candidates for these seats.

LEAF Fundraiser—Jenni Absalon and Linda Freye

Meetings and plans are well underway. Past fundraisers were reviewed and there was discussion about what items do well. One thought was that small and medium sized baskets might encourage more buyer participation. To fill baskets, individuals are encouraged to take advantage of holiday sales. Be thinking of ideas for baskets, fill a tote bag with related items, etc. We know that educators are very creative—let your creativity go!

LEA/LPS Appraisal Committee—Linda Freye and Karen Shelton

The committee continues to meet and collect information from outside Nebraska and outside Lincoln districts.

LEA-R—Jan Stamper

A holiday party was held.

UniServ Director's Report—Dan Studer

Dan reported he has been working with a number of members involved in Notices of Professional Concern, both Steps 1 and 2, as well as recommendations for Intensive Assistance. A member on an NPC has successfully resolved all concerns identified by their principal and as per the Appraisal/NPC process, all NPC paperwork in that member's building file will be destroyed after a year. Dan has assisted a member with their leave of absence and has been working with a number of members regarding appraisal and job performance concerns. Currently Dan has 17 "active" files on individual members and 23 "informal" files. "Active" files involve cases which are of a more serious and/or immediate nature than the "informal" files Dan maintains which have the potential, if issues and concerns are not worked successfully out, to become more serious.

Executive Director's Report—Jim Rea

SBCT and LCT Annual Meeting—This meeting was to share information among teams and to share information with teams.

Legislative Session begins on January 7, 2009; this is a long session. Lobby meetings start on January 14, 2009.

OD Project—Feedback from the November FR Council has been compiled and was shared with the Board.

The LEA office is now using Recyclebank of Lincoln for our paper products and other recyclable materials. Each pound generates points to be used by the LEA for special projects.

NEW BUSINESS: The LEA Board said “Thank you” to Jim and Arlene for all of their work for the Association.

OLD BUSINESS: None

ACTION ITEMS:

Motion to set and approve the LEA/NSEA Electronic Election for March 2-15, 2009. The LEA Board approves the election dates March 2-15, 2009 and that they coincide with NSEA elections. Shelton/Rasmussen. Voting YES: Absalon, Benner, Doerr, Freye, Hoffman, Rasmussen, Rea, Ross Schafer, Shelton, Wiltse. Voting NO: none. Absent/Not Voting: Olmstead.

Motion to send the policy changes to FR Council in January 2009 for their approval. The LEA Board approves the proposed policy changes and asks that they be put to FR Council for approval at the January 2009 meeting. Hoffman/Schafer. Voting YES: Absalon, Benner, Doerr, Freye, Hoffman, Rasmussen, Rea, Ross Schafer, Shelton, Wiltse. Voting NO: none. Absent/Not Voting: Olmstead.

COMMENTS, CONCERNS, AND ANNOUNCEMENTS:

Daniel Ross shared incidents from the last Professional Practices Commission: a permanent revocation of a teaching certificate for inappropriate relations with a minor; a permanent revocation for embezzlement of funds while being an Association treasurer; several petitions for reapplication of teaching certificates; revocation of certificates for e-mail issues; two-year revocation for stealing Booster account money after paying back the money.

Jenni Absalon asked if a digital camera bought with enhancement money needs to be inventoried. Response: It depends. If you personally want to assume responsibility for maintenance, then you won't inventory it. If and when you transfer to another building, you can take the camera with you. If you don't want to assume responsibility for maintenance, then you would want to inventory it. You will not, however, be able to take the camera with you to another building.

ADJOURNMENT: Arlene adjourned the meeting at 6:26 p.m.

Respectfully submitted,

Marcia Benner

Marcia Benner
Secretary-Treasurer