

Board of Directors
May 2, 2011
4:30 p.m., LEA Office

Present: Jenni Absalon, Marcia Benner, Linda Freye, John Heineman, Mandy Peterson, Deb Rasmussen, Daniel Ross, Tammy Schafer, Karen Shelton, and Resa Wiltse.

Absent: Jan Olmstead

Also Present: Dan Studer, UniServ Director and Jim Rea, Executive Director.

Call to Order: Jenni called the meeting to order at 4:31 P.M.

Approval of Minutes: The April 18, 2011, LEA Board Minutes were approved as presented.

Financial Report: The financial report will be presented at the May 16, 2011, meeting.

INFORMATION AND DISCUSSION:

a. **President's Update**---Jenni Absalon

- **President's Report**
 - Reviewed the latest information on CIR Legislation plus other legislative action.
- **District/Superintendent**
 - Reported on the most recent meeting with Dr. Joel.
- **Pro Com**
 - Discussion continues on the LEA-LPS Best Practices Discipline Handbook.
- **Member Relations**
 - LEA GOLD is scheduled for Friday, May 20.
- **Community**
 - PEP/Strategic Planning
The first round of meetings for the LPS Strategic Planning will take place on Friday, April 29 and Saturday, April 30.
 - The PEP/PIRC event will be held at North Star High School on Tuesday, May 3.
- **Early Enrollment**
 - Membership data remains the same from the last LEA Board meeting.
- **Appraisal**
 - The Board continued the discussion of the appraisal from the April 18, 2011 meeting.

UniServ Director's Report---Dan Studer

Dan reported on his continued work with a number of members who have been placed on Notice of Professional Concern as well as a member on Intensive Assistance. Dan has provided additional materials to the NSEA law firm from the NE Dept. of Ed regarding a member's case upon the attorney's request. Dan reported on an individual who called about conflict with their building principal which illustrates and supports some of the very concerns reported to ProCom the day before by LEA members to the committee when discussing the *LEA-LPS Best Practices of Student Discipline* handbook. Dan reported that the LEA Climate Survey is nearly ready to be released. This year's survey allowed members, at their request, to name their AP's, coordinators, and appraiser and this has caused the associate staff a lot of extra work. Also adding to the work was the fact that many members named a person as a coordinator while others named the same person as an AP. Dan says Taina has done an outstanding job compiling the survey. Other issues that have been at the top of Dan's list have included surplus and worker comp issues.

Executive Director's Report---Jim Rea

Jim updated the Board on: the latest activity with LEA PAC and the 3 recommended candidates; the termite situation; the issues with slow email system at NSEA; and member rights cases he is managing.

New Business: none

Old Business: none

Action Items:

Moved by Daniel Ross and seconded by Liz Wysong Hoffart :

The Board of Directors for the Lincoln Education Association commends the members of the joint LEA-LPS Appraisal Committee for the hard and thorough work they have done toward creating a potentially new, district-wide appraisal process. The work that has been done is thorough, well researched, and goes a great distance toward creating a potentially new and meaningful appraisal process. The time put into this effort, often at the expense of LEA members who either voluntarily worked numerous hours well beyond their contract day or had to prepare plans for substitute teachers to maintain continuity for their students so members of the joint committee could be out of their classrooms during the school day is greatly appreciated. Theirs was an almost overwhelming task, and both LEA and LPS are in their debt.

Whereas the Lincoln Education Association Board of Directors believes that quality instruction is essential to the education and benefit of students, and

Whereas any appraisal process must focus upon, support, and develop the essentials of teaching, and
Whereas there has been no pilot and therefore no feedback of the Summative Teacher Appraisal document included on pages 29-32 of the proposed new LEA/LPS Appraisal Process Teacher Appraisal Handbook, and
Whereas the proposed appraisal forms for the "Positions with Unique Performance Expectations" listed on page seven of the proposed new LEA/LPS Appraisal Process Teacher Appraisal Handbook have either not been developed, shared with, or seen by the Lincoln Education Association Board of Directors, and

Whereas the pilot of the proposed new LEA/LPS Appraisal Process for 2009-2010 and 2010-2011 has involved relatively few members, and

Whereas the frameworks and vocabulary associated with the proposed new LEA/LPS Appraisal Process is extensive and members will need to become familiar not only with the Danielson material(s) but the proposed new LEA/LPS Appraisal Process Teacher Appraisal Handbook as well as technology associated with and the use of on-line forms for the new LEA/LPS Appraisal Process, and

Whereas the District has set aside only 3.5 hours for training of staff on the new LEA/LPS Appraisal Process at the start of the 2011-2012 school year, and

Whereas members throughout the district raised significant concerns about the quantity and quality of training and implementation of two new district-wide processes during the 2010-2011 school year (TAS and Pinnacle) and the difficulties that were associated with the implementation of these two new programs and the addition to teacher workload caused by the lack of training, and

Whereas the implementation of any new LEA/LPS Appraisal Process will unquestionably impact the professional and personal lives of innumerable members, and

Whereas there are significant concerns revolving around the ability of site administrators to effectively accomplish the tasks associated with the proposed new LEA/LPS Appraisal Process as well as attend to their other various and demanding responsibilities well,

the LEA Board of Directors tables further consideration of the proposed new LEA/LPS Appraisal Process until a full-scale pilot of the process be conducted during the 2011-2012 school year with the complete staff of one elementary school, one middle school, and one high school; and a full-scale evaluation of the total process be conducted with all staff at those sites (preferably by an outside firm), the results of which will be shared with the LEA Board and any necessary modifications based upon the evaluation of the pilot be made to the new LEA/LPS Appraisal Process by the LEA and LPS leadership. **Motion Carried.**

Voting Yes: Mandy Peterson, Deb Rasmussen, Daniel Ross, Tammy Schafer, Karen Shelton, Resa Wiltse, Jenni Absalon, Marica Benner, Linda Freye, and John Heineman.

Absent/Not Voting: Jan Olmstead

Comments, Concerns, Announcements:

Adjournment: Jenni adjourned the meeting at 6:34 PM