

**Lincoln Education Association**  
<http://www.lincolneducationassociation.org>  
**LEA Board Minutes**  
**August 30, 2010**  
**4:30 p.m. LEA Office**

**PRESENT:** Marcia Benner, Linda Freye, John Heineman, Liz Wysong Hoffart, Jan Olmstead, Mandy Peterson, Deb Rasmussen, Daniel Ross, Tammy Schafer, Karen Shelton

**ALSO PRESENT:** Jim Rea, Executive Director; Dan Studer, UniServ Director

**ABSENT:** Resa Wiltse

**CALL TO ORDER:** Jenni called the meeting to order at 4:32 p.m.

**CELEBRATIONS:** Numerous Board members shared celebrations.

**APPROVAL OF MINUTES:** The July 26, 2010, LEA Board Minutes were approved as printed.

**FINANCIAL REPORT:** The LEA Financial Report for July 2010 was presented to the Board and approved as presented.

**INFORMATION AND DISCUSSION**

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

Jenni presented her calendar to the Board and discussed some of the meetings she has attended.

- **LIBA/Chamber**— Jenni announced that they will be attending several upcoming meetings.
- **District**— There have been ongoing discussions with the district. Dr. Joel has been active in the community, attending many functions.
- **EHA**— At the EHA Board meeting on August 25th, there were many changes that will need to be addressed before the Health Care Reform goes into effect. Ken Babcock is the newest member of the Board.
- **Committees**— The list of committees and the members on them is being updated.
- **Membership Report**— LEA received 112 membership drops and enrolled 129 new members.
- **NEA RA**— Jenni stated that remarks have been made regarding NEA-RA attendance and comments that LEA members made during the RA sessions. She will be discussing this again this coming spring regarding serving as a delegate.
- **LEA-R**— The job descriptions for LEA staff have been adjusted. Jim has met with LEA-R to discuss what high priority items for LEA staff to do are and what things the members of LEA-R can do themselves.
- **Governor's Letter to NSEA, Nebraska Council of School Administrators, and Nebraska Association of School Board**— Jenni read the letter that Governor Heineman sent to three groups asking all three associations to support the repeal of the Health Care Reform Act. The groups have responded to the Governor's letter, acknowledging that they have received the letter. NSEA will discuss the letter on September 18<sup>th</sup> at the Board of Directors meeting.

**b. Personnel Committee**

- **Job Description Update: Associate Staff, UniServ and Executive Directors** – Marcia Benner, Karen Shelton

Marcia, Resa and Karen met with each LEA staff member. They discussed numerous issues, concerns and positive comments. Marcia presented a Proposed Member Rights Plan for 2010-2011. This plan will be monitored and adjustments will be made as needed. This is a shift in the way that members are served. The LEA members will be informed of this change via the LEARN, FR Council and the LEA website.

Motion made by Karen Shelton: On behalf of the LEA Personnel Committee, I move we approve the changes in the description of Member Rights Plan to take effect on Wednesday, September 1, 2010.

Voting Yes: Karen Shelton, Jenni Absalon, Marcia Benner, Linda Freye, John Heineman, Liz Wysong Hoffart, Jan Olmstead, Mandy Peterson, Deb Rasmussen, Daniel Ross and Tammy Schafer.  
Not voting/Absent: Resa Wiltse

Marcia presented the new Job Descriptions for Associate Staff, Executive Director and UniServe Director to the Board for discussion.

Motion made by Marcia Benner: On behalf of the LEA Personnel Committee, I move that the LEA Board approve the revised job descriptions for Taina, Elaine, Dan and Jim to go to FR Council on September 16, 2010 for approval.

Voting Yes: Marcia Benner, Linda Freye, John Heineman, Liz Wysong Hoffart, Jan Olmstead, Mandy Peterson, Deb Rasmussen, Daniel Ross, Tammy Schafer, Karen Shelton and Jenni Absalon.  
Not voting/Absent: Resa Wiltse

**c. Appraisal**— Linda Freye, Dan Studer, Jenni Absalon, Jim Rea

Dan and Jenni met with Nancy Biggs and Ken Babcock regarding the appraisal process.

Dan and Jim have been involved in the Charlotte Danielson training and have been involved with an NSEA study committee on the Danielson framework and teacher appraisal system.

Linda is on the Alternative Compensation Committee for NSEA. LB 1014 has stated that 75% of the districts in the state of Nebraska must have language in their contracts regarding alternative compensation.

**d. NSEA Board**— Marcia Benner, Jenni Absalon, Linda Freye, Tammy Schafer and John Heineman  
no report at this time

**e. UniServ Director's Report**— Dan Studer

Dan provided a detailed report of Member Rights activities since the June Board meeting. Among the issues he reported: member job performance cases at the district level, erosion of plan time at specific sites and for specific groups, unresolved member appraisal concerns, meeting with principals and members regarding job performance issues, meetings and FLEX activities for a number of groups,

member/administrator relationships, leave and assignment issues for members, members working with LPS Risk Management, members on Notice of Performance Concerns, and a questionable building administrator's request of a member.

**f. Executive Director's Report— Jim Rea**

Jim reported on the updating of the office interior. The auditor and the IRS have resolved the issue concerning a filing deadline for one of the tax forms. Early in 2011 the Nebraska Legislature will redraw lines for the 3 Congressional Districts. That process will be closely watched by all parties involved in any political decision. Taina and Elaine have received training in the new NEA membership data process.

Motion: John Heineman moved that the Board go into executive session at 6:35 p.m.

Voting Yes: John Heineman, Jan Olmstead, Mandy Peterson, Deb Rasmussen, Daniel Ross, Tammy Schafer, Karen Shelton, Jenni Absalon, Marcia Benner, and Linda Freye. Voting no/Absent: Liz Wysong Hoffart and Resa Wiltse.

Motion: Jan Olmstead moved that the Board go out of executive session at 7:26 p.m.

Voting Yes: Jan Olmstead, Mandy Peterson, Daniel Ross, Tammy Schafer, Karen Shelton, Jenni Absalon, Marcia Benner, and Linda Freye. Voting No/Absent: John Heineman, Liz Wysong Hoffart, Deb Rasmussen and Resa Wiltse

**NEW BUSINESS:** none

**OLD BUSINESS:** none

**ACTION ITEMS:** see above motions

**COMMENTS/CONCERNS AND ANNOUNCEMENTS:**

Meeting was adjourned at 7:34 p.m.

Respectfully submitted

Jan Olmstead

Jan Olmstead  
LEA Secretary-Treasurer