

Lincoln Education Association
<http://www.lincolneducationassociation.org>
Board of Directors
February 4, 2008
4:30 p.m., LEA Office

PRESENT: Jenni Absalon, Marcia Benner, Julia Doerr, Linda Freye, Matthew Hoffman, Jan Olmstead, Arlene Rea, Tammy Schafer, Karen Shelton, Kathy Spahr, Resa Wiltse

ABSENT: Mandy Peterson

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

CALL TO ORDER: Arlene called the meeting to order at 4:29 p.m.

APPROVAL OF MINUTES: The minutes of January 7, 2008 were approved as printed.

BUDGET REPORT: Marcia

The Financial Report for December 2007 was included in Board materials. Monthly costs are running very typical and we are in good shape.

INFORMATION AND DISCUSSION:

Executive Directors Report—Jim Rea

Les Buckley from the audit firm Buckley & Sitzman presented the 2007 audit of the LEA. The LEA received a clean opinion from the audit firm—which means that the LEA meets all auditing standards.

The building mortgage is up for renewal in January, 2009. We are currently reviewing options for the new mortgage.

Legislature Report: Highlighted LB 9870—Assessment. NSEA offered opposing testimony on behalf of all members. LB 1100—teacher trust fund was heard by the Education Committee. The sponsor is Senator Greg Adams of York.

We are currently in the preliminary stages of preparing the 2008-2009 LEA budget.

President's Report—Arlene Rea

Procom Update—The next meeting will be on Tuesday, February 12, in the morning at the LEA Office. After much discussion, the LEA Board supports the continued efforts of the members of ProCom to discover ways to alleviate the workload challenges that LPS employees are experiencing. As was stated in the Professional Agreement, a January report was to be jointly given to members. Because of the extensive discussion and complexity of the issue, the report will be forthcoming. Members may go to the LEA website to review minutes from past meetings.

Membership Report—Staff have been hired for second semester. Building Membership Coordinators are asked to work with new hires.

Elections Update—Arlene asked for help in encouraging candidates to run for office. Table tents were distributed at the January FR Council. Book marks with the names of candidates will be distributed to all members after the February 21 FR Council.

EHA Insurance—It is pretty certain that there will be four tiers available to members from which to choose the best plan to fit their needs. There will be an open enrollment.

Read Across America—Arlene has issued the invitation. The Cat is ready for public appearances the week of March 3 through March 7. If interested contact Arlene at arlene.rea@nsea.org to make your reservation.

NSEA Lobby Day—Sixteen LEA members attended the event which was held January 31 at the Embassy Suites and the State Capitol Building. All members met with one of the Lincoln senators. The focus was on LB 1100, the Education Trust Fund.

Lancaster County Patriot's Dinner sponsored by the Democratic Party, February 2. Ten LEA members attended the event representing LEA-PAC.

I Can Do It Update—Matthew Hoffman

Training continues and the response has been very strong. Pre-service to high school participants have taken advantage of the workshop for LPS staff development flex time.

LEA-R Report—Jan Stamper

No report.

LEA-PAC Report—Tammy Schafer, Board Liaison (Jan Olmstead and Kathy Spahr, Co Chairs)

LEA-PAC has been busy, gearing up for both internal and state legislative elections. There are three LEA-PAC seats up for election: one 2-year active seat, one 1-year active seat, and one 2-year retired seat on the LEA-PAC Board of Directors. The LEA-PAC election is scheduled for February 12 and 13, 2008.

LEA-PAC will also be forming interview committees to interview all candidates willing to go through the process in an attempt to win an NSEA recommendation in the state legislative races for Districts 21, 25, 27, and 29. Senators Hudkins, Raikes, and Schimek will be termed out and cannot run again and Senator Fulton was an appointee filling Senator Foley's seat. Interviews for the candidates will follow the filing deadline of March 3rd and will be held March 18 and 19 at LEA. Only candidates who fill out and complete an NSEA Board approved questionnaire and go through the interview process can be considered for a recommendation. LEA-PAC members may indicate their interest in serving on an interview committee by contacting LEA UniServ Director Dan Studer who serves as staff liaison to LEA-PAC or co-chairs Jan Olmstead and Kathy Spahr. The primary election is May 13, 2008.

LEAF Fundraiser—Linda Freye and Jenni Absalon

They will have a report after the meeting on February 14, 2008.

Capitol District Report—Linda Freye

Met on Wednesday. Budget was approved.

NSEA Board Report—Marcia Benner

The NSEA Board met on Saturday, January 26, 2008. Committee meetings started at 8:00 a.m. After some discussion, the Board approved the Legislative Agenda for 2008. The Board approved the Personnel Committee Recommendations for 2008. NEA will be making a recommendation regarding support for a Presidential Candidate after Super Tuesday, February 5, 2008. RA Planning recommended the Delegate fee be raised to \$110 per delegate and the total per diem allowance be raised to \$1,200. This will not cover the entire costs for delegates, but the committee is asking delegates to consider their meal choices in DC. NSEA will be asking for a 5% cut across the budget for next year. The February 23, 2008 NSEA Board meeting will be held at the LEA building. The meeting adjourned at 3:25 p.m.

UniServ Director's Report—Dan Studer

Dan reported that it has been a busy period of activity for Member Rights. Dan met with staff members at a site to help them develop options to a current supervision schedule that has teachers assigned duty beyond the contract day. There have been a number of meetings at Human Resources at which Dan has represented members, three of which have had to deal with members and medical leave and return to duty. Dan represented a second member in the District who has been placed on a Notice of Performance Concern (NPC), Step One, at a meeting with their supervisors.

Dan asked Board members to remind members of the following: (1) if a person receives paperwork from LPS regarding the Family Medical Leave Act (FMLA), the paperwork must be completed and returned in a timely basis; (2) members who expect to have continued absences and who will run out of annual and accumulated leave need to request, complete, and return the appropriate LPS paperwork to be able to request donated leave in a timely manner before any dock of pay for unpaid leave is made; and (3) regardless of requests that principals might make at sites, principals cannot override

members' rights as outlined in the *Professional Agreement* and leave may be taken in blocks of one-hour time allotments. Members of the bargaining unit to do not have to take their leave in half or full days!

OLD BUSINESS: None

NEW BUSINESS: None

ACTION ITEMS:

Motion to change FR Council meeting location. The LEA Board accept Union Bank's offer to hold FR Council meetings at their 48th and Calvert location for April and May. Benner/Doerr Voting YES: Absalon, Benner, Doerr, Freye, Hoffman, Olmstead, Rea, Schafer, Shelton, Spahr, Wiltse. Voting NO: none Absent/Not Voting: Peterson Motion carried.

Motion to recommend LEA-PAC LEA Board liaison. The LEA Board approve Tammy Shafer as the LEA Board Liaison as recommended by President Arlene Rea. Olmstead/Spahr Voting YES: Absalon, Benner, Doerr, Freye, Hoffman, Olmstead, Rea, Schafer, Shelton, Spahr, Wiltse. Voting NO: none Absent/Not Voting: Peterson Motion carried.

E-mail motion to conduct the electronic Working Conditions Survey February 8 through 22. Absalon/Benner Voting YES: Absalon, Benner, Doerr, Freye, Hoffman, Olmstead, Peterson, Rea, Schafer, Shelton, Spahr, Wiltse. Voting NO: None. Motion carried.

COMMENTS, CONCERNS, AND ANNOUNCEMENTS:

Jenni Absalon asked if she could make an announcement regarding the Democratic Caucus at an upcoming building faculty meeting. LEA could not see any reason why it would be a problem.

A member asked about the evaluation/appraisal process. *Response: the teacher appraisal is jointly negotiated by LPS and LEA. Any changes must be agreed upon by both parties. Arlene corresponded with the District regarding the concern that the district may be implementing changes without LEA agreement. The district administrators are using a rubric to define "meets district expectations," "needs improvement," "does not meet district expectations" so that all administrators are consistent. There are no changes in the current appraisal format. However, LEA and LPS are exploring the possibility of revising the Appraisal document since it was developed thirty years ago.*

Everett rumor regarding student teachers being pulled by UNL or Wesleyan because of AYP. *Response: No. A student teacher was reassigned but it had nothing to do with AYP.*

ADJOURNMENT: Arlene adjourned the meeting at 6:50 p.m.

Respectfully submitted,

Marcia Benner

Marcia Benner
LEA Secretary-Treasurer