

Lincoln Education Association
<http://www.lincolneducationassociation.org>
Board of Directors
March 3, 2008
4:30 p.m., LEA Office

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

ABSENT: Matthew Hoffman; Jan Stamper, LEA-R

Matthew was at Parent-Teacher Conferences. Jan Stamper was excused from the meeting because most of the meeting was discussing LEA Staff salaries and budget.

ALSO PRESENT: Dan Studer, Jim Rea, Elaine Koch and Teresa Greve were present for part of the discussion on LEA Staff salaries.

CALL TO ORDER: Arlene called the meeting to order at 4:31 p.m.

APPROVAL OF MINUTES: The minutes of February 18, 2008 were approved with corrections.
Linda Freye's name is spelled: Freye.

BUDGET REPORT: Marcia Benner

The Financial Report for January 2008 was shared. There are two areas where we have gone over the budgeted amount. Program & Building/Supplies costs have included a shredder, ink cartridges, and some items for the lower level. Bargaining Team costs included "Interest Based Bargaining" Training and supplies associated with that training.

Member Rights—Dan Studer

Dan reported that it has been another busy period of activity for Member Rights. Dan has advised a middle level staff that plans calling for them to supervise students during their plan time in a contract violation. Staff need to clarify the plan and work with their building principal regarding the proposal. Dan has met with an elementary staff regarding supervision beyond the contract and has also met with Human Resources regarding the concern. Staff will be paid pro-rated, individual time-specific pay in the future for continued duty and will receive some sort of averaged back pay. A member on Step One of a Notice of Performance Concern (NPC) has been moved to Step Two, another member on Step One is on leave, and a third member has been placed on Step One.

Dan has met with a member and their principal regarding job performance issues and has had lots of questions regarding plan time, FLEX time, and the Letters of Intent [(re: deadlines to return the form (March 17), retirement, resignation, and leave issues.) He has also been receiving questions about surplus.

Dan asked Board members to remind members that LPS will not necessarily honor all accommodation requests made by a doctor for an employee's return to work and the District can require the employee remain on leave until the accommodations are lifted or ask the employee/help the employee to pursue a different assignment or different type of work altogether.

Arlene asked that the LEA Board move in to Executive Session to discuss LEA staff salaries. See ACTION ITEMS.

INFORMATION AND DISCUSSION:

President's Report—Arlene Rea

Membership Update—We are up two more members and now have 37 new members of our goal of 50.

Working Conditions Survey Summary—LEA Board members received the summary in their packet. FRs will be receiving their school's summary within several weeks.

LEA and NSEA Elections Update—March 3-16 is the window for voting. All NSEA districts will be voting on-line for this election.

Negotiations Update—LEA team continues to meet. They continue to look at interests in preparation for negotiations process. It is in the best interests of all to wait and see what the legislature does in terms of budget and aid to schools.

NSEA Mission Statement—Arlene asked Board members to review the items and submit changes to her by March 8, 2008.

T-Shirts—LEA has received a great number of t-shirts to be distributed to low income schools. Size-wise they are a good match for middle or high school students. Although two middle schools have taken 220 shirts, there are still some available. Members should contact the LEA office if your staff would like to take advantage of this offer.

New Leader Institute Nominees—Please send any names to Arlene. The institute is held June 8-11 at Southwest High School.

LEAF Fundraiser Update—Jenni Absalon and Linda Freye
The Committee will be meeting after FR Council in March.

Capitol District Report—Linda Freye

The next meeting will be Wednesday, March 12, at 6:00 at Valentino's in Beatrice. Please let Linda know if you are interested in attending at lfreye@lps.org. Capitol District Caucus will be held on April 14 at Misty's in Havelock. LEA Members elected as DA delegates can mingle from 6:00-6:30 p.m. with dinner starting at 6:30 p.m.

NSEA Board Report—Marcia Benner

The DA Committee on NSEA/NSEA-Retired Relationship will meet on Saturday, March 8, 2008 at 1:30 p.m.

I Can Do It Update—Matthew Hoffman

Arlene made the report for Matthew. Forty teachers participated this time and, again, the feed back was very positive! Nice job to the trainers and the participants.

OLD BUSINESS: none

NEW BUSINESS: none

ACTION ITEMS:

Motion to enter Executive Session to discuss Staff contracts with the Staff. The LEA Board go in to Executive Session at 4:48 p.m. and include Dan Studer, Teresa Greve, and Elaine Koch. Freye/Benner. Motion passed. The LEA Staff presented their 2008-2009 contract proposal to the Board. Their presentation was followed by questions and answers with the Board.

Motion to leave Executive Session. The LEA Board move out of Executive Session at 5:35 p.m. Wiltse/Freye. Motion passed.

Motion to enter Executive Session to discuss Staff salaries. The LEA Board go into Executive Session at 5:42 p.m. Freye/Wiltse. Motion passed.

Motion to leave Executive Session. The LEA Board move out of Executive Session at 7:20 p.m. Wiltse/Freye Absalon, Benner, Doerr, Freye, Olmstead, Peterson, Rea, Schafer, Shelton, Spahr, Wiltse Voting NO: none Absent/Not Voting: Hoffman Motion passed.

Motion to propose a dues increase for 2008-2009. The LEA Board present a \$5.00 dues increase and a proposal to increase membership by 20 members to FR Council on March 13, 2008. Wiltse/Freye Absalon, Benner, Doerr, Freye, Olmstead, Peterson, Rea, Schafer, Shelton, Spahr, Wiltse Voting NO: none Absent/Not Voting: Hoffman Motion passed.

COMMENTS, CONCERNS, AND ANNOUNCEMENTS:

Jenni thanked the LEA Board for donations to the LEA Foundation in memory of her grandfather.

Grades were due at middle schools; the system was down. An extension was offered to accommodate middle school teachers.

ADJOURNMENT: Arlene adjourned the meeting at 7:32 p.m.

Respectfully submitted,

Marcia Benner

Marcia Benner
LEA Secretary-Treasurer