

**Lincoln Education Association**  
**<http://www.lincolneducationassociation.org>**  
**Board of Directors**  
**March 17, 2008**  
**4:30 p.m., LEA Office**

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

**ABSENT:** Kathy Spahr; Jan Stamper, LEA-R

**ALSO PRESENT:** Dan Studer, Jim Rea

**CALL TO ORDER:** Arlene called the meeting to order at 4:30 p.m.

**APPROVAL OF MINUTES:** The minutes of March 3, 2008 were approved as printed.

**BUDGET REPORT:** Marcia

There was no new budget information at this time.

**INFORMATION AND DISCUSSION:**

UniServ Director's Report—Dan Studer

Dan reported that two members who have been on Notice of Performance Concerns (NPC) have now taken leaves of absence. Dan will be meeting with one of the individuals and the member's principal in regards to the teacher's summative appraisal this week. Dan has been dealing with concerns voiced by some VOICE teachers about the program being switched from a building based to a district based program and the need for VOICE teachers to reapply for their positions for next year as well as the potential for surplus situations that could arise. Additional issues with which Dan has been working include: aiding members with appraisal and observation summaries, answering early retirement/resignation questions, and dealing with surplus and transfer issues that invariably arise at this time of the year.

President's Report—Arlene Rea

Election Results—There will be a run off election March 31-April 4, 2008 between PJ Nelsen and Mandy Peterson for the Elementary Board seat. This year 200 more people voted than last year. Even though elections are electronic (easier and faster), LEA will continue to find ways to increase the number of members who vote. Thank you to all of you who did participate in the election!

Negotiations Update—LPS asked if LEA would be willing to have a facilitator to try to accomplish the process in three days. Peg Williams (trainer from Interest based Bargaining) will be the facilitator and the tentative dates are April 28, 29, 30. This will allow time for any language changes to be written and for LEA leaders to visit buildings before an all-member vote before school is out. LEA and LPS will share the costs.

Summer Calendar—Arlene shared dates with the Board for meeting in June, July, and August.

Membership Recruitment—The Board packet included the proposed Membership Planning for 2008-2009. This year there will be two tracks – one for new Building Membership Contacts (BMC) and one for experienced BMC's and FRs.

Nebraska Civil Rights Initiative—Arlene included a letter from an interested party giving information about the petition and the impacts it would have. See Action Items.

Catastrophic Grants—The grants from the March application date have been awarded. All of the applicants were very worthy. May 1<sup>st</sup> will be the next time catastrophic grant applications will be considered.

Calendar Committee—At the first meeting of the Calendar Committee, three samples were shared and discussed. The committee includes principals, teachers, parents, and Dave Meyers. Although LEA sits on this committee and can offer ideas and suggestions, it is the final decision of the School Board to make the decision. Dave Meyers did say that in the year 2009-2010, all buildings should be air-conditioned.

LEA PAC—Jan Olmstead

Interviews for State Senators and the State School Board will be held soon. Jan expressed her thanks to the LEA members who will make up the interview teams: Kathy Spahr, Co-Chair of LEA-PAC, Jen Mikkelsen, Daria Pieroroza, Stephanie Nantkes, Sarah Doan, Linda Freye, Tammy Schafer, Marge Keep, Sharon Nore, Bob Shaw, Deb Rasmussen, Jenni Absalon, Jan Olmstead, Mary Lynn Schafer, Daniel Ross, and Nissa Sturgeon. Thank you for the many extra hours you will spend on this important task.

Capitol District—Linda Freye

Pre-Delegate Assembly Capitol District Caucus will be held on April 14 at Misty's in Havelock at 6:00 p.m. There will be a social half hour and dinner and the meeting starting at 6:30 p.m. All delegates who are elected to Delegate Assembly are asked to attend. A reminder/rsvp card will be out soon.

NSEA Board Meeting—Marcia Benner

In an effort to engage our younger members (under 30), NSEA will be asking each district to invite members to Delegate Assembly. They will not be voting on items on the floor of Delegate Assembly. Capitol District can invite 11 to this event.

LEA-R Report—Jan Stamper

Jan was not at the meeting.

Executive Director's Report—Jim

LEA Budget—See Action Items.

Building Mortgage—See Action Items.

**OLD BUSINESS:** none

**NEW BUSINESS:** none

**ACTION ITEMS:**

Motion to enter Executive Session. The LEA Board move into Executive Session at 4:38 p.m. to discuss Staff negotiations. Wiltse/Olmstead Voting YES: Absalon, Benner, Doerr, Freye, Hoffman, Olmstead, Peterson, Rea, Schafer, Shelton, Wiltse Voting NO: none Absent/Not Voting: Spahr Motion carries.

Motion to leave Executive Session. The LEA Board leave Executive Session at 6:15 p.m. Absalon/Freye Voting YES: Absalon, Benner, Doerr, Freye, Hoffman, Olmstead, Peterson, Rea, Schafer, Shelton, Wiltse Voting NO: none Absent/Not Voting: Spahr Motion carries.

Motion for a run-off election and acceptance of the Election Report. The LEA Board accepts the Election Report and the LEA hold a run-off election from March 31-April 4 between PJ Nelsen and Mandy Peterson for the Elementary Board seat. Shelton/Schafer Voting YES: Absalon, Benner, Doerr, Freye, Hoffman, Olmstead, Peterson, Rea, Schafer, Shelton, Wiltse Voting NO: none Absent/Not Voting: Spahr Motion carries.

Motion to use a facilitator for negotiations. The LEA Board pay for one-half of the expenses for Peg Williams to facilitate negotiations. LPS will pay one-half. Voting YES: Absalon, Benner, Doerr, Freye, Hoffman, Olmstead, Peterson, Rea, Schafer, Shelton, Wiltse Voting NO: none Absent/Not Voting: Spahr.

Motion to send members information on civil rights petition. The LEA Board will send information to all members regarding the Nebraska Civil Rights Initiative and the current petition. Olmstead/Benner Voting YES: Absalon, Benner, Doerr, Freye, Hoffman, Olmstead, Peterson, Rea, Schafer, Shelton, Wiltse Voting NO: none Absent/Not Voting: Spahr.

Motion to authorize refinancing the mortgage on the building. The LEA Board of Directors, with this motion, authorize the LEA Executive Director, James M. Rea, to enter into a new mortgage agreement with Union Bank and Trust, Lincoln, Nebraska. Benner/Shelton Voting YES: Absalon, Benner, Doerr, Freye, Olmstead, Rea, Schafer, Shelton, Wiltse Voting NO: Hoffman Absent/Not Voting: Peterson and Spahr.

**COMMENTS, CONCERNS, AND ANNOUNCEMENTS:**

Julia Doerr will be spelling on April 8 at PO Pears. Go Julia!

**ADJOURNMENT:** Arlene adjourned the meeting at 7:10 p.m.

Respectfully submitted,

*Marcia Benner*

Marcia Benner  
LEA Secretary-Treasurer