

**Lincoln Education Association**  
**<http://www.lincolneducationassociation.org>**  
**Board of Directors**  
**September 15, 2008**  
**4:30 p.m., LEA Office**

Unapproved

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

**ABSENT:** Jan Stamper, LEA-R

**ALSO PRESENT:** Gina Parish, Dan Studer, and Jim Rea. Guests: Daniel Ross

**CALL TO ORDER:** Arlene Rea called the meeting to order at 4:32 p.m. The meeting started at 4:32 p.m. to allow three Board members travel time from other meetings.

**APPROVAL OF MINUTES:** The minutes of August 7, 2008 Board Meeting were approved as printed. The Summary of August 25, 2008 Work Session was distributed.

**BUDGET REPORT:** Marcia Benner

The Financial Report for July 2008 was shared with the Board. We have bills to pay for August and it appears that we will be over budget.

**INFORMATION AND DISCUSSION:**

President's Report—Arlene Rea

Association and Membership Update—As of today, 172 new members! Thanks to all for your hard work! We know that membership is a year-long effort.

Request for Membership Cancellation—The Board took no action on this request.

LEA Board of Directors 2008-2009—Arlene shared the updated list for this year.

Website Update—Check it out! There are some advertisers helping to support the Association – please patronize our supporters. Click on [www.lincolneducationassociation.org](http://www.lincolneducationassociation.org).

Ad Hoc Committee of the Board on RA/Travel meeting expenses—Arlene asked for three Board members to review policy and procedures in this area. The committee will look at NSEA guidelines for some initial direction.

Update on ProCom Action Plan for Teacher Workload—Arlene Rea, Jim Rea and Gina Parish, NEA Intern, have been visiting buildings. Elementary schools know about the Best Practices discipline handbook. The ProCom Action Plan for Teacher Workload states that district wide assessments will be printed as soon as possible. At the elementary level, math has been printed and distributed. Reading theme tests have not been. Sped concerns continue to arrive at LEA. Arlene has met with Mary Ells and Mary has said that she will answer the concerns.

Nominations of three people to the Elections Committee—See ACTION ITEMS.

Committees and Committee Chairs— See ACTION ITEMS.

September 18, 2008 FR Council—Ken Haar will be at this meeting. We will elect the Elementary Board Seat representative.

I Can Do It—Linda Freye and Marcia Benner

Seven people signed up; the minimum number was ten. The concern was the use of time and district money. Interested parties may be able to attend the session October 18, 8:00 a.m. to 3:30 p.m.

Other—Board members received leather portfolios compliments of 1<sup>st</sup> NE Educators Credit Union.

UniServ Director's Report—Dan Studer

Dan reported he has represented a member at a meeting with the member, their principal, and Risk Management re: the member's need for accommodations at the workplace and has met with a member re: potentially filing a discrimination charge against their administration. LEA requested legal advice on behalf of a retired member who has returned to LPS, is being treated as a "new hire," is required to take disability insurance as per the contract, but if the member is disabled they will not receive benefits because they are drawing on their state retirement. Dan also reported advising members who are losing plan and/or lunch time and a number of members who have had to deal with volatile student issues already this year. Dan presented his twice-annual Member Rights seminar to UN-L Elementary Ed Student Teachers last Monday night. Gina accompanied Dan to the presentation and has sat in on some of the Member Rights meetings, too. In response to a Board member's question, Dan advised that it is best to always have an administrator's wishes regarding allowing students' use of restroom privileges in writing, especially if the administration is requesting any restrictions be placed upon the student (i.e. before a drug search).

Report from Gina—Gina Parish, NEA Intern

After three weeks, Gina said...it's been great; I've learned a lot. All school districts have problems that are alike. I have been to several schools and they have all been different. I have attended LPSDO Board meetings and met some of the district personnel. I look forward to more challenges and learning experiences in Lincoln.

Executive Director's Report—Jim Rea

Financial Statement—the fiscal year ended August 31, 2008. In October, Jim will review the last fiscal year and the new fiscal year.

Elaine and Jim are preparing documents for the annual financial audit. The audit will be presented to the Board in December.

Reported the District request to have on file at LPSDO original payroll deduction forms from all LEA members. This request resulted in nearly 130 hours of staff and volunteer time to complete.

**OLD BUSINESS:** None.

**NEW BUSINESS:**

The Board is going to try a new format for Board meetings; the first meeting of the month will consist of a short board meeting following by planning and the second meeting of the month will be devoted to Board action etc.

**ACTION ITEMS:**

Motion to approve 2008-2009 Committee Chairs. The LEA Board approve the Committee Chairs and Co-Chairs. Shelton/Doerr Voting YES: Absalon, Benner, Doerr, Freye, Hoffman, Olmstead, Rasmussen, Rea, Schafer, Shelton, Wiltse Voting NO: none Absent/Not Voting: none

The Board nominated Paula Buckner, Scott; Pam Olsen, Huntington; and Jennifer Northouse, Bryan Learning Center. The Board approved these nominees and they will join the 2008-2009 LEA Elections Committee.

**COMMENTS, CONCERNS, AND ANNOUNCEMENTS:**

Registering for Benefits: Question: If a member takes no benefits, why do they need to fill out all of the questions? Response: *Ken Babcock, from Human Resources, states, "Through completing the enrollment process, the district has definitive proof that the employee knew of his/her eligibility for the various forms of insurance but chose not wish to participate. This is particularly important this year when we have an open enrollment for health insurance. Also, the answers given concerning why an employee declines the health insurance are important when we compute our participation percentages for EHA."*

Discussion centered around the timing of building flex when all seven hours are to be completed during the first quarter. This is good and bad news. Staff at buildings need to be more proactive in working with the administration to develop schedules that meets the needs of staff.

Many elementary staff are still concerned that there is so much to do (BIST, Teaming, and new curriculum) and so little time.

Benefits: Some building principals are sending out benefit notices to staff with school ID numbers included. Response: *Individuals have talked to their principals.*

**ADJOURNMENT:** Arlene adjourned the meeting at 5:59 p.m.

Respectfully submitted,

*Marcia Benner*

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LEA Secretary-Treasurer