

**Board of Directors**  
**December 5, 2011**  
**4:30 p.m., LEA Office**

**PRESENT:** Jenni Absalon, Marcia Benner, Linda Freye, John Heineman, Jan Olmstead, Mandy Peterson, Deb Rasmussen, Daniel Ross, Tammy Schafer, Resa Wiltse, Liz Wysong Hoffart, and Jen Yoder.

**ABSENT:** None.

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

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

**CHECK IN/CELEBRATIONS:** Numerous celebrations were shared.

**APPROVAL OF MINUTES:** The November 7, 2011, LEA Board minutes were approved as written.

**FINANCIAL REPORT:** *Jan Olmstead*

The LEA Financial Report for November 2011 was approved as presented.

**INFORMATION AND DISCUSSION:**

**President's Update—*Jenni Absalon***

- President's Report
  - Meetings Update—Jenni submitted her report of November meetings.
- District/Superintendent
  - Leave—Jenni has been working with district leaders on the leave policy, in particular, leave before/after a break from school and leave on plan days.
  - Appraisal—Jenni announced that the counselor appraisal rubrics have been approved. Jenni stressed that members need to share any parts of the rubric that they are concerned about.
- Member Relations
  - Membership—As of today, LEA membership is down 23 members. Jenni asked LEA Board members to remember to invite new hires to join. The LEA Executive members met with the NSEA Executive team regarding membership and potential members.
  - NSEA Access cards—there is a delay in the printing of the new NSEA Access card. Members can continue to use their current cards.
  - Western Region Leadership Conference—will be held in Oklahoma City, OK, on January 18-22, 2012. Jenni Absalon, Deb Rasmussen, Jen Yoder, Jules Spickelmier and Carolann Carmichael will be attending.
  - Elections—The following seats are up for election for 2012: President, Vice President, one Elementary Board Seat, one At-Large position, and one High School seat.
  - LEA GOLD—the LEA Board will be discussing this further at the January meeting.
  - Grants—many grants are available. LEA was just awarded a \$5,000 grant from NEA. This grant is for member workshops regarding the appraisal process, goal setting, etc.

- Community
  - Political Action—Jenni shared information regarding the President Obama re-election plan. It is very important for members to be informed of the election and the education platforms of the candidates.
- Communication
  - Survey—LEA Board members reviewed questions on a proposed first semester survey to be sent to members. The Negotiations Committee is working on their survey to be sent to members early second semester.
  - Message—Jenni gave booklets to members regarding Framing the Message when speaking to others about the issues.

**NCUEA CONFERENCE**—*Resa Wiltse, Marcia Benner, Jan Olmstead & Jenni Absalon*

Information was shared regarding the sessions that were attended at the recent conference in Orlando, FL.

**NSEA BOARD**—*John Heineman, Linda Freye, Daniel Ross and Tammy Schafer*

Discussion was held at the NSEA meeting regarding the decrease in membership and contingency funds. PAC funds and endorsements were discussed. NEA is no longer endorsing Horace Mann due to a difference in philosophy. NSEA and LEA will still be utilizing Horace Mann. John and Linda are the SEAN representatives to the NSEA Board and are looking for gently used materials/T-shirts/mugs/items for student members' raffle fund.

**UNISERV DIRECTOR'S REPORT**—*Dan Studer*

Dan reported working with a number of members who are Notices of Performance Concerns and has represented two members in meetings with LPS HR officials. Other issues Dan has been working with members on include: health insurance, a number of job performance issues other than NPC's, health issues, advice regarding worker's comp claims, and parent-teacher conference pay docks.

**EXECUTIVE DIRECTOR'S REPORT**—*Jim Rea*

Jim informed LEA Board members on the Maple Meadow Condo Association and insurance liability issues that have arisen.

Jim shared information from the Urban Executive Directors meeting he attended last week in conjunction with the NCUEA meeting. He also updated the Board on member rights issues.

**NEW BUSINESS:** None.

**OLD BUSINESS:** None.

**COMMENTS, CONCERNS, ANNOUNCEMENTS:** Comments/concerns were made regarding Pinnacle. There were concerns that LPSDO will lengthen the school day. A question arose regarding district policy on when students are expected to be outside or not. The reports were sent to Dr. Biggs.

**ADJOURNMENT:** The meeting was adjourned at 7:35p.m.

Respectfully submitted,

*Jan Olmstead*

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Secretary-Treasurer