

**Lincoln Education Association**  
**<http://www.lincolneducationassociation.org>**  
**Board of Directors**  
**December 17, 2007**  
**4:30 p.m., Jim & Arlene Rea's Home**

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

**ABSENT:** Marcia Benner; Matthew Hoffman; Jan Stamper, LEA-R

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

**CALL TO ORDER:** Arlene called the meeting to order at 4:45 p.m.

**APPROVAL OF MINUTES:** The minutes of November 19, 2007 were approved.

**BUDGET REPORT:**

The October 2007 Financial Report was in the Board packet.

**INFORMATION AND DISCUSSION:**

President's Report—Arlene

Membership Update—Gained 1 member – 182.

Negotiations Survey Update—Shared solutions/comments for workload after doing survey analysis.

Elections Committee—Discussion about percentage needed for the winner. Will review plan January 7<sup>th</sup>.

Election Timeline—Committee approved timeline for this year's election process.

Budget Timeline—Presented.

Capitol District Report—Linda Freye

Senators Dinner was held at Yankee Hill. Well attended. Senators received the J. Kozol book "Letter to a New Teacher". Linda has been appointed to an NSEA committee regarding assessment.

LEAF Board/Fundraiser—Jenni Absalon

Foundation Board Meeting—The LEA Foundation Fundraiser has raised enough money to offer catastrophic assistance and teacher grants. We would like more members to support via payroll deduction. Information will go out at FR Council this week.

Foundation Fundraiser Meeting—Looking at new ideas and getting more people involved. Fundraiser committee is always looking for more members! Fundraiser will take place April 25<sup>th</sup>, the Friday evening of Delegate Assembly.

NCUEA Conference in Charlotte, North Carolina—Arlene attended a workshop that reviewed membership surveys while Jenni attended a workshop encouraging veteran teachers to become involved in the Association. ESEA reauthorization was a focus of the conference. Large class sizes and assessment overload were topics of conversation for the 200 largest locals of NEA. Various workshops were offered that were beneficial for LEA.

UniServ Report—Dan Studer

Dan reported working with members and representing them at meetings with LPS Risk Management on a number of issues: (1) a member returning to duty following a Worker's Comp case, (2) a member returning to modified duty following medical leave, (3) a member with health related performance concerns raised by their supervisor, and (4) a member needing leave for medical reasons. Dan contacted an LPS consultant and clarified on behalf of members

that according to the contract consultants cannot call required monthly meetings for teachers unless the individuals are liaisons, department chairs, or somehow being compensated for the time at the meetings unless the meetings are held during contract time. Dan also has been working with a specialist whose current schedule has not allowed them to receive their full plan time who is also not being compensated for the lost time and he continues to work with a member on an on-going issue with a colleague in the building. Along with the other professional staff, Dan met with 18 members from a middle school to listen to and advise them regarding issues of concern to them at their site, largely focusing upon student discipline issues. Copies of the LEA/LPS "Best Practices of Student Discipline" handbook were distributed, the handbook containing many tools for the staff to use to address their concerns.

Executive Director Report—Jim Rea

LEA assets have been reviewed by Ameriprise. The 2006-2007 Audit is now complete and will be presented to the Board for review and approval.

**OLD BUSINESS:** none

**NEW BUSINESS:** none

**ACTION ITEMS:**

Motion to approve the 2008 Election Timeline proposed by the Election Committee. Spahr/Absalon Voting Yes: Absalon, Doerr, Freye, Olmstead, Peterson, Rea, Schafer, Shelton, Spahr, Wiltse. Voting No: None. Motion passed.

**COMMENTS, CONCERNS, AND ANNOUNCEMENTS:** none.

**ADJOURNMENT:** Arlene adjourned the meeting at 6:15 p.m.

Respectfully submitted,

*Linda Freye*

Linda Freye  
Acting Secretary-Treasurer