

Lincoln Education Association

<http://www.lincolneducationassociation.org>

FR Council

March 19, 2009

Union Bank, 4732 Calvert, Lower Level, 4:15 p.m.

BUILDINGS NOT PRESENT: Beattie, Belmont, Campbell, Cavett, Dawes, Elliott, Everett, Hartley, Humann, Huntington, Lakeview, Lincoln Northeast, McPhee, Norwood Park, Pershing, Pyrtle, Randolph, Saratoga, Sheridan, West Lincoln

“EARLY BIRD” DRAWING: Linda Freye, Maxey, won a duffle bag with great teacher stuff from Horace Mann.

Special Guests: Each candidate was given three minutes to speak: Kathy Danek (District #1), Barbara Baier (District #3), and Don Mayhew (District #7) incumbents for the Lincoln Public School Board and Kevin Keller, running for District 5. (Formerly Keith Prettyman held this seat.) Arlene thanked the LEA-PAC Committee for their time and talents. It is a very valuable process. LEA-PAC is a separate organization from LEA. Its members are LEA members who voluntarily donate money. No dues dollars are used to fund LEA-PAC.

CALL TO ORDER: Arlene called the meeting to order at 4:17 p.m.

APPROVAL OF MINUTES: The minutes of February 19, 2009 were approved as printed.

TREASURERS REPORT: Marcia Benner

The Financial Report for January 2009 was shared. The January 2009 report reflects part of the LEA payback to LPS for Arlene’s salary.

INFORMATION AND DISCUSSION:

President’s Report—Arlene Rea

Working Conditions Survey Update—Buildings should have copies; it is a good idea to meet with your building principal. 1,150 members completed the survey. Overall, areas are getting better compared to last year. Some of the previous concerns were addressed in the Workload Study. One area that was not as good was administration. LEA will be looking at ways to help buildings improve in these areas.

Harvest of Books at Barnes & Noble Update—Thank you for your support! The \$680 will be used for the Harvest 2009.

Cat In The Hat Report—During the week as Cat, Pat Etherton made 12 building visits. She spent three hours at Barnes & Noble. Pat said it was enjoyable and tiring work ... the Cat is always in demand. Thank you Pat—the Cat is appreciated by every generation!

Shredding Event on April 18, 2009—Please bring items for shredding to the LEA parking lot from 9:00-11:00 a.m. You can watch your things being shredded on a TV screen. Donations to the LEA Foundation will also be accepted.

ProCom—We are continuing to work on items. There is a Communication plan for new initiatives—first test will be the distribution of the new computers. LPS has a specific place on the website for ProCom. Currently it is under Human Resources. Two new plans have come out this week, reading and Flex Plan for Writing, early notification to teachers is appreciated.

New Leader Institute—If you know someone who might be interested, please let Arlene know and she will contact them. It is a great way to learn about NSEA and meet the education leaders from across the state.

Elections Committee Report—Elections Committee member, Paula Buckner, Chair

Paula thanked the candidates for their interest, time, energy, and resources to run. Electronic voting for LEA coincided with NSEA. NSEA results should be out next week. Paula asked those elected to stand and be recognized. She also reminded if you are unable to attend DA or RA, please let Arlene know ... there are alternates who are willing to attend in those instances. Again, thank you to all of the members who stepped up to support and lead the association.

2009-2010 Dues Proposal—Marcia Benner, Secretary-Treasurer

On Monday, the LEA Board approved the 2009-2010 Budget. This budget includes a \$6.00 increase in dues, a 10 member increase, and no money to be taken from reserves. FR Council will vote on the dues increase in April.

Executive Director Evaluation—Karen Shelton

Karen asked several FRs to “test run” the form prior to FR Council meeting. Any necessary changes will be made to the evaluation before it goes to FR Council in April.

Appraisal Committee—Linda Freye and Karen Shelton

This committee meets very frequently. Spring forums have been scheduled: April 13 and 30 are the dates at 3:45 and 4:00. The forums will roll out the six components and present some of the new components of the new procedure. This is a great opportunity to be a part of the process and offer your thoughts and ideas. Both forums will be held at Lincoln Southeast High School.

LEA Foundation Fundraiser—Jenni Absalon and Linda Freye

The picture and pitcher and Tastefully Simple TGIF donations will be available for one more month as a silent auction item at FR Council. Time is running out and deadlines are approaching! Please fill out the donation form on-line or fill out one of the pink cards on the tables. Items are put on the website and the list of donations is updated frequently. This money goes for the LEAF Scholarships and Grants. There are two grants, the LEAF Catastrophic Grant and the Certificated Professional Grant—one for elementary and one for secondary. The LEAF Scholarship deadline is April 15th!! This is for the Christa McAuliffe and Barbara Buckingham Patrons, the LEAF STAR Scholarship (LPS senior/child of a member) and the LEAF SOAR (LPS senior) Scholarship.

Delegates to Delegate Assembly—in past years, we have asked delegates to donate a DVD. This year we are looking at a cash raffle and asking delegates to give cash. Please donate the amount of your choosing to this new fundraiser component by bringing your donation to the DA Pre-Caucus dinner on April 15 at Misty’s in Havelock.

Executive Director’s Report—Jim Rea

Legislative Update—The Nebraska Legislature continues to deal with a bleak financial environment. Discussions continue on how to address the situation with the State Retirement System.

LEA Website—We now have vendor ads that rotate and more ads may soon be added. Members who have a business may also advertise on the website. Access Cards—a member used her card and saved \$122 on hotel reservations for a Spring Break trip.

Jim expressed his pleasure at looking forward to working with the new Executive Team, Jenni Absalon, Marcia Benner and Board member Rita Bennett. It will be a smooth and successful transition of leadership. Arlene’s term will end on June 5, 2009.

Drawing: Matthew Hoffman, Lincoln North Star, won a \$20.00 gift card to Lee Booksellers from First Nebraska Educator’s Credit Union. Resa Wiltse, Meadow Lane, won a \$20.00 gift card to Lee Booksellers from First Nebraska Educator’s Credit Union.

LEA Insider was enclosed in the FR packet.

Executive Summary and LEA Insider available on www.lincolneducationassociation.org.

NEW BUSINESS: none

OLD BUSINESS: none

ACTION ITEMS: none

COMMENTS, CONCERNS, AND ANNOUNCEMENTS:

Point of Personal Privilege: Kathy Spahr wants to recommend Gene Carroll for City Council. Please vote for him and encourage your friends to vote for him. [Note: LEA-PAC does not get involved in City Council races.]

Lincoln Southwest, Individual/Group Concern: Concern about criteria for surplussing/addition of ITE categories—with certifications, may or can, put veteran teachers at risk of being surplused instead of a younger teacher because of not being certified in an area that they have never taught. Automotive vs. Engineering, etc. *Response: Surplussing is based upon district seniority and assignment. A person in a specialized area that requires additional training or an endorsement (areas which are approved by ProCom on an annual basis) has protection in that someone without that training cannot move into that specialized area and displace another teacher who has the training. If teachers worry about being surplused from a specialized area because they do not have the training or endorsement needed, they should take advantage of district training or be prepared to teach in a related, but non-specialized field in which they are already endorsed. Additional endorsements do provide teachers with more options and opportunities with ever-shifting student populations and program changes.*

Lincoln Southwest, Individual/Group Concern: What is the timeline for elevation of the middle school report card to high school? *Response: Barb Jacobsen has indicated that High school principals and department chairs have been involved in discussions concerning the issue of grading. At this time there are no plans for a new report card.*

Park, Group Concern: How much time do teachers have to get grades in on the SSI after March 20th—tomorrow, the end of the 3rd quarter? *Response: For secondary schools the deadline is Wednesday, April 1, at 4:00 p.m. three contract days after the end of the grading period.*

Health Services, Group Concern: Nurses would like more inclusive language within the association. For instance, when participation is determined by elementary, middle school or high school, we are excluded as we are itinerant and serve all ages. Currently we can only serve in at-large positions if they are on committees and boards. We can't even have a faculty rep of the year. *Response: Currently, nurses are represented by a Senior FR, a Junior FR and an Alternate FR. Because nurses are usually itinerant, nurses should run for at-large positions on the LEA Board. In order to qualify for an LEA Board seat, the nurse members would have to have 400 members or major fraction thereof. Committee appointments are not made according to a particular level such as elementary, middle or high school. Although, an effort is made to insure a balance among the levels. Members express interests in committees and I try to honor those requests. Because the number of nurse members has increased significantly within the last several years, I believe it would be appropriate for nurse members to nominate a nurse FR for an LEA award. I will take your request to the April 6 LEA Board meeting.*

Park, Individual Concern: I will meet the Nebraska Rule of 85 in three years. I want to keep teaching at least five-six more years. Is it possible to be forced to retire in three years—when I meet the Rule of 85? Could I be given an early retirement option? *Response: No, as long as you are showing competence in your assignment you will not be forced to retire. There are no early retirement incentives in the Professional Agreement any longer because courts have ruled such plans are inequitable, being based upon age.*

Due to Secretary-Treasurer Marcia Benner's election as LEA Vice President for the 2009-2012 term, there is a one-year vacancy for Secretary-Treasurer on the LEA Board of Directors. The LEA Board of Directors fill that position. Currently two people from the LEA Board have been nominated for the position. Therefore, there will be a vacancy for one of the board seats, elementary or at-large. FR Council elects the LEA Board seat. Nominations will be taken at the April FR Council with the election being held at the May FR Council. FRs will be informed of the vacancy soon after the Board action on April 6.

DRAWING for ½ day of Guest Teaching: Angela Bates, Lincoln Southwest, won a ½ day of Guest Teaching by Arlene Rea, LEA President.

ADJOURNMENT: Arlene adjourned the meeting at 5:37 p.m.

Respectfully submitted,

Marcia Benner

Marcia Benner
Secretary-Treasurer