

FR Council

<http://www.lincolneducationassociation.org>

May 15, 2008

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

BUILDINGS NOT PRESENT: Arnold, Belmont, Brownell, Bryan Community, Cavett, Dawes, Hartley, Hawthorne, Huntington, McPhee, Park, Pershing, Pyrtle, Saratoga, Sheridan

“EARLY BIRD” DRAWING: Susan Townsend, Lefler, won a \$20.00 gift card to Lee Booksellers from First Nebraska Educators Credit Union.

CALL TO ORDER: Arlene called the meeting to order at 4:20 p.m.

APPROVAL OF MINUTES: The minutes of April 17, 2008 were approved as printed.

TREASURERS REPORT: Marcia

The Financial Report for March 2008 was in the FR packet and showed no irregularities.

INFORMATION AND DISCUSSION ITEMS:

Christa McAuliffe Scholarship: Laura Gaulty, Lincoln East.

Barbara Buckingham Patrons: Jason Rushing, Humann, and Theresa Stehlik, Dawes.

Future Teacher Scholarship (Non-Minority): Ellen Reber, Lincoln Southwest.

LEAF Certificated Professional Grant Awards: Patti Neilsen, Kahoa, and Selma Bartels, Meadow Lane.

LEA Volunteer Friend of Education: Brian Batten.

LEA Special Friend of Education: Pat Shelton, LEA-R; and Joanne Perrault.

LEA Building Membership Awards (85% or greater): Irving Middle School, 85%; Dawes Middle School, 86 %; Randolph, 86%; Zeman, 87%; Riley, 88%; Hill, 91%; McPhee, 92%; Brownell, 93%; Hartley, 93%; Pyrtle, 94%; Kahoa, 94%; Information Technology Focus Program, 100%; Arts and Humanities Focus Program, 100 %. Congratulations!

LEA Elementary School FR of the Year: Kathy Horejsi, Lakeview.

LEA Middle School FR of the Year: Jan Olmstead, Lefler.

LEA High School FR of the Year: Karen Dress, Lincoln East.

Recognition of Outgoing LEA Board Member: Kathy Spahr, Culler.

Recognition of Newly elected LEA Board Member: Deb Rasmussen, Goodrich.

Recognition of Outgoing NSEA Board member: Chelli Olsen, Culler.

Recognition of LEA-PAC Co-Chairs: Jan Olmstead, Lefler; and Kathy Spahr, Culler.

Recognition of the Harvest of Books Award: Teresa Greve, LEA.

LEA Foundation Fundraiser: Jenni Absalon, Maxey; Lind Freye, Maxey; and Elaine Koch, LEA.

Recognition of Newly elected and current LEA Board Members: Mandy Peterson, Everett, Elementary; Jan Olmstead, Lefler, At-Large; Deb Rasmussen, Goodrich, Middle Level; and Resa Wiltse, Meadow Lane, At-Large.

Recognition of Newly elected and current NSEA Board members: Jenni Absalon, Maxey; Marcia Benner, Lincoln High; and John Heineman, Lincoln High.

Recognition of Newly elected and current Capitol District Board members: Jenni Absalon, Maxey; Marcia Benner, Lincoln High; Linda Freye, Maxey; John Heineman, Lincoln High; Stephanie Nantkes, Arnold, and Tammy Schafer, Holmes.

Recognition of LEA Board of Directors: Jenni Absalon, Vice President, Maxey; Marcia Benner, Secretary-Treasurer, Lincoln High; Julia Doerr, Lincoln High; Linda Freye, Maxey; Matthew Hoffman, Lincoln North Star; Jan Olmstead, Lefler; Mandy Peterson, Everett; Tammy Schafer, Holmes; Karen Shelton, Everett; Kathy Spahr, Culler; and Resa Wiltse, Meadow Lane.

Recognition of LEA Staff: Teresa Greve, Elaine Koch, Jim Rea, and Dan Studer.

Recognition of the Negotiations Team: Jenni Absalon, Maxey; Tom Ahlschwede, Lincoln Southwest; Michael Geist, Lincoln Southwest; Jan Olmstead, Lefler; Arlene Rea, LEA President; Jim Rea, LEA Executive Director; and Daniel Ross, Calvert.

Special Awards for the LEA Fundraiser Basket Creators: **Most Basket**—Lincoln East, **Most Colorful Basket**—Pyrtle, **Heaviest Basket**—Prescott, **Leisure Theme Basket**—Irving, **Funniest Basket**—LPS Shool Nurses, **Highest Bid Basket**—Goodrich, **Food Theme Basket**—Fredstrom, **Unique Theme Basket**—Eastridge.

Volunteer Award to Paul Absalon for his work and support of the fundraiser and doing “whatever it took” to get the job done.

Hotel Package to FR who attended all FR Council meetings: Marge Keep, Lincoln East.

President’s Report—Arlene Rea

Nomination for vacancy on LEA Board of Directors. [Mandy Peterson has had a change of assignment and can no longer hold the elementary board seat. According to the Bylaws, names are submitted at the next FR Council (May) and a vote is taken at the next scheduled FR Council (September). Article III, Section 5. Nominations from the floor: Daniel Ross, Calvert, and PJ Nelsen, Meadow Lane. The vote will be taken at FR Council in September.

State of the Association Address, May 15, 2008 by LEA President Arlene Rea—“As I reflected over the 2007-2008 year, I realized there were two main themes—ProCom and the study of workload and Bargaining a Contract. All the activities that occupied the work of the Association seemed to revolve around the workload study and bargaining a new contract. In between those two activities, Association members, volunteers and the community collected and distributed 13,000 books to the first and second graders of the public and parochial schools of Lincoln. The Association advocated for members and their rights under the contract.

Building Membership Coordinators recruited enough members to replace the ones who retired or moved away plus 40 more members. The I Can Do It cadre offered flex time classes three times during the year. The LEAdvocate, with timely bits of contract information, was sent out 16 times. The LEA Express, a compilation of news, tidbits of information, Board minutes and FR Council minutes, was sent out weekly in one publication. Roger Rea led the Retirement seminar twice for members preparing for the next stage in their life. In the meantime, the Association advocated for members and their rights under the contract.

The Association met formally with the Drs. Gourley and Biggs twice monthly, and sometimes weekly, to discuss and resolve issues around member concerns. The LEA Board met during the summer of 2007 to strategically plan for the 2007-2008 year and met twice monthly to insure that the rights of members are secure and their dues are wisely spent. The seven School Board Contact teams met monthly with their school board members to keep them informed of their working conditions. The seven legislative contact teams kept in touch with their legislators during the legislative session. Association members were introduced to the many financial benefits that are available to members. In the meantime, the Association advocated for members and their rights under the contract.

LEA-PAC members interviewed 11 legislative candidates from four districts in Lincoln. All but one of the endorsed candidates won a place on the ballot for November's election. The fourth annual LEA Foundation fundraiser was held in conjunction with NSEA Delegate Assembly this spring. This fundraiser insures that members have the opportunity to apply for scholarships and grants. A record number of members participated with the fundraiser by designing baskets for the auction, or buying raffle tickets or soliciting gifts from vendors across the city. In the meantime, the Association advocated for members and their rights under the contract.

ProCom met for a period of three or four hours monthly. Each facilitated session gave both LEA and LPS members the opportunity to look deep into the issue surrounding workload. Workload is not simply resolved. LEA is anticipating that the final report with long and short term resolutions will be published before the end of the school year. The LEA Negotiations team prepared all year by participating in interest based bargaining training with LEA members and then again with the district team members. The team met throughout the year poring over tons of information and data before meeting with the District in a three-day bargaining marathon. In the meantime, the Association advocated for members and their rights under the contract."

Executive Director's Report—Jim Rea

Association and Legislative Update—The Executive Director reviewed the latest developments concerning the Tentative Agreement since the special FR Council meeting on May 8, 2008. In the week since the announcement, the Negotiations Team have been meeting with members, answering calls and emails. The major concern was Section 5—Workload Compensation Pay. After meetings with the District, both parties mutually agreed to remove Section 5 from the Tentative Agreement. All other sections remain unchanged. All salary dollars remain unchanged. The ratification vote will be May 27, 28 and 29. Results will be announced May 30.

President and Executive Director's Calendar, Executive Summary and Member Rights Update are available at: www.lincolneducationassociation.org.

Member Rights Update was included in the FR packet.

OLD BUSINESS: None

NEW BUSINESS: None

ACTION ITEMS: None

DRAWING: Marge Keep, Lincoln East, won computer classes from Horace Mann Companies (Candy Specht and Perry Showers).

COMMENTS, CONCERNS, AND ANNOUNCEMENTS:

Individual Comment, LHS: I (Marcia Benner) want to THANK Candy Specht, Perry Showers, Cindy Dornbush, and Horace Mann Insurance Co. They will be providing t-shirts for the LEA delegates to RA in July. The shirts will be to recognize Chris Maly and his NEA Human and Civil Rights Award for his play, "This Unsafe Star: The Emmett Till Story." Thank you Candy, Perry, Cindy and Horace Mann Insurance.

Individual Comment, LHS: Speaking as an individual, I want to THANK all of the building leaders who realized the negative impact of the original "Compensatory, Workload Pay" language and in their own ways conveyed their message and concerns to district leaders. In April at Delegate Assembly, Lilly Eskelson, NEA Secretary-Treasurer told over 400 Nebraska teachers to "...use you voice..." Lincoln teachers used their voices, as did other building leaders. I do not know their names, but I am truly grateful for their support. —Marcia Benner

East, Group/Individual Concern: My annual thanks to Horace Mann, Rossi & Associates, First Nebraska Educators Credit Union, and Union Bank for taking care of our creature comfort needs—great food, drinks, and prizes. Also Thanks to those who negotiated the move to the Union Bank meeting site—Kudos!

A grievous error was made today. Many certificates and awards were awarded today, but there was a serious omission—sincere thanks to Arlene Rea for all of her tireless work, support, innovative ideas, attendance at approximately 17 gazillion meetings, donating all of those half-day sub days, and being a fabulous cheerleader for all LEA members. It's a good thing we don't pay her an hourly wage. Thank you Arlene, you deserve several certificates of your own.

Resa Wiltse. Some members may feel that the district still does not recognize the workload issue. As a member of ProCom, I will say that the district has come a long way in the past 18 months while studying the issue. The district, during this study, has come to realize that both teachers and administrators feel overwhelmed. Through ProCom, both the district and LEA have introduced ideas to lessen the load. Do we have a long way to go? Of course, but we are moving forward on this issue.

The Health Services staff thanks the LEA for promoting inclusive language for all certified staff, i.e., teachers, nurses, psychologists, social workers, etc.

Dates to Remember:

- May 22—LEA Retirement Dinner, Firefighters' Hall, 6 pm
- June 3—LEA Board Meeting
- June 19, 20 --I Can Do It training of trainers, LEA Office, 8 am – 4 pm
- June 20—I Can Do It Workshop for district flex time, LEA Office, 8 am – 4 pm
- June 12 or August 8 (choice)—BMC and FR training
- June 25 – July 7—NCUEA and RA
- July 10—LEA Board Meeting
- August 6—New Teacher Luncheon, TBA
- August 7—LEA Board Meeting
- August 8 or June 12 (choice)—BMC and FR training
- August 12—FR Training
- August 13—First Day for Staff

ADJOURNMENT: Arlene adjourned the meeting at 5:50 p.m.

Respectfully submitted,

Marcia Benner

Marcia Benner
Secretary-Treasurer