

Action Report

END OF THE YEAR

June 2017

What's Happening Now?

Educators look out for your contracts this month. Sign them and note any changes related to location and/or salary. It's pertinent that this is done before you leave for summer break. We're anticipating the much needed adjustment to the Support Scales mentioned in the employee compensation study, which were below market rates. Reminder - if your scale was included, you should see a difference in your pay. New pay scales **will post July 1st** when the new fiscal year begins.

Lastly, a Step Increase is on the table for next school year and all eligible employees should see an increase in their September paycheck. Unfortunately, persons at the top of the scale will not be affected. We will remain vigilant in our suggestions of a COLA, and/ or bonus.

WITH THANKS!

As we come to the end of another school year, it's with many thanks and appreciation given to our Executive Board Members who are leaving us.

Aldonia Cooper (Carlin Springs ES), has served two terms on our board as the Elementary Representative under three presidents. With over 10+ years as a Physical Education Teacher. Aldonia is passionate about her students. She's been involved with the Political Action Committee arm of the association, and she's attended many Lobby Days in Richmond as well as the State and National Representative Conventions, all in the advocacy for AEA members. Al, is leaving APS this year and returning to New Orleans for a new chapter in her life and will be missed.

Jeff Elkner (Career Center HS) is leaving after serving one term as Vice President. Jeff has always been an enthusiastic "behind the scenes" kind of guy. Jeff is very active on the Political Action Committee as well, and the designer of our website. He's attended countless Lobby Days with our Educators and others. He is involved in many NOVA offered trainings as well, as he continues to remain active. AEA will miss him on the board, but it's nice to know he's just a phone call away.

Judith Knight (Arlington Community HS) has served two consecutive terms as Treasurer under two different presidents. She's definitely grown in her position. As our Budget Chair, she leads many meetings and advises AEA on best practices. Judy is very active on TCI, CPST, and the Political Action Committee as well. She too has attended many Lobby Days in Richmond, as well as the first Teacher of Color Summit, and State and National Conferences. She also serves on the States Credentials Committee.

Laurel Sheridan (Wakefield HS) has been the High School Representative for two terms. Laurel is an advocate and leader, whether in the classroom or on the General Assembly floor. She makes no apologies for asking questions or challenging the status quo. She's also leaving APS this year and we will miss her, and wish greatness in all her endeavors.

Having served a few terms on the board with most of these members, I am sad to see them leave. However we're grateful for the opportunities to share, learn, lead, and inspire with each of them. The AEA is better because of them, and we're excited for the new chapters in their lives.

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COLLABORATION PROBLEM SOLVING TEAM

This year CPST collaborated on many concerns that affect all Educators. We introduced a change in policy **35-8.3 Work Schedules and Contracts**. Our Elementary Teachers don't get a "one size fits all" planning time, and often it's not consecutive in most schools. AEA's Belinda Folb put a motion on the floor to amend the language to read "225 minutes of unencumbered weekly planning time with an average of 45 unencumbered minutes per day," without any interrupted meetings. Due to the master schedules varying from school to school, this matter is at the top of the task bin.

Technology continues to be a problem that surfaces every month. Look out for the new Management Plan coming upon your return in August.

Special recognition to **Judith Knight**, for serving two terms on CPST. We appreciate all you've done Judy; your quiet voice will be missed.

EMPLOYEE ADVISORY COUNCIL

This year the EAC group worked on many policies and updates like CPST. Because this group is made up of Support Personnel across the schools, they've decided to add an additional ½ hour to the allotted time, making next year's monthly meetings 1 ½ hours. Human Resources will also distribute a newsletter to get the discussed information to each represented group!

WE'RE OFF TO BOSTON June 29th ~ July 6th

Many elected AEA members are off to the National Representative Assembly in Boston, MA. Be sure to send donations with any delegate for the NEA Fund. We look forward to hearing the exciting highlights from their work. The NEA continues to Stand Tall, Stand Proud, and Stand Up for what is right in Public Education.

Proposed Constitutional Amendments to the 2017 RA

First Constitutional Amendment

To confer automatic delegate status to the chair of the Resolutions Internal Editing Committee, for all purposes except voting for officers.

Second Constitutional Amendment

To delete language that is no longer needed, now that the executive officers elections are on the same three-year cycle.

Third Constitutional Amendment

To change the frequency of the Representative Assembly from every year to every other year beginning in 2022.

Reggie Smith Organizing School RSOS

When: July 19-21

Where: University of Richmond

Cost: \$50.00 per member

How: Register using the following link:

<https://www.regonline.com/lorrsos2017>

Deadline: Friday, June 30, 2017

AEA will reimburse you for the cost and mileage upon your completion of the trainings.

UNISERVE DIRECTOR'S CORNER:

Spring is HERE ... and there are a couple of dates to keep in mind if you're looking at other assignments within APS or surrounding jurisdictions.

If you are considering a position in a surrounding jurisdiction (i.e. Fairfax, Prince William, Loudoun, Alexandria, Falls Church, etc.) you MUST resign your position with Arlington before June 15, 2017. If you accept a position with a surrounding jurisdiction after June 15, 2017, you may be "**Resigned with Prejudice**" which will affect your future employability.

If you are considering a transfer WITHIN Arlington, you must secure that transfer BEFORE August 1, 2017. After August 1, 2017, your principal has the right to retain you in your current position, as it is difficult to fill positions after said date.

For the APS Policy that addresses these items, please see the attached link: <http://www.apsva.us/wp-content/uploads/2015/02/SBP-35-3.7-Resignation-PIP.pdf>

If at any time you are offered a "Promotion" within APS or in a surrounding jurisdiction, a two week notification or thirty day notification (P, T, and E scale) is required. <http://www.apsva.us/wp-content/uploads/2015/04/SBP-35-3-Employment.pdf>

If you are considering a transfer to another APS site, and have ANY questions, feel free to contact the AEA Office at 703-379-1650 or email kbyrd@veanea.org

NEXT DELEGATE MEETING

Kenmore's Black Box

Time: Monday, June 12th @ 4:30 pm

Food will be provided!!!

End of the year celebration, we did it. Congratulations!

Swearing of Newly Elected Executive Board Members:

Ingrid Gant - President

Leslie Stockton – Vice President

Javonnia Hill – Treasurer

Laura Larco – ES Representative

Debbie Weston- HS Representative

ALL AEA MEMBERS WELECOMED!



TIAA-CREF UPDATES

The Human Resources is pleased to announce the following presentation by our 403(b)/457(b) vendors.

AXA and Lincoln Financial

Representatives will also be available

at the Education Center (N. Quincy St.)

June 8, 2017 and June 15, 2017, from 2:00 p.m. – 6:00 p.m.:

To schedule an appointment with AXA: <http://meetme.so/AXAEdCenter>

For Lincoln: <http://www.lfg.com/apsschedule>



If you are leaving or transferring within APS contact the AEA office: page@aeava.org

