

COMPENSATION POLICY UPDATE

At its November 3rd meeting, the School Board was presented with the overdue compensation study and Health Insurance statistics. Arlington fared rather as expected, in the competitive market rate as it relates to our close jurisdictions. However it was also shared that our support scale didn't even come close to market rates, and were far below. During the SB meeting on December 1st, the language to put the "Step Increase", back into *policy 35.8-1* was **passed in favor of a 5 to 0 vote**. The adopted language although very light, speaks to the fact that if there is no money, there'll be no step. However, putting the language back into policy means **it's considered every year in the Superintendent's budget**. Kudos to **Josh Folb**, Compensation Chair, **Gerry Collins**, Past President, **Jaim Foster**, Past President and NOVA Council Chair, Executive Board members, **Octavia Harris**, **Judith Knight**, and **Gina Miller**. Other AEA Members in attendance were **Belinda Folb**, **JoVo'n Gant**, **Kauser Shahid** and **Elizabeth Palamo**. **Amanda Blanchard**, Falls Church President, **Christina Borringer**, Vice- President of Alexandria and members from EAA were in attendance, showing there continuous support as we stand together in District H.



CHANGES TO TIAA-CREFF (Cash Match Plan)-Action required

Very important change to our Cash Match Plan from APS. **Policy 35-6.2 Retirement**, removed the language that directs the SB to cash match our personal 401(a) account. This match **instead is now sent directly to all employees' 403(b)/457(b) accounts**. Please research and begin moving your monies to one or both accounts, sooner than later.



Next DA Meeting: January, 9, 2017



Scholarship Applications Due!

Deadlines: Fall 9/9/16 (**Passed**)
Spring 1/13/17
Summer 5/12/17

APS School Calendar 17/18

APS Calendar committee has met, and discussion about next year's calendar is a **hot topic**. Currently, it's being filtered through several committees and groups. Both Parents and Educators, weighed in on Religious observances being included in some way. To ensure students are not being penalized for missing test, concerts and extra-curricular activities. Educators are challenged with making decisions affecting professional developments, which may affect pre-service week and the ending of the school year. Nothing has be finalized, and a survey will come from the Superintendent with recommendations. Look out for this in January, 2017.



See you in 2017!



Dec. 20th Community Budget Forum @ Jefferson MS (Library) ~ 7pm "Spanish Speaking"

Dec. 15th School Board Information Item @ Ed Center ~ 7:30pm

Dec. 13th Community Forum @ Ed Center (101 A/B) ~ 7pm

Dec. 12th Key Stakeholders @ Ed Center (101 A/B) ~ 7pm

facilities. Upcoming meetings for December to observe are:

Budget discussions are on the way, and your input is needed. Currently, the Superintendent speaks of approximately \$22 million deficit. The two primary budgets for APS are: One is the SB's Adopted budget for daily functions and operations, including personnel and programs. The second one is the Capital Improvement Plan, known as CIP's budget, which handles

Budget Development & Community Engagement



Happy Holidays

FROM YOUR AEA OFFICE

Alysha, Ingrid and Kelly