

OPEN ENROLLMENT: Begins October 1, through October 31, 2018, AEA encourages all members to look at the different plans and govern yourselves accordingly. **Kaiser Permanente HMO Signature Plan is increasing** due to a Rate Increase to APS! **Discount Dental** benefits **will no longer be included** in the Kaiser Permanente HMO plan. APS Benefits **took away** the dental because 85% of employees on Kaiser has Delta Dental. Benefits also noted that there was a rebate from Kaiser again this year, but to keep the percentages of benefits paid on behalf of employees as low as possible it was absorb in the new cost. Primary Care Physician (PCP) Copay **increasing** by five dollars (\$5.00), Specialist Copay **increasing** by five dollars (\$5.00), Prescription Copays **increasing** between five (\$5.00) and ten (\$10.00) dollars

Notice was not given to AEA and we recognize changes happen during open enrollment time, yet this seems unfair. Members are encourage to make sure the current plan is sufficient.
<https://www.apsva.us/benefits/openenrollment2019/>

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COMMITTEES WORKING FOR YOU!

CPST/EAC IN ACTION

At the September meeting of the **Collaborative Professional Strategies Team (CPST)**, the group had discussions of APS budget recommendations. While the list will be finalized at the October meeting, a couple of items under current consideration include more nurses to oversee medical procedures. There was also consideration of additional time for Educators to plan with Para-Educators. This may include bringing A-Scale working days in line with T-Scale. Although not a budgetary item, much discussion centered around climate including bullying in the workplace on all levels. Also reclassification studies are being conducted to bring job titles in line across the county. AEA's concern is that this may not have a change in compensation. The **Employee Advisory Committee**, which represents employees in the A-, D-, G-, E-, M- and X-Scale groups, met and discuss much of the same. If you have suggestions, please contact your employee group rep or email the AEA office at president@aeava.org.

LEAGUE OF WOMEN VOTERS OF ARLINGTON

On Saturday, September 15th AEA members attended a forum on affordable housing. Vice President **Leslie Stockton** spoke to the disadvantages of working in Arlington and not being able to live in Arlington. Arlington Public Schools has done away with the "live where you work" grants. Concerns continue to include adequate supply of housing, ensuring all segments have access to housing, and ensuring housing efforts contribute to a sustainable community.

Kudos to **AEA-PAC Chair Jeff Elkner**, and **Building Representative Kevin Carey** of Transportation for their attendance.

AEA-PAC Corner

The AEA-PAC endorses County Board Candidate Matt de Ferranti and School Board Candidate Dr. Barbara Kanninen. *No dues monies go to support the actions of this committee.*

MEETING RIGHTS

When called into a meeting, you have the right to ask if it's **informational or disciplinary**. If it's disciplinary, you have a right to have the UniServ Director or an AEA Representative accompany you. Members cannot refuse the meeting as it can be seen as insubordination. When CPS is involved, immediately call the AEA office.

Some tools to govern yourself include:

- Remain calm and polite
- Listen and take notes
- Don't offer more information than necessary
- If presented with a question and you're unsure answering say, **"I hear your concern, I'm jotting that down, and will get back to you once I've talked to my AEA Representative."**
- It's okay to have silence, let the supervisor break the silence
- ***DON'T SIGN anything you are unsure of or feel threatened/rushed to do so.***
- Recap your meeting and call the AEA office for advice if needed.

Cover Your Advocacy is the most important tool to your job security.

[https://www.boarddocs.com/vsba/arlington/Board.nsf/files/AZS5P6112800/\\$file/G-3.16.4%20PIP-1%20Disciplinary%20Actions.pdf](https://www.boarddocs.com/vsba/arlington/Board.nsf/files/AZS5P6112800/$file/G-3.16.4%20PIP-1%20Disciplinary%20Actions.pdf)

AEA's MEMBER OF THE MONTH

Olivia Funnye has been with the association since 2001, and is currently a Kindergarten Teacher at Oakridge Elementary School. Olivia assists the association as a Building Representative and is active in **bullying prevention and advocating member's rights!** She attends professional conferences and trainings of VEA to continue supporting public education. She is greatly appreciated and we salute her at this time!





*Keep Calm
And Call
The **AEA** Office*

Dear Kelly,
I understand I can observe Religious holidays during the school year, but I'm unclear on how to apply for leave or how many holidays can be observed.

Dear Unclear,
Yes, "Employees may take time off from work to observe religious holidays". Employees (other than 12 month) may take up to 3 days of paid leave per year. The leave is charged accordingly, or a "make-up" day is agreed upon between the employee and their administrator if leave is not taken. Just submit your leave slip within two working days before the leave date requested and as long as your absence does not "have a severe impact on the program and you haven't already exhausted your three days" it will be granted. If a "make-up" day is necessary, the date and time will be mutually agreed upon between the supervisor and employee and will be documented in writing, so the agreed upon expectations are clear. I have attached the APS PIP that specifically addresses this. [https://www.boarddocs.com/vsba/arlington/Board.nsf/files/B2LP27627553/\\$file/G-3.2.4%20PIP-11%20Leave%20for%20Religious%20Observances.pdf](https://www.boarddocs.com/vsba/arlington/Board.nsf/files/B2LP27627553/$file/G-3.2.4%20PIP-11%20Leave%20for%20Religious%20Observances.pdf)

Dear Kelly,
I think I understand my 7.5 hour day/200 day contract PIP explains it, with my 35 minute unencumbered lunch. It's all the "extra" events that go beyond my 7.5 hour day that can be confusing as a new educator to Arlington. What are the Professional Expectations?

Dear Confused,
I completely understand. It's can be difficult "navigating" everything else outside of your 7.5 hour day and we all know educators and educational support professionals continually "give" time to the benefit of your students, parents, community, and school system. But there are some perimeters to remember.

Within your 200 day contract, there are 194 official "working" days. The other six days of work "represent" the other time needed to meet the professional expectations of your position.

Back to School nights are required as part of your professional responsibilities. School based meetings should be announced at least a week in advance, unless it's an emergency and if a staff meeting runs beyond your 7.5 hour day your administrator can keep you up to 1 hour past that. AEA would hope that the extra hour doesn't become a pattern, but you can excuse yourself from meetings that run past that 1 hour or they can compensate you accordingly. Everyone has family responsibilities and many of us have second and third jobs, just be sure your administrator is aware of your personal obligations, and keep the lines of communication open.

[https://www.boarddocs.com/vsba/arlington/Board.nsf/files/AZS53L07B1E8/\\$file/G-1.1%20PIP-1%20Contracts%20and%20Work%20Schedules.pdf](https://www.boarddocs.com/vsba/arlington/Board.nsf/files/AZS53L07B1E8/$file/G-1.1%20PIP-1%20Contracts%20and%20Work%20Schedules.pdf)

Members Did You Know?

If you have **changed worksites**, have a **new home address**, **telephone number** and/or **personal email** address, please contact our office. Likewise, if you were a member in another **county or state**, please be advised that your membership **does not transfer**. You need to join with AEA. Contact Keri Bolyard, admin@acava.org



Deadline to Register to Vote
Virginia- Oct. 15th
Maryland - October 16th
D.C. - October 16th

NEXT DELEGATE MEETING
Monday, October 15th at 4:30 pm
Kenmore's Library

**AEA Celebrates Arlington's
Region Four Nominee for
Virginia's 2019 Teacher of
the Year.**

Equity and Excellence Coordinator **Timothy Cotman** of Jefferson Middle School was nominated as Virginia's Teacher of the Year!

Timothy Cotman won Arlington's Teacher of the Year in 2018 which automatically nominated him for Regional Four Teacher of the Year. Tim was surprised by having the honor announced by Virginia's Secretary of Education Atif Qarni at the eighth grade assembly

AEA is proud to recognize Tim's back to back nominations for these esteemed awards two years in a row. Congratulations Mr. Cotman as we celebrate all you do for public education!



WEAR #RED4ED EACH WEDNESDAY
Walk in on the last Wednesday of the month to show your commitment to change! Change funds for our schools, pay for educators, and values for children.



AEA VENDOR FAIR

When: Monday, November 18, 2018
Where: Kenmore Middle School
Time: 5-8pm
Cost: Free for participants
Vendors for more information contact Kelly Byrd, kbyrd@veanea.org
(Proceeds for Membership & AEA-PAC)