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**New Tax Reform Bill –Brings changes per the IRS**

The new law makes a number of changes affecting individual taxpayers. Please be advised, a partial implementation of those changes **has been applied to your January 31, 2018 paycheck**. This means you **may** see a change in your Net Pay (your take home pay) as compared to your previous paycheck. This change is **not in error**, but part of the federal changes in taxes.

Review the below links from the IRS website regarding 2018 taxes. The Human Resources Department of APS will continue to update you as the new tax changes are implemented.

**Updated 2018 Withholding Tables Now Available; Taxpayers Could See Paycheck Changes by February**

<https://www.irs.gov/newsroom/updated-2018-withholding-tables-now-available-taxpayers-could-see-paycheck-changes-by-February>

**IRS Withholding Tables Frequently Asked Questions**

<https://www.irs.gov/newsroom/irs-withholding-tables-frequently-asked-questions>

**“Celebrating Black History Month”**

<http://www.history.com/topics/black-history/black-history-month>

Carter G. Woodson was the sole individual responsible for creating Negro History Week in Washington, D.C. in February 1926. To Woodson, the black experience was too important simply to be left to a small group of academics and believed that his role was to use black history and culture as a weapon in the struggle for racial uplift. His goal was to ensure that school children be exposed to black history. Woodson chose the second week of February in order to celebrate the birthdays of Abraham Lincoln and Frederick Douglass.

Since 1976, every American president has designated February as Black History Month and endorsed a specific theme. The 2018 Black History Month theme, “**African Americans in Times of War,**” marks the 100th anniversary of the end of World War I and honors the roles that black Americans have played in warfare, from the American Revolution to the present day.



**NEA and Executive Board Elections**

Deadline for name submission is February 12<sup>th</sup>. All interested in attending the NEA Convention this year contact Keri Bolyard, [admin@aeava.org](mailto:admin@aeava.org)

Your vote matters as we elect the following positions:

President, Vice President, Middle School, Elementary and ESP Rep.

**UPCOMING DELEGATE MEETING**

**Monday, February 12, 2018 (Candidates Speeches)**

**Kenmore’s Library @**

**4:30pm**

**All are welcome!**



Sydney Woodson has been with the association since 2000 serving as a Plumber in Facilities. Sydney is a Building Representative and serves as a mentor to first time gentlemen attending the VEA and NEA Conventions.

Sydney continues to be a voice in all schools and within the maintenance department.

We salute Sidney for all his hard work and dedication to AEA!

**Action Report**

**February 2018**

**Arlington Education Association**

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**EDITORS**  
JAIME DALY  
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**AEA CALENDAR RECOMMENDATION**

The Calendar Committee created three versions to suggest to the Superintendent and School Board. The Board votes at the February 1<sup>st</sup> meeting to approve the proposed calendar.

Indigenous Peoples Day, Veteran’s, professional development or learning, parent/teacher conferences and amount of days for preservice week, including a two-week winter break, were a part of the large discussions this year.

AEA continues to encourage the use of “Flex Days,” which allows all Educators to participate in choice courses to benefit them individually and not require educators to complete courses on APS sites.

Members this year included **Kelly Carruthers, Tammie Metz, Nancie Graf-Sidiropoulos, and Ingrid Gant**



Dear Kelly,

I'm a Probationary teacher in APS and things aren't going so well this year between my evaluator and myself. I've received a memorandum that indicates the "possibility" of an unsuccessful evaluation and I'm hesitant to ask my administrator about to "process". I'd prefer to continue working in APS but if that isn't a realistic expectation given my evaluation this year, what do you suggest? Probationary

*Dear Probationary,*

*Yes, according to VA State code, "a teacher must successfully complete a probationary term of three to five years in the same school division before receiving a continuing contract or tenure". It's imperative that we discuss your options so regardless of the outcome, you'll be "employable" in surrounding jurisdictions. I've attached the APS Policy 35-3.5 Employment-Probationary Period for your review.*

[https://www.apsva.us/wp-content/uploads/legacy\\_assets/www/37f74c7106-35-3-05-Emp-Probation-Period-PIP.pdf](https://www.apsva.us/wp-content/uploads/legacy_assets/www/37f74c7106-35-3-05-Emp-Probation-Period-PIP.pdf)

There are certain requirements that APS and your administration need to meet for your evaluation.

During the first 6 weeks of school:	Beginning of year conference and SMART goals setting
Before the end of the 1 <sup>st</sup> quarter:	1 <sup>st</sup> observation
Before the end of the 2 <sup>nd</sup> quarter:	2 <sup>nd</sup> observation
Mid-Year:	Mid-year conference to discuss progress/SMART goals
During the 3 <sup>rd</sup> quarter:	3 <sup>rd</sup> observation and Notice of the possibility of ineffective
By Mid-March:	4 <sup>th</sup> observation for those who may receive ineffective evaluation
By the end of April: (April 15)	Notice to probationary teachers of non-renewal

If you believe you'll be "ineffective", we urge you to call the AEA Office to discuss your options as soon as you can. I hope this helps!

Dear Kelly,

Last week, the cold weather really hit our school hard. Many classrooms were freezing as the HVAC unit was struggling to warm us up. We ended up moving to the library where the heat was working. I instructed my students to keep their coats on and did my best to deliver instruction. Other rooms had the opposite challenge with too much heat. I can't remember the policy that addresses to hot and to cold. Brrrrrrr!

*Dear Brrrrrr,*

*Last week was a struggle for a couple of our schools in APS. Thankfully within a day or so our maintenance department remedied the concerns. The APS Policy that addresses these concerns is 50-3.13 Operations During Hazardous Conditions/Air Quality Alerts, I've attached it as well.*

[https://www.apsva.us/wp-content/uploads/legacy\\_assets/www/82ec5daf50-50-3.13 Operations During Hazardous Conditions-PIP.pdf](https://www.apsva.us/wp-content/uploads/legacy_assets/www/82ec5daf50-50-3.13 Operations During Hazardous Conditions-PIP.pdf)

*The magic numbers are: falls below 60 degrees and exceeds 85 degrees and for more than 1 hour at which time your administrator has to seek immediate resolution. More often than not, the resolution is to move your class to another area within the building. Yes, we agree, it is instructionally disruptive but as professionals we're resilient to challenges on a daily basis.*

*Stay Warm!*