

# Action Report

**END OF THE YEAR**

**June 2018**

## 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 second year tier adjustments to the Support Scales A and D 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 1<sup>st</sup>** 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 and/or transitioning.

**Gina Miller** (Key ES), is leaving after serving one term as the Elementary Representative. Gina has also served on the NOVA Council which makes up representatives from Arlington, Alexandria, Falls Church, Manassas City and Manassas Park Education Associations. With over 13 years as an ESOL Teacher in Alexandria and before coming to Arlington for the past 3 years, Gina served as the President of EAA. She's been involved with the Bylaws, Budget and Credentials committees of our association, and she's attended many State and National Representative Conventions, all in the advocacy for AEA members. Gina is leaving the Executive board, but maintains her support as a strong advocate for education. Currently Gina is a teacher at Escuela Key, she is passionate about her students and loves her dog Ginger. She won't be far away and we salute her for her hard work and dedication.

## COLLABORATIVE PROFESSIONAL STRATEGIES TEAM

This year CPST collaborated on many concerns that affect all Educators. We introduced a change in policy **35-4.3 Workplace Violence**. This policy now includes language related to specific bullying towards adults. Workplace violence is any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. It is comforting to see a policy that supports not only students, but now employees.

Contracts and Work Schedules continues to be a challenge for this team as our Elementary Teachers don't get a "one size fits all" planning time and often it's not consecutive in most schools. This year we looked at local school systems in our region to assist with consistent times, but were not able to conclusively identify with a majority. Due to the master schedules varying from school to school, this matter is at the top of the task bin yet again for another year!

Special recognition to **Kelly Carruthers, Marlina Dasbach, Michele Lombard, Gina Miller, Leslie Stockton, Kristen Johnson, and Judith Knight (AEA-Retired)**. We appreciate your hard work this year.

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## EMPLOYEE ADVISORY COUNCIL

This year EAC met and advocated for pay for assistants who cover classes without the teacher's salary. Many times unfair treatment, purposeful professional development, and being seen as equal employees led the discussions.

Our Educational Support Professionals matter and continue to be the backbone in the classrooms, the cafeteria, beginning and after school programs, driving our students to and from school, with enhanced technology, and putting safety and students first.

This council was instrumental in getting a corner in the APS monthly newsletter to assist getting information out to respective employees. Kudos to the many AEA members who serve representing, A, C D, E, G, M and X scales.



## END OF THE YEAR CELEBRATION

Kenmore's Black Box  
Monday, June 11th @ 4:30 pm  
Refreshments will be provided!

**Congratulations!**

**Swearing in of Newly Elected Executive Board  
Members:**

*Ingrid Gant - President*  
*Leslie Stockton - Vice President*  
*Octavia Harris - MS Representative*  
*Valerie Jackson-Smith - ES Representative*  
*Claudette McBride-ESP Representative*

**ALL AEA MEMBERS WELCOMED!**

**WE'RE OFF TO MINNESOTA**

**June 29<sup>th</sup> ~ July 6<sup>th</sup>**

Many elected AEA members are off to the National Representative Assembly in Minneapolis, MN. *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 2018 RA**

**First Constitutional Amendment**

To open NEA membership to public education allies while preserving NEA governance positions for education professionals and active equivalents.

**Second Amendment**

To change the allocation of delegates to the Representative Assembly.

**Third Amendment**

To replace the word student with the term "Aspiring Educator" when referring to student members.

**Fourth Amendment**

To change the frequency of the Representative Assembly from every year to every other year beginning in 2024.

**Fifth Amendment**

To establish the Representative Assembly as the only body to recommend or endorse presidential candidates for both the primary and general election.

**Sixth Amendment**

To move the deadline to submit a proposed amendment to the Constitution from the end of the previous RA to 120 days preceding the RA.

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*Leaving or transferring within APS contact the AEA office: [admin@aeava.org](mailto:admin@aeava.org)*

**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, 2018. If you accept a position with a surrounding jurisdiction after June 15, 2018, 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, 2018. After August 1, 2018, 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](mailto:kbyrd@veanea.org)



***THANK YOUR LEADERS AS WE SEE OUR MEMBERSHIP DUES AT WORK!***



*Jaim Foster has been a member of AEA for nine years. During this time he served as President of our association from 2012-2014. He's represented AEA on the State and National levels as our District's Board of Director, Chair, Women's and Minority Committee, LGOTB Caucus and our current NEA Secretary/Treasurer's Campaign manager just to name a few. Currently Jaim is a Kindergarten Teacher at Ashlawn Elementary, providing instruction in Social Studies, Reading, Language Arts, Science and Math. AEA salutes you at this time and are extremely proud of you!*