

Action Report

HISPANIC HERITAGE MONTH

OCTOBER 2017



Teaching. Learning. Leading.

Arlington Education Association

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CANVAS?

During Preservice week many employees attended the canvas workshop overview, which was designed to give a feel of what Canvas may offer. Canvas, an ongoing process, is here to stay and will require more training and professional development. It is APS’s hope that employees will utilize and create lessons in Canvas to really get acclimated on its purpose. Blackboard will not be used after December, so employees are encouraged to transfer documents to Canvas. And even though Google Classroom is not going away, Canvas is still the suggested platform. Other opportunities for more professional development, including one-on-one training, will be provided, and employees are expected to utilize Canvas as much as possible. Dr. Tara Natrass, Assistant Superintendent of Instruction, will address the October 16th Delegate Assembly; your input is welcomed.

WHAT HAS AEA DONE FOR YOU LATELY?

“AEA thank you for advocating for my **raise on my paycheck** this year. To know it’s one coming for the **next two years** is great!”
Bus Driver

“Thank you, Kelly. I am very **grateful** for **your help**. For what it is worth, I had specific job-related reasons, ironically, for feeling like I should not join AEA during my probationary period as a teacher, which ended this year. So despite appearances that I am a fair-weather member, **I am in for the long haul.**”

Thanks again,
Teacher

“Ingrid, thank you so much for representing us. I can clearly say **you have EVERY scales** best interest.”

Educational Administrative Coordinator

“AEA offers opportunities for professional development at VEA and NEA.”

Delegate

Policy 35-8.1 Salary

The Superintendent shall include a **step increase in his Proposed Budget each year**. During its budget deliberations, the School Board shall determine whether or not sufficient funding is available to provide the step increase. If the School Board determines **sufficient funding is available** for a step increase, it **will be included** in the School Board’s Adopted Budget.

The AEA Compensation Study Committee fought hard to have the language “shall include a step increase in his Proposed Budget each year.” It was added and passed 5-0, effective 12/2016

AEA fought to make sure **all Teachers attending New Hires Orientation** were paid for training. This was due to consistent advocating over twenty plus years and it’s still happening today.

FEW THINGS AEA HAS DONE!

HISPANIC HERITAGE MONTH

The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover the 30-day period September 15 -October 15. It was enacted into law on August

The date September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Also, Columbus Day or Día de la Raza, which is October 12, falls within this 30 day period.

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 as well.

Contact Alysha Page,
page@aeava.org

QUICK CHECK

If you are paying dues through payroll deduction, **please check your pay stubs to make sure your deductions are correct:**

Full Time Professional	\$36.50 <u>per pay</u>
Half Time Professional	\$19.50
Full Time ESP	\$19.50
Half Time ESP	\$10.36

AEA’s MEMBER OF THE MONTH

Jamie Daly has been with the association since 2015, and is an Instructional Assistant at Ashlawn Elementary School.

Currently Jamie assists the association as the Editor of our Action Reports. His time, efforts and expertise are greatly appreciated and we salute him at this time!





Keep Calm
And Call
The **AEA** Office

Roles and Responsibilities of the AEA President and UniServ Director

Every day the AEA Office receives calls from both members and non-members. It's important to understand that *membership has its privileges* and advice pertaining to your employment is NOT free. If a non-member calls with a concern, we encourage them to join their professional association, but **that membership and advocacy are not "retro-active"** in nature and the AEA cannot address anything that happened prior to their membership application. When a new APS employee is hired and join, their membership is immediate. Yet, when an APS employee joins after the initial 90 days of employment, membership is immediate, but they are not eligible for -"legal"- representation for 30 days. Although we'd like to help everyone, it would not be fair to our loyal dues paying members. It's like homeowner's insurance. You can't apply for homeowner's insurance once the house is flooded or burned down ... it doesn't work that way.

When members call with a straightforward, non-emergency, member rights question Alysha Page, will gather as much information necessary to direct the call. Sometimes it's as easy as looking up a policy that is hard to find or unfamiliar on the APS Website. You're too busy and your time is too precious to try and navigate the APS School Board PIP's. Many times, we know exactly where to look and if not, will forward along to personal emails as soon as possible.

When a concern involves contracts, salary, benefits, requests to meet with your administration, Performance Improvement Plans, Evaluation, Investigation, Disciplinary Actions, Termination, etc.... the member is directed to the UniServ Director. **Kelly Byrd, by APS Policy, is the recognized "Association Representative"** and is also protected by a comprehensive insurance policy and is bonded. Long story short, anything you share with her is CONFIDENTIAL and will not be shared with anyone unless permission is given by the member. Kelly explains the process, options, and outcomes, and will guide you through whatever situation is involved. Believe me, her position is not to judge, but to protect your rights and interests and your continued or future employment.

Ingrid Gant's **role is AEA President**. She is the "Voice" of the Association. She serves as the AEA advocate on numerous committees and community advisory councils, addresses the school board, and meets with Kelly and the Superintendent in what is referred to as Meet and Confer, where setting competitive Salary, Time, and Benefits on behalf of all APS employees is discussed. Ingrid, although a 25-year veteran of APS, is not the "recognized" advocate on members' rights issues. She is not covered by the same confidentiality protection, **is not bonded and can be subpoenaed**. She is however the President, and strives to ensure member advocacy and representation through working collaboratively with Kelly.

For the rest of this article go to www.aeava.org NEWS YOU CAN USE.



NEXT DELEGATE MEETING

Monday, November 13th

Kenmore's Black Box

4:30pm

Don't Forget to Vote: November 7th

AEA VENDOR FAIR

When: Tuesday, November 8, 2017

Where: Kenmore Middle School

Time: 3-7pm

AEA Vendor Table: \$20.00

(Proceeds for Membership)



For more information contact Kelly Byrd,

kbyrd@veanea.org



AEA Celebrates Arlington's Region Four, and Virginia's 2018 Teacher of the Year.

Social Studies Teacher **Michelle Cottrell-Williams** of Wakefield High School was named Virginia's Teacher of the Year!

Michelle Cottrell-Williams won Arlington's Teacher of the year, which nominated her for Regional Four Teacher of the Year, which she won. Michelle was greeted by first lady of Virginia, Dorothy McAuliffe in her classroom announcing this honor, along with Superintendent Patrick Murphy and school board Chair Dr. Barbara Kanninen.

On Monday, September 18, 2017 at the Virginia Museum of Fine Arts in Richmond, VA. Michelle was announced the Virginia Department of Education's 2018 Teacher of the Year after surpassing **nineteen school districts**. AEA is very proud of this accomplishment for Ms. Cottrell-Williams and wishes her much success on her endeavors.

