

Welcome Back Educators!

We hope you had a restful, fun-filled summer break and are rejuvenated for your endeavors this year. AEA recently welcomed over 300 educators to APS at the New Hires Orientation Luncheon on August 21ST. Many of the newly hired joined AEA during the Orientation days and you will see them with their **hunter green** AEA lunch bags. However, it would be greatly appreciated if you reach out to the new hires including Support Professionals, and invite those who haven't joined to become members of AEA.

WITH THANKS FOR HELPING HANDS

This summer we had many AEA members, retirees, and their families come and stuff packets for New Teacher Orientation (NTO) and returning members. We're indebted to **Ellen and Melanie Bartlett, Kelly Bryant, Gerry Collins, Betty Dunn, Olivia Funnye, JoVo'n Gant, Rosemarie Gaston, Octavia and Chantel Harris, Javonnia Hill, Linda Jenkins, Shelley Jennings, Gina Miller, Mary Anne Penning, Sohana Siddique, Amy and Claire Slavin, Jay Missal, Ruth Yoritomo, and Josh Folb**. Teamwork makes the dream work and many hands made our work lighter.



COMPENSATION UPDATES

The School Board's Adopted FY 2018 budget included \$2.4 million to begin a three-year phase-in to bring positions under market rate up to value per the compensation study.

Scales A, C, D, and M were told they'd see some kind of increase over the next three years. Unfortunately only the **A** and **D** Scales saw some movement this school year.

Assistant Superintendent, Dr. Kristi Murphy gave clarification specifically to AEA. She wrote "those two scales were adjusted in their entirety and increased by one-third of the overall percentage required to bring those positions to market." This equated an adjustment of 5.8% for A scale and 4.06% for D scale. The adjustments accounted for \$1.9 million, or 80% of the allotment provided in the budget. These adjustments will occur over a three-year phase in: FY18, FY19, and FY20.

As it relates to the other two scales **C** and **M** it was said they were under market rate. However, not every position within those scales were found to be under market. Because of this, those scales could not be adjusted "in their entirety in the same ways as the A and D scales," said Dr. Murphy.

Human Resources is seeking a compensation consultant for a more in-depth study. HR will recommend the changes after completion, to the C, X and M scale positions. The remaining \$0.5 million will go towards the adjustments by one-third percentage to bring them to market rate.

No time frame on when that may happen. **MORE TO COME**

Action Report

BACK TO SCHOOL

SEPTEMBER 2017

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AEA Educators in Boston, MA For the NEA Representative Assembly!



At the NEA Convention heavy discussion was on NEA's Policy on Charter schools. **While NEA doesn't believe in charter schools we do believe in having a say, on how they exist.**

"We oppose any charter schools that do not meet the criteria because they fall short of our nation's responsibility to provide great public schools for every student in America," said NEA Vice President Becky Pringle. "If we're serious about every child's future, let's get serious about doing what works. What every child needs is a quality, well-equipped school right in his or her neighborhood, where he can learn, be inspired and thrive."

Kudos to the elected delegates who represented AEA in Boston this year as we tackled **159** New Business Items: **Valerie Jackson-Smith, Octavia Harris, Judith Knight, Aldonia Cooper, Sydney Woodson, Gina Miller, Jeff Elkner, JoVo'n Gant, Leslie Stockton, Sohana Siddique, Wendy Woodson, and Ingrid Gant**. Members were active at the microphone, questioning new business items, and/or polices.

Membership Committee:

Leslie Stockton ~ Kenmore MS

AEA-ESP Advisory Council

Valerie Jackson-Smith (Hoffman-Boston ES), Claudette McBride (Transportation), Octavia Harris (Swanson MS)

Budget Committee

Javonia Hill (Wakefield HS), Jaim Foster (Ashlawn ES), Shelley Jennings (Glebe ES), and entire Executive Board

Credentials Committee

Jeff Elkner (Career Center), Gina Miller (Key ES), and Leslie Stockton (Kenmore MS)

Ethics Committee

Leslie Stockton~ Kenmore MS

Compensation Committee

Josh Folb ~ New Directions Program
Ingrid Gant (AEA Office)

Scholarship Committee

Valerie Jackson-Smith (Hoffman-Boston ES), Judith Knight (Arlington Comm. HS), Leslie Stockton (Kenmore MS), Octavia Harris (Swanson MS), and Ingrid Gant (AEA Office)

A-PAC (Political Action Committee)

Jeff Elkner ~ Career Center

AEA Participation in APS Committees

AEA members participate in school wide committees insuring your voice is present with all interests and concerns. These include:

- *Advisory Council on Instruction*
- *Teachers Council on Instruction*
- *Facilities Advisory Council*
- *County Council of PTAs*
- *Cultural Competence Council*
- *Arlington Civic Federation*
- *Supt.'s Technology Committee*
- *Collaborative Professional Strategies Team (T-Scale Advisory Group)*
- *Employee Advisory Council (Others scales)*

NEA: www.nea.org
VEA: www.veanea.org

Members of the AEA Executive Board

Ingrid Gant, President
Gerry Collins, Past President
Leslie Stockton, Vice-President
Javonia Hill, Treasurer
Laura Larco, Elementary Rep
Gina Miller, Elementary Rep
Octavia Harris, Middle School Rep
Debbie Weston, High School Rep
Valerie Jackson-Smith, ESP Rep
Jay Missal, AEA-Retired Rep

Kelly Byrd, UniServ Director
Alysha Page, Admin. Assistant

Next Delegate Assembly

Monday, October 16, 2017

**Kenmore Middle School Library
@ 4:30pm~ all are welcome.**

Local VEA Officers Retreat & Reggie Smith Organizing School

This year Arlington's own School Board Member, **Reid Goldstein** along with Compensation Chair, **Josh Folb**, accompanied the AEA President to Richmond. VEA showcased the "Success Stories" of three different locals. AEA was well represented with two other board members, **Octavia Harris** and **Judith Knight** at the University of Richmond in July. AEA gave insight to what it takes to make our professional association work. With commitment, consistency, and communication leading the way.

UniServ Director, Kelly Byrd and AEA President, Ingrid Gant presented on "Working with the UniServ Team." This workshop dealt with job responsibilities of local Presidents and when to utilize the UniServ Director. It provided engaging opportunities for role playing and emphasized the positive way of handling policies, issues and concerns of members.

Reggie Smith Organizing School was during the same week and included workshops to enhance training about ESSA (Every Student Succeeds Act). It also included how to achieve membership growth through organizing, and having your dollars work for you. It's open to all members every year, and shout out to **Claudette McBride**, **Ella Rawlings** and **Tedd Williams** from transportation for great representation.

AEA OFFERS SCHOLARSHIPS



Application Deadlines:
Fall ~ 9/8/17
Spring ~ 1/26/18
Summer ~ 5/18/18



Have you moved?

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 your membership does not transfer. You need to join with AEA as well. Contact Alysha, page@acava.org

Salary/Bonus Increases

Salary step increase included in the FY18 School Board Adopted Budget will first appear, for 10-month employees, in your September 15th pay.