



# Action Report

Volume 2

## WHAT HAS AEA DONE FOR YOU LATELY?

Teaching. Learning. Leading.

### Arlington Education Association

5691 Columbia Pike, Suite 100  
Falls Church, VA 22041  
Office: 703.379.1650  
Fax: 703.379.3878  
www.aeava.org  
"Like" us on Facebook

As you become acclimated to a new school year, we've heard from members and non-members questioning what AEA has done. Even in our last delegate assembly, your building representatives were given the challenge to speak about this very thing. Four questions were posed:

- Why do people join AEA?**
- Why do people quit AEA?**
- Biggest argument for not joining?**
- Misperceptions about AEA?**

In this action report, you will find some responses to each of these questions to which you may relate. You will also hear, how AEA continues to put our members first, negotiate, advocate, implement ideas, and stand up for your rights and deserved benefits.

### AEA Putting In Work

The AEA worked collaboratively with the Superintendent and the School Board, on providing APS employees this year with a step increase of 1.8%. We haven't benefited from any increase in the past three years. Those at the top of the scale received a COLA (Cost of Living), increase. Unfortunately, teachers on the Bachelors scale with 10 years or more receive a step, but monetary supplements are frozen until step L-1. The School Board policy 38-8.1, is one we will continue to observe and the APS budget overall. Kudos, to our past president Gerry Collins, Josh Folb and many of you who sacrifice your time, energy and input on this accomplishment!

### School Board Meetings

Believe it or not, our AEA President, and members continued to attend the SB meetings on Thursday night. This summer it was noted that **many policies** are being discussed, making sure they're **updated** and useful to our employees, students, and board members as a whole. This summer revisions to SB financial, budget, reserve fund, and extended day policies 40-1.1 through 40-1.7 and 40.2-1, will at some time be voted on. They were recently pulled from the 9/9 SB meeting agenda. Filling over 1300 seats, and looking at the boundaries are in the forefront. Expect changes by the school year 2017. **Please check the policies monthly and govern yourselves accordingly.** When in doubt, call the AEA office with any questions you may have.

### Why do people join AEA?

Most of them join for the legal protection, or after they get into trouble. *Please know if you join within the first 90 days of employment, liability insurance coverage is immediate.* Others want to belong to an organization or have support. Some join to have a voice and to assure that all employers are upholding the law. For many benefits and insurance reasons and to keep abreast on information. To advocate for students and educators abroad.

**AEA RESPONSE:** *We protect your rights, and advocate for compensation and benefits. We help to improve your working conditons, like no air/or no heat, and even lack of water. We represent you on many committees and at School Board meetings. We represent you in all discipline matter. However, make sure you give us the entire story and not leave out pieces of information. We provide you oportunites to attend workshops and professional trainings, and we listen!*

### Why do people quit AEA?

Most say it's too expensive, and they'll reap the benefits anyway. *For example, when AEA faught to get a step increase, most non-members received an increase as well.* Some quit, because they move away or think dues money is going to PAC. Some have issues with members who represent AEA, or think AEA does nothing on their behalf. **Some quit because they didn't get the outcome they wanted.**

## Breast Cancer Awareness Month!

### OCTOBER IS OPEN ENROLLMENT MONTH

Members remember to reset your password to STARS.  
Health insurance is on the rise: Kaiser ~2.4% increase  
Cigna Low ~ 4%, Cigna High ~8%, & Delta ~ 2.5%



**AEA Committees/Chairs**

**Bylaws Committee**

Ingrid Gant – AEA Office  
 Miles Carey – Langston HSCP  
 Shelley Lucke-Jennings – Glebe  
 Tammy Metz – Swanson  
 Entire AEA Board

**Membership Committee**

Jeff Elkner – Career Center

**AEA-ESP Advisory Committee**

Valerie Jackson-Smith– Hoffman-Boston  
 ES

**Budget Committee**

Judith Knight – Arlington Comm. HS

**Compensation Committee**

Josh Folb – New Directions

**AEA-PAC (Political Action Committee)**

Jeff Elkner (Chair)

**Countywide/Regional Groups**

**Collaborative Professional Strategies Team (T-Scale Advisory) Members:**

Miles Carey (TCI), Judith Knight (ACHS), Kelly Carruthers (Wakefield HS), Ingrid Gant (AEA), Gina Miller (Key ES), Jen Stacey (Henry ES), Leslie Stockton (Kenmore MS), Alternates: Jaim Foster (Ashlawn ES), Anya Gan (Yorktown HS) & Michelle Lombard (Inst.)

**Arlington County Civic Federation:**

Anya Gan, Ingrid Gant & Josh Folb

**Employee Advisory Council**

Valerie Jackson-Smith - Hoffman-Boston  
 ES

**VEA Committees**

**VEA Women and Minority Concerns**

Jaim Foster – Ashlawn ES  
 Kauser Shahid- Kenmore MS

**VEA Instruction and Professional Dev.**

Judith Knight – Arlington Community HS

**VEA Resolutions Committee**

Josh Folb – New Directions Program  
 Tammy Metz – Swanson MS

**VEA Special Education**

Melanie Levitt- Yorktown HS



**AEA OFFERS SCHOLARSHIPS**

**Application Deadlines:**  
 Fall ~ 9/9/16 (Passed)  
 Spring 1/13/17  
 Summer 5/12/17



**CALLING ALL EDUCATORS**  
 VEA is hosting their IPD Conference on Nov. 18<sup>th</sup>/ 19<sup>th</sup> in Richmond, VA. It's \$65 for AEA members and \$150 for non-members. See your building representatives, or VEANEA.org website. Any questions please **contact the AEA office @ 703-379-1650 or Alysha, page@aeava.org**

**NEXT DELEGATE MEETING:**

**Monday, October 24<sup>th</sup> @ Kenmore's Library.**  
**Time: 4:30pm**  
**Snacks provided!!!**  
**SPECIAL GUESTS**  
**Nancy Van Doren, SB Chair & Tannia Talento**



**Why Quit? AEA RESPONSE:** *Many Educators are able to itemize their dues on their taxes. So please check with your tax agent. No dues money ever goes to the political action committee in Arlington, or State and National levels. If you have concerns with people who represent AEA, know that it is not just our Uniserv Director, our AEA President, or board members, but all of you help represent AEA.*

**Biggest argument for not joining AEA?**  
 Non-members have said, I considered joining, but something financial comes up. There is not enough information for me to join. Too many bad experiences, and my administrator won't like me.

**AEA RESPONSE:** *We have over 1700 members in APS and we need to remind non-members, how we can assist. How we would accompany them to disciplinary meetings, ensuring comfortable environments, how AEA meets monthly one-on-one with our Superintendent. While making sure members have what they need, to do their jobs.*

**Misperceptions about AEA?**  
 AEA is a union! **The AEA STAFF, can fix anything, all you need to do is call them.** Many say, AEA only helps those in trouble, or AEA doesn't impact APS decision making, such as step increases and COLA's.

**AEA RESPONSE:** *AEA is not a union, as we lost our bargaining rights a long time ago. This January will mark 40 years, since we had collective bargaining. Virginia is still considered a "Right to Work State". AEA will assist members with anything within our boundaries. We have fought to save jobs, to protect members from being bullied or harassed by others. Work place bullying is not tolerated! AEA has protected educators' alleged CPS cases, when some may have lost jobs on hearsay. Can we help everyone who comes to us? No. However; we will make sure your rights are protected and we adhere to policy. You may not always get the results you want, but AEA mandates you get treated fairly. YES, it's a fact, that AEA was instrumental in negotiating your recent pay increase.*