AEA BOARD OF DIRECTORS
October 24, 2009
AEA Headquarters, Board Room
INITIAL DRAFT MINUTES

Present: President Wright, Treasurer Ramage-White, Banales, Bell, Berumen, Bruns, Bufford, Calhoun, Campbell, Carreon, Casperson, Conway, DeWeerdt, Fredrickson, Hydrick, Kinman, Knaeble, Lias, Maza, Philpot, Putman, Roach, Rhodes, Rumery, Schnee, Skarhus, Stemm, Thomas, and Yandell.

Absent: Vice President Morrill, Crego, Huff, Montes, Somo, Vianos, and D. Wright.

Staff Present: Executive Director Mathis; Manager Aicone; General Counsel Gartell; and, Executive Assistant Mayer.

Agenda Item	Minutes
Call to Order	President Wright called the meeting to order at 9:01am. Roll call was taken. President Wright seated Alternate Director Rhodes for Region 12 and Alternate Director Campbell for Region 16.
1. Adoption of Agenda	It was moved/seconded by Hydrick/Schnee to adopt the agenda as presented with the addition of agenda item #14, Professional Development Credit. A voice vote was taken. All those present voting yes: Treasurer Ramage-White, Banales, Bell, Berumen, Bufford, Campbell, Carreon, Casperson, Conway, DeWeerdt, Fredrickson, Hydrick, Knaeble, Lias, Maza, Putman, Roach, Rhodes, Rumery, Schnee, Skarhus, Stemm, Thomas, and Yandell. Those abstaining: President Wright. **PASSED**
2. September 11, 2009 Minutes	It was moved/seconded by Hydrick/Yandell to approve the September 11, 2009 AEA Board of Directors' meeting minutes as presented. A voice vote was taken. All those present voting yes: Treasurer Ramage-White, Banales, Bell, Berumen, Bufford, Campbell, Carreon, Casperson, Conway, DeWeerdt, Fredrickson, Hydrick, Knaeble, Lias, Maza, Putman, Roach, Rhodes, Rumery, Schnee, Skarhus, Stemm, Thomas, and Yandell. Those abstaining: President Wright. **PASSED**
3. Officer Reports a. President b. Vice President c. Treasurer d. NEA Directors	President Wright reviewed his activity report. He reported on his conversations with the new Arizona affiliate, Stand for Children, organization in Arizona. The directors asked questions and discussed this grassroots child-advocacy organization. Vice President Morrill submitted a written activity report. President Wright reported on Vice President Morrill's current work on State Trust Land Reform package that is ongoing. Treasurer Ramage-White reported that the directors should expect to review Finance and Revenue Committee recommended policy amendments during the next Board of Directors meeting. NEA Director Hydrick provided a written report. She highlighted several of the key discussions held during that last NEA Board of Directors' meeting in September, specifically Health Care Reform, Race To the Top, Mom Congress, and the GLBT celebration. She distributed NEA's Read Across America materials.
4. 2009-2010 Ethnic Minority Involvement Plan	Director Banales presented the Ethnic Minority Leadership Task Force's recommendation for the 2009-2010 Ethnic Minority Involvement Plan. The plan responds to the NEA 3.1(g) Bylaw requirement for ethnic minority representation at the NEA Representative Assembly. The AEA Board of Directors has deliberately expanded the purpose and goals of this required plan to develop ethnic minority leaders. The directors reviewed and discussed each of the goals, strategies, and actions of the plan. It was moved by Banales on behalf of the Ethnic Minority Leadership Task Force to approve the 2009-2010 Ethnic Minority Involvement Plan as presented and to submit to NEA for approval. A voice vote was taken. All those present voting yes: Treasurer Ramage-White, Banales, Bell, Berumen, Bruns, Bufford, Calhoun, Campbell, Carreon, Casperson, Conway, DeWeerdt, Fredrickson, Hydrick, Kinman, Knaeble, Lias, Maza, Philpot, Putman, Roach, Rhodes, Rumery, Schnee, Skarhus, Stemm, Thomas, and Yandell. Those abstaining: President Wright. **PASSED**

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5. Membership	Executive Director Mathis introduced OC Markey and NEA Staff Wegmann to present progress on 18-month local membership campaigns progress and insights for the 9 targeted locals. The membership campaigns have also increased local capacity and leadership development at the site level. NEA Staff Wegmann distributed a sign-up sheet to assist Gilbert EA in their site-level visit efforts. Executive Director Mathis led discussions and analysis of the current membership numbers and the actions that the directors will take before the next Board of Directors' meeting. The directors reported out their conclusions and commitments.
6. MPAC Report	At 12:25pm, it was moved/seconded by Ramage-White/Maza to enter into Executive Session for the purposes of discussing Executive Director's performance outcomes and update from the Management Performance Appraisal Committee. A voice vote was taken. All those voting yes: Treasurer Ramage-White, Banales, Bell, Berumen, Bruns, Bufford, Calhoun, Campbell, Carreon, Casperson, Conway, DeWeerdt, Fredrickson, Hydrick, Kinman, Knaeble, Lias, Maza, Philpot, Putman, Roach, Rhodes, Rumery, Schnee, Skarhus, Stemm, Thomas, and Yandell. Those abstaining: President Wright. **PASSED** At 12:41pm, the directors returned to regular session.
7. 09-10 Budget Review	Executive Director Mathis reported that with the current membership numbers we would experience a loss of $370,000 in revenue and would have to cut expenses. Enrolling members is critical to mitigating the financial resource loss. The directors discussed the implications in loss of membership and decision that may have to be made.
8. AEA Committee / Task Force Reports	Each of the AEA Committee / Task Force Chairs submitted meeting reports and then reported highlights of the progress made to date on their charges. President Wright provided an update on the newly constituted Arizona P-20 Coordinating Council.
9. Executive Director Report a. Staffing b. Program c. AEA Strategic Plan Update	Executive Director Mathis had submitted a written report on Programs, Quality Teaching and Learning, and Government Relations. She announced that Manager Lewis has indicated his retirement as of December 31, 2009. Additionally, two Organization Consultants from the Phoenix Metro Office will be retiring as of December 31, 2009. She highlighted the report on the NEA Legislative Crisis Grant implementation. Executive Director Mathis distributed a written status update to the 2008-2010 AEA Strategic Plan. She described the work team structure and their work progress on the 2008-2010 tactics.
10. Management Reports a. Field Operations b. Business & Technology c. Legal Services	Manager Lewis provided a written report. Manager Aicone provided a written report. General Counsel Gartell provided a written report. She also distributed the 2008-2009 year-end Legal Services Report. The directors asked questions and discussed the legal services costs and trends.
11. At-Large Alternate Directors Discussion	President Wright presented the AEA Constitution excerpt language regarding Alternate At-Large Directors and the inconsistency in the current language. The directors discussed the possible solutions to resolve the inconsistent language. The directors asked the Resolutions Committee to draft language that is consistent with electing Alternate At-Large Directors.
12. Tough Choices, Tough Times	President Wright reviewed the collective feedback from the directors' discussion in August on Tough Choices, Tough Times. He provided a progress update related to Arizona's core planning team approach for the Tucker concepts. The directors who attended the conversation with Marc Tucker on October 20th shared their experience.
13. State Budget / Policy Changes Organizing Strategy	Executive Director Mathis presented the strategy outline to address the policy issues that attack employee rights. She described the toolkit that is available through the Regional Office and the OCs. The goal is to build local association capacity. The toolkit is designed to assist OC to work with their local association presidents on a local by local basis.

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14. Professional Development Credit	It was moved/seconded by Lias/Putman to approve the 150 cumulative credit hours from years 04-05, 05-06, 06-07, 07-08, and 08-09 for professional development for Joanne Vianos. A voice vote was taken. Those voting yes: Treasurer Ramage-White, Banales, Bell, Berumen, Bruns, Bufford, Calhoun, Campbell, Carreon, Casperson, Conway, DeWeerdt, Fredrickson, Hydrick, Kinman, Knaeble, Lias, Maza, Philpot, Putman, Roach, Rhodes, Rumery, Schnee, Skarhus, Stemm, Thomas, and Yandell. Those abstaining: President Wright. **PASSED**
15.	
16. Wrap Up Summary	President Wright reviewed the key decisions and discussions that the AEA Board of Directors had during the meeting so that directors could share the information with their constituents.
Adjourn	There being no further business before the AEA Board of Directors, the directors adjourned at 3:57pm.

Respectfully submitted,

Sheryl Mathis, Recording Secretary
Arizona Education Association