AEA BOARD OF DIRECTORS
October 23, 2010
AEA Headquarters, Board Room
INITIAL DRAFT MINUTES

Present: President Morrill, Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Bufford, Carreon, Crego, Focht, Fredrickson, Hydrick, Kinman, Leyva, Maza, Moy, Nicol, Oviatt, Philpot, Putman, Reed, Rhodes, Roach, Roybal, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell.

Absent: Berumen, Calhoun, Casperson, Conway, Ireland, and Montes.

Staff Present: Executive Director Mathis; Managers Aicone and Costa; General Council Gartell; and, Executive Assistant Mayer.

Agenda Item	Minutes
Call to Order	President Morrill called the meeting to order at 9:06am. Attendance was taken and a quorum was present. Without objection, President Morrill seated Alternate Director Roybal for Region 1. He made further attendance announcements.
1. Adoption of Agenda	It was moved/seconded by Crego/Hydrick to adopt the agenda with flexibility with the addition of item 13, Compensated Absence Reclassification. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Bufford, Carreon, Crego, Focht, Fredrickson, Hydrick, Leyva, Maza, Moy, Nicol, Oviatt, Putman, Reed, Rhodes, Roybal, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. **PASSED**
2. Previous Minutes	It was moved/seconded by Reed/Barnes to approve the September 11, 2010 AEA Board of Directors' meeting minutes as presented. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Bufford, Carreon, Crego, Focht, Fredrickson, Hydrick, Leyva, Maza, Moy, Nicol, Oviatt, Putman, Reed, Rhodes, Roybal, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. **PASSED**
3. Member Benefit Update	Jo Erikson, Vice President for California Casualty, presented an overview of the Thomas R Brown Athletic Grant that provides scholarships to students. Shelby Lister, Field Manager for California Casualty, presented the November 12th Impact Teen Drivers Safety Fair in Avondale. California Casualty sponsors a safety and awareness education program for teen drivers. President Morrill thanked California Casualty for 26 years of partnership with the AEA and its members.
4. Study AEA/AEASO Contract	Manager Aicone presented each section of the existing AEA / AEASO agreement for the directors' understanding. At 9:21am, it was moved/seconded by Thomas/Fredrickson to enter into Executive Session for the purposes of discussing bargaining the AEA/AEASO contract which expires February 28, 2011. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Bufford, Carreon, Crego, Focht, Fredrickson, Hydrick, Leyva, Maza, Moy, Nicol, Oviatt, Putman, Reed, Rhodes, Roybal, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell.. Those abstaining: President Morrill. **PASSED** At 10:31am, the directors returned to regular session. President Morrill announced that the governance representatives on the AEA Bargaining Team will include Joe Thomas, Nidia Lias, Chris Maza, and Tom Oviatt. The governance advisory and support team will be announced in December.

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5. MPAC Recommendation – Executive Director Performance Outcomes	At 10:49am, it was moved/seconded by Thomas/Maza to enter into Executive Session for the purposes of discussing the 2010-2011 Executive Director's Performance Outcomes. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Bufford, Carreon, Crego, Focht, Fredrickson, Hydrick, Kinman, Leyva, Maza, Moy, Nicol, Oviatt, Putman, Reed, Rhodes, Roybal, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. **PASSED** At 11:47am, the directors returned to regular session. It was moved by Lias on behalf of the Management Performance Appraisal Committee (MPAC) to approve the recommendation for the 2010-2011 Executive Director's Performance Outcomes as presented. A roll call vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Bufford, Carreon, Crego, Focht, Fredrickson, Hydrick, Kinman, Leyva, Maza, Moy, Nicol, Oviatt, Putman, Reed, Rhodes, Roybal, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. **PASSED**
6. Officer Reports a. President b. Vice President c. Treasurer d. NEA Directors	President Morrill submitted a written activity report which included a timeline for developing the Race to the Top education reform report. He reported on his participation in NEA's conference on Teacher Evaluation. President Morrill is a member of the teacher evaluation state task force which is an advisory group to the State Board of Education. SB1040 will require teacher evaluation standards to be implemented in 2012-2013. Vice President Thomas submitted a written activity report. He talked about his experiences participating in panel discussions with community coalitions. He requested the directors invite him to attend local association meetings throughout the state. Treasurer Lias reported that she has been traveling to Regional Cluster meetings. She attended the NEA 3.1(g) annual policy meeting in Washington, DC. She also reported that the Finance and Revenue Committee has begun meeting. NEA Director Hydrick submitted a written report and highlighted relevant areas for the directors. She also made available several NEA HCR publications. NEA Director Crego reported on their participation in the "One Nation" rally at the Lincoln Memorial on the National Mall in Washington, DC on October 2, 2010.
7. 2010-2011 Ethnic Minority Involvement Plan	Treasurer Lias, Vice President Thomas, and Director Philpot presented a draft of the 2010-2011 Ethnic Minority Engagement Plan for the directors to discuss and offer feedback. The directors' feedback will be incorporated into the final plan which will be presented for action at the December 2010 meeting.
8. Executive Director Report	Executive Director Mathis provided a personnel update, welcoming Angela Miller as our newest OC in the Western Region office. Two internal open positions have just closed and one external staff position is open. She will send an update to the directors on progress made on the AEA Strategic Plan strategies and tactics. She emphasized that there are 10 days left to elect pro-education candidates and we need to keep the energy up. Executive Director Mathis reported on the financial support that the NEA Fund has made to Congressional and Senate candidates and campaign support. President Morrill announced opportunities to get campaign materials out for the Kotterman campaign.

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9. Management Reports a. Business & Technology b. Legal Services c. Field Services & Organizing	Manager Aicone submitted a written report. General Council Gartell reported on her progress toward addressing New Business Item 2010-10, tenant rights in teacherages. She is compiling and having a real estate attorney review current housing policies in districts that rent housing to employees. She will have further information at the December meeting. Manager Costa submitted a written report.
10. AEA Membership	Executive Director Mathis presented our current membership status. Our membership is down 2,399 members, equating to a budget shortfall of $643,000. The directors engaged in a discussion about membership growth and its importance.
11. NEA Assessment Report a. Advocacy Analysis	Executive Director Mathis reported that we are researching a pilot opportunity regarding changing the approach to advocacy. The directors will engage in a discussion with staff about the advocacy approach at the December Board of Director and Staff joint meeting.
12. AEA Committee / Task Forces	President Morrill reviewed the organizational relationship for Committee and Task Force Work. President Morrill and Executive Director Mathis presented the progress made and status of the recommendations from the 2009-2010 Committee and Task Force work. The Committee/Task Force chairs presented a brief report on their progress from the September Committee Day.
13. Compensated Absence Fund Reclassification	Manager Aicone presented a recommendation from our auditors to reclassify the placement of the accrual for Compensated Absences on the AEA Balance Sheet as of August 31, 2010 and the rationale for doing so. It was moved/seconded by Lias/Reed to reclassify the placement of the accrual for Compensated Absences on the AEA Balance Sheet as of August 31, 2010 and list it under Net Assets - Appropriated. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Bufford, Carreon, Crego, Focht, Fredrickson, Hydrick, Kinman, Leyva, Maza, Moy, Nicol, Oviatt, Philpot, Putman, Reed, Rhodes, Roach, Rumery, Skarhus, Stemm, and Yandell. Those abstaining: President Morrill. **PASSED**
14.	
15. Wrap Up Summary	President Morrill 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 4:54pm.

Respectfully submitted,

Sheryl Mathis, Recording Secretary
Arizona Education Association