AEA BOARD OF DIRECTORS
December 4, 2010
AEA Headquarters, Board Room
INITIAL DRAFT MINUTES
Present: President Morrill, Vice President Thomas, Treasurer Lias, Ackerley, Berumen, Barnes, Bufford, Calhoun,
Carreon, Casperson, Conway, Coughlin, Crego, Focht, Fredrickson, Hydrick, Ireland, Kinman, Leyva, Montes, Moy,
Oviatt, Philpot, Putman, Reed, Rhodes, Roach, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell.
Absent: Maza and Nicol.
Staff Present: Executive Director Mathis; Manager Aicone; General Council Gartell; and, Executive Assistant Mayer.
Agenda Item Minutes
Call to Order

President Morrill called the meeting to order at 10:18am. Attendance was taken and a quorum was present. Without objection, President Morrill seated Alternate Director Coughlin for Region 4. He made further attendance announcements.
1. Adoption ofAgenda
It was moved/seconded by Hydrick/Moy to adopt the agenda with flexibility as presented. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Berumen, Barnes, Bufford, Calhoun, Carreon, Casperson, Conway, Coughlin, Crego, Focht, Fredrickson, Hydrick, Ireland, Kinman, Leyva, Montes, Moy, Oviatt, Philpot,Putman, Reed, Rhodes, Roach, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. PASSED
2. October 23, 2010 Minutes
It was moved/seconded by Hydrick/Schnee to approve the October 23, 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, Berumen, Barnes, Bufford, Calhoun, Carreon, Casperson, Conway, Coughlin, Crego, Focht, Fredrickson, Hydrick, Kinman, Leyva, Montes, Moy, Oviatt, Philpot, Putman, Reed, Rhodes, Roach, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill and Ireland. PASSED
3. Presentation of the 2009-2010 Audit
Treasurer Lias presented an overview of the audit process that began in October 2010 for the period ending August 31, 2010. She introduced Charlene Garza, auditor from Henry & Horne,

LLP, who then presented the 2009-2010 independent auditors' report including the Financial Statement, the Auditor Requirements, and the Management Letter to the AEA Board of Directors. The auditor reported findings of a clean audit and sound financial systems. The auditor did not find any significant deficiencies or material weaknesses in AEA's financial controls. It was moved/seconded by Lias/Crego to receive the auditor's report for the 2009-2010 year as presented by Henry & Horne, LLP. A roll call vote was taken. Those voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Berumen, Barnes, Bufford, Calhoun, Carreon, Casperson, Conway, Coughlin, Crego, Focht, Fredrickson, Hydrick, Ireland, Kinman, Leyva, Montes, Moy, Oviatt, Philpot, Putman, Reed, Rhodes, Roach, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. PASSED.

4. AEA Financial Statements

a. September 30, 2010

b. October 31, 2010

Treasurer Lias presented the AEA Financial Statements for the periods ending September 30, 2010 and October 31, 2010. She reviewed each month in detail regarding the Balance Sheet, Income and Expense Summary, and major expenditures to date. The directors discussed and asked questions about the expenditures on the Income and Expense Summary. It was moved/seconded by Lias/Roach to approve the AEA Financial Statements for the periods ending September 30, 2010 and October 31, 2010 and file for audit. A roll call vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Berumen, Barnes, Bufford, Calhoun, Carreon, Casperson, Conway, Coughlin, Crego, Focht, Fredrickson, Hydrick, Ireland, Kinman, Leyva, Montes, Moy, Oviatt, Philpot, Putman, Reed, Rhodes, Roach, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. PASSED

The Education Improvement Fund Income Statement and Balance Sheet was presented by AEA BOARD OF DIRECTORS December 4, 2010 AEA Headquarters, Board Room INITIAL DRAFT MINUTES

Treasurer Lias for the periods ending September 30, 2010 and October 31, 2010. It was moved/seconded by Lias/Fredrickson to approve the Education Improvement Fund Financial Statement for the periods ending September 30, 2010 and October 31, 2010 and file for audit. A roll call vote was taken. All those present voting yes: Vice President Thomas, Treasurer

Lias, Ackerley, Berumen, Barnes, Bufford, Calhoun, Carreon, Casperson, Conway, Coughlin, Crego, Focht, Fredrickson, Hydrick, Ireland, Kinman, Leyva, Montes, Moy, Oviatt, Philpot, Putman, Reed, Rhodes, Roach, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. PASSED

5. 2011 Western Region Leadership Conference Update

President Morrill reviewed the 2011 Western Regional Leadership Conference (WRLC) agenda and announced the AEA state team; the AEA Minority Leadership Training Team; and the Women's Leadership Training Team.

6. Officer Reports

a. President

b. Vice President

c. Treasurer

d. NEA Directors

President Morrill submitted a written activity report. He discussed the Arizona State Retirement System issues and his work with other state retirement system groups while monitoring the potential legislative initiatives. Vice President Thomas submitted a written activity report. He informed the directors on his efforts with member engagement and political fundraising. He highlighted his involvement in the Teacher of the Year interview process and the announcement of AEA member, Amanda McAdams, 10th grade English teacher in Glendale Union School District, as the Arizona Teacher of the Year. Treasurer Lias described her participation in local association events in the East Valley and North Central metropolitan Phoenix area. NEA Director Crego announced that the next NEA Board of Directors' meeting is December 10-11, 2010. NEA Director Hydrick discussed the NEA Fund fundraising efforts and goals for Western Regional Leadership Conference and NEA-RA. 7. 2011 AEA Legislative Agenda

The Government Relations and Legislative Action Task Force Co-chair Skarhus presented the proposed 2011 AEA Legislative Agenda. The directors discussed the priorities and the direction for the legislative agenda. It was moved by Skarhus on behalf of the Government Relations and Legislative Action Task Force by Skarhus to approve the 2011 AEA Legislative Agenda as presented. A voice vote was taken. All those present voting yes: Vice President Thomas, TreasurerLias, Ackerley, Berumen, Barnes, Bufford, Calhoun, Carreon, Casperson, Coughlin, Crego, Focht, Hydrick, Ireland, Kinman, Leyva, Montes, Moy, Oviatt, Philpot, Putman, Reed, Rhodes, Roach, Rumery, Schnee, Skarhus,

Stafford, Stemm, and Yandell. Those voting no: Conway and Fredrickson. Those abstaining: President Morrill. PASSED

8. 2010-2012 Ethnic Minority Engagement Plan and Implementation

Treasurer Lias presented the proposed 2010-2012 Ethnic Minority Engagement Plan. Although the plan is required to fulfill NEA's Bylaw 3.1(g) regarding ethnic minority representation, AEA's plan further extends the goals to encourage diversity at all levels of leadership throughout AEA. It was moved by Lias on behalf of the AEA Ethnic Minority Leadership Task Force to approve the 2010-2012 AEA Ethnic Minority Engagement Plan as presented and forward it to the NEA Executive Committee for consideration. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Berumen, Barnes, Bufford, Calhoun, Carreon, Casperson, Conway, Coughlin, Crego, Focht, Fredrickson, Hydrick, Ireland, Kinman, Leyva, Montes, Moy, Oviatt, Philpot, Putman, Reed, Rhodes, Roach, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. PASSED

The directors discussed ideas for successfully implementing the plan to achieve the goals and strategies.

9. AEA/AEASO Contract Review and Interests

At 1:54pm, it was moved/seconded by Thomas/Lias 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, Berumen, Barnes, Bufford, Calhoun, Carreon, Casperson, Conway, Coughlin, Crego, Focht, Fredrickson, Hydrick, Ireland, Kinman, Leyva, Montes, Moy, Oviatt, Philpot, Putman, Reed, Rhodes, Roach, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. PASSED

At 2:47pm, the directors returned to regular session.

President Morrill announced that Director Calhoun and Director Berumen will be the governance advisory and support team members.

10. Executive Director Report

Executive Director Mathis provided a personnel update and reported that the performance reviews and outcomes were completed with the field staff. AEA has filled the Quality Teaching and Learning Program OC position with Lisa Guzmán. The Membership and Organizational Effectiveness specialist has been filled by Nell Pederson. The staff attorney position has filled by Samantha Blevins.

She distributed the 2010-2012 Strategic Plan and the corresponding work team assignments. She gave an oral report on the work progress and efforts of each staff work team and how they are achieving each of the assigned tactics.

11. Management Reports

a. Business & Technology

b. Legal Services

c. Field Services & Organizing

Manager Aicone had no further report.

General Council Gartell distributed the 2009-2010 year-end Legal Services Report which summarized the legal services and expenses in 2009-2010.

A written report was distributed for Manager Costa.

12. 2010 New Business Item Update

President Morrill distributed a written status report on the progress toward completing the 2010 New Business Items that were passed at the 2010 Delegate Assembly. General Council Gartell gave a verbal report on her analysis of the 15 school districts' policies related to teacherages. The conclusion is that state landlord/tenant act is not applicable because there are exemptions for housing owed by institutions such as school districts. She will prepare a list of protections under the landlord/tenant act and suggestions of good district policies for teachers living in teacherages both on and off the reservations. Once the research is complete, she will prepare an FAQ and distribute it widely.

13. AEA Budget Discussion

At 4:00pm, it was moved/seconded by Thomas/Kinman to move into executive session for the purposes of discussing the 2010-2011 Budget. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Berumen, Barnes, Bufford, Calhoun, Carreon, Casperson, Conway, Coughlin, Crego, Focht, Fredrickson, Hydrick, Ireland, Kinman, Leyva, Montes, Moy, Oviatt, Philpot, Putman, Reed, Rhodes, Roach, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. PASSED

At 5:01pm, the directors returned to regular session. AEA BOARD OF DIRECTORS December 4, 2010 AEA Headquarters, Board Room

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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 5:14pm.
Respectfully submitted,
Sheryl Mathis, Recording Secretary
Arizona Education Association

Judy