

**AEA BOARD OF DIRECTORS**  
**October 21-22, 2011**  
 AEA Headquarters, Board Room  
**INITIAL DRAFT MINUTES**

**FRIDAY, OCTOBER 21, 2011**

**Present:** President Morrill, Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Berumen, Bufford, Calhoun, Casperson, Focht, Garcia, Gribble, Hydrick, Ireland, Kinman, Leyva, Maza, Moy, Oviatt, Philpot, Pursley, Reed, Richards, Roach, Rumery, Schnee, Skarhus, Stafford, Stemm, and Yandell.

**Absent:** Carreon, Fredrickson, and Nicol.

**Staff Present:** Executive Director Mathis; Managers Aicone and Costa; and, Executive Assistant Mayer.

Agenda Item	Minutes
<b>Call to Order</b>	President Morrill called the meeting to order at 6:01pm. Attendance was taken and a quorum was present. He made further attendance announcements.
1. Adoption of Agenda	It was moved/seconded by Hydrick/Moy to adopt the agenda as amended with flexibility, adding an action item to agenda item #17. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Barnes, Berumen, Bufford, Calhoun, Casperson, Focht, Garcia, Gribble, Hydrick, Kinman, Leyva, Moy, Oviatt, Pursley, Reed, Richards, Roach, Rumery, Schnee, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. <b>PASSED</b>
2. Previous Minutes a. August 12-13, 2011 b. September 8, 2011	It was moved/seconded by Lias/Gribble to approve the August 12-13, 2011 AEA Board of Directors' meeting minutes as presented. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Barnes, Berumen, Bufford, Calhoun, Casperson, Focht, Garcia, Gribble, Hydrick, Kinman, Leyva, Moy, Oviatt, Pursley, Reed, Richards, Roach, Rumery, Schnee, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. <b>PASSED</b>  It was moved/seconded by Lias/Yandell to approve the September 8, 2011 AEA Board of Directors' meeting minutes as presented. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Barnes, Berumen, Bufford, Calhoun, Casperson, Focht, Garcia, Gribble, Hydrick, Kinman, Leyva, Moy, Oviatt, Pursley, Reed, Richards, Roach, Rumery, Schnee, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. <b>PASSED</b>
3. Membership Update a. EFT Progress b. Regional / State Membership	Executive Director Mathis and Manager Aicone presented the membership numbers as of October 21, 2011. Manager Aicone presented the details of the EFT conversion for dues collection. AEA has converted 63.4% of our payroll deduction members. As of October 21, 2011, membership is down 30.9% from the January 15, 2011 figures.
4. EFT Campaign – Phase 4 a. Director's Role b. Partnership with OC / Regional Office	President Morrill introduced the membership recruitment campaign that will continue through December 31, 2011. Executive Director Mathis presented the techniques, methods, and tactics to achieve a goal of 80% of our January 15, 2011 membership. She presented the directors a set of goals by region to achieve 80% by the end of 10 weeks. In many situations, recruiting 1 new member in 1 work-site for each local association each week would increase overall membership dramatically.  She reported on the membership efforts using the predictive dialer with the data from ASRS to contact potential members. The directors discussed their leadership role in the membership recruitment campaign.

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5. Membership Impact a. Financial & Budget b. RIF Procedures / Management Decisions	<p>Treasurer Lias presented the financial impact associated with the membership loss. Manager Aicone explained the estimated revenue based on October 20, 2011 FTEs. She explained the adjustment options that have been identified and the impact to the organization. The directors discussed the budget deficit and asked for clarification on the income and adjustments.</p> <p>Executive Director Mathis described the reduction options and whether line items were reduced or eliminated. She presented the Reduction in Force process and procedures. Management notified AEASO that 4 associate positions and 3 organizational consultant positions are eligible to be reduced. Four employees took advantage of the early retirement option as of October 31, 2011. Two employees to date chose voluntarily resignation. AEASO and Management have agreed to extend the deadline to November 4<sup>th</sup> for the final employee notice. Immediately following the November 4<sup>th</sup> date, management will initiate the realignment/reconfiguration team and process to insure local associations have OC support.</p> <p>President Morrill outlined the governance area reduction that the directors will consider.</p>
6. 2011-2012 Budget Adjustment Recommendation	<p>It was moved/seconded by Lias/Thomas to allocate \$140,000 to the Legal Defense Fund in lieu of depositing into the Permanent Reserve. A roll call vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Berumen, Bufford, Calhoun, Casperson, Focht, Garcia, Hydrick, Ireland, Leyva, Maza, Moy, Oviatt, Philpot, Pursley, Richards, Roach, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those voting no: Gribble and Reed. Those abstaining: President Morrill. <b>PASSED</b></p>
7. Region 5 Director Appointment	<p>President Morrill referenced AEA Constitution, Article III, Section 10. Unexpired Term of a Regional Director. President Morrill contacted each of the local presidents from Region 5 to seek nominations for an interim director. President Morrill recommends appointing Amber Gould, Glendale Union EA, as the Region 5 Interim Director.</p> <p>It was moved/seconded by Moy/Roach to approve Amber Gould as the Region 5 Interim Director until an election can take place at the 2012 Delegate Assembly. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Berumen, Bufford, Calhoun, Casperson, Focht, Garcia, Gribble, Hydrick, Ireland, Leyva, Maza, Moy, Oviatt, Philpot, Pursley, Reed, Richards, Roach, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. <b>PASSED</b></p>
8. CD8 Friendly Recommendation – Giffords	<p>President Morrill reviewed the congressional recommendation process and responsibilities. All democratic congresspersons scored an A on the NEA voting report card.</p> <p>It was moved/seconded by Reed/Gribble to continue the Friendly Incumbent Congressional recommendation for Giffords in CD8 as presented. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Berumen, Bufford, Calhoun, Casperson, Focht, Garcia, Gribble, Hydrick, Ireland, Leyva, Maza, Moy, Oviatt, Philpot, Pursley, Reed, Richards, Roach, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. <b>PASSED</b></p>

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<b>Agenda Item</b>	<b>Minutes</b>
9. Officer Reports a. President b. Vice President c. Treasurer d. NEA Directors	<p>President Morrill provided a written activity report. President Morrill reviewed the ESEA Reauthorization strategies and NEA lobbying actions directed at improving the final legislation for the Elementary and Secondary Education Act (ESEA) Reauthorization. The state of Arizona will be applying for a NCLB waiver. President Morrill reported his work on the <i>Mitchell 20</i> premieres in both Phoenix and Tucson.</p> <p>Vice President Thomas provided a written activity report. He discussed the AZ LEARNS school letter grades. Throughout September and October, he has been working with local associations and at work sites recruiting members.</p> <p>Treasurer Lias reported on her attendance at the Chicanos por la Causa Esperanza Awards. She was joined by NEA Director Carreon and Director Philpot at the Esperanza Awards. The Finance and Revenue Committee will use Webinar technology to meet rather than gathering in Casa Grande.</p> <p>NEA State Director Hydrick briefly reviewed the NEA Directors written report. She also reported on the American Jobs Act and the available resources and policy briefs that NEA offers. She asked the directors to view her report using these two questions, "What will make a difference in your life and What are you going to do about it?"</p>
10. Executive Director Report a. Personnel Update b. Affirmative Action Report	<p>Executive Director Mathis updated the directors on personnel matters.</p> <p>Executive Director Mathis submitted the annual Affirmative Action Report for 2011 as required by AEA Board Policy.</p>
<b>Recess</b>	<p>The AEA Board of Directors recessed at 9:07pm until Saturday, October 22, 2011 at 9:00am.</p>

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**SATURDAY, OCTOBER 22, 2011**

**Present:** President Morrill, Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Berumen, Bufford, Calhoun, Casperson, Focht, Garcia, Gribble, Hydrick, Ireland, Kinman, Leyva, Maza, Moy, Nicol, Oviatt, Philpot, Pursley, Reed, Richards, Roach, Schnee, Skarhus, Stafford, Stemm, and Yandell.

**Absent:** Carreon, Fredrickson, and Rumery.

**Staff Present:** Executive Director Mathis; Managers Aicone and Costa; and, Executive Assistant Mayer.

**Guests:** Cat Thompson and James Gribble.

<b>Agenda Item</b>	<b>Minutes</b>
<b>Call to Order</b>	<p>President Morrill called the meeting to order at 9:07am. Attendance was taken and a quorum was present. He made further attendance announcements.</p> <p>Without objection, the directors reconsidered the adoption of the agenda. There was no objection. It was moved/seconded by Barnes/Focht to add agenda Item # 21, Directors' Report as a discussion item. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Bufford, Calhoun, Casperson, Focht, Garcia, Gribble, Hydrick, Ireland, Kinman, Leyva, Maza, Moy, Nicol, Oviatt, Pursley, Reed, Roach, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. <b>PASSED</b></p>
11. Management Reports a. Business & Technology b. Legal Services & Advocacy c. Field Services & Organizing	<p>Manager Aicone reported that iPad2s were purchased for staff in order to connect them to their office work systems while in the field or at school sites. The building was recently painted. The business department is working with locals to move them to direct deposit for their local dues in order to reduce staff workload.</p> <p>Staff Attorney Blevins submitted a written report for Legal Services and Advocacy through September 2011. She reviewed the results and feedback for the Advocacy Help Desk. She summarized our status with each of the five lawsuits. The directors asked clarifying questions.</p> <p>Manager Costa reported that she has been working with OCs in the west and south. She has also been working with locals where there is a vacant OC position. She has started the planning process in preparation for the reconfiguration/realignment team which will develop OC assignments to local associations.</p>
12. MPAC Recommendation – General Counsel	<p>At 9:43am, it was moved/seconded by Thomas/Lias to move into executive session for the purposes of a General Counsel contract. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Berumen, Bufford, Calhoun, Casperson, Focht, Garcia, Gribble, Hydrick, Ireland, Kinman, Leyva, Maza, Moy, Nicol, Oviatt, Philpot, Pursley, Reed, Richards, Roach, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. <b>PASSED</b></p> <p>At 10:19am, the directors returned to regular session.</p> <p>It was moved/seconded by Reed/Gribble to approve the contract of AEA General Counsel as recommended by the Management Performance Appraisal Committee (MPAC). A roll call vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Berumen, Bufford, Calhoun, Casperson, Garcia, Gribble, Hydrick, Ireland, Kinman, Leyva, Moy, Nicol, Oviatt, Philpot, Pursley, Reed, Richards, Roach, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those voting no: Focht and Maza. Those abstaining: President Morrill. <b>PASSED</b></p>

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13. Professional Development Credit	It was moved/seconded by Philpot/Lias to approve 30 hours of Professional Development credit for Nicole Walsh for her role as Chandler EA vice president for the 2010-2011 school year. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Barnes, Berumen, Bufford, Calhoun, Casperson, Focht, Garcia, Gribble, Hydrick, Ireland, Kinman, Leyva, Maza, Moy, Nicol, Oviatt, Philpot, Pursley, Reed, Richards, Roach, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill and Ackerley. <b>PASSED</b>
14. 2012 Western Region Leadership Conference a. Overview b. Director Interest c. MLT / WLTP	President Morrill presented an overview of the 2012 Western Region Leadership Conference (WRLC) in Oklahoma City, OK on January 20-22, 2012. The theme is <i>NEA Leaders: Standing Strong: For our students, our schools and our members</i> . Since the AEA Board of Directors' budget line for director stipends to attend WRLC has been eliminated, he outlined how directors may express their interest in filling NEA-funded positions. Our Minority Leadership Team will complete their 2 <sup>nd</sup> year of the two-year program.
15. Western Region Organizing Institute	Executive Director Mathis highlighted the learnings from the intense, week-long Organizing Institute held in Park City, UT in August. AEA participants were President Morrill, Executive Director Mathis, Vice President Thomas, Manager Costa, Program OC Pederson, and OC Chesir. Vice President Thomas described the training and how organizing can be used in our locals and across the state. Manager Costa shared the experience about the tools available for organizing – one of which was the Predictive Dialer that we used extensively in the EFT campaign.
16. AEA / AEASO Bargaining Interests a. Timeline b. Board of Director Interests	President Morrill introduced the Bargaining Interest discussion and confirmed that the Bargaining Re-opener is scheduled for October 27-28. The Management/Governance team is Vice President Thomas, Treasurer Lias, ESP Director Oviatt, Manager Aicone, and Manager Costa.  At 12:04pm, it was moved/seconded by Thomas/Lias to move into executive session for the purposes of discussing AEA/ AEASO Bargaining Interest. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Berumen, Bufford, Calhoun, Casperson, Focht, Garcia, Gribble, Hydrick, Ireland, Kinman, Leyva, Maza, Moy, Nicol, Oviatt, Philpot, Pursley, Reed, Richards, Roach, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. <b>PASSED</b>  At 1:43pm, the directors returned to regular session.
17. 2012 Ballot Initiative – Education Funding	President Morrill introduced the potential 2012 Ballot Initiative.  At 1:44pm, it was moved/seconded by Thomas/Stafford to move into executive session for the purposes of discussing confidential elements of a potential 2012 Ballot Initiative. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Berumen, Bufford, Calhoun, Casperson, Focht, Garcia, Gribble, Hydrick, Ireland, Kinman, Leyva, Maza, Nicol, Oviatt, Philpot, Pursley, Reed, Richards, Roach, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. <b>PASSED</b>  At 2:44pm, the directors returned to regular session.  It was moved/seconded by Oviatt/Richards to allocate up to \$35,000 from the Education Improvement Fund for the purpose of statewide polling in support of the potential ballot initiative. A roll call vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Ackerley, Barnes, Berumen, Bufford, Calhoun, Casperson, Focht, Gribble, Hydrick, Ireland, Kinman, Leyva, Maza, Moy, Nicol, Oviatt, Philpot, Pursley, Reed, Richards, Roach, Schnee, Skarhus, Stafford, Stemm, and Yandell. Those abstaining: President Morrill. <b>PASSED</b>

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18. 2012 NEA-RA Election District Recommendations	<p>Executive Assistant Mayer, Staff Liaison to the Compliance Review Committee, presented the Compliance Review Committee's recommendation for the 2012 Revised NEA-RA Election Districts.</p> <p>It was moved/seconded by Gribble/Leyva to approve the 2012 Revised NEA-RA Election Districts as presented. A voice vote was taken. All those present voting yes: Vice President Thomas, Treasurer Lias, Barnes, Bufford, Calhoun, Focht, Gribble, Hydrick, Kinman, Leyva, Maza, Philpot, Pursley, Reed, Richards, Roach, Schnee, Skarhus, Stafford, and Stemm. Those voting no: Ackerley, Berumen, Casperson, Nicol, and Oviatt. Those abstaining: President Morrill. <b>PASSED</b></p>
19. 2011-2012 AEA Committee / Task Force Reports	<p>President Morrill asked each Chair of an AEA Committee or Task Force to provide a brief summary of their Committee or Task Force work and identify any potential recommendations that may be forming. He announced that the February 4, 2012 Committee Day has been canceled and committees and task forces should utilize virtual meetings to complete their charges. If a committee/task force requires a face-to-face meeting, the request should be made to the AEA President.</p> <p>Each committee / task force chairs reported their work highlights.</p> <p>The directors will move the February 3<sup>rd</sup> Board of Directors' meeting to Saturday, February 4<sup>th</sup> from 10am until about 3pm. Director Stemm will organize a potluck lunch for the February 4<sup>th</sup> meeting.</p>
20. 2012 Delegate Assembly	<p>President Morrill explored potential options for the structure and program of the 2012 Delegate Assembly with the directors. The initial reaction was very positive. The directors provided additional feedback on the 2012 Delegate Assembly that could be structured as a Friday night, all-day Saturday format.</p>
21. Director Reports	<p>The directors discussed the value and use of cluster meetings. The East Valley Cluster would like to be able share local plans and ideas using the website as a warehousing facility for bargained agreements, teacher evaluations. President Morrill will look for opportunities on future Board agendas for Cluster Meeting updates.</p>
22.	
23.	
24. Wrap Up Summary	<p>President Morrill reviewed the key decisions and discussions that were had during the meeting.</p>
<b>Adjourn</b>	<p>There being no further business before the AEA Board of Directors, the directors adjourned at 5:12pm.</p>

Respectfully submitted,

Sheryl Mathis, Recording Secretary  
 Arizona Education Association