

ALABAMA SCHOOL JOURNAL

THE OFFICIAL PUBLICATION OF THE ALABAMA EDUCATION ASSOCIATION
VOLUME 131, NUMBER 8 • MARCH 17, 2014

Just another day in paradise

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House budget takes money from hard working educators

Act now to prevent educator pay cut

Speaker Mike Hubbard (R-Auburn) and Rep. Bill Poole (R-Tuscaloosa), chairman of the House Ways and Means Education Committee, swiftly brushed aside Gov. Robert Bentley's budget proposal and pay raise bill and pushed a bill out of committee that will raise your PEEHIP out of pocket cost by \$504 a year with NO pay raise. Poole will not even bring up for a vote Bentley's pay raise bill for teachers and support professionals.



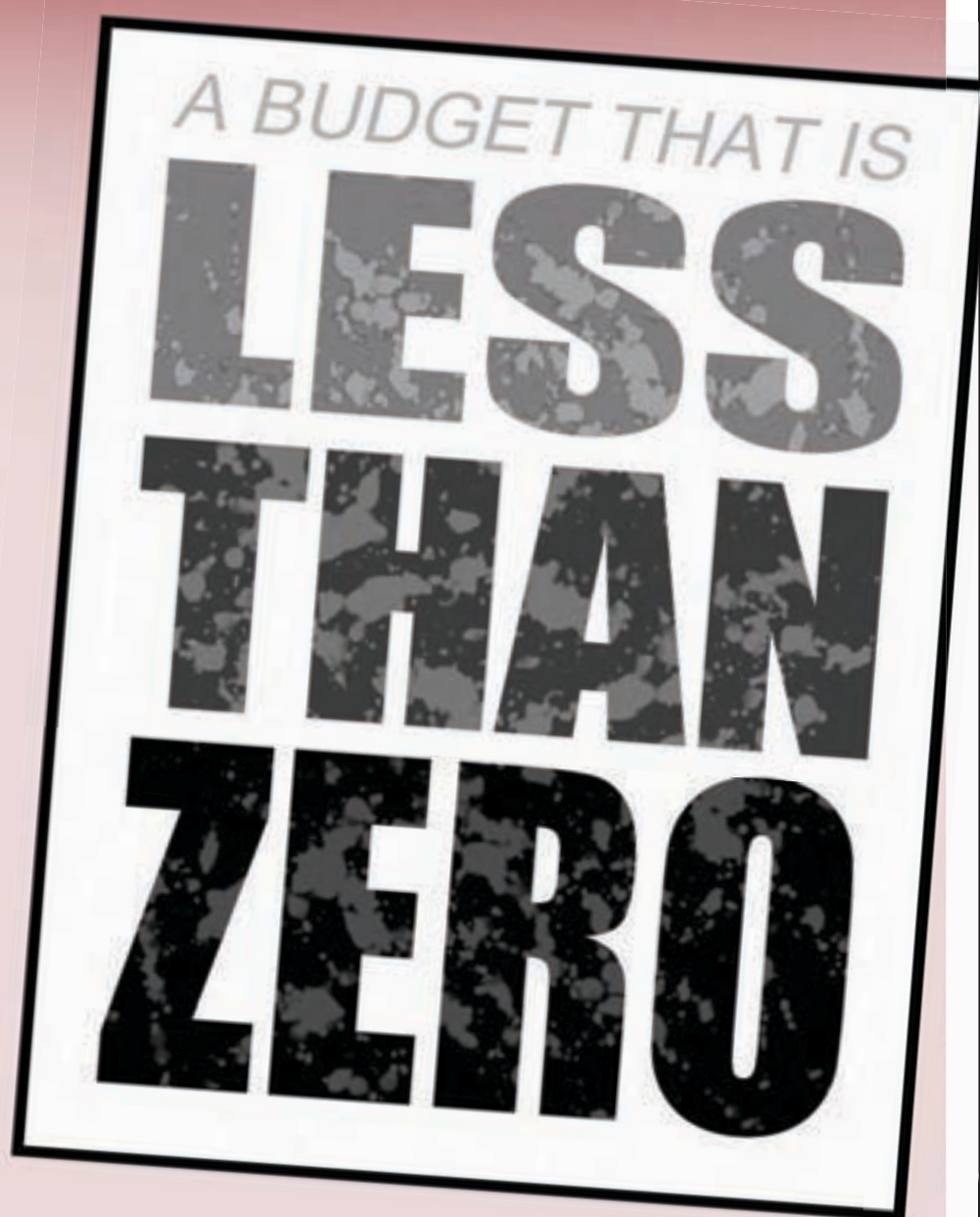
Dr. Henry C. Mabry,
AEA Executive Secretary

The Bentley proposal was insufficient to make whole both active and retired educators, but at least it was something, and it certainly was not the pay cut pushed by Del Marsh and his senators or the pay cut being pushed along by Mike Hubbard and his automatons. Speaker Hubbard just slapped the governor in the face by not even allowing the Governor's pay raise bill to come up in committee. No governor should take such treatment, and no governor has to do so. We hope Governor Bentley does what he needs to do to rectify the situation.

Why the governor allows himself to be mocked by this creature we call the Speaker of the House is unknown. The speaker is not a real man to be reckoned with because what he is about is hate/vindictiveness, threats, intimidation, and nest feathering. This little minded man has already admitted on his campaign filings that he received ill gotten gains when he reported "disgorgement" on his own campaign report.

Investopedia defines disgorgement as, "A repayment of ill-gotten

-continued on page 2, "Act now to prevent educator pay cut"



Committee members who voted **against** your pay raise



Rep. Mac Buttram (R)
Cullman



Rep. Alan C. Boothe (R)
Troy



Rep. Terri Collins (R)
Decatur



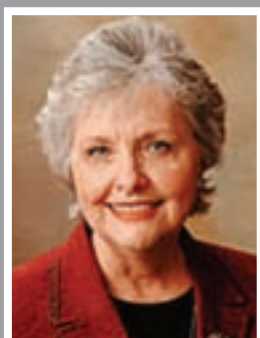
Rep. Donnie Chesteen (R)
Geneva



Rep. Jamie Ison (R)
Mobile



Rep. Stephen McMillan (R)
Gulf Shores



Rep. Mary Sue McClurkin (R)
Pelham



Rep. Mark Tuggle (R)
Alexander City



Rep. Phil Williams (R)
Huntsville



Rep. Bill Poole (R)
Northport

The Alabama Accountability Act: A year in review

It's now been a year since the legislative leadership used sleight of hand and secrecy to pass the most far-reaching education policy act in years. Since this was called the Alabama Accountability Act, let's take a moment to do some accountability by looking at real numbers, rather than listening to the high-blown rhetoric of those who dreamed up this legislation.



Larry Lee

Recall that this bill emerged from a conference committee having doubled in size and opening the door for public education funds to ultimately be used to benefit businesses and private schools. Recall too that after its passage, leadership boasted they purposefully kept the state superintendent of education and the elected state school board in the dark as to what they were doing because "they might have opposed it."

What happened to transparency and open government?

The bill required the state department of education to determine the bottom 6 percent of all public schools and label them "failing schools." It then put a process in place to allow students from "failing schools" to escape them. This process was sweetened with tax credits and rebates, all paid for by the Education Trust Fund (ETF).

A total of \$40 million was skimmed from the ETF to cover the cost of contributions of \$25 million to scholarship funding organizations and up to \$15 million for tax credits and rebates for parents who had an expense in relocating their children to either private school or public schools.

According to figures from the

-continued on page 2, "The Alabama Accountability Act: A year in review"

Earn CEUs and PLUs at upcoming conference

The 2014 AEA Divisional Professional Development Conference will be held at the Birmingham Jefferson Convention Complex (BJCC) Friday - Sunday, March 21 - 23, 2014.

Registration for the conference is only \$30 for each AEA member. On-site registration will be available for a fee of \$60. Attendees can complete all workshops on Saturday if needed.

This conference will merge two outstanding AEA conferences, the annual Divisional Conference and AEA /ACT Professional Development Conference into one informative meeting.

-More details on page 7

ALABAMA EDUCATION OPINIONS

Just another day in paradise, no surprises here

The House Ways and Means Education Committee, which happens to be Republican – dominated, passed their version of the 2015 Education Trust Fund Budget by a vote of 10-4. No surprise.



Anita Gibson, AEA President

The proposed budget does not include a pay raise or a one percent bonus for education employees. No surprise.

The committee’s proposed budget does not include a COLA for education retirees. No surprise.

It does not fully fund the line item request for education employees’ health insurance. No surprise.

All attempts to amend the budget to include a raise, COLA and full funding for PEEHIP were rejected. No surprise.

The governor has stated he will veto the budget if it does not include a raise for education employees and full funding for PEEHIP. No surprise.

Rumors are that the Legislature will override his veto, and I guess only time will tell if this will happen or not.

Since the special session in December, 2010, we have witnessed the raping and pillage of our public schools as funding has been slashed repeatedly. The intent of numerous bills passed by the Legislature has been to cripple the Alabama Education Association and cause harm to our members and our profession. We will continue to see the impact of these actions as time goes by. With a continued loss in wages and benefits, and the continued degradation of our profession, fewer and fewer will follow their dreams and calling to become education employees. They will be forced to turn to the private sector for jobs. As more and more education employees are forced to work two and three jobs in order to provide for their families they will be forced to leave their chosen profession and seek employment outside the field of education. This loss of dedicated, caring individuals will have a negative impact on the children in our public schools whose lives only they could have touched.

While it may appear they have been successful in many of their attempts to harm you as a public education employee, and to change our public education system to a for profit business, the real impact of their actions will be felt by the innocent children in Alabama’s public schools. The partial funding or lack of funding for the immediate needs in our public schools is having a devastating impact on the education opportunities of this generation of children.

There is a way to avoid further damage to our public education system, future generations of children, and salvage the education of this generation of students. We can also begin to repair the damage inflicted upon our profession. In order to do this we must elect legislators who value our public education system, and respect all present, previous, and future education employees.

What are you prepared to do for your profession and the children in our public schools? The choice is yours to make.

Act now to prevent educator pay cut

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gains that is imposed on wrong-doers by the courts. Funds that were received through illegal or unethical business transactions are disgorged, or paid back, with interest to those affected by the action.” Black’s Law Dictionary defines disgorge-ment as “...the act of giving up something (such as profits illegally obtained) on demand or by legal compulsion.”

Speaker Hubbard & Chairman Poole said no raise, and they are only going to give half of the needed new money for PEEHIP. To simplify, every educator gets ANOTHER pay cut.

This means that instead of an \$81 a month increase in PEEHIP with a 1% bonus as passed by the Senate, PEEHIP will be short \$42 per month with no bonus if the House committee budget becoms law. This means a pay cut of \$504 a year for teachers, school nurses, bus drivers, maintenance workers, and cafeteria employees.

Some of the Republicans voting for this nonsense budget are saying that the monthly premium increase will not be \$42 per month because co-pays and deductibles are not taken into account. What these dumb bunny lawmakers have not figured out is that it matters not whether co-pays or deductibles are different because the AVERAGE cost increase will be \$42 a month for everyone. PEEHIP will need the \$42 to keep the same services operating. If the state does not pay the \$42, then the plan participants will have to pay the \$42 a month extra or healthcare benefits will have to be reduced.

Republicans can talk about Obamacare all they want. Yes, Obamacare is requiring PEEHIP to provide birth control, automatic enrollment, and other requirements, and this will cost \$72 million more next year of the \$220 million shortfall, but the Legislature

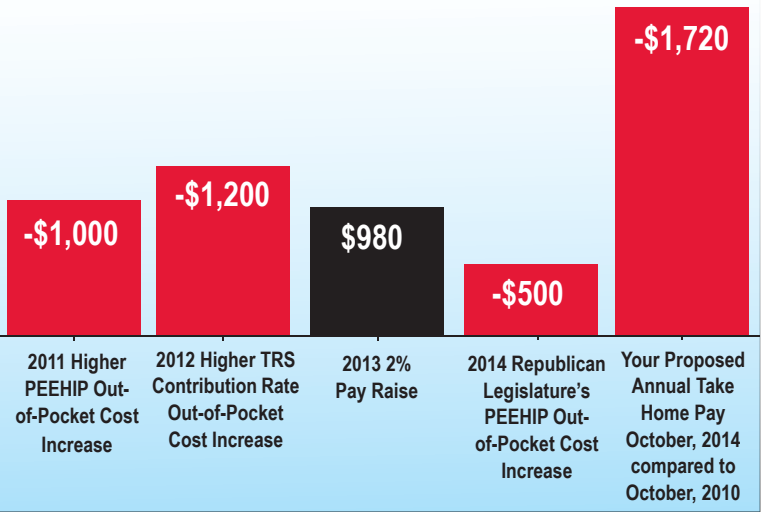
has failed to provide one more dime to PEEHIP since 2007. Well before Obamacare, plan participants have had to pay up to hundreds more in PEEHIP premiums, co-pays, and deductibles per month thanks to Alabama lawmakers, not President Obama.

Back in 2007, the state paid \$775 per employee, and now Mike Hubbard and Bill Poole are quibbling about paying just \$20 more per month seven years later. Today the state funds PEEHIP at \$715 per month. PEEHIP needs \$795 per month from the state or educators will pay more, period. End of story. No excuse can modify this fact.

In 2007, the state paid \$100 million more per year on education employees and retirees than it does today. In FY11, \$147 million more was put on the backs of employees and retirees in the form of higher premiums, higher co-pays, and higher deductibles thanks to lack of adequate PEEHIP funding. Now, these something-for-nothing legislators want you to suck up another \$50 million in PEEHIP costs, or another \$500 pay cut for each of you.

Let’s recap in the graph below what has happened to the average teacher’s pocket every year under this crowd.

This is an annual pay cut in out-of-pocket costs of basically \$150 per month and this does not include inflation of 15%



The Alabama Accountability Act: A year in review

-continued from page 1

state department of education, this \$40 million amounted to \$54.10 per student, or just over \$1,000 per classroom.

Since 2008 Alabama has had the greatest per pupil cut in education budgets per child in the U.S. - hits such as this are significant. How many teachers do you know who would turn down \$1,000 for their classroom to buy books, supplies, etc.?

So what happened? Of the 30,005 students in “failing schools” in Alabama, only 719 transferred within their system, 18 went to another system and 52 went to private schools.

So 740,000 students in Alabama gave up \$40 million so 52 kids in the entire state could go to a private school.

And what about the Black Belt, the region politicians always hold up as an example of schools that need the most help? The place politicians are referring to when they say “children should not be trapped by their zip code.”

Of the 7,126 students in “failing schools” in the Black Belt, only 39 transferred to

another school in their system, six went to another system and ONE went to private school. And in seven of the 14 Black Belt counties impacted by the Alabama Accountability Act, not ONE student transferred to another school, another system, or a private school.

So much for helping kids trapped by their zip code.

A couple of things about the \$25 million scholarship program should be noted. Any business or individual contributing one dollar to a scholarship gets a one dollar tax credit on their state taxes. So instead of giving one dollar to public education the contributor gives one dollar to be used to send a student to a private school.

One financial advisor referred to this as a “free lunch” for contributors. He failed to add that this was being paid for by every public school student in the state.

This legislation also allows the scholarship program to keep 5 percent of what they collect to administer the program. So that’s \$1,250,000 that Alabama public school students are paying for jobs to market and run these programs.

which is another pay cut in real terms as far as purchasing power. The Republican legislative leadership will have an estimated \$300 million to \$400 million at the end of next year, \$800 million in savings, and yet they want to cut educators’ take home pay by another \$500 a year.

We are proud to see Governor Bentley say he will veto the education budget if it comes over without a 2% raise and PEEHIP funded so educators do not have to pay \$81 more a month for PEEHIP. We hope the governor continues to stand up to the thugocracy and slick operators in and around the Legislature who want to hurt educators just for sport.

We hope Governor Bentley follows through with his veto of the budget if educators’ needs are not addressed and this means both getting PEEHIP funded to include the \$81 more in state funding per month per employee and at least a 2% raise for all educators. We will also continue to advocate for a retiree COLA and encourage AEA members to call the governor and legislators and ask for help in this regard. Call house members now and tell them to give you your raise/COLA and to provide PEEHIP the \$81 per month. Tell them your living is not a game to play with and if they think it is, then you will treat their political livelihood with the same consideration on June 3 and/or in November.



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OUR POLICY

The **Alabama School Journal** (USPS/ISSN 0011-821) is published weekly while the Legislature is in session; normally twice a month otherwise by the Alabama Education Association, 422 Dexter Avenue, Montgomery, AL 36103-4177. Periodical postage paid at Montgomery, AL. Postmaster: Send address changes to Alabama School Journal, P.O. Box 4177, Montgomery, Ala. 36103-4177.

Manuscripts and other material submitted for publication, as well as advertising matter, should be addressed to Managing Editor, Alabama School Journal, P.O. Box 4177, Montgomery, AL 36103-4177 or by email at myaea@alaedu.org.

Problems concerning delivery or addresses can be answered by calling toll free to 800.392.5839. All rights reserved.

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We encourage letters and opinion articles from members of AEA. All submissions must have your full name, mailing address, phone number, and local affiliation. Because of space limitations, we reserve the right to edit for length. Letters of less than 200 words are given preference for publication.

Larry Lee led the study, Lessons Learned from Rural Schools, and is a long-time advocate for public education. Contact Larry Lee at larrylee33@knology.net

Transportation scholarships available for students

The Alabama School Transportation Association is now accepting applications for the Charles “Chuck” Poland Education Scholarship and the Southeastern States Pupil Transportation Conference Buster Bynum Scholarship. The Charles “Chuck” Poland Education Scholarship is a one-time \$1,000 award available to a deserving Alabama high school or postsecondary student. Scholarship recipients must be the child of a school system transportation employee actively employed in public school transportation for the past three years. To be eligible, students must have a cumulative 3.0 GPA and are selected on the basis of leadership, citizenship, and service. The Charles “Chuck” Poland Education Scholarship is named in honor of Charles “Chuck” Poland, a bus driver in Dale County who was killed protecting the children on his bus when confronted by an armed gunman. The Buster Bynum Scholarship is a one-time \$2,500 award given to children of a school system transportation employee actively employed in public school transportation for the past five years. To be eligible, students must have a 3.0 cumulative GPA and are selected on the basis of leadership, citizenship, and service. For more information on either scholarship, contact the local school system transportation supervisor or the school counselor. Applications must be submitted to the granting organization’s selection committee by April 30, 2014.

Expansion of virtual schools lacks justification

Full-time virtual schools continue to falter because of major problems with education quality, diversity, accountability, and funding, according to a new national study. The study, “Virtual Schools in the U.S. 2014: Politics, Performance, Policy, and Research,” was published by the National Education Policy Center at the University of Colorado. The latest report on virtual schools looked at 338 schools operating in 30 states as part of local or state public education systems. “Full-time K-12 online learning is growing exponentially. Many policymakers praise it, and taxpayer money supports it,” says the report’s editor, Alex Molnar, a professor at the University of Colorado School of Education. “And yet, there has been little high-quality research to support the claims that justify its rapid expansion.” The NEPC report found virtual schools enroll 248,000 elementary and secondary students in 39 states and the District of Columbia, up 21.7 percent from 2011-2012. The study found that a single for-profit virtual school provider, K12 Inc., accounts for 82 schools enrolling 87,808 students in 2013 -- more than one-third of the nation’s full-time virtual school students. K12 Inc. has been trying to gain a foothold in Alabama, retaining a lobbyist in Montgomery with close ties to former Gov. Bob Riley, since the Republican takeover of the Legislature in 2010.

A raise, retirees, and Obama

President Harry S. Truman had a sign on his desk that read, “The Buck Stops Here,” meaning that he would not “pass the buck” or lay blame on anyone else for his failures as a politician. I wish the Republican Leadership in the Alabama Legislature had the same standard. Soon, many of you will see the Republican Leadership blame someone else for failing to keep the promise they made to the voters of Alabama. As shocking as this may seem, they are going to use every effort to try and convince you that all of Alabama’s problems exist because of a man that has never lived in this state. In the upcoming months, Republican legislators will pass the buck as they attempt to blame President Obama for their failures as Alabama legislators and make him out to be their scapegoat. Undoubtedly, there will be hundreds of campaign ads and commercials from Republicans seeking reelection; however, none of them will admit that they have failed you. The Republican master plan for 2014 is to stay away from the real issues and blame everything on Obama. It is clear that the Republican Leadership realizes they have let the people of Alabama down. They cannot and will not run on their record of reform because there has been none. Under the Republican Leadership, Alabama has witnessed public education under attack. The signature piece of legislation for this group has been the passage of the Alabama Accountability Act

(AAA). This legislation was sold to the people as a way of helping failing schools in Alabama. However, one year and \$40 million later we see through the lies and deceit surrounding the AAA. This law does nothing but drain much needed resources from public schools, and provide tax credits to wealthy individuals and corporations. For almost four years the Republican majority has blatantly lied to educators. It seems this year is no different. Although the budget submitted by the governor contains a 2% pay raise and a full funding of PEEHIP, the Republican Leadership has repeatedly stated the money is not there. Instead of working with you, and providing Alabama’s educators the things they need to succeed, they choose to hurt you and focus their efforts on providing subsidies for the coal mining, aviation, aerospace, and film industries. They want to show AEA who is in charge. The supermajority would rather play political games with the livelihood of those who have dedicated their lives to educating the future of this state than to do what is right by fully funding PEEHIP and providing a pay raise. Many will try to say that teachers were given a pay “raise” last year. As I’ve said



Dr. Gregory T. Graves, Associate Executive Secretary

before, it’s not a 2% raise after receiving a 2.5% pay cut. This insult is coupled with the fact that retired educators and postsecondary employees received nothing! I would be remiss if I didn’t say this, President Obama is far from perfect, and he has made some decisions that I don’t agree with personally or professionally. For example, he appointed Arne Duncan who, in my opinion, is the worst secretary of education in the history of the position and while I do not agree with all of the president’s stances on social issues, as a registered voter, I will not allow my issues with him to prevent me from holding the Republicans here in Alabama responsible for their horrid behavior toward educators over the last four years. Many of you as voters need a reality check. Whether or not you like President Obama, he lives in Washington, D.C. He works in Washington, D.C. He had absolutely nothing to do with the blatant, vindictive, and petty attacks that have been waged against public education by the Republican legislators who supposedly work for you here in Alabama. It is far past the time that we become honest with ourselves. If we are truly looking for someone to blame for our shortcomings in Alabama, then we have no one to blame but ourselves. President Obama did not elect any of the Alabama Republicans that have voted 100% against public education, quite frankly, we did. This is an election year, so when you begin to see

political literature blaming Obama for all of Alabama’s problems, I simply ask that you not be deceived and fall for this ill-advised attempt to play on your emotions. The Alabama Republican Leadership passed the Students First Act, which reduced your tenure rights. They also cut your pay and drained valuable education dollars away in corporate subsidies. They created tax credits for corporations so the children of legislators and their friends could attend private schools. They created legislation that makes it easier for the state to intervene in your school systems. They eliminated DROP. Remember, these laws were put in place in Alabama by Republicans in the Alabama Legislature. Do not give them a free pass to reelection by blaming Washington D.C., and the president for all of their failings as legislators. Prejudice and community pressure should not blind you as voters to the fact that this group of Republicans has done more harm to public education than any other group of legislators in history. Don’t let their propaganda, focused on President Obama and Washington, D.C., affect how you view their job performance as legislators here in Alabama. I urge all of you as voters to show that Washington propaganda doesn’t provide for a free pass to reelection here in Alabama. The buck stops here. As always, together we stand.

LIFO must die

Educators don’t get the credit they deserve, but now the Senate Leadership has piled on with a LIFO bill. Sen. Del Marsh (R-Anniston), President Pro Tempore of the Senate, has introduced Senate Bill 353, which requires student test scores be used in teacher evaluations, and makes it illegal to consider years of service as a main factor during a layoff. This is another “solution” in search of a problem. Not one of the 134 school systems’ layoff policies has years of service as the only factor. It’s time to stand up and put a stop to this GOP nonsense. Shouldn’t we be trying to get away from teaching to the test and taking up valuable class time with days and days of

standardized tests? What’s more, how will band directors, Spanish teachers, and PE teachers be scored under this bill, because often only reading and math are tested? Will PE, driver’s ed, and other elective teachers be exempt because there is no data? Will these essential educators be the first to go? This bill doesn’t tell us, but I think we can all see it’s more Montgomery government interfering in local board policy. Last year, this same Senate Leadership determined that local school



Sen. Roger Bedford Russellville

boards are in the best position to determine their own needs, not Montgomery. But if this proposal passes, a new statewide mandate will be coming from Montgomery to kill local control and put more mandates on local boards. Fortunately for Alabama, this bill has passed in other states and we can see just how damaging the results have been. In Florida, a blind, terminally ill child with cerebral palsy and in hospice was given a zero score on a standardized test and then that score was going to be used against his teachers in their evaluations. Some teachers lost their jobs because scores from students

they never taught, or test scores in subjects they did not teach were forced into their evaluations. In one case, a “Teacher of the Year” was deemed unsatisfactory, and in danger of losing her job based on test scores of students she never taught and who actually attended a different school. Senate Bill 353 harms the teaching profession, will create legal dilemmas for Alabama as it has in Florida, and goes against the very fabric of our mission to have local school decisions made at the local level. I am happy to fight against this bill for educators during this session. Please join me by contacting your Senator and telling them LIFO must DIE!!

AERA annual meeting scheduled for April 1, 2014

Attendees at the Alabama Education Retirees Association (AERA) business meeting can expect a highly informative event on April 1. President Robert Davis has invited keynote speakers who will provide strategies and information that retirees can use in the upcoming election cycle. Award-winning journalist Bill Britt will deliver the AERA keynote address at the Cahaba Grand Center in Birmingham. With over 20 years in publishing, news media, and investigative reporting, Britt and his wife Susan have launched news organizations around the country, and established one of the first Internet news sites



Bill Britt

in New York City. In 2011, they established Alabama’s first Internet-based news organizations, Alreporter.com. Britt has been honored by the Alabama Press Association for his investigative reporting and will have much inside information to impart. Lee Hedgepeth, from NEA’s Campaigns and Elections Unit, will be the Annual Luncheon’s guest speaker. He has worked in 46 states as a political organizer, trainer, and presenter. With 11 federal election cycles, 12 school board races, and several ballot initiative campaigns on his resume, Hedgepeth has a great deal of election experience to share. “The goal of these speakers



Lee Hedgepeth

is to motivate and inspire retired educators who will be assisting with AERA’s Vision for Victory campaign,” said President Davis. Foundation scholarship awards will be presented to nine active AEA members during the Annual Luncheon. The Community Service and Unit of Excellence Awards will also be presented. AEA Executive Secretary/Treasurer Henry Mabry will speak at the beginning of the meeting. A proposed by-law change submitted by the AERA Board of Directors will be presented to delegates for a vote. Local unit presidents should now be working on securing delegates for the annual meeting. With 592 delegates signed up so far, staff are preparing for over 750 attendees. The meeting is open to all members. The cost to

attend the luncheon is \$20. If you do not belong to a local unit and would like to attend the 2014 Annual Meeting, contact Veronica Dewees at 1-800-537-6867 or via email at info@aerainc.org for more information. Looking forward to welcoming education retirees from across the state, President Davis said, “Our meeting offers members the opportunity to hear informative speakers, meet scholarship recipients, fellowship, and so much more. There is something for everyone, so come join us and see for yourself!”



AEA UniServ staff vacancy

**UniServ Director -
District 2**

**Systems: Alabama A & M
University, Huntsville City**

- Application Deadline:**
4:45 p.m., March 21, 2014
- Qualifications:**
- Bachelor's degree
 - Ability to develop and implement/coordinate an effective membership recruitment and retention program
 - Ability to work independently and in a collaborative/team environment
 - Effective consulting, training and presentation skills
 - Strong problem solving and conflict resolution skills
 - Good written and verbal communication skills
 - Good organizing skills
 - Ability to relate to and work well with people
 - Interest in and ability to become involved in legislative and political action activities
 - Basic understanding in the use of computer software programs such as word processing, spreadsheets and data base applications

- General Duties:**
- To provide leadership and assistance for the local association(s) which compromise the UniServ District
 - To advance the programs and promote the goals of the local associations, the AEA, and the NEA consistent with applicable policy.

Residence:
Must be willing to reside in the district to be served.

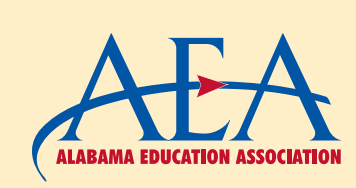
Accountability:
Employee will function under policies adopted by the AEA Board of Directors and will be accountable to AEA executive officers and administrative staff.

Salary:
• Salary as per established negotiated agreement.

- Fringe Benefits:**
- Annual Leave
 - Sick leave
 - Retirement same as public school employees
 - Holidays, including a week for Christmas
 - Medical insurance and a contribution toward dental and vision insurance
 - Accidental death insurance coverage while on Association business

For application and further information contact:
Darryl R. Sinkfield, Assistant Executive Secretary for Field Services, Alabama Education Association, P. O. Box 4177 Montgomery, AL 36103-4177 Telephone: 334/834-9790 Fax: 334/263-5913

THE ALABAMA
EDUCATION
ASSOCIATION IS AN
EQUAL OPPORTUNITY
EMPLOYER



Applications now being accepted for AEA Emerging Leaders School

The Alabama Education Association (AEA) will offer its 25th annual Emerging Leaders School in conjunction with the 2014 AEA Leadership Conference to be held June 11-13 in Mobile. The Emerging Leaders School will start a day earlier-June 10. Application forms must be received at the AEA Headquarters by 4:45 p.m., Friday, April 25, 2014.

The school will be open to individuals who have been members of the AEA for no more than ten years and who have not held a local, state, or national office (president, vice president, secretary, treasurer, member of local executive committee, board of directors) and who have not attended a state or local Emerging Leaders School. The individual must be a newly elected or appointed Association Representative or be willing to commit to serving as an Association Representative, or in some other leadership role for the 2014-2015 year.

The purpose of the school is to introduce potential leaders to the Association and provide experiences and training to prepare them for future leadership roles in the AEA, NEA, and their local affiliates. The program is also designed to discover leadership talent and help potential leaders become involved in upgrading the organization at the local, state, and national levels.

The AEA will provide scholarships to selected potential leaders to assist them in paying conference expenses. Each scholarship will provide a participant with a non-smoking hotel room at the conference to be shared with another Emerging Leader (if a participant prefers a single room, the participant must remit to AEA one half the cost of a single room with their completed contract), round-trip transportation costs at a rate of 58 cents

per mile (car pooling is encouraged to lessen the total cost of this project), an allowance up to a total of \$70 for meals not provided at the conference and all materials. A registration fee of \$50 will be required for those who are accepted into the school. This fee will be reimbursed if the participant attends and completes the three days of training.

Members who meet the eligibility requirements will be notified by mail that they have been selected for this school and will be asked to complete contracts which will clearly describe their

responsibilities during and after the training, including their long-term commitment to involvement in the United Education Profession.

The selection process will provide for equitable representation from the various constituencies within the AEA. If all other factors are equal, participants will be selected on a first-come, first-serve basis according to the date applications are received at the AEA.

AEA will provide up to 40 scholarships for the school. State leaders, local presidents, and AEA UniServ Directors are encouraged to identify

potential leaders and encourage them to apply for one of these scholarships. The application form must be submitted by the individual applying for the scholarship.

Any questions about the application process may be directed to Terri Walker at 1-800-392-5839, terriw@alaedu.org, or 334-263-5913-Fax.

Completed forms should be returned to AEA, Attn: Darryl R. Sinkfield, Assistant Executive Secretary for Field Services, Alabama Education Association, P.O. Box 4177, Montgomery, Alabama 36103-4177.

2014 EMERGING LEADERS SCHOOL APPLICATION

NOTE: This application form should be received by the AEA by 4:45 p.m., Friday, April 25, 2014.

PLEASE PRINT OR TYPE:

Dr. () Mr. () Mrs. () Ms. ()

Name: _____

Local Association ☐ do not abbreviate: _____

() Active () ESP () Postsecondary () Administrator

UniServ District # ____ Name of UniServ Director: _____

Your Mailing Address: _____

City: _____ State: _____ Zip Code: _____

Home Phone () _____ Work Phone () _____

Cell Phone () _____ E-mail Address _____

Name of School/Work Site: _____

Work Position: _____

Specifically, for my Association this coming school year, I plan to _____

I certify that I have been an AEA member for no more than **ten years** and have not held a local, state, or national office (president, vice president, secretary, treasurer, member of local executive committees, board of directors) and have not attended a state or local Emerging Leaders School. If selected for this training, I definitely plan to attend the Emerging Leaders Training Program and will assume a leadership role upon returning to my local association.

Signature: _____

Date: _____

Return to: Darryl R. Sinkfield, Assistant Executive Secretary for Field Services
Alabama Education Association
P. O. Box 4177
Montgomery, Alabama 36103-4177

Or by Fax to: 334-263-5913

Regional CEU/ PLU Professional Development Conferences available

The EPPP Department is continuing its fifth year of professional studies for educators who want to earn Professional Learning Units (PLUs). The professional studies presented by the EPPP Department have been approved by the Alabama Council for Leadership Development (ACLD). The schedule to the right is for participants who are finishing their professional studies for the 2013-2014 school year. The first conference for one (1) standard must have been attended in the fall semester of 2013. The second conference for one (1) standard must be attended in the spring semester of 2014.

Persons who wish to earn professional development clock hours for CEUs may also participate in any of these regional conferences. Professional development certificates will be awarded at the conclusion of each conference.

Standards and locations are subject to change.

2014 CEU/PLU REGIONAL PROFESSIONAL DEVELOPMENT CONFERENCES

Name : _____ System: _____ AEA Membership # _____
(located on ASJ Label)

Address: _____ City: _____ ST: _____ ZIP: _____

Phone: _____ Email: _____

CEU REGISTRATION:
Registration Fee (AEA Member) ☐ **FREE FOR MEMBERS**
Registration Fee (Non-AEA Member) ☐ **Enclosed (\$150.00)**

PROFESSIONAL LEARNING UNIT (PLU) REGISTRATION:**
Registration Fee (AEA Member) ☐ **FREE FOR MEMBERS**
Registration Fee (Non-AEA Member) ☐ **Enclosed (\$500.00)**

PLEASE SELECT A LOCATION AND PLU STANDARD (CEU participants do NOT have to select a standard.):
****REGISTRATION FOR PLU STANDARDS IS FOR THOSE WHO BEGAN THEIR STUDIES IN THE FALL SEMESTER ONLY.**

☐ **April 12 - Hayes Middle School, 505 43rd Street, N, Birmingham, AL 35222**
☐ Standard 3: Human Resources Development for Instructional Leaders
☐ Standard 4: Being a Culturally Competent Educator
☐ Standard 8: Ethical Leadership in Alabama Public Schools

☐ **May 3 - Renaissance Riverview Plaza, 64 S. Water Street, Mobile, AL 36602**
☐ Standard 1: Planning for Continuous Improvement in Alabama Public Schools
☐ Standard 4: Being a Culturally Competent Educator
☐ Standard 8: Ethical Leadership in Alabama Schools
☐ Collaboration Camp

☐ **May 17 - Marriott Legends, 2500 Legends Circle, Prattville, AL 36066**
☐ Standard 2: The Instructional Leader's Role in Literacy Development
☐ Standard 3: Human Resources Development for Instructional Leaders
☐ Standard 6: Preparing Instructional Leaders for 21st Century Data Collection, Analysis, and Communication
☐ Collaboration Camp

☐ **June 7 - Hayes Middle School, 505 43rd Street, N, Birmingham, AL 35222**
☐ Standard 1: Planning for Continuous Improvement in Alabama Public Schools
☐ Standard 2: The Instructional Leader's Role in Literacy Development
☐ Standard 6: Preparing Instructional Leaders for 21st Century Data Collection, Analysis, and Communication
☐ Collaboration Camp

****REGISTRATION FOR PLU STANDARDS IS FOR THOSE WHO BEGAN THEIR STUDIES IN THE FALL SEMESTER ONLY.**

PLEASE REGISTER ONLINE AT WWW.MYAEA.ORG;
BY MAIL, AEA HEADQUARTERS, ATTN: KYNESHA BROWN, P.O. BOX 4177, MONTGOMERY, AL 36103-4177; OR BY FAX TO 334-262-8377.
**Standards and locations are subject to change.*








That makes *today* a great day to shop at NEA Click & Save®! It's the online mall that connects NEA members with the best deals at thousands of merchants. There's no fee to join. And it's easy! Need new clothes, a computer, or a down comforter? Just click ... and save. Going to the movies tonight? Click and save. Having dinner first? Click and save. **That's how NEA members like you have already saved a total of \$7,500,000.**



You'll click with big savings at neamb.com/clickandsave



-  FINANCE
-  INSURANCE
-  DISCOUNTS
-  TRAVEL
-  PROFESSIONAL

NEA, NEA Member Benefits and the NEA Member Benefits logo are registered service marks of NEA's Member Benefits Corporation. The companies mentioned have provided discounts in the past through NEA Click & Save; discounts at any given time may differ. The names of the companies listed are the property of the respective companies; NEA and NEA's Member Benefits Corporation claim no rights in these names.

THE AEA PROFESSIONAL

Madison County bus driver, Tom Brandon, wins national award

AEA member Tom Brandon, a school bus driver and teacher at Walnut Grove Elementary in Madison County, was recently named the Neighborhood Best School Bus Driver by the Steve Harvey Show. Neighborhood Awards recognize unsung individuals and businesses who exemplify excellence in their communities.

Brandon, a 32-year math and science teacher, has been a school bus driver for twelve years. Inspired after something happened on his bus that he thought was too funny not to share, he jokingly posted it on Facebook. His first entry entitled “Chapter 1” received so many comments and inquiries from readers anxiously awaiting “Chapter 2”, he posted another entry. His posts on Facebook became so popular that his wife

suggested he start a blog. In a recent post, “In the eye of the beholder,” Brandon recounts the tale of two twins, who are not really twins, boarding the bus to inform him of an antique truck recently purchased by their father. The truck looked exactly like the truck Brandon himself owned so he was puzzled as to the antique designation. According to the “twins,” what made the truck antique was the fact that you had to turn handles on the door with little knobs on them to make the windows go up and down.

In another post, Brandon describes the

many pet stories told by students who ride his bus and the antics of each. He wrote, “They talk about their dogs, cats, hamsters, lizards, snakes, goldfish and a menagerie of other animals. They cry and tell you when they have lost their friend and excitedly tell you about



the arrival of a new one.”

In yet another post, Brandon details why he kills wasps with his bare hands. The post, “Not a Miracle, But Close,” he writes, “The only thing that I know that may come close to the parting of the Red Sea, is to have a wasp fly through a bus load of elementary students. I’ve had to make an emergency stop many times to dispatch a poor wasp to the great beyond. The students wonder why I will kill a wasp with my bare hands, that’s easy: Bus full of screaming, diving, jumping elementary

students, or possible wasp sting. If it was a rattlesnake you would choose the snake.”

According to Brandon, driving a school bus is like 70 of your kids in the back seat going to town.

Nominated for the award by a friend of his wife, Brandon says he found out he was a possible winner when his principal informed him that the Steve Harvey Show called and wanted to fly him to Chicago.

When accepting the award for Neighborhood Best School Bus Driver, Brandon said that he had the two best jobs in the world, “I get to drive the kids to school each day and teach them in the classroom.”

To follow Brandon’s School Bus blog visit mrbrandonsbus.blogspot.com.

2014 PR&R Conference Registration open

The AEA Professional Rights & Responsibilities (PR&R) Commission will hold its annual statewide conference on Friday and Saturday, April 4-5, 2014, at the Renaissance Montgomery Hotel located at 201 Tallapoosa Street, Montgomery, Alabama. Registration will begin at 5 p.m. in the main lobby at the hotel, followed by dinner at 6 p.m., and a social event. The conference will continue on Saturday with workshops beginning at 8:30 a.m.

Tentative workshop topics will include information on the Alabama Accountability Act, certification, payroll deductions, and other important issues.

Dr. Mabry will give a Legislative update during the Friday evening general session. The conference will conclude on Saturday with the traditional luncheon.

The host hotel is the

Renaissance Montgomery Hotel. The AEA block rate for Single/Double Rooms is \$139, plus taxes. Reservations can be made by visiting <http://bit.ly/1dMxrya> or by calling 877-545-0311. The deadline is March 18.

Housing and travel are the responsibility of each participant. Please reference the Alabama Education Association PR&R Conference when making reservations and use the group code - AEA. Conference pre-registration is \$25 per person. On-site registration is \$35.

To pre-register for the conference, return the registration form with a \$25 fee per participant, on or before March 21, 2014, to: AEA - Attn: PR&R Conference, P. O. Box 4177, Montgomery, AL 36103-4177. A \$10 late fee for each participant must be submitted with any pre-registration form received after March 21, 2014.

Conference workshop descriptions

INTRODUCTION TO THE STUDENTS FIRST ACT

This session is designed to give newcomers an overview of the Students First Act. Only members who have never been to a Students First Session should attend this seminar.

ADVANCED APPLICATIONS OF THE STUDENTS FIRST ACT

Participants in this session will receive an in-depth look into how the Students First Act is applied in real life situations. Topics will include: terminations, transfers, suspensions, and RIF.

EDUCATORS' CODE OF ETHICS

This session is designed to provide members with information regarding the code of ethical standards for educators.

LEGAL ASPECTS OF RETIREMENT

This session focuses on how to prepare for life after a career in education. Topics will include: requirements for Social Security/Disability retirement and private disability retirement programs, estate planning, and Medicaid estate planning. The presenter will also discuss

the procedures necessary for determining TRS eligibility.

BOA, OJI & DISABILITY CLAIMS


The process and procedures necessary for successfully filing claims will be outlined in this session. Presenters will review new guidelines and time frames recently adopted by the state and various agencies.

2014 LEGISLATIVE UPDATE


Attendees will receive current information regarding newly proposed and enacted laws that will affect their lives not only as members of the Alabama Education Association, but as everyday citizens as well. Topics to be discussed will range from the newly proposed bills and enacted laws to the education budget.

LEGAL ISSUES IN EDUCATION

This session is intended to provide members with valuable information that is pertinent to their everyday work lives. Topics to be discussed will include how to respond to an investigator or law enforcement, statute of limitations on claims, the state’s liability insurance, social media, search and seizure, and when to complete a PR&R form.



PRE-REGISTRATION FORM
2014 PR&R CONFERENCE
Renaissance Montgomery Hotel & Spa
at the Convention Center
Montgomery, Alabama 36104
April 4-5, 2014



Name of Local Association: _____

Local Representative(s) who will attend Conference ☐ (please print or type)

1) _____

2) _____

3) _____

4) _____

5) _____

6) _____

7) _____

8) _____

9) _____

10) _____

(Attach an additional page if above space is inadequate)

Amount Enclosed for Registration Fee(s) \$ _____ (make check/money order payable to: **AEA**)

*** Pre-registration ends March 21, 2014.**
In order to pre-register, your check/money order of \$25, per person, must accompany this form. A \$10 late fee for each participant must be submitted with any pre-registration form received after March 21, 2014. Mail to: **Attn: PR&R Conference** - Alabama Education Association, P. O. Box 4177, Montgomery, AL 36103-4177.

Person submitting this form: _____

Address: _____

Phone number: _____ ; or _____

Email: _____

(Note: confirmation will be sent via listed email only)

(Please note that while we accommodate substitutes, when necessary, no refunds will be authorized.)

SPECIAL NEEDS STUDENTS: THEIR DISCIPLINE AND YOUR RIGHTS

Special education laws and regulations will be reviewed. Members will also have an opportunity to ask questions of a State Department of Education representative in this field.

DISCRIMINATION, HARASSMENT & HOSTILE WORK ENVIRONMENTS

In this session members will be introduced to various local, state, and federal laws, as well as court cases in an attempt to raise awareness of workplace discrimination. The session will also be geared toward assisting members with steps to take should they become a victim of workplace discrimination.

WAGE & HOUR/SALARY ISSUES

This session will provide an overview of the laws and procedures applicable to educators with concerns regarding pay. Guidelines necessary for filing a timely claim will also be discussed.

MEMBER ISSUE ROUNDTABLE

A panel of AEA attorneys will conduct an open-forum session to discuss concerns related to employment in the education field that were not covered in any of the other sessions. The questions to be discussed have been previously submitted and screened by AEA attorneys.

THE ALABAMA ACCOUNTABILITY ACT: WHAT TEACHERS NEED TO KNOW

This session will provide an overview of all the important information teachers need to know about the Accountability Act’s provisions related to vouchers, flexibility applications, and innovation zones and how they affect teachers.

IS MY ISSUE A GRIPE, A GRIEVANCE, OR A LEGAL CLAIM?

This session will outline the types of issues which give rise to litigation; issues properly addressed through a local grievance and others which are just day-to-day irritations that come with the job. The presenter will also discuss the procedures for completing a PR&R form.

Member in need of sick leave

Montgomery County
Betty Todd, a certified teacher from Lanier High school, is in need of sick leave days. She is taking care of her very ill sister. Anyone wishing to donate days can contact MPS Human Resource Director Ann Sippial at 334-223-6742. Thank you in advance for any donations.

Quintlon “Shun” Ross
UniServ Director, District 21

AEA 2013-2014 RUNOFF ELECTIONS NOTICE

All AEA Elections materials have been sent to local presidents for the 2013-2014 Runoff Elections. All returns must be received at AEA Headquarters in Montgomery by 4:45 p.m. on Friday, April 4, 2014.

Divisional Professional Development Conference workshop descriptions

Getting It Right: Using Comprehensive Teacher Evaluation Systems to Support the Teaching and Learning Process

In today’s political and policy environment, what are the implications for teacher evaluation? How can, or should, evaluation systems support the teaching and learning process? How important is the alignment of teacher evaluations to comprehensive education systems? What do we need to know about validity, reliability, and comparability of multiple measures? This session will examine how to transform or leverage political realities into Association opportunities while enhancing our profession. **CEU Credit**

Time to Teach

Time to Teach highlights strategies that can reduce discipline by 70 percent or more, allowing classroom teachers more time to teach, and the principal or educational leader more time to be a leader rather than a constant disciplinarian. **CEU Credit**

The Flipped Classroom

In this session, participants will explore ways in which students learn new content online by viewing course content, usually at home, and engage in practice, formerly known as homework, in class. Participants will learn how to offer more personalized guidance and interaction with students in class, instead of lecturing. **CEU Credit**

Professional Development with NEA Academy

NEA Academy is devoted to meeting the professional development needs of teachers and education support professionals. As an online education advocate, NEA allows educators to quickly find the highest quality, peer-reviewed and approved courses available from a wide selection of developers, plus member-only discounted rates. Come to this session to learn about the high quality professional development available to AEA members. **CEU Credit**

Bully Brakers

This session is designed to explore the roles of the five types of bullies, two types of victims, and the four types of bystanders, all of which are contributors to the violent tendencies noted in overly aggressive students. **CEU Credit**

Lessons Learned: A Conversation about the Florida Teacher Evaluation System

In this session, participants will engage in a conversation about the legal challenges faced in the development of the Florida teacher evaluation system, and lessons learned from this process. Participants will also discuss ways in which the Florida evaluation system supports teaching and learning. **CEU Credit**

Seclusion and Restraint in Alabama Public Schools

In this session, participants will learn about the permissible use of seclusion and restraint in Alabama public schools. General information and guidance for seclusion and restraint of students will be shared. **CEU Credit**

eLearning Alabama

eLearning Alabama is an excellent way to earn professional development credit hours for continuing education units (CEUs) and professional learning units (PLUs) on your own schedule. Come to this session to obtain information about more than 15 current and upcoming CEUs and courses that members can use to earn PLUs. **PLU Credit**

What Everyone Needs to Know about Bullying

In this session, participants will gain an understanding of traditional bullying, and will develop specific skills to recognize and deal with bullying problems, and deepen their knowledge by

examining the importance of utilizing available data when developing plans of action to address bullying. This is the course required to begin the bullying professional study to earn a PLU. **PLU Credit**

Ten Steps to Financial Success

In this session, participants will obtain free resources and learn strategies to help teach students about personal finance. This interactive and enlightening session will also provide participants with information needed to improve their own levels of financial literacy. **CEU Credit**

Feeling Good about Teaching

Why do we come to work “de-activated”? This workshop offers an open, honest forum for discussion of this important question. At the heart of the workshop are overwhelming reasons to “RE-ACTIVATE,” including highlights of the positive trends in your state’s educational system/schools! Interesting trivia, memorable stories, and updated education outlook reports give your teachers’ morale a well-deserved boost for the demanding school year! Leave feeling encouraged and ready to continue making a difference in your students’ lives. **CEU Credit**

The Inner City Blues

The purpose of this session is to look into the behaviors and attitudes that impede learning for the urban student. This workshop will give the audience an overview of community related factors, home/school interactions, student interest in academic development, or lack thereof, teacher driven toxic cultures within the classroom, and overall school settings. In addition, this workshop will provide strategies for creating an environment conducive to improved overall student achievement. **CEU Credit**

Social Media in the School Setting

Social media is constantly changing and evolving. This session will cover a wide range of social media including Facebook, Twitter, Instagram, and LinkedIn. You will get a brief overview of what each social media platform is best used for, along with the ways to use them creatively in the classroom and other school settings. The do’s and don’ts of social media will be discussed. This is not an instructional workshop on how social media operates, but an overview of social media, how it’s changing the way we live and operate, and how to best integrate it to promote learning and connecting with all stakeholders in the education environment. **CEU Credit**

Professional Issues Organizing

Having trouble getting members and potential members to organize around professional issues? Attend this session to learn how to use the NEA Academy as a catalyst to start one-on-one conversations and leverage educator passion for education to enhance the profession. Participants will gain access to the NEA Academy’s professional issues toolkit, take a guided look at several new resources, and discuss how to utilize these assets at the local level to engage existing and potential members. Find out more about how you can help educators get organized around professional issues with the support of the Association when you join our session! **CEU Credit**

Five Keys to Getting and Keeping Middle-High School Students’ Attention

This session is “adolescent brain attention science 101”! It ends with five practical, research-based keys to getting students’ attention—and keeping it longer. In addition, take back and share with your coworkers the “must see” video clips detailing perspectives on this topic from a few leading experts. **CEU Credit**

School Safety: The Starting Lineup

This workshop will discuss



2014 DIVISIONAL PROFESSIONAL DEVELOPMENT CONFERENCE

March 21 – 23, 2014 * Sheraton Birmingham Hotel * Birmingham, Alabama

Please print and use one form per person.

Name: _____

Local Association: _____

Please check one: Active: _____ ESP: _____

Address: _____

City: _____ State: _____ Zip: _____

Contact Numbers- include area code: Home Phone: _____ Cell Phone: _____

Personal Email – do not use school email: _____

Facebook Name: _____

Twitter Username: _____

NOTE: All participants must wear a name badge in order to be seated at any meal functions and workshops.

Please select your Association Division:

_____ All K-12 Classroom Teachers or members of the Association of Classroom Teachers

_____ Administrator _____ Education Support Professionals _____ Postsecondary

Conference Registration – all checks/money orders should be made payable to AEA:

_____ Cost is \$ 30.00/person _____ On site cost is \$60.00/person

Meal Participation:

I will partake in the following meals – please check all that apply for each person registered – registration fee is the same regardless of meal participation:

Friday, March 21, Banquet _____ Saturday, March 22, Breakfast _____

Saturday, March 22, Luncheon _____ Sunday, March 23, Breakfast _____

Mail form, along with check/money order, to:

Alabama Education Association
Att.: Darryl R. Sinkfield
P. O. Box 4177
Montgomery, AL 36103-4177

Housing reservations should be made directly with the Sheraton Birmingham Hotel by calling 205-324-5000 or 1-800-325-3535. Reservations can also be made online at: <https://www.starwoodmeeting.com/Book/aea2014>

preventative strategies as they relate to every aspect of school safety, from the bus drivers to the superintendents. **CEU Credit**

Knowing Kid’s Behavior & Current Drug Trends

This workshop will enable the participant to gain knowledge of current drugs being used and the effects on adolescents. The attendee will learn the signs and symptoms of alcohol and drugs to be aware of. The signs and symptoms of children living in the home with an adult who suffers from alcohol or drug addiction will also be identified. The attendee will learn how to assist individuals in getting the proper help for these substance abuse problems.

Special Bus Driver Safety Forum

This workshop will provide an overview of issues relating to school bus safety with a particular focus on hostile and/or volatile encounters with known and/or unknown subjects. **CEU Credit**

Member Benefits: 26 Financial Mistakes You Do Not Want to Make

Join us for a discussion of common financial mistakes that you can avoid. Learn about Association resources that are designed to support you and your families as you make smarter financial decisions.

Getting Organized: What’s Stopping You?

Have you ever wondered why you can’t seem to get things done on time like other people? Are you always looking for your keys? Is your desk piled high with paper? Are you wheeling into the parking lot like a race car driver because you are late for an appointment? If so, this is the perfect workshop for you. Come and learn strategies that can improve your organizational and time management skills so your personal and professional life runs more smoothly.

Innovative Ideas for Effective Team Building

Have you ever been frustrated serving on a committee because nothing seems to get done? Have you been involved in a group where people can’t get along or disagree about everything? If so, attend this session to learn how different personalities and skill sets can determine the effectiveness of a team. Learn how to harness these differences in order to enhance team building in your

workplace or local association. We’ll have some fun too with quick games and fun activities for building team spirit!

Campus Security

What would you do in the event a security crisis happened at your school or college? No one wants to think about this happening but unfortunately, we hear of tragedy striking educational facilities more and more often. This workshop will help you become more prepared as you seek to educate your students as well as maintain a safe environment for them, your colleagues, and yourself. **CEU Credit**

Indoor Air Quality

Do you have “sick buildings”? Do you deal with complaints of mold, mildew, dust, or animal waste in your school buildings? Are these and other toxins contributing to illnesses of both your students and colleagues alike? This session will help you work to find a solution so that everyone has clean air in the classroom and the work environment.

Leadership Communications for Improving School Climate-Part 1

In this session, requirements for effective leadership communications relating to Content - vision, values, and clear expectations, and to Process - using variety, consistency, and timeliness will be reviewed. Participants will be provided with practical strategies and sample communication tools. Target audience: Administrators and Teacher Leaders. **CEU Credit**

Leadership Communications for Improving School Climate- Part 2

In this continuation from Part 1, requirements of communication associated with relationships-credibility, connection, and appreciation - will be discussed. **CEU Credit**

How to Have an Organizing Conversation

You are in the hall, the living room, or the committee meeting and you have to have that one-on-one organizing conversation that moves people to act. What are the elements of a conversation that moves people to not just listen, but respond, engage and act? This session will review the fundamentals to building an organizing conversation on any issue. No matter what you are asking

people to do, you’ll get to “yes” more often and faster.

Saturday Morning – General Session: Message for Strength and Growth

How do we frame a message that not only explains our ideas and issues around public education, but moves people to act in support of them? How do we “tune-up” our current message frame to engage key audiences and organize to grow support for our positions in the evolving public debate on public education? By grounding our message in a values frame that brings people together and builds strength behind our ideas; we can educate, inspire, and motivate key audiences to organize for great public schools for all. This session will look at why and how we need to change our message frame to build strength and grow our circles of support for empowering educators to support student success. **CEU Credit**

What Administrators Need to Know

This workshop will include a discussion on principal contracts, laws pertaining to personnel actions, safety, etc.

Confidentiality

This training focuses on the numerous laws designed to protect employee and student confidentiality. Education employees are required to maintain the utmost confidentiality in dealing with student data, directory information, and health records. Such laws as FERPA, HIPPA, and IDEA will be discussed during this session. **CEU Credit**

So You Want to be an NBCT?

Interested in National Board Certification, but not sure how to get started? A National Board Certified Teacher (NBCT) will provide participants with an overview and true description of what National Board Certification really is. **CEU Credit**

Working with English Language Learners

Come to this session to improve your practice in instructing English Language Learners. In this session, participants will learn how to identify stages of second language acquisition and to learn strategies for acquisition of both English

-continued on page 9, “Divisional Conference workshops”

Open a book, grab a tablet, or turn on the computer, because reading is a great habit!

AEA
ALABAMA EDUCATION ASSOCIATION

READ ACROSS ALABAMA
March 2014

Email your digital classroom celebration photos, including the name of the school and school staff included in the photo, to sandraj@alaedu.org. Celebration photos will be published during the month of March as space permits. Deadline for photo submission is March 20, 2014.

Visit www.myaea.org for more information and to download materials.

READ A BOOK AND TRAVEL THE WORLD



Ginny Summerlin, a teacher at Guntersville Elementary, poses with her kindergarten class sporting the famous Cat in the Hat stovepipe hat.



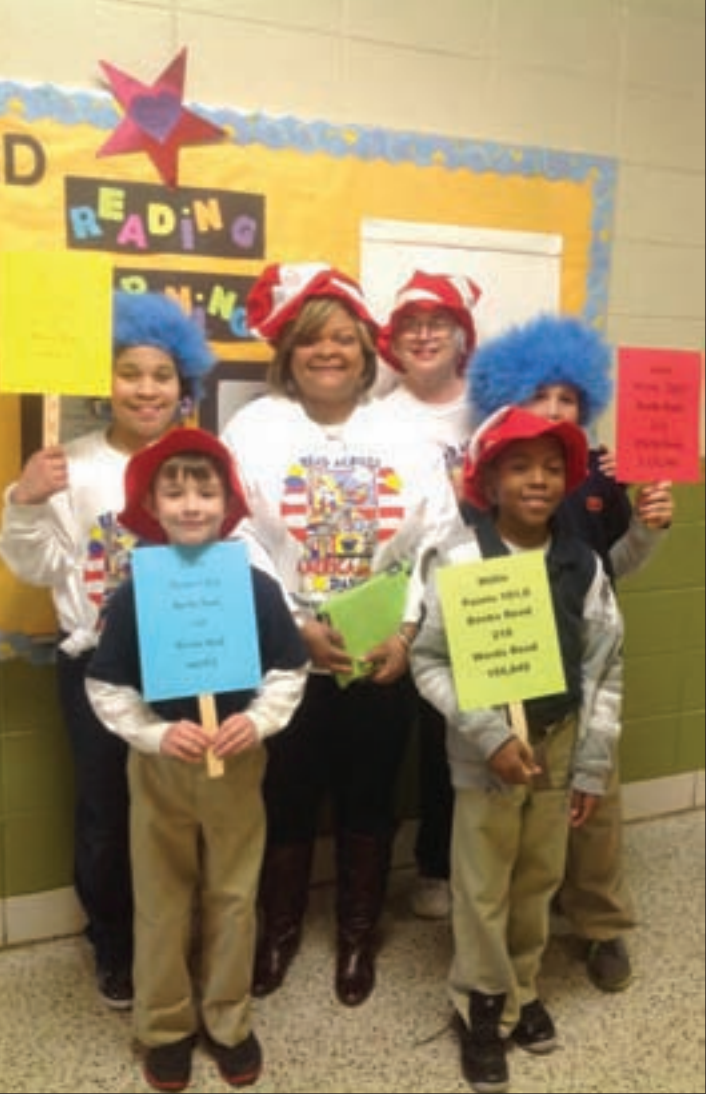
Wetumpka Middle School celebrated Dr. Seuss' birthday and Read Across Alabama to honor children's author, Theodore Seuss Geisel.



Julie Richey and the Cat in the Hat at Greystone Elementary School



US Jones Elementary School students show off Dr. Seuss' birthday cake.



Dawson Elementary School celebrates reading during Read Across Alabama



Baldwin County High School football player Norman Washington reads to children at Stapleton Elementary School.



Mary Finklea, AKA the Cat in the Hat, celebrates reading during Read Across Alabama with students at J.F. Shields School.



Vance Elementary School 3rd grade students with teacher Jodi Wilson



Hall-Kent Elementary School students pose with 2nd grade teachers Amy Anderson, Brooklyn Peter, Dominique Prince, and Elizabeth Pruitt



Cold Springs middle school students read in groups to students in the gym during PE.



There was a whole "lotta" reading going on in Beth Moon's 2nd Grade classroom at West Elementary School.

Recommendations for service on AEA Commissions requested

The AEA President’s Office is seeking members to become more active in association work at the state level by volunteering to serve on one of seven standing commissions. These commissions serve a variety of functions within the association including generating and submitting resolutions for consideration by the Delegate Assembly.

AEA standing commissions include:

- Legislative Commission
- Education Policy and Professional Practice (EPPP) Commission
- Professional Rights and Responsibilities (PR&R) Commission

- Policies and Procedures Commission
- Budget Commission
- Resolutions Commission
- Public Relations Commission

Members serve three-year terms and rotate on a staggered basis.

Participation on more than one commission at any given time is prohibited. The term for serving on a commission begins July 15. Most commissions meet only once a year.

Duties of each commission vary within the association.

The Legislative Commission has the responsibility of proposing and submitting to the Delegate Assembly a federal and state legislative program dealing with members’ concerns on governance, funding, programs, retirement, and member benefits.

The EPPP Commission will provide leadership in addressing expressed member needs, and will provide leadership in the exploration of more meaningful ways for practitioners to recognize, incorporate, and deal effectively with students and societal values in the classroom.

The Budget Commission drafts and recommends AEA’s budget to the Board of Directors.

The Resolutions Commission edits and synthesizes resolutions that are considered during the association’s annual business meeting.

The Public Relations Commission is responsible for recommending a public relations program that will build a positive public image for education and the association.

The purpose of the Professional Rights and Responsibilities (PR&R) Commission is to protect the professional welfare of all members. To this end, the objectives of the commission are: to defend members of the teaching profession and the

cause of education against unjust attacks; to investigate controversies involving teachers and in the public interest; to encourage the development and use of personnel policies that attract and retain competent professional personnel and prevent unnecessary difficulties; to cooperate with the Legislative Commission in improvement and extension of state tenure legislation; and to promote the conditions of academic freedom under which teachers may safely teach the truth without fear or favor.

The Policies and Procedures Commission is responsible for policies, elections, credentials, goals, and periodic reviewing, editing, and updating of the constitution and other documents. In addition, the commission, upon request by a local affiliate or one of its members, will review challenges to local elections and present its findings to the AEA Board of Directors.

The recommendation form should be returned by April 30, 2014.



AEA President’s Office is seeking recommendations of members for appointment to AEA commissions. Local leaders may make recommendations or members may submit their own name. All members are eligible unless currently serving on a commission. Attendance at commission meetings is required.

RECOMMENDATIONS FOR AEA COMMISSIONS

Due in Montgomery: April 30, 2014

Return completed form to:

ATTN: Commissions, President’s Office, AEA, P.O. Box 4177, Montgomery, AL 36103-4177

(Please complete ALL sections of this form and return it to AEA President, P. O. Box 4177, Montgomery, AL 36103-4177. In order to fulfill the vacancy requirements on each commission, **it is extremely important that ALL sections of this form be completed.**)

Name _____ Social Security No. _____
(Or membership ID No.)

Home Address _____
(Street) (City) (Zip)

Phone (Home) _____ (Work) _____ (Cell) _____

E-mail _____

School System _____ AEA Board District _____

UniServ District No. and/or Director’s Name _____

This section must be completed in order to be considered.

Ethnic Group (Check One)

☐ Caucasian (not of Spanish origin) ☐ Black ☐ American Indian/Alaskan Native

☐ Asian/Pacific Islander ☐ Hispanic ☐ Other

Membership Status (Check all that apply)

☐ Teacher (Check One)

☐ K-12 ☐ Postsecondary ☐ Instructor, Vocational Tech School ☐ Retired

☐ Administrator (Check all that apply)

☐ Elementary ☐ Jr. High ☐ Sr. High ☐ Postsecondary ☐ Retired

☐ ESP (Check all that apply) ☐ K-12 ☐ Postsecondary

(Current Job Assignment) ☐ Bus Driver ☐ Lunchroom Worker ☐ Secretary

☐ Maintenance ☐ Aide ☐ Retired ☐ Other

Commission Choices (Please indicate 1st, 2nd, and 3rd choices.)

_____ Budget _____ Education Policy and Professional Practice (EPPP) _____ Legislative

_____ Professional Rights and Responsibilities (PR&R) _____ Policies and Procedures

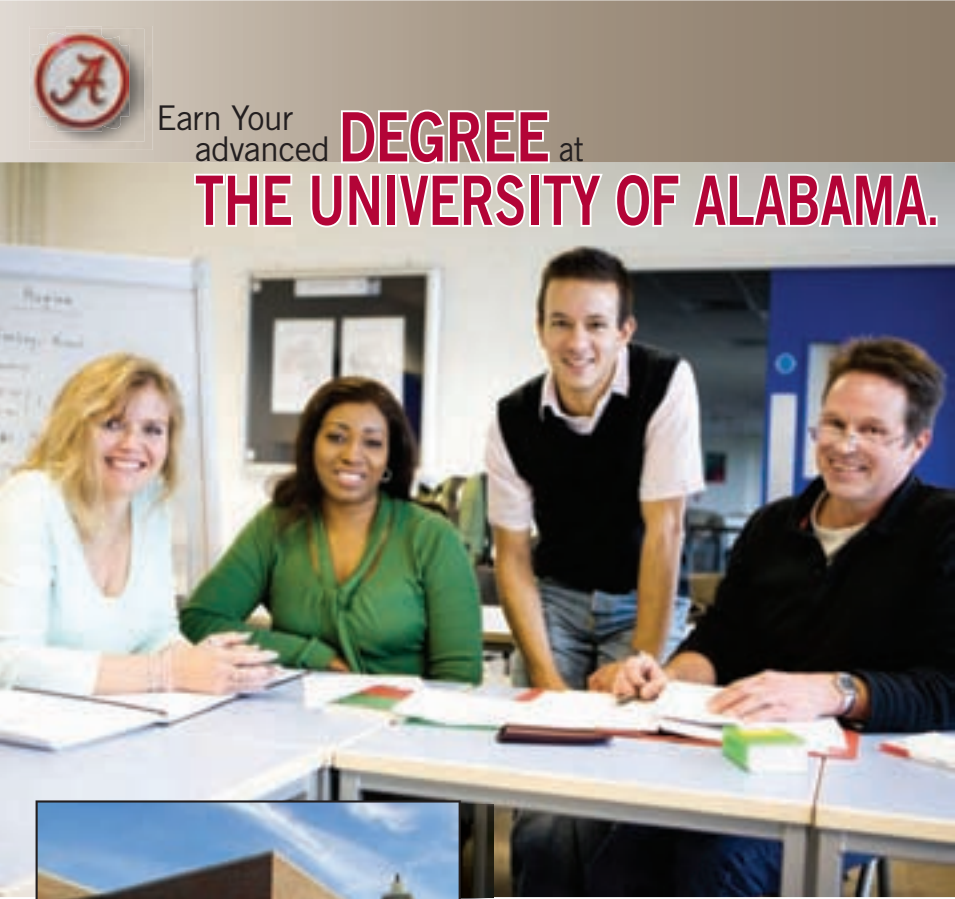
_____ Resolutions _____ Public Relations _____ Will serve any appointment

☐ I have served on the following commission/committee of AEA:

☐ I have never served on a commission/committee of AEA.

Statement of Association Activities _____

Submitted by _____ Present Association Position _____



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Divisional Conference workshops

-continued from page 7, “Divisional Professional Development Conference workshop descriptions”

and content. This session will also offer an introduction to English language proficiency standards. **CEU Credit**

AEA Cares

The AEA Cares Initiative is designed to increase student achievement in persistently low-performing schools by implementing a parent and family engagement model and strengthening school/family/community partnerships. It is a custom-designed model based upon the National Education Association’s CARE (Culture, Abilities, Resilience, and Effort) Model for closing achievement gaps. The critical elements of the AEA Cares Initiative are the use of home visits to enhance parent and family engagement, student and family involvement with the school, home-school communication, and school/family/community connections. The highlight of this session will be the unveiling of the AEA Cares website

which will assist educators in enhancing parental and family engagement as well as meeting professional development needs. **CEU Credit**

Web 2.0

Collaboration is a vital part of the 21st century classroom. This workshop will explore some of the online collaboration tools and how they can be used in the classroom. Learn about the latest Web 2.0 tools and how they can be used by students and teachers. These tools are often free, easy to use, and are a simple way of completing or organizing a task/assignment. The tools will enhance projects, webpages, and presentations. **CEU Credit**

Improving Teaching and Learning Through Issue Organizing

In this session, K-12 educators will discuss ideas and strategies that can be implemented to organize members around professional issues to improve teaching and learning. **CEU Credit**

WE ARE AEA! VOTE TO RE-ELECT

Dr. Susan C. Brown
Strong Leadership For Our Time

- 35 Year, Award Winning Educator, AAMU Professor
- Doctorate, The University of Alabama
- Postdoctoral Work, Yale & Oxford
- Active Member AEA/NEA
- NEA Director
- AEA District 5 Director
- Service: AAMU-EA (Parliamentarian), AEA State Budget Commission, Resolutions Commission, Legislative Commission, Legislative Contact Team, Emerging Leader Graduate.

- NEA Leadership Summit Design Team
- Huntsville/Madison County Leadership Graduate
- NEA *THOUGHT & ACTION* Editorial Board
- NEA MLT Advisory Group
- Honored for Activism at the NEA RA 2013
- Teaching Experience at High School, Postsecondary & University Levels

☒ **NEA Director**

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Martin Luther King, Jr.

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- Educational Administration (EdD)
 - Educational Leadership (MA, EdS)
 - Elementary Education (MA, EdS)
 - Instructional Leadership (EdD)
 - Library and Informational Studies (Master's)
 - Secondary Education (MA, EdS)
Math, Science, Social Science,
English Language Arts, Biology and History
 - Special Education K-6 & 6-12 Collaborative (MA)
 - Teacher Leader (EdS)

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