

ALABAMA SCHOOL JOURNAL

THE OFFICIAL PUBLICATION OF THE ALABAMA EDUCATION ASSOCIATION
VOLUME 130, NUMBER 13 • MAY 6, 2013

Teacher liability plan unsound

The Legislature's plan to require teachers and support professionals to obtain liability insurance from the state is misguided and won't work, says an experienced insurance executive.

Jennifer Adams, owner of Adams Insurance LLC in Dothan, says the plan pushed by Rep. Jay Love, R-Montgomery, is lacking in substance and foresight on many fronts.

"I have done some research on the situation only to find out there is no plan and no carrier for the insurance they are proposing," says Adams, who became a licensed independent agent 10 years ago after retiring as a teacher.

"They (Legislature) don't know what it will cost Alabama taxpayers until they find a proper carrier."

AEA already offers as part of its average annual member dues of about \$232 a package of legal protections that includes liability insurance. It is also available to substitute teachers and support professionals.

Love has erroneously claimed that AEA members are paying \$600 a year for liability coverage through AEA.

Adams questioned whether Love's bill would provide free legal representation for teachers.

"They need to stop trying to spend money on pie-in-the-sky ideas and try to help solve some of the problems the state faces concerning education such as overcrowded classrooms, outdated text books, and lack of teaching supplies," she said.

If teachers who do not wish to be AEA members want liability insurance, there are companies who will insure them, but at a greater cost, said Adams.

Insurance premiums are based on the number of people in a group. Larger groups, such as AEA, usually have smaller premiums.

- continued on page 3, "Proposed insurance plan lacks substance"

Call your House member today

Graves issues a call to action against changes to TRS Board.

pg 3

Be a leader

Sign up for outstanding training at the AEA Leadership Conference June 12-14 in Mobile

pg 4

Teacher gets on-the-job training in Belize

Tuscaloosa educator uses grant to study marine life.

pg 6

What will HB84 cost?

SDE releases projected funding cuts because of the new private school voucher law.

pg 10

Bill in House Eliminates ESP and AEA Positions on Retirement Board

Representatives of universities to replace ESP positions

One education support professional (ESP) position and AEA's position on the board of the Teachers' Retirement System are to be eliminated to create two new positions for representatives from universities, if Senate Bill 303 (SB303) passes as substituted by the House Ways and Means Education Committee, Wednesday, May 1. The bill removes AEA's ex officio position held by AEA's executive secretaries since 1939.

"What could be more cynical than a political move by some in the Legislature to attack the men and women who work and care for our children in school," said AEA's Executive Secretary Henry Mabry. "Targeting one of the support professionals positions on the TRS Board and AEA's traditional

position is clear evidence of a political vendetta by the leadership in the House of Representatives. There is no reason to take these positions away from education employees."

AEA is asking every AEA member to call legislators and ask them to protect the traditional positions on the TRS Board. (If you need to look up contact information for your legislator go to: <https://ssl.capwiz.com/nea/al/directory/statedir.tl?state=AL&lvl=state>).

By a margin of 30-4, the Senate previously passed an amended version of SB303 that kept the ESP position and AEA's position while adding two positions for the universities. The sponsor of the bill Senator Gerald Allen, of Tuscaloosa, called for the amendment to protect the traditional education positions, but flip-flopped before the House committee asking them to substitute the original unamended version.

Mabry said there is nothing wrong with representation from universities on the board, but it is wrong to eliminate the representation of ESPs and the 95,000 members of AEA.

"There are currently 34,000 higher education employees and over 35,000 support employees in Alabama schools," Mabry said. "Why should higher ed gain representation at the expense of support employees? Each group should have two representatives on the board, but don't take representation from support employees and AEA to give to higher ed."

Take Action Today
Call your state legislators today. Tell them to protect the established membership of the TRS Board.
Tell them to leave the ESP and AEA positions on the TRS Board.



BOARD FACTS

- > The Teachers' Retirement System (TRS) was established in 1939 to provide benefits to qualified persons employed by state-supported educational institutions.
- > The TRS is governed by a Board of Control which consists of 14 members - four serve in an ex-officio capacity and 10 are elected from members of the TRS.
- > The four ex-officio members are the state superintendent of education, the state finance director, state treasurer, and the executive secretary of the Alabama Education Association.
- > The 10 elected members consist of three school teachers, two retirees, two support professionals, one principal, one superintendent and one postsecondary employee.
- > The executive secretary of AEA is included on the Board of Control because AEA played a key role in the creation of the TRS in 1939.
- > There are over 35,000 support employees in Alabama schools compared to 34,000 employees in Alabama's universities.

Education bills dead for this legislative session.

Although much legislation has been introduced that is harmful to education, several bills have died without passage as this legislative session draws to a close. The session official ends May 20 with three meeting days remaining. Following is a recap of bills affecting public education that will not pass.

Tim Tebow Bill

The "Tim Tebow Bill" that would have allowed home-schooled students to play public school sports, and participate in other extracurricular activities is dead. The bill was named after former Florida

quarterback Tim Tebow, a home-schooled student who was allowed to play for a public high school football team in his home state.

Five percent raise

Legislation that would have given teachers, support personnel and retirees a 5 percent raise is gone.

Lawmakers instead shifted money to a private school voucher bill and a phony liability insurance plan and left active educators with the possibility of a small "slap-in-the-face" one percent raise, the first since 2007. Retirees have been left out in the cold.

Reduction-in Force

Legislation that would have stricken seniority as the major criteria to be considered in the event of teacher layoffs in the future is dead.

Had this legislation passed, superintendents would have had more discretion to pick and chose who would lose jobs during a reduction-in-force, regardless of experience.

PEEHIP Board

A bill to combine the PEEHIP Board with the state employees' insurance board has died. The bill would

have created a new board and given the majority of appointments to elected officials. PEEHIP costs were destined to go up because of the high cost of the state employees' program (SEHIP) if this legislation had passed.

Common Core

Legislation requiring the State Board of Education to not use common core standards has died. Common Core is a U.S. education initiative aimed at bringing Alabama's curricula into alignment with other states by following standards-based education reform.

AEA members make Teacher of the Year finalists

Three AEA members are among the final four selected as finalists for 2013-2014 Alabama Teacher of the Year. The candidates have been chosen from an extensive field of educational leaders throughout the state who have given more than just their time and attention. "The final four are educators who have given all their energy and expertise to help to prepare students for the world," said State Superintendent of Education Dr. Tommy Bice in making the announcement.

The next step for the final four is an extensive interview with the state judging committee. The Teacher of the Year winner will be revealed at a ceremony hosted by the Alabama State Department of

Education on Wednesday, May 8, at 6:30 p.m. at the RSA Plaza Terrace.

Alabama's Teacher of the Year spends the majority of the school year serving as the spokesperson for education and the teaching profession as well as presenting workshops to various groups.

Additionally, Alabama's representative is a candidate for the National Teacher of the Year Award.

AEA members who are finalists include in the Elementary Category - District II, Tracy Pruitt, Montana Street Magnet School, Dothan City; District VII, Kathy Perkins, Verner Elementary School, Tuscaloosa City; and in the Secondary Category - District III, Jeff



Tracy Pruitt
District II -
Elementary

Kathy Perkins
District VII -
Elementary

Jeff Johnson
District III -
Secondary

Johnson, Hoover High School, Hoover City.

Pruitt is a National Board Certified Teacher who earned bachelor's and master's degrees from Troy University and has taught in Dothan for the past 23 years in various positions.

Perkins, who began teaching in 1992, is a National Board

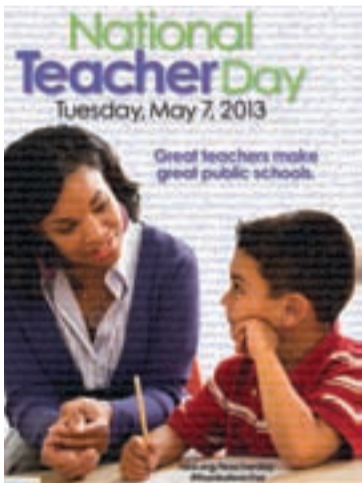
Certified Teacher who earned her Education Specialist Degree in Special Education/ Gifted from the University of Alabama.

Johnson is head of the science department at Hoover High school where he has taught since 1998. He is also a National Board Certified Teacher.

ALABAMA EDUCATION **OPINIONS***Let's celebrate teachers on May 7**A Teacher of Life**I see in you a warm wonderful light,**A glow such as I have never seen so bright,**A radiance that stems from your very soul.**It keeps you youthful; it keeps you from ever growing old.**Though you are a teacher of fine arts,**You teach lessons straight from your heart.**Your students learn how to appreciate life,**Not to take things for granted, to try to do what's right.**You've taught others how to look at life differently,**Not to take things at face value, but to look at the inquiringly,**To ask and wonder how and why,**Not to just let life pass them by.**To wake up, open your eyes, and look all around,**Reach for the sky, but keep your feet on the ground.**You've helped point so many in the right direction.**Very few people have left such an impression.**I know, at times, your heart can be filled with sorrow,**Just making it day-to-day, never dreaming of tomorrow.**It's times like that that you should be aware**Of how many lives you have changed and of all who care.*

Martitia L. Spease

It's Teacher Appreciation Week and this poem is dedicated to all of you who are educators. Thank you for all you do and please know that you are appreciated.



• *You may be nerve-racking nuisances, just task makers to be endured – but when commencement is over and it's time to face the world, we are thankful so much for the knowledge and understanding of the most influential and dedicated people in the world – TEACHERS!* (Anonymous)

• *“Teachers, I believe, are the most responsible and important members of society because their professional efforts affect the fate of the earth.”*—Helen Caldicott, author and peace activist

You are the ones who make all other professions possible. Remember to TASAPIO (take a smile and pass it on).

Laugh a little because laughter is God's sunshine and at the end of the day you are the shining star.

Legislative goals to gain more power and hurt public education

Fool me once, shame on you. Fool me twice, shame on me. They are at it again – the Accountability Act, revisited.

The House of Representatives passed another version of the Accountability Act with one change. That change is to prohibit students from poor schools to attend rich schools. This is no surprise because we all have known what this bill has been about – giving public school money to parents of children already in private schools and for those parents who will have their children in private schools anyway.

Bill only benefits the one percent

The No Rich Child Left Behind Act will not help poor children get a better education. The only bill that would help schools in trouble is the state superintendent's intervention bill that has not passed. The No Rich Child Left Behind Act only sucks money out of all public schools to benefit the one percent and those doing everything they can to get into the one percent.

The House shut off debate so quickly that amendments could not possibly be offered. One of these amendments was to prohibit lawmakers from taking advantage of the new private school voucher (e.g., Rep. Jay Love).

Your representation on TRS Board at stake

I suppose Speaker Hubbard and Education Budget Chairman Jay Love had to squelch debate on this horrific anti-education bill 45 minutes after the bill came up to give Chairman Love enough time to

go up to the Senate floor to lobby senators to remove two K-14 positions on the TRS Board of Control. Representative Love was evidently charged with the task of getting me and one of our support professional positions eliminated from the board.

Speaker Hubbard's overt hatred of AEA and our teachers, support professionals, administrators, and retirees is as obvious as the sun in the sky on a clear day. Why this little-minded man has such disdain for AEA is unknown, but he and his like little-minded partner in despotism Billy Canary (the big business lobbyist), rant and scheme to do whatever it takes to KILL US. It is really unfortunate that Speaker Hubbard has become such a little ball of hate, but there is nothing that we can do about it.

More power seems to be the goal

One would think the Speaker and Canary would be tickled pink to have all of that power, glory, and resources at their disposal, but these fellows are not happy. Maybe it is like the landowner who says he is not greedy, but that he just wants to own all of the land contiguous to his property. For such a person, there is an insatiable need just to get more and more and more. Such people can never experience contentment.

So, we have to deal with this situation. All we can do is work to defend ourselves against the

death wish these paranoid folks want to inflict upon public education.

Various men in high positions throughout history have had hardened hearts filled with anger and a punitive nature. The people these men lead and represent suffer and end up losing thanks to the abuse these men in position proffer.

Speaker Hubbard and Billy Canary want what they cannot have and this is absolute control over all the land in our world we call Alabama. These men will do whatever it takes through browbeating or otherwise to reach their goal of total AEA annihilation, but we, together, will not let this happen.

Cuts aimed at you

These fellows orchestrated giving you a pay cut and taking away payroll deduction. They pushed and pushed to remove our peoples' tenure rights, and they have done what they could to take money away from our public schools. They pushed and pushed to eliminate DROP, and they pushed to give public school money for private school vouchers.

We should all pray for Speaker Hubbard and Mr. Canary that they may see the error of their ways and that their hearts be not hardened. Positive change is possible in all humans, and this is no different in these two individuals.

May God continue to bless AEA and the children under the care of her teachers, support professionals, administrators, and retirees. We have a responsibility to do good, and we must continue to work together toward the common goal of the state and its people.



Dr. Henry C. Mabry,
AEA Executive Secretary

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The **Alabama School Journal** (USPS/ISSN 0011-821) is published weekly when the Alabama Legislature is in session and otherwise, on the first and third Mondays of each month 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.

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

Editor: Dr. Henry C. Mabry
Associate Editor: Dr. Gregory T. Graves. Managing Editor: J. David Stout; Editorial Staff: Suzie R. Smith, Ashley McLain, and Sheri Monfee.

Advertising rate card furnished on request by contacting Sheri Monfee toll free at 800.392.5839. CONTENTS © 2013 The Alabama School Journal. All rights reserved. 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.

Alabama schools win Green Ribbon awards

The U.S. Department of Education Green Ribbon Schools have been announced and Alabama has three schools and one system receiving national recognition.

The winning schools and district are: Munford Middle School and Munford High School, Talladega County School System; Fayetteville High School, Talladega County School System; Harriet W. Gwin Elementary School, Hoover City School System; and Talladega County School System.

All Alabama's nominees were honored as National Awardees – three of 64 schools and one of 14 districts honored.

The selected districts and schools are being honored for their exemplary efforts to reduce environmental impact and utility costs; promote better health; and ensure effective environmental education, including civics and green career pathways.

“We are excited to see more schools and districts become Green Ribbon Schools,” said State Superintendent of Education Dr. Tommy Bice. “Creating a healthy, sustainable environment to learn and live in is important for the future of all students and our state.”

The USDE Green Ribbon Schools Program recognizes schools that save energy, reduce

costs, feature environmentally sustainable learning spaces, protect health, foster wellness, and offer environmental education to boost academic achievement and community engagement.

• Munford Middle School and Munford High School have challenged their students with authentic learning experiences involving greenhouses, fish tanks, and hands-on elements such as a walking path, outdoor classrooms, and reading pavilions in addition to an active waterfall. Since both schools share one building, they were nominated as one school, per the GRS requirements. Munford Middle School and Munford High School also offer additional innovative math and science studies and integrate technology tools for students, helping to increase math and science scores on standardized tests. Daily attendance rates have also improved.

• Fayetteville High School's environment project includes large, raised garden beds and a wetland area. It offers hands-on elements such as fishing and studying life in a nearby river and an extensive recycling program. Fayetteville High School's walls are filled with students' work revealing researched, detailed studies of biomes, plant life, and chemical effects on the environment.

• Harriet W. Gwin Elementary School offers education on water-saving strategies and the elimination of harmful toxins in the air. Students experience hands-on elements such as science classes taught while walking outdoor trails and teaching health and exercise through running clubs, dance, and unicycle teams. Harriet W. Gwin Elementary School is helping to better the community with its home-grown club, the “Eco-Brains,” which has participated in the Smithsonian Institute's Global Tree Branding Project and the Environmental Protection Agency's Air Quality School Flag program.

• The Talladega County School System has seen tremendous results from its ‘green’ efforts including saving over \$2.5 million in conservation measures from 2009-2012 and securing and utilizing \$6 million in grants to provide environmental education components. The Talladega County School System is preparing students for their future through project-based learning that is heavy in real-life science, technology, and math applications, and students are engaged in projects that involve problem-solving activities related to environmentally friendly structures, greenhouse-related science, and the value of healthy lifestyles.

Alabama's pre-K program continues to lead nation

A new study shows Alabama's First Class Voluntary Pre-Kindergarten Program continues to lead the nation in quality. Alabama is one of only four states in the country to meet all 10 quality benchmarks established by the National Institute for Early Education Research (NIEER).

The quality benchmarks include teacher training, staff-child ratios, support services and more. Alabama's voluntary pre-k program has now met all of NIEER's quality benchmarks for seven years in a row.

The program was developed by early childhood education experts from Alabama.

Currently, only six percent of Alabama's four-year-olds are enrolled in the First Class voluntary pre-k program.

House passes bond issue for damaged schools

The Alabama House of Representatives has passed a bill that authorizes the state to issue \$30 million in bonds to rebuild several tornado-damaged schools across the state. The bill now goes to the Senate.

If approved, it will provide \$15 million to Murphy High School in Mobile. Three schools in the Tuscaloosa area would benefit, with \$3 million for Alberta City Elementary and \$2.5 million each for University Place Elementary and Holt Elementary.

Phil Campbell High School would receive \$6.4 million and Plainview High School \$604,000 for damage in April 2011.

Members request sick leave days

Decatur City

• John McClary was diagnosed with stage four lung cancer in August of 2012.

He has responded to both chemo and radiation positively and has exhausted his sick leave. He is in need of sick leave days to continue his treatment. He has worked for Decatur City Schools for almost 17 years as an electrician.

If you have days and would like to donate one or more please send the donation form for John McClary to Diane Walters, Decatur City School System, 302 Fourth Ave, NE, Decatur, AL 35601, or call 256-552-3000.

Any days that can be donated would be greatly appreciated.

Gloria Johnson, AEA UniServ Director District 5

Baldwin County

• Connie Brooks, a bus driver/paraprofessional from Foley High School is in need of donated sick days. Over the past year, Connie, who suffers from Crohn's Disease, has been in the hospital several times and recently had surgery to remove a portion of her colon. She expects to be out of work recovering until the beginning of the next school year.

If you are able to donate days, please send the sick leave donation form to the Baldwin County School System Payroll Department, Attn: Darlene Harville, 2600 A North Hand Avenue, Bay Minette, AL. 36507 or call 251-580-1670.

Thank you in advance for any days that you can donate.

John Hudson, AEA UniServ Director District 32

ESPs - Call your representative today

The inclusion of education support professionals (ESP) into the Alabama Education Association over thirty years ago has been an unqualified success. Alabama's ESPs were the first in the nation to unify with NEA after the NEA Board of Directors created the ESP membership category. The addition of tens of thousands of energetic members have helped to make AEA the political force it is in Alabama. In return, ESPs have reaped benefits that are the envy of many similar employees across the country. The creation of the Fair Dismissal Act in 1983, giving due process to ESPs, was a signature event in recognizing their professionalism and their contributions to the education of Alabama's children.

Non-ESP members see your contributions every day. Children can't learn if they can't get to school, so we have buses and professional bus drivers. Children can't learn if they are hungry, so we have healthy food through the child nutrition program. Children can't learn without proper facilities, so we have professional maintenance, custodial, and grounds staff. Some children need special attention to learn, so we have paraprofessionals in the classroom. There are also numerous other ESP categories who provide invaluable assistance in

helping Alabama's children.

However, ESPs are under attack in the Alabama Legislature. The Republican majority does not see the benefit that you provide. Quite frankly, if they had their way, they would contract your jobs out to their political cronies and campaign contributors, taking away the hard-earned rights and benefits you currently enjoy. There are those who want to devalue AEA's opinion on education matters because we represent ESPs, and they use the word "union" as a curse word because of it. Now, ESPs are directly targeted.

Senate Bill 303, the bill that would remove Dr. Mabry, as executive secretary of AEA, from the Teachers Retirement System (TRS) Board of Control, would also remove one of the two ESP members from the board. That ESP member, and Dr. Mabry, would be replaced with an employee of a four-year college.

AEA has no problem with four-year employees who participate in TRS having a voice in its governance. That is why we supported the



Dr. Gregory T. Graves, Associate Executive Secretary

compromise version of SB303 that passed the Senate in a bi-partisan fashion, which simply added two seats for higher education. However, as with Vouchercare (HB84), the source of the attack on ESP's originated in the House of Representatives. The sponsor went before a House committee and got it to replace the compromise version of SB303 with the original version, taking away half of the ESP representation on the TRS board and giving it to higher ed.

Under this bill, higher ed would have twice the representation of K-12 ESPs on the TRS board, despite there being more ESPs than higher ed employees.

ESPs, it's time to step up. This bill, SB303, will go to the House floor on Tuesday, May 7. Before then, every ESP member in Alabama, all 39,000+ of you need to call your state representative at (334) 242-7600. Tell him or her to "reject the committee substitute for SB303 and approve the Senate-passed version." That's all you need to say, as all they will be doing is keeping a count. If the House gets 39,000 calls, this bill will fail.

If this bill does not fail, ESPs will be even more in the firing line. Without Dr. Mabry to stand as a stalwart for active and retired beneficiaries,

you will continue to see poor investment performance, which will mean no cost of living adjustments (COLA) for retirees, which hits ESP retirees the hardest.

With ESPs only having one representative on the board, look for more premium increases and higher deductibles and co-pays on PEEHIP, which is controlled by the same board. If ESPs don't stand up now, it will be too late.

Just because this article is directed to ESPs, don't any of you active, retired, or postsecondary members think this isn't about you, too. By removing Dr. Mabry from the board, you are all directly affected by the loss of his expertise. The loss of an ESP ally on that board weakens everyone in K-12 with respect to TRS and PEEHIP policies.

Also, active members, ESPs have always shown up to fight for class size issues, classroom supply funds, and many other things that don't directly affect them. It's time to return the favor.

SB303 is just the latest attack on AEA and its members. The abuse will stop when you, the 100,000+ members of this organization, make it stop. SB303 is as good a time as any to make our stand. Speak now or forever hold your peace.

Proposed teacher insurance plan lacks substance

-continued from page 1, "Teacher liability plan unsound"

"Legislators need to realize only a few million dollar lawsuits for teachers would totally bankrupt the state," she said.

Dr. Gregory Graves, associate executive secretary for AEA, says lawsuits against educators that are defended by the association would be shifted to the state under Love's bill.

And Graves said the legislation leaves many unanswered questions.

"As someone who deals with liability issues everyday, I can tell you that it would only take one tragic incident to bleed that fund dry," said Graves. "Where will educators make their claims? What lawyers will

represent them? What will happen if the lawsuit amount exceeds coverage? What are the exceptions to coverage?"

Adams said the last time the Legislature considered an idea such as Love's, an insurance company asked her for information about possibly submitting a bid for the business.

"I provided the company with information about AEA's coverage," she said. "The head of the company later told me there was no way they could provide the same coverage at the same low cost."

Love's bill began as a \$5 million appropriation from the Education Trust Fund in the House, but that figure was trimmed to just \$3.5

million by the Senate Finance and Taxation Education Committee.

Adams works primarily with employer groups and associations. Although she is a former two-time AEA vice president, she says none of those companies are affiliated with AEA.

"The money they are discussing, \$3.5 million to \$5 million, is not near enough to do what they plan to do," she said.

Graves agreed, adding, "\$3.5 million does not scratch the surface as far as providing liability insurance for all teachers in Alabama."

Adams noted that no other professional groups in the state have liability insurance

paid for by Alabama taxpayers.

"I have coverage for my insurance business that I personally pay, and other professionals such as doctors, investors, accountants, pay for their own insurance," said Adams, who serves on the Legislative Committee of the Alabama Education Retirees Association.

Henry Mabry, executive secretary of the AEA, said Love's bill was simply another attack on the association.

"He needs to get his facts straight," Mabry said. "His bill won't help teachers. It hurts them by taking away more money from the education budget that could be available for a pay increase. It's politics,

AEA Launches Substitute Teacher Training

The Education Policy and Professional Practice Department has launched the AEA Substitute Teacher Training Program. This program was developed by the AEA Association of Classroom Teachers and has been endorsed by the Alabama State Board of Education.

This training is for central office personnel, principals, curriculum supervisors, and other school system personnel who train and/or supervise substitute teachers.

Information and resources necessary to provide training in school systems for substitute teachers is shared during the training. Professional, instructional, and legal considerations for the substitute teacher are also essential training components.

The Substitute Teacher Training will be conducted on May 18, 2013, at the Lincoln Professional Development Center in Birmingham and on June 13, 2013, during the AEA Leadership Conference in Mobile. All school superintendents are encouraged to send central office personnel from their school systems to this training. To register for the training, please complete and fax the adjacent form indicating your requested training date, to AEA, Attn: Kyneshia Brown, 334-262-8377 or email to kyneshab@alaedu.org. The registration deadline is May 15, 2013.

SUBSTITUTE TEACHER "TRAIN-THE-TRAINER" SESSION

NAME	SCHOOL SYSTEM	EMAIL

Please email completed form to kyneshab@alaedu.org or fax to 334-262-8377. Deadline to submit is Friday, May 15, 2013.

Register now to attend the 2013 AEA Leadership Conference in Mobile, June 12-14

2013 AEA LEADERSHIP CONFERENCE – REGISTRATION and WORKSHOP SELECTION FORM		
Please PRINT the information below and return this form, with the \$35.00 registration fee for each person, to Wanda Foust, AEA, P. O. Box 4177, Montgomery, AL 36103-4177 by May 24 . Registration is \$50.00 for those postmarked from May 25 - June 3 . Registrations postmarked on June 4 or later, including on site registration, are \$100.00. No exceptions will be made to deadlines or registration fees. Please use one form for each person. Make checks or money orders payable to AEA.		
1. NAME	First _____ Middle Initial _____ Last _____	
2. MAILING ADDRESS	CITY: _____ STATE: _____ ZIP: _____	
3. EMAIL ADDRESS (If applicable):	_____	
4. PHONE include area code (Work) _____ (Home) _____		
5. LOCAL ASSOCIATION – Please Do Not Abbreviate:	_____	
6. IS THIS YOUR FIRST TIME TO ATTEND LEADERSHIP CONFERENCE? Yes: _____ No: _____		
⇒ PLEASE INDICATE YOUR FIRST, SECOND AND THIRD CHOICE FOR EACH TIME PERIOD LISTED – WORKSHOPS FILLED ON FIRST COME BASIS. ⇐		
1. Wednesday, June 12, 12:00 p.m. – 5:00 p.m.	3. Thursday, June 13, 9:45 a.m. – 11:15 a.m.	5. Friday, June 14, 8:30 a.m. – 10:00 a.m.
A Representative Assembly will be held for each division during this time. This will be a time to discuss possible resolutions as well as issues facing each division as well as those facing the Alabama Education Association. <input type="checkbox"/> Assn. of Classroom Teachers Rep Assembly <input type="checkbox"/> Administrative Rep Assembly <input type="checkbox"/> ESP (Support Professionals) Rep Assembly <input type="checkbox"/> Postsecondary Rep Assembly ⇒ <i>Did you select 1 for the 12:00 – 5:00 time slot?</i>	SPECIALIZED TRAINING SESSIONS <input type="checkbox"/> 2014 Political Action – What Part do I Play? <input type="checkbox"/> Using AEA/NEA Member Benefits – Savings for You! <input type="checkbox"/> Membership Recruitment <input type="checkbox"/> Assn Rep: Leadership Roles/Responsibilities (open to all) <input type="checkbox"/> School Safety – It Matters to Everyone <input type="checkbox"/> Legal Update – Knowing your Rights <input type="checkbox"/> Common Core Standards <input type="checkbox"/> Educators C.A.R.E. – Part I ⇒ <i>Did you select 3 for the 9:45 – 11:15 time slot?</i>	SPECIALIZED TRAINING SESSIONS <input type="checkbox"/> Assn Rep: Promoting/Recruiting Members (open to all) <input type="checkbox"/> Legal Update – Knowing your Rights <input type="checkbox"/> Professionalism <input type="checkbox"/> Membership Recruitment <input type="checkbox"/> Using AEA/NEA Member Benefits – Savings for You! <input type="checkbox"/> Legislative Updates - How new education laws will affect you. ⇒ <i>Did you select 3 for the 8:30 – 10:00 time slot?</i>
2. Thursday, June 13, 8:00 a.m. – 9:30 a.m.	4. Thursday, June 13, 11:15 a.m. – 12:45 p.m.	6. PLEASE CIRCLE an answer to each question
SPECIALIZED TRAINING SESSIONS Training for: <input type="checkbox"/> Experienced Presidents/Vice Presidents <input type="checkbox"/> New Presidents/Vice Presidents <input type="checkbox"/> Secretaries <input type="checkbox"/> Treasurers <input type="checkbox"/> Assn Rep-History & Structure of Organization (open to all) ⇒ <i>Did you select 3 for the 8:00 – 9:30 time slot?</i>	SPECIALIZED TRAINING SESSIONS <input type="checkbox"/> Assn Rep: Standing Up for Our Rights (open to all) <input type="checkbox"/> Educators C.A.R.E. – Part II <input type="checkbox"/> Common Core Standards <input type="checkbox"/> Professionalism <input type="checkbox"/> Social Media – the Do’s and Don’ts <input type="checkbox"/> School Safety – It Matters to Everyone <input type="checkbox"/> Legal Update – Knowing your Rights <input type="checkbox"/> 2014 Political Action – What Part do I Play? ⇒ <i>Did you select 3 for the 11:15 – 12:45 time slot?</i>	I will attend the 6/12 banquet: YES or NO I will attend the 6/13 luncheon: YES or NO Registration fees are the same for those who attend meal functions as those who do not. <small>C: LS Reg & Workshop Selection Form</small>

For hotel reservations, contact the Renaissance Riverview in Mobile by dialing 1-800-922-3298

2013 AEA Leadership Conference Workshops

Division Representative Assemblies/ Meetings

In an effort to better serve members, the Representative Assemblies for each division have been incorporated within the annual Leadership Conference. This will be a time to discuss possible resolutions as well as issues facing each division as well as those facing the Alabama Education Association. Each local should bring as many members as possible to this conference. Since this will be the first Leadership Conference to incorporate the Representative Assemblies, we ask that as many members as possible attend this Conference. The process for deciding upon resolutions and all other aspects of the Representative Assembly will be discussed during these sessions. It is important that **all** members understand how this democratic process works.

Workshops

• **Association Representative Training – History & Structure of the Organization:** (Open to All) - This workshop is one of four training modules required to become a Certified AEA Association Representative. No one can adequately be a leader in an organization unless he or she knows and understands its history. Do you know that AEA has been a political force fighting for public education since 1856?

Can you tell members and non-members what AEA has done for public education and public education employees in the past 155 years?

Do you know how and why A-VOTE was started? Do you know how we merged the AEA and ASTA, and why AEA is held up nationally as the model for a successful, merged organization?

This workshop will give you all these answers and much more. All Association Representatives who have not previously attended this training should attend this workshop!

• **Association Representative Training – Leadership Roles and Responsibilities of the Association Representative:** (Open to All) - This workshop is one of four training modules required to become a Certified AEA Association Representative. You will learn about the roles of an Association Representative and how to effectively carry them out. You will learn to be the Association Vital Link at your worksite by becoming an effective leader, communicator, organizer, advocate, election coordinator, mediator, and recruiter. You will be given valuable resources to make your job easier

and more effective. All Association Representatives who have not previously attended this training should attend this workshop!

• **Association Representative Training – Promoting & Recruiting Members:** (Open to All) This workshop is one of four training modules required to become a Certified AEA Association Representative. The lifeblood of AEA is its members. AEA is politically strong because it has a strong membership base. Local associations are strong because they have a high percentage of the employees as members.

The most important person in recruiting, retaining, and reclaiming AEA members is the Association Representative. Learn how to be a world-class membership recruiter. Learn how to protect your membership from competing organizations. All Association Representatives who have not previously attended this training should attend this workshop!

• **Association Representative Training – Standing Up for Our Rights:** (Open to All) This workshop is one of four training modules required to become a Certified AEA Association Representative. Association Representatives have many roles. One of the most important of these is to serve as an advocate for the AEA members at the worksite.

The workshop includes such topics as Basic Employment Rights, Dealing with Difficult People, Wage and Hour Issues, Facts about Transfers and Terminations, Highly Qualified Teachers and Paraprofessionals, and Organizing Against Privatization. All Association Representatives who have not previously attended this training should attend this workshop!

• **Common Core Standards – Harnessing the Energy:** This session is designed to help participants better understand the Alabama College and Career Ready Standards. Participants will learn about the benefits of implementing the standards in classrooms for educators and for students.

Participants will also learn how implementing the standards will enable our students to compete globally and be better prepared for college and/or careers after high school.

• **Educators C.A.R.E., Parts I and II:** This session will help participants to reflect, plan, and implement approaches that address the themes of cultural, economic, and language differences; unrecognized and undeveloped abilities; resilience; and effort and motivation. They will examine research based instructional strategies and participate in interactive

discussions which show them ways to collaborate with colleagues to meet the diverse needs of students for the purpose of closing achievement gaps.

• **Legal Update – Knowing Your Rights:** Laws affecting education employment are constantly changing. This workshop will discuss the laws, recent changes, and how employees can protect themselves by being knowledgeable of the laws.

• **Legislative Updates – How new education laws will affect you:** Many laws have been passed over the last two legislative sessions that affect everything about your job, from working conditions to benefits. Come learn how these will affect you as you perform your job everyday.

• **Membership Recruitment:** Ever heard a co-worker say “I get the same benefits you do, salary increases, health insurance, retirement, etc., so why should I be an AEA member?” The fact is without a strong membership base, all of your hard earned benefits are in danger of being taken away. This session will help you learn to recruit members, even those who have been holding out for years!

Now more than ever, it is important that we all stand together as one to protect the rights of our members – and membership is the only way AEA can protect you.

• **Political Action – What Part do I Play?:** The 2014 elections are about to get underway. No one understands what it takes to educate children better than educators. The education process begins the moment a student steps on a school bus, continues on in the classroom and cafeteria – every single education employee – no matter the job title – plays an important part in educating the students of Alabama.

Education employees must understand the important role they play in making certain that candidates who are friendly to public education are successful in their bid for office. We all must learn to work together to make sure our students are prepared for their future.

• **Professionalism:** How you dress, act, and write portrays to the public an image that can be good or bad. This workshop will explain how vitally important it is that you dress and act as a professional educator. It will also discuss the dangers of web use to your professional career.

• **School Safety – It Matters to Everyone:** This workshop will focus on and discuss preventative strategies as it relates to every aspect of school safety, from the bus driver to the superintendent.

• **Social Media – The Do’s and Don’ts:** Social media is constantly changing

Take the mystery out of serving as an association leader and come to the 2013 AEA Leadership Conference, June 12 - June 14, at the Renaissance Riverview Plaza in Mobile. Informative workshops and general sessions will bring you the latest on educational issues, and instructional concerns as well as organizational topics. At the end of the final session on Friday, professional development forms will be given to certify that you participated in the conference. This conference is open to all AEA members.

Each participant is required to pay a registration fee. The fee for registrations postmarked on or before May 24 is \$35.00 per person. Registrations postmarked between May 25 - June 3, are \$50.00 per person. Registrations postmarked on June 4 or later, including on site registration, is \$100.00 per person. No exceptions will be made to the registration deadlines or fees.

Return registration form(s) (at left) with the appropriate registration fee for each person to Wanda Foust, Alabama Education Association, P. O. Box 4177, Montgomery, AL 36103. Use one form per person – this form may be duplicated. Make checks or money orders payable to the Alabama Education Association.

Since AEA must guarantee number counts for food functions, no registration fees will be returned after June 2, 2013, except for extenuating circumstances. All requests for refunds must be submitted in writing to Darryl R. Sinkfield at AEA.

The Renaissance Riverview Plaza in Mobile is the host hotel. For reservations, you may contact the Riverview by dialing 1-800-922-3298 or register online at: www.RenaissanceRiverview.com and enter the code, aeaeeab. The deadline is May 27.

Hotel rates are: \$131.00 + tax/Single or Double; \$141.00 + tax/Triple or Quad (Currently the tax is 14 percent and subject to change without notice.)

and evolving. This workshop 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 used best for along with the ways to best use them. The do’s and don’ts of social media will also 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.

• **Training for Experienced Presidents and Vice Presidents:** This workshop is designed to train experienced local presidents and vice presidents to lead the local association into a new level of activism in the areas of issue organizing, building effective and reliable association representative systems, engaging members in association activities, increasing membership, and building a strong leadership team.

• **Training for New Presidents and Vice Presidents:** New presidents and vice presidents need a thorough understanding of their role and responsibilities in the association. This workshop will provide you with the skills you need as a new leader to provide the vision and leadership for a strong, active local.

• **Training for Secretaries:** This workshop will train local association secretaries to be part of a strong local association leadership team while taking care of the job as a secretary. Secretaries will be provided information on writing and presenting minutes, maintaining association records, and handling correspondence.

• **Training for Treasurers:** This workshop will train local association treasurers to be part of a strong local association leadership team while making sure that the finances of the local association are properly managed. Treasurers will learn how to handle the financial details of the local association including preparing budgets, understanding IRS rules and regulations, regular audits, bookkeeping procedures and membership transmittals if applicable.

• **Using AEA/NEA Member Benefits:** Make sure you know what benefits are available to you as an AEA and NEA member. As a member you are eligible for a score of cost-saving options from insurance to vacation trips, from free professional development to financial counseling. Learn about these benefits plus many, many more.

Please remember to register before the deadline as registration fees increase significantly and there will be NO exceptions to the deadlines.

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Group Long Term Disability (LTD) Voluntary Long Term Disability (VLTD)

LTD coverage offers partial income replacement under much of the same eligibility requirements as STD plans. However, the benefit duration periods are longer and benefits may include rehabilitation, vocational assistance, family care, survivor benefits and workplace modification.



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THE AEA PROFESSIONAL

Big Spring Lake to host annual kindergarten conference

Big Spring Lake Kindergarten School in Albertville is hosting the fifth annual Northeast Alabama Early Childhood Conference (NEAECC) on July 24, 2013.

The conference features 14 sessions providing quality professional development for teachers of students in kindergarten through second grade.

The keynote speakers will be Shari Sloane with special workshops by Deanna Jump.

Sloan, an experienced national presenter, offers a range of kindergarten-specific topics and teacher-tested strategies. She expertly translates what occurs in her own classroom into innovative and practical instructional methods that enrich the learning environment.

With more than 25 years as a kindergarten teacher, Sloan recently was included in the Who's Who Among American's Teachers and nominated for Disney Teacher of the Year. Her workshop session Writing with Young Children will feature proven techniques to reduce the stress of writing with young children using modeled, shared, interactive, guided, and independent writing activities. In her Clean Sweep Your Classroom workshop, Sloan will offer inexpensive ways to organize and declutter your classroom to make it more efficient place for learning.

Jump has taught kindergarten and first grade for 15 years and currently teaches kindergarten in Warner Robbins, Georgia. She was selected as Teacher of the Year in 2003 and 2006. She holds an education specialist degree in Early Literacy and Reading and has a passion for creating and sharing grade level appropriate units and activities that incorporate the Common Core Standards and make learning fun. She is the number one seller for Teacherspayteachers.com. Her workshops for NEAECC include: Driving Through the Language Arts Common Core; Math Magic: Diving into the Math Common Core; and All Set? You Bet!, which will provide lots of tips and tricks to help teachers move from one activity to another and maximize instructional time.

Other workshop sessions include Marvelous Math Centers, Yam'n Jam'n Jonkonnu, Common Sense on Common Core, Inquiring Minds Want to Know, and What Great Teachers Do Differently.

Registration for the one-day conference is \$55 before May 31, and then \$65 after that date. For a complete listing of conference sessions and complete registration information go to www.neaecc.org. You may also contact Albertville Education Association member Ashleigh Brown at abrown@albertk12.org.

Big Spring Lake School became a kindergarten school in 2001 and is unique in that it is one of only six kindergarten schools in the state of Alabama. Big Spring Lake Kindergarten was awarded the Exemplary Reading Award by the International Reading Association in 2011.



Tuscaloosa County High School's Lisa Clark takes teacher training to new depths in Belize as she prepares to check a barrel sponge 90 feet below the surface.



Tuscaloosa County High School students in Lisa Clark's marine biology class held an evening lesson for a local Cub Scout den (right) to share their knowledge of the marine life in the schools' salt water aquarium. They also taught a science-fair style lesson (above) to visiting elementary students from Northport Elementary.



Students perform regular maintenance of the salt water tank with daily checks of water salinity, feeding anemones, and nitrate levels.

Lisa Clark teaches marine biology at Tuscaloosa County High School and thanks to a grant last year from Fund for Teachers she brought first-hand experiences of undersea exploration to her classes this school year.

Clark began teaching marine biology at Tuscaloosa County High School in 2011 with two strikes against her: a limited knowledge of the subject matter and students who lived 200 miles away from Alabama's Gulf Coast. Along with its lab activities and lesson plans, Lisa inherited the class from a colleague who taught it for the previous 30 years. But she needed first hand knowledge in the subject area and the confidence that only experience brings.

She designed a fellowship application for the Fund for Teachers program to help provide her that first-hand knowledge and confidence and it was funded for 2012. Clark had taught anatomy and biology for 15 years but had never had a marine biology course. "This course was not supported with any teacher resources, I had to make up my resources," said Clark, a member of the

Tuscaloosa County Education Association.

She designed her fellowship to join a Belizean reef research team last summer and returned to Tuscaloosa County High School with on-the-job training that included certification as a scuba diver. "Even though marine biology sounds really interesting and exciting, I was intimidated – and a little scared – to be responsible for students' learning when I knew very little," explained Clark. "At first, I mined text books and studied preserved specimens for information on marine life. But this second-hand knowledge didn't give me ownership of the topic."

Clark spent two weeks last July on Tom Owens Caye, conducting reef research for an ongoing conservation project headed by the Belizean government. She also learned to identify and survey organisms and established working relationships with renowned marine biologists.

"We know these underwater ecosystems are there, but being able to actively observe and study the anatomy and behavior of their organisms left me wanting to learn more and excited about my new

Undersea Adventure

Science training takes Tuscaloosa County teacher to exotic Belize



Lisa Clark

subject matter," said Clark. With a portion of her grant, she purchased organisms indigenous to Belize for a 100-gallon salt-water tank

in which students replicate survey skills she learned. She also purchased web cams to facilitate student conferences with the experts she worked alongside.

Building on communication skills and knowledge gained from these Q&A sessions with the experts, her students now host their own web conferences and field trips, teaching elementary students across the district about marine life.

Clark joined Fund for Teachers' first class of Alabama Fellows last year. Her initial reaction to the grant opportunity was skepticism. "I had never heard of a program that asks teachers, 'What do you want to do? What do you think would benefit your teaching?'" said Clark. "Getting to do something that I believed would make me better was so motivating and refreshing."

This summer Clark will participate in the "Down

Under Out Yonder" (DUOY) program, which is sponsored by the Gulf of Mexico Foundation and by ConocoPhillips. She will spend two days in intense, on-shore marine biology training in a laboratory situation first where she will learn several new teaching activities and lab ideas as well as take courses in organism identification and survey methods. Then she will spend three days in a live-aboard vessel about 100 miles off the coast of Texas, doing multiple daily dives. The group will conduct underwater research on the Flower Garden Bank National Marine Sanctuary. "We will be diving down to do surveys of the marine life and submitting our findings. This is a very active and rich learning experience and hopefully will make me comfortable with marine life," said Clark.

Because of her experience with the Funds for Teachers Organization, Clark encourages all teachers to apply for a grant through this program. Fund for Teachers fellowship applications are due in January, but, according to Clark, teachers can start applying now. Go to fundforteachers.org for more information.

AEA members receive Fund for Teachers 2013 grants

AEA members from across the state will be participating in special intensive learning programs this summer funded with more than \$100,000 in grants from the Fund for Teachers Organization.

Listed below are the AEA members who have been selected for fellowships and the projects they will undertake this summer.

- Jennifer Robinson – C.L. Scarborough Middle School, Mobile – Attend the International Society for Technology in Education Conference in San Antonio, Texas, to learn current trends in technology and education, including strategies for teaching, assessing, and managing a technology classroom to prepare students for 21st century college and career success.

- Derrick Hester, Kim Patterson, Pamela Broome, Terri Stevison, Stacy Harmening - Saraland Middle School, Saraland – Attend the National Differentiated Learning Conference in Las Vegas to discover innovative teaching strategies that inspire instructional creativity, stimulate classroom engagement, and improve student achievement by meeting the unique learning needs of a diverse student population.

- Susan Ogle – Ira F. Simmons Middle School, Hoover – Explore Costa Rica's volcanoes, rain forests, Pacific Ocean and NASA space laboratory to illuminate an eco-system most students will never experience and foster a better understanding

of earth's diversity and their environmental stewardship.

- Tiffany Stonecipher, Amy Willingham – Muscle Shoals Center for Technology, Muscle Shoals – Attend the Microsoft TechEd North American 2013 Conference in New Orleans, followed by the EdMedia World Conference on Educational Media and Technology in Victoria, British Columbia, to sharpen software skills and help students become career ready.

- Veronica Simmons – Huffman Middle School, Birmingham – Research the cause of Ireland's "Great Hunger" and how the famine forced migration of millions of Irish immigrants to America to highlight ties between the Irish and

African-Americans, a culture also subjected to forced immigration.

- April Chamberlain, Donna Speegle, Jamie Peerson – Hewitt-Trussville High School, Trussville – Analyze the use of YouMedia programs and Learning Commons' models in Chicago-area libraries to redesign how students work with space, time, resources, and community mentors in order to explore, create and publish using new media.

- Tracie Boland, Tammy Guthery – Vinemont Middle School, Vinemont – Explore Hawaii's history, culture and geography to broaden student awareness and create cross-curricular units incorporating history, science, reading, and language arts.

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AEA regional PLUs conferences set for May and June

The Education Policy and Professional Practice (EPPP) Department of the Alabama Education Association (AEA) has launched its second semester of professional studies for educators who want to earn Professional Learning Units (PLUs) for the year.

The professional studies presented by the EPPP Department have been approved by the Alabama Council for Leadership Development (ACLD).

PLU requirements are based on the instructional leader certification held, not the position or role in which an individual serves.

Persons who wish to begin a professional study to earn a PLU in Standards 1, 2, 3, 4, 6, or 8, must attend two conferences for each standard.* After attending two conferences for a standard, participants must complete all online PLU assignments, engage in interactive online discussions, and collaborate online in AEA's Instructional Leaders' Forum for that standard.

PLUs will be awarded when all online PLU assignments, discussions, and collaboration are complete.

Persons who wish to earn professional development clock hours for

CEUs may also participate in these conferences.

Professional development certificates will be awarded at the conclusion of each conference.

Persons who are unable to collaborate with others to complete assignments in their schools and/or school systems or who do not work in a school system may attend the AEA PLU Collaboration Camps to collaborate with colleagues and complete assignments.

Participants also have options of beginning a professional study to earn a PLU or attending training sessions to earn professional development clock hours for CEUs at AEA's Collaboration Camps.

AEA members may attend regional conferences at no cost. The fee for non-members is \$500 for PLUs and \$150 for CEUs.

Please complete the registration form attached and send it to AEA, Attn: Kynasha Brown, PO Box 4177, Montgomery, AL, 36103-4177 or fax to 334-262-8377.

The form is also available on the AEA website at www.myaea.org

*Standards are subject to change.

ALABAMA EDUCATION ASSOCIATION 2013 CEU/PLU 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):

- May 18—Lincoln Professional Development Center, 901 9th Avenue, North., Birmingham, AL 35204**
 - Standard 1: Planning for Continuous Improvement
 - Standard 4: Diversity
 - Standard 6: Technology *(second conference only)*
 - Standard 8: Ethics
 - Collaboration Camp
- June 8—Marriott Legends, 2500 Legends Circle, Prattville, AL 36066**
 - Standard 2: Teaching and Learning
 - Standard 4: Diversity
 - Standard 6: Technology *(second conference only)*
 - Collaboration Camp



*AEA
staff
vacancy*



Position available

UniServ District 17

(Bibb, Greene, Hale, Perry, Pickens, Marion Military Institute, Shelton State Community College)

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 comprise 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

Application Deadline – 4:45 p.m., May 10, 2013

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

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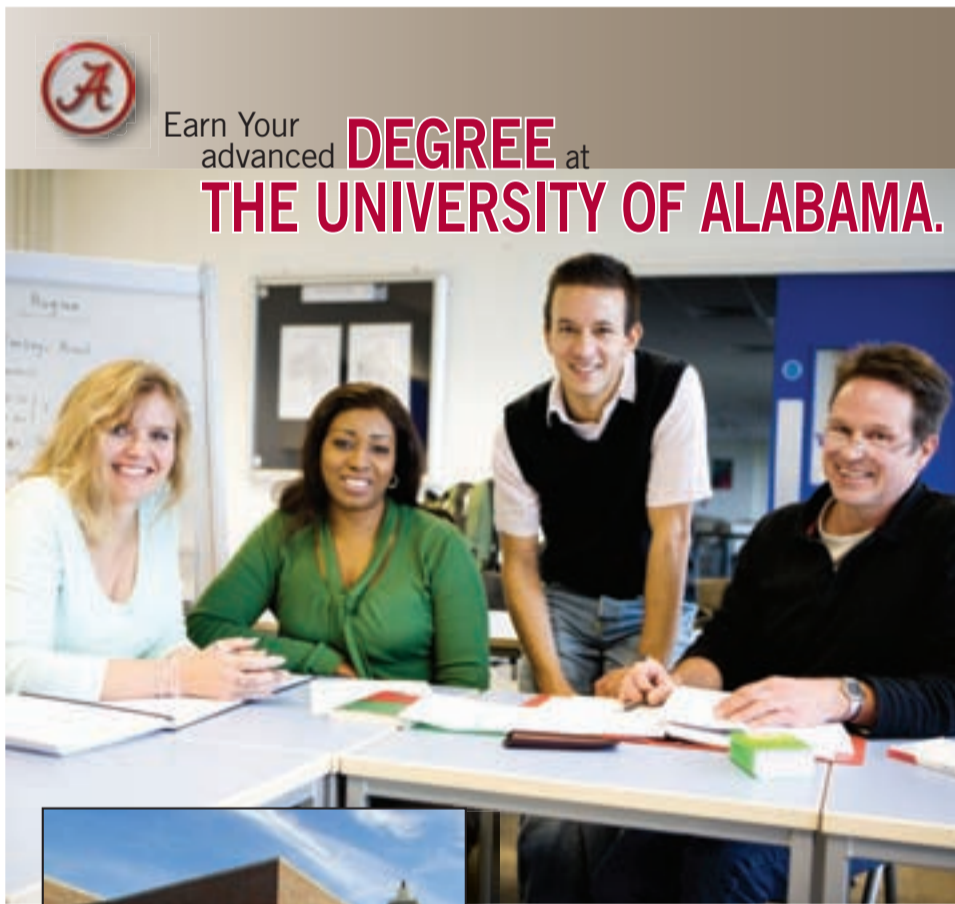
CEUs will be available through the STI-PD site.

Keynote Speaker: Mark Milliron, Ph.D.

Dr. Mark David Milliron is an award-winning leader, author, speaker, and consultant well known for exploring leadership development, future trends, learning strategies, and the human side of technology change.

Visit <http://www.corepartners.org/Development.html> for a list of concurrent sessions that focus on technology and practical implementation strategies, leadership, and methodologies.

Visit <http://www.corepartners.org/registration.asp> to register.
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English Language Arts, Biology and History
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TIAA-CREF is pleased to provide retirement investment choices for Alabama Education Association members. We've partnered with the AEA to provide a plan that gives you choice, flexibility and potential in creating a customized retirement portfolio. In fact, for nearly a century, people across Alabama have relied on us to help them prepare for the kind of financial future they want and deserve.

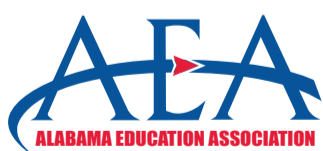
Take an hour to focus on your economic development

TIAA-CREF has teamed up with Collateral Financial Advisors to provide you with financial consultation on your choices under the AEA retirement plan. Your personal advisor will ask about your goals, your investment strategy, and offer some ideas on how to bring both closer together. It's guidance that's private, personal—and best of all, there's no additional cost or obligation whatsoever.

Any way you look at it, it's worth 60 minutes to see how the AEA retirement plan can help you prepare for the most important economic development this year—yours.

What should your portfolio look like? To find out, call Collateral Financial Advisors at 877 402-6425, Monday through Friday from 8 a.m. to 5 p.m.

TIAA-CREF Retirement Advisory Alliance



¹ To take advantage of the TIAA-CREF transfer-in credit, your school district must be participating in the program.

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State Department Predicts Private School Voucher Law Could Cost Your Schools \$70 million

Based on the number of students expected to receive tuition to private schools from the Education Trust Fund, the State Department of Education has released the projected impact to every school system in the state.

The new law anticipates that \$70 million will be diverted from public schools to fulfill the requirement in 2013 to pay for private schools.

School System	Attendance ADM	Loss Per System
Autauga County	9,698.60	\$918,310
Baldwin County	28,996.50	\$2,745,529
Barbour County	988.70	\$93,615
Bibb County	3,551.50	\$336,273
Blount County	8,343.55	\$790,008
Bullock County	1,492.70	\$141,336
Butler County	3,149.65	\$298,224
Calhoun County	9,203.85	\$871,465
Chambers County	3,818.75	\$361,578
Cherokee County	4,073.60	\$385,708
Chilton County	7,597.25	\$719,344
Choctaw County	1,702.70	\$161,220
Clarke County	3,152.10	\$298,456
Clay County	2,051.50	\$194,246
Cleburne County	2,617.20	\$247,809
Coffee County	2,099.95	\$198,833
Colbert County	2,695.50	\$255,223
Conecuh County	1,590.95	\$150,639
Coosa County	1,147.45	\$108,646
Covington County	3,093.70	\$292,926
Crenshaw County	2,188.15	\$207,185
Cullman County	9,549.50	\$904,193
Dale County	3,052.70	\$289,044
Dallas County	3,695.65	\$349,922
Dekalb County	8,688.90	\$822,707
Elmore County	11,487.30	\$1,087,673
Escambia County	4,605.55	\$436,076
Etowah County	9,132.35	\$864,695
Fayette County	2,379.20	\$225,274
Franklin County	3,148.85	\$298,148
Geneva County	2,718.50	\$257,401
Greene County	1,224.50	\$115,942
Hale County	2,785.45	\$263,740
Henry County	2,723.85	\$257,907
Houston County	6,413.45	\$607,256
Jackson County	5,697.00	\$539,420
Jefferson County	36,159.40	\$3,423,747
Lamar County	2,371.95	\$224,588
Lauderdale County	8,607.35	\$814,986
Lawrence County	5,066.35	\$479,707
Lee County	9,787.30	\$926,709
Limestone County	9,008.80	\$852,997
Lowndes County	1,754.45	\$166,120
Macon County	2,381.15	\$225,459
Madison County	19,341.85	\$1,831,380
Marengo County	1,263.40	\$119,625
Marion County	3,442.70	\$325,971
Marshall County	5,616.45	\$531,793
Mobile County	58,120.55	\$5,503,135
Monroe County	3,669.75	\$347,470
Montgomery County	31,306.50	\$2,964,251
Morgan County	7,727.00	\$731,630
Perry County	1,698.70	\$160,841
Pickens County	2,733.60	\$258,830
Pike County	2,249.60	\$213,003
Randolph County	2,248.80	\$212,927
Russell County	3,535.60	\$334,768
St Clair County	8,824.85	\$835,580
Shelby County	28,745.35	\$2,721,749
Sumter County	1,876.45	\$177,671
Talladega County	7,561.40	\$715,950
Tallapoosa County	2,982.00	\$282,350
Tuscaloosa County	17,770.50	\$1,682,597
Walker County	7,881.10	\$746,221
Washington County	3,210.90	\$304,024
Wilcox County	1,835.80	\$173,822
Winston County	2,618.80	\$247,961

School System	Attendance ADM	Loss Per System
Albertville City	4,348.40	\$411,728
Alexander City	3,170.50	\$300,198
Andalusia City	1,756.00	\$166,267
Anniston City	2,026.90	\$191,917
Arab City	2,514.55	\$238,090
Athens City	3,179.75	\$301,074
Attalla City	1,876.45	\$177,671
Auburn City	7,367.55	\$697,595
Bessemer City	4,093.65	\$387,607
Birmingham City	24,877.40	\$2,355,513
Boaz City	2,135.85	\$202,233
Brewton City	1,156.25	\$109,479
Chickasaw City	864.45	\$81,850
Cullman City	3,096.95	\$293,234
Daleville City	1,185.15	\$112,216
Decatur City	8,311.75	\$786,997
Demopolis City	2,286.60	\$216,506
Dothan City	9,336.95	\$884,068
Elba City	733.15	\$69,418
Enterprise City	6,549.20	\$620,110
Eufaula City	2,688.90	\$254,598
Fairfield City	1,755.95	\$166,262
Florence City	4,330.60	\$410,042
Fort Payne City	3,010.20	\$285,020
Gadsden City	5,486.50	\$519,488
Geneva City	1,278.20	\$121,026
Guntersville City	1,969.35	\$186,468
Haleyville City	1,676.70	\$158,758
Hartselle City	3,100.80	\$293,599
Homewood City	3,661.15	\$346,655
Hoover City	13,688.75	\$1,296,117
Huntsville City	22,831.40	\$2,161,787
Jacksonville City	1,522.05	\$144,115
Jasper City	2,690.00	\$254,702
Lanett City	845.05	\$80,013
Leeds City	1,780.65	\$168,601
Linden City	500.60	\$47,399
Madison City	9,334.35	\$883,821
Midfield City	1,224.40	\$115,932
Mountain Brook City	4,467.15	\$422,971
Muscle Shoals City	2,827.05	\$267,679
Oneonta City	1,470.60	\$139,244
Opelika City	4,330.15	\$410,000
Opp City	1,324.70	\$125,429
Oxford City	4,105.55	\$388,733
Ozark City	2,281.90	\$216,061
Pell City	4,088.00	\$387,072
Phenix City	6,862.00	\$649,727
Piedmont City	1,195.40	\$113,186
Saraland City	2,515.60	\$238,189
Roanoke City	1,525.55	\$144,446
Russellville City	2,462.65	\$233,176
Scottsboro City	2,626.15	\$248,657
Selma City	3,742.95	\$354,401
Sheffield City	1,077.85	\$102,056
Sylacauga City	2,377.50	\$225,113
Talladega City	2,350.30	\$222,538
Tallassee City	1,883.65	\$178,353
Satsuma City	1,462.95	\$138,519
Tarrant City	1,096.00	\$103,775
Thomasville City	1,477.65	\$139,911
Troy City	2,099.65	\$198,805
Tuscaloosa City	9,869.00	\$934,445
Tuscumbia City	1,481.95	\$140,318
Vestavia Hills City	6,594.40	\$624,390
Winfield City	1,267.75	\$120,037
Trussville City	4,232.60	\$400,762