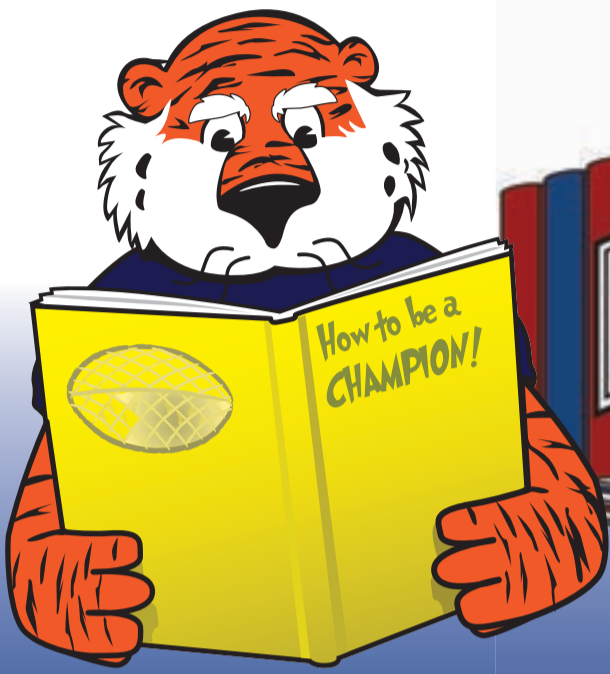


ALABAMA SCHOOL JOURNAL

THE OFFICIAL PUBLICATION OF THE ALABAMA EDUCATION ASSOCIATION
VOLUME 130, NUMBER 18 • SEPTEMBER 16, 2013

ALABAMA OR AUBURN?

Everyone's a Winner When They Read!



For additional materials or information, visit myAEA.org.

Contest deadline is October 28, 2013.

AEA Presents Alabama's Largest Reading Contest

The Alabama Education Association is pleased to once again announce the "Be a Champion and Read" contest. The goal of the program is to get students and parents excited about reading. What better way to interest Alabamians than getting Big Al and Aubie involved?

More than one million books have been read by over 140,000 students since AEA began the contest in 2011.

K-8 students are challenged to read six, reading-level appropriate books to qualify for the two grand prizes: Iron Bowl tickets (one winner for each team) for each winner along with tickets for two guests. The grand prize also includes a visit to the athletic

hospitality room and an on-field visit during pre-game activities.

Other prizes will be awarded to Alabama classrooms including \$1,500 each to two participating teachers and \$250 to the teacher with the best "Be a Champion and Read" classroom decorations.

All schools with at least 70 percent student participation will be eligible to win \$5,000 for their school library.

Contest rules and materials have been delivered to school librarians and media specialists at every K-8 school in Alabama. If you have not received your materials or need additional items, please contact Max McDaniel by

email at: maxm@alaedu.org, or call toll free 1-800-392-5839.

AEA members will find a wealth of downloadable "Be a Champion and Read" classroom materials on our website, www.myAEA.org. Items include coloring sheets, bookmarks, and parent letters, which are available in both English and Spanish.

Don't wait to get started – all contest entries must be postmarked by Monday, October 28, 2013.

Winners will be notified in mid-November. The Iron Bowl will be held in Auburn at Jordan-Hare Stadium on November 30, 2013.

Roll Tide! War Eagle! May the best readers win!



2012 Be a Champion and Read Iron Bowl winners Austin Hornsby, of Five Points Elementary School, with Auburn cheerleaders, and Galdino Gomez, Jr., of Jemison High School, with Alabama cheerleaders, had a great time during their pre-game visit to the sidelines at Bryant Denny Stadium.

Muscle Shoals Educators to Receive Five Percent Pay Raise

The employees in the Muscle Shoals City School System will recover from the recent recession faster than other Alabama educators thanks to an additional three percent local pay raise that will be included in their October pay checks.

The raise will be in addition to the two percent pay raise approved for all K-12 employees earlier this year by the Alabama Legislature and will result in an overall five percent pay raise for Muscle Shoals educators.

Local Alabama Education Association UniServ Director Diana Anderson, who worked diligently to negotiate with central office staff and school board members, is quick to credit the leadership of both the Muscle Shoals Education

Association and the Muscle Shoals Education Support Professionals for making the raise possible.

Anderson specifically credited Muscle Shoals' Chief Financial Officer Judy Wallace and former Superintendent Jeff Wooten for their financial management of system resources.

"Muscle Shoals is very fortunate to have local funds available to provide additional compensation for its employees," Anderson said.

Anderson also praised Muscle Shoals Board of Education members for their vote of confidence in system employees.

AEA members reached out to local board members throughout the summer encouraging them to support the three percent local raise.

In the end, members gained not only additional pay but better employee/employer relationships as well.

"Everyone wants to feel

appreciated. Teachers and support professionals constantly provide for others while never expecting anything in return.

Considering what educators have been through these last few years, the additional three percent raise could not have come at a better time," said Anderson. "We recognize the school board was in no way obligated to provide these raises and are grateful for the support they have shown Muscle Shoals employees."



iWin iPad

Giving away 3 iPads a month! Go to myaea.org to qualify!

See page 12 for details!

iPads awarded to August contest winners

Sharmaine Fikes
Russellville EA

Vol Jones
Cullman County ESP

Nicole Morton
Jefferson County EA

ALABAMA EDUCATION **OPINIONS***Educators earn public trust*

The beginning of another school year has come and gone. Expectations and routines have been established and hopefully things are progressing on a smooth path. I am sure for many of us it seems only a few days ago when we were preparing for the end of the school year. Yet here we are entrenched in the process of all things a new school year brings.

As we immerse ourselves in the tasks before us, we must remember the powerful impact we have on each child we come in contact with. We can make or break a child's spirit and creativity with the tone of our voice or the look on our face. Even our posture when we speak sends a certain message.

I want to encourage each of you by sharing results of a Gallup poll which showed that the majority of parents who participated trust their child's teachers and principals. The poll also showed strong support for education professionals and public schools. This is contrary to what some in this state would have you and the public believe about our public education system.

In addition, the latest Gallop Poll found that 77 percent of Americans surveyed felt the increase in standardized testing over the last decade has been ineffective and even harmful to public schools. Parents now know what we as education professionals have known all along, fill in the bubble tests do not help our children learn and more often than not, do not reflect what the curriculum covers in the classroom.

The poll also showed that in just one year, Americans have reversed their opinion on tying student test scores to teacher evaluations. The poll found that almost 66 percent actually opposed this concept. It is refreshing to see that parents understand that our students learn in many different ways and that each child's progression is based on their learning styles and the classroom teacher's ability to teach in a way that allows every child to progress regardless of their individual learning styles. They know, and agree with us, that a standardized test does not accurately measure what our children are learning.

As we move forward with this new school year, remember to include parents as much as possible in the education process of their child. As a veteran teacher with 25 years in a classroom I understand the issues surrounding parental involvement. I also understand that as professionals who believe in the importance of a quality education for every student, we must never stop trying new ways to engage students and parents in the learning process.

On another note, remember the AEA Delegate Assembly will be held in Birmingham this year. Delegate lists should have already been sent to Terri Taylor. The deadline to submit resolutions for this year's assembly is October 1.



Anita Gibson,
AEA President

Pay raises, PEEHIP, class size, top AEA 2014 legislative agenda

The start of the critical 2014 legislative session is only four months away, and elections will come soon afterwards. It's time for our legislators to understand the important needs of those in public education.

We need leadership in Montgomery instead of pandering to petty politics at the completion of this quadrennium. It's time to help public education instead of hurting it.

Full funding of PEEHIP

The State Employees Insurance Board is poised to close a major portion of a deficit in that program by putting the bulk of its money problems on the backs of the state employees.

Under their plan, we understand state workers would pay up to \$100 more a month for health insurance starting at the beginning of the year.

In light of the SEIB action, one of the major items on AEA's agenda for the 2014 legislative session is the full funding of PEEHIP, the health insurance program for active and retired educators, by the legislature.

The PEEHIP Board has increased costs to members since the last quadrennium because of severe under-funding by the Legislature.

Our members have experienced higher out of pocket costs in recent years and now the Legislature needs to properly fund employee healthcare without an exorbitant increase in out of pocket costs.

Considering that teachers and



Dr. Henry C. Mabry,
AEA Executive Secretary

support workers will get only a two percent pay adjustment starting October 1 – their first positive adjustment since 2007 – we propose that the Legislature make an appropriation to PEEHIP that will maintain current benefits of the program without asking more from members in terms of higher premiums. PEEHIP members have done their part financially, and now it is time for the governor and Legislature to do their jobs in adequately funding PEEHIP.

Teachers will have been burdened with a 7.25 percent pay cut over the past three years as of October 1, thanks to the new law pushed by Gov. Robert Bentley and the Republican legislative leadership that requires teachers to pay extra for retirement costs.

Pay Raises top agenda

Teachers and support staff will still be in the hole after the two percent pay adjustment because of the Legislature raising their retirement contribution rate from five percent to 7.5 percent. Over the past three years, the average Alabama teacher has lost \$2,600 from their paychecks thanks to the punitive pay cut. The pay cut has happened at a time when there has been more stress in the classroom and teachers have had to buy more instructional materials – and just ordinary supplies out of their own pockets – so the learning environment of school children would not be harmed.

If Alabama is going to attract and retain quality teachers, we must pay them competitive salaries. Right now, our teachers are working harder and getting less.

It's time for the Legislature to take the long view on education and educators. We are not asking for the moon; we are asking for what is right,

what is fair, and what is long overdue.

Give back to educators during this session.

This Legislature should make educators whole in the final year of its term. Educators – active and retired – should be given back-to-back five percent pay raises for fiscal years 2015 and 2016.

Lower class sizes

Alabama needs to improve the student-to-teacher ratio. Simply put, we need to put more teachers in the classroom to provide a better teaching environment for our students. The divisors have gradually crept up over the past five years. Parents are complaining about class size and we have a shortage in the core teaching areas.

After the Great Recession began, the federal government propped up education spending in Alabama and other states with stimulus money to help preserve teachers' jobs. But the stimulus money ran out at the end of 2011, which put greater pressure on states to pick up the slack.

Gov. Robert Bentley and the legislature failed to address the revenue shortfall, and thousands of school teachers and support personnel lost their jobs.

Subsequently, education has a lot of ground to make up in Alabama as evidenced by a 2013 study showing that Alabama schools have received more funding cuts than any other state in the union since 2008. Alabama funding cuts have been even larger than California which is a state many, many times our size.

Governor Bentley and the Legislature need to begin reinvesting in education in Alabama instead of continuing to hurt it. Our proposals are the place to start.

Letters to the Editor

To the Editor,

We, the members of the Andalusia City ESP and active organizations of the Alabama Education Association (active and retired) wish Vivian Jones rest and relaxation in her retirement.

We will miss her. She was always helpful in our re-organization and supportive of our endeavors. Jones may not have solved all our problems but she worked diligently on whatever problem we carried to her. If she could not answer our questions and concerns, she knew someone who could. Jones did not have "little" or "big" persons with problems, she worked for every member. She stressed recruiting members, reading the *Journal*, and attending your local meetings and AEA workshops.

She made District 24 Council members aware of the legislative updates and other AEA activities so that they could make their members aware.

We say to her, "enjoy retirement and get that (much needed) rest from your labors."

Ethel M. Robertson, Andalusia City Retired ESP Vice President

To the Editor,

I want to urge all men and women who are members of the Alabama Education Association to call or write letters to their congressman, congresswoman, and United States Senators to urge them to support legislation that would establish a federally funded universal pre-kindergarten

program for all public school systems here in the United States.

Studies have proven that the sooner a child begins learning, the better he or she does down the road. But today fewer than three in 10 four-year-olds are enrolled in a high-quality pre-school program. Most low income working men and women cannot afford to send their kids to a high-quality private pre-school program.

Studies also show that students who attend pre-school at ages three or four years old grow up more likely to read, do math at grade level, graduate from high school, hold a steady job, and form more stable families of their own.

Scott E. Lacey
Whistler, Alabama

**AEA Board of Directors**

President
Anita Gibson

Vice President
Sheila Hocutt Remington

Past President
Dorothy J. Strickland

NEA Directors
Sherry Tucker,
Dr. Susan C. Brown,
Vacant,
Ashley Strickland

Administrator President
Dr. Cathy McNeal

Postsecondary Representative
George Terrell Jr.

ESP Representative
Carol Hiatt

ACT President
Bonita English

AERA President
Robert Davis

SAEA President
Brooke Brock

District 1 Directors
Stephanie Craig Taylor,
Michelle Robinson,
Pam Baker

District 2 Directors
Tammy Sims,
Theresa Leonard, Elaine Carter

District 3 Directors
Amelia Couch, Shannon Clark,
Vivian Crosby

District 4 Directors
Susan W. Brown, Arthur Crumpler,
David Holt

District 5 Directors
Gregory Martin (interim), David G.
Belton, Vacant

District 6 Directors
Darryl Traynor, Charlotte Wilson,
Bernard Sanderson

District 7 Directors
Dr. Rhonda Mosley, Bobby J.
Pierson, Dr. Donna D. Strong

OUR POLICY

The *Alabama School Journal* (USPS/ISSN 0011-821) is published weekly while 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.

Editor: Dr. Henry C. Mabry
Associate Editor: Dr. Gregory T. Graves. Managing Editor: Amy Marlowe. Editorial Staff: Ashley McLain, Sheri Monfee, Max McDaniel, and Brannon Walden.

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.

2013-2014 AEA ELECTIONS

Elections materials and nomination forms for the upcoming AEA Elections will be available October 1, 2013 on the website at www.myaea.org. Nomination materials will also be mailed to local association presidents by October 1, 2013.

ALABAMA NEWS **DIGEST**

Strickland honored for years of service

Dorothy J. Strickland, former president of the Alabama Education Association, has been honored by the Lee County Board of Education following her retirement.

Strickland, the immediate past president of AEA, retired after 46 years in education.

Larry Boswell, vice president of the Lee County Board of Education, said Strickland was “known for being straightforward, hardworking and admirable in her profession.”

“The main thing I admire about Dot Strickland is what you see is what you get,” said Boswell. “She’d look you in the eyes and tell you what she thought, whether you’d like it or not. She’s always caring, always cooperative, dependable, and just great fun to be around.”

Strickland said she viewed her retirement as “another journey in my life,” adding it was a “blessing” to have taught students in Lee and Russell counties and Lanett City.

“We hope retirement is as fulfilling for her as her counsel has been for us. The AEA staff will miss her enthusiasm and positive disposition,” said AEA Associate Executive Secretary Dr. Gregory T. Graves. “We have said farewell to our colleague, but most of all we have said farewell to our dear friend.”

Guess who’s back promoting charter schools?

The topic bringing charter schools to Alabama is back. You know the for-profit, money scheme that takes funding from public schools. You know the same old guitar that Michelle Rhee, the former chancellor of D.C. public schools who was forced to resign after it was discovered that she attempted to cover up a well-publicized school cheating scandal, continues to strum in order to string along billionaires in an effort to make money off of education. This week alone, Rhee is in Birmingham spreading her lies and propaganda on why public school employees are so awful and why charter schools are the only salvation for Alabama’s children. Instead of focusing on the lessons to be learned from the bombings of 9/11 or the four little girls in Birmingham, Rhee was invited to be a keynote speaker at the 16th Street Baptist Church until the Alabama Education Association and others pressured community leaders to back off of this insult.

Unfortunately, this did not stop her from scheduling a full slate this week in Birmingham as she spreads her gospel of charter schools. In her charter school road trip, she failed to mention that they do not work better than public schools; in fact, charter schools actually fail more often than public schools. And, as if to add insult to injury as she spreads her message in the home of the Birmingham Civil Rights Institute, she failed to

mention that charter schools are nothing more than a way of re-segregating children in Alabama. Charter schools claim to promote higher academic testing standards; yet, no one really knows if that’s true because they do not have to adhere to the same testing standards as public schools.

As if that wasn’t enough, Michelle Rhee now has an Alabama choir to sing her gospel of charter schools: the “Business Education Alliance,” the new brainchild of the Business Council of Alabama (BCA). You remember BCA. They are the folks that teamed up with the school boards’ association to trash your tenure protections and put into place the Students First Act. If you think it’s a mere coincidence that the law shares the same name as Rhee’s group, I can give you a great deal on beachfront property in Alaska.

This new BCA front group is headed up by two men that mean you no good. The first is former State Superintendent Joe Morton. As Dr. Joe Reed often pointed out, Morton never missed an opportunity to try and revoke a teacher’s certificate, even when the teacher had been acquitted of wrongdoing in



Dr. Gregory T. Graves, Associate Executive Secretary

tenure proceedings and even for trivial matters. As for myself, I am of the opinion that Dr. Morton was the only Alabama state superintendent that sought to hurt educators as opposed to helping them.

The other head of this charter school money-making scheme is Jay Love. You should remember him. He just resigned his seat in the House, where he authored the Lovecare liability “insurance” mirage that cost taxpayers \$5 million this year, leaving taxpayers with a bill of tens of thousands of dollars to pay for a special election so someone could serve the last year of his term. As chairman of the House Education Budget committee, he presided over the first pay cut for public school teachers since the Great Depression and was one of the driving forces behind Vouchercare, a.k.a. HB84. You heard me correctly. Jay Love was part of the legislative team that passed the Alabama Accountability Act which gives public money to private schools and now he’s looking to profit from legislation that he helped pass.

These men have no respect for public educators. They have already announced that they want charter schools and vouchers and every other fad that does nothing for classroom performance but puts a lot of taxpayer money into out-of-state corporations who just so happen to fund BCA.

Nothing has changed since we last had this debate except

more charter schools have failed in states that chose to implement them: California, Louisiana, and Tennessee, to name a few. The proof is in the pudding, and it shows that charter schools do not work.

I would ask that you fasten your seat belts during the upcoming legislative session because it is going to be a bumpy ride.

It is not enough that the monstrosity that is the Alabama Accountability Act was passed in an effort to bankrupt and ultimately destroy public education. Now leadership in the Alabama Legislature has vowed to bring charter schools to Alabama even though there is an overwhelming lack of support for this ill-conceived, money-making scam.

Prepare to call your legislators just like you did during the last charter school fight and let them know that public education has suffered enough and does not need competing interests re-segregating public education and bankrupting it. It is never too early to let your voice be heard.

As always, together we stand.

“I would ask that you fasten your seat belts during the upcoming legislative session because it is going to be a bumpy ride.”

Education’s legal experts when you need them



AEA Attorneys

AEA MEMBERS CAN EXPECT TO BE PROTECTED BY NETWORK AND STAFF ATTORNEYS WITHIN AN HOUR’S DRIVE ANYWHERE IN THE STATE.

Liability insurance is a very important safeguard for all public education employees – teachers, administrators, supervisors, and support professionals.

It’s AEA’s liability insurance that is the protection against financial damages. AEA protects your paycheck, your reputation, and even your home.

That’s why AEA membership provides the best liability insurance a professional education employee can have.

The real value of AEA is the legal team, network attorneys, and financial support that AEA provides to help protect you in every aspect of your career.

When you have a professional issue, a false accusation, or a misguided action by your supervisor, AEA’s legal team is there at *no expense* to you, to help you get through the storm, even if you have to go to court.

Think about what AEA’s legal protection can mean for you!

Why belong to AEA? Because being a real professional means having the legal protection to do your best on the job.

AEA gives representation at no cost to members from lawyers who are education law experts:

JOB PROTECTION

- Tenure issues
- Terminations
- Transfers
- Certification issues
- Certain criminal charges

EMPLOYMENT RELATED DOCUMENT REVIEW

TRAINING IN STATE AND FEDERAL LAWS RELATED TO EDUCATION

BOARD OF ADJUSTMENT CLAIMS

- On the job injuries

DISPUTE RESOLUTION

EEOC CLAIMS (SUCH AS RACE, AGE, GENDER, RELIGION, ETC.) DISCRIMINATION REGARDING:

- Promotions
- Salary disputes

MEMBER ASSAULT PROTECTION PROGRAM (MAPP)

- Additional protection from assault from parents, guardians, and students

ATTORNEY REFERRAL PROGRAM FOR PERSONAL LEGAL ISSUES

- Wills
- Real Estate
- Domestic Relations
- Consumer Relations
- Traffic Violations

Rules and procedures for submitting AEA resolutions

Resolutions Time Schedule

1. The deadline for resolutions to be received by the staff consultant to the AEA Resolutions Commission will be 4:45 p.m. on October 1, 2013.
2. The Legislative Commission, Education Policy and Professional Practice Commission, and the Public Relations Commission will meet on October 5, 2013.
3. Resolutions not submitted by a commission that are received after the deadline become new business items.

Rules and Procedures

1. The staff consultant to the AEA Resolutions Commission will be responsible for receiving all resolutions. Resolutions will be stamped with the date received and assigned a number for tracking through the commission process.
2. All resolutions received will be typed in proper form on a resolutions template.

3. The Resolutions Commission staff consultant shall assign the resolutions to the appropriate commission(s) and tag each resolution for suggested appropriate document placement.

4. The name of the original maker of the resolution shall be printed with the resolution. If resolutions are combined, names of all makers shall appear. A commission's name shall also be printed on any resolution that it accepts or modifies.

5. Only the Legislative Commission, Education Policy and Professional Practice Commission, and the Public Relations Commission shall have the authority to make substantive changes in the language of resolutions. In such cases, the changes shall be denoted by the phrase "as modified by."

6. The commission will vote to accept, modify, refer to another commission, refer to the Resolutions Commission or reject

resolutions. All legislative resolutions must be referred to the Legislative Commission.

7. A resolution can only be rejected if content or intent is already contained in existing documents or has already been accomplished. The commission chairperson will notify the maker of the resolution if any resolution is rejected. Notification of rejection will specify the location of the content in question. Copies of all rejection notifications will be submitted to the Resolutions Commission staff consultant.

8. All resolutions not rejected shall be reviewed by the Resolutions Commission according to the AEA Constitution, Article XI, Section 5, Letter F.

9. On any resolution, new business item, or constitutional amendment that would affect the AEA budget, the *Alabama School Journal* will report on the estimated cost to the AEA for that item.

Recommendations for resolutions for the 2013 Delegate Assembly

TO: All members of the Alabama Education Association

FROM: AEA Resolutions Commission

The AEA Resolutions Commission wishes to solicit input for resolutions to be considered by the AEA Delegate Assembly. Please make your recommendations using the form below. Please be as specific as possible by following the example below.

Resolutions received by the deadline, which is Tuesday, October 1 at 4:45 p.m., will be sent to the proper commission –

Legislative, EPPP, or Public Relations.

Resolutions to be considered by the Delegate Assembly will be printed in the *Alabama School Journal*.

Resolutions received after October 1 at 4:45 p.m., will become new business items to be submitted to the Delegate Assembly and will not be printed in the *Alabama School Journal*.

The following are some questions for thought for the development of your resolutions.

1. What do you and/or your students need for an improved program of instruction?

2. What is needed for public education to be adequately funded and/or fully funded?

3. What do you need to be economically secure in your profession (salary, fringe benefits, retirement)?

4. What do you need in order to have the best working conditions?

5. What is needed to improve employment practices and procedures?

When writing resolutions, remember to:

1. Please print or type.
2. Give the resolution a title.
3. Indent the first line of each paragraph.
4. Use this form – only one resolution per form.
5. Number the lines.
6. Complete all information on the form.

Please Print or Type

Name (Contact Person) _____ E-mail _____

Address _____

Work Phone _____ Home Phone _____ Local Association _____

Resolution Submitted By: (check all that apply)

Individual Local Association Local Executive Board UniServ Council (#____) AEA Division

Date _____ Continuing Resolution Number _____

Title _____

Resolution 1 _____

2 _____

3 _____

4 _____

5 _____

6 _____

7 _____

8 _____

Rationale 1 _____

2 _____

3 _____

4 _____

(Attach additional pages if necessary.) (This form may be duplicated as needed.)

Send entire form to:

AEA Resolutions Commission, Staff Consultant

Alabama Education Association

P. O. Box 4177

Montgomery, AL 36103-4177

Form may be e-mailed to myaea@alaedu.org.

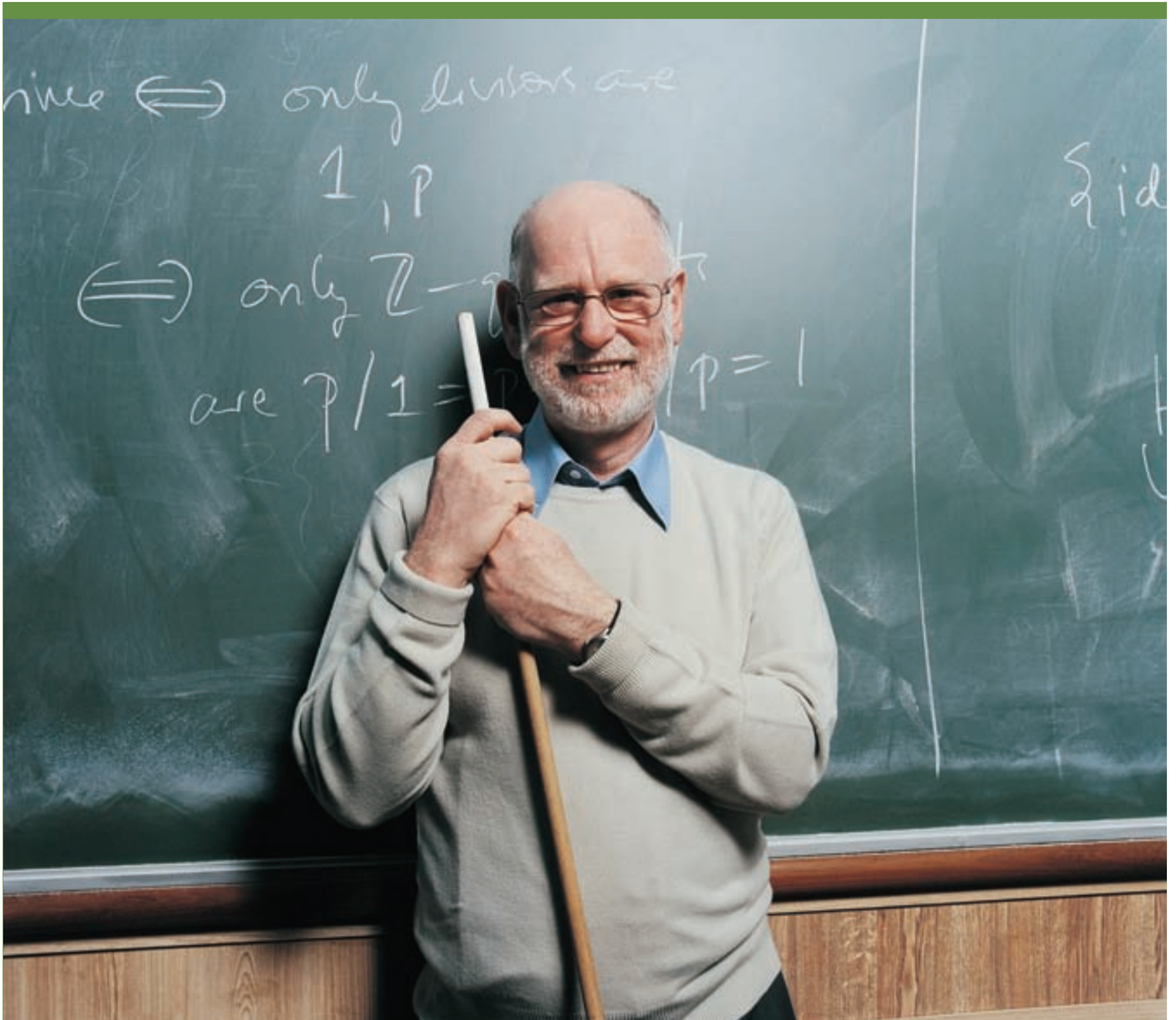
Resolutions may also be submitted online at www.myaea.org.

Alabama Education Association
 Delegate Assembly 2013
 Sheraton Birmingham Hotel
 Birmingham, Alabama. December 5 - 7, 2013

2013

AEA

AEA



You work hard for your students. We work hard for you.

At Liberty Mutual Insurance, we're giving you something in return for everything you give to students. We've partnered with the AEA to offer exclusive auto insurance savings and benefits to people like you who work to enrich the lives and minds of today's youth.

AUTO INSURANCE BENEFITS FOR AEA MEMBERS

We offer auto insurance benefits tailored to members of the education community at no additional cost.¹

- Waived deductible if your vehicle is vandalized on school property or while using it for school-related events
- Waived deductible if your vehicle is damaged from a collision while driving it for school business²
- Up to \$2,500 coverage for personal education materials or school property that is stolen or damaged while in your vehicle

EXCLUSIVE GROUP SAVINGS

AEA members, you could also receive Exclusive Group Savings on your auto and home insurance.³



To learn more or get a quote,
call 855-252-2147 or
visit
www.libertymutual.com/lr-alabamaea



¹Educator insurance benefits not available in all states.

²A \$100 deductible applies in PA.

³Discounts and savings are available where state laws and regulations allow and may vary by state. To the extent permitted by law, applicants are individually underwritten; not all applicants may qualify. Coverage underwritten and provided by Liberty Mutual Insurance Company and its affiliates, 175 Berkeley Street, Boston, MA 02116

© 2011 Liberty Mutual Insurance Company. All rights reserved.

THE AEA PROFESSIONAL

AEA UniServ staff vacancies

• Position Available:
UniServ Director District 11

Systems: Beville St. Community College@ Fayette, Hamilton/Sumiton, Fayette County, Jasper City, Lamar County, Marion County, Walker County, Winfield City

• Position Available:
UniServ District 23

Systems: Alabama Southern Community College, Choctaw County, Clarke County, Monroe County, Thomasville City, Washington County

Qualifications for both:

- 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 application

General Duties for both:

- 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 for both:

- Salary as per established negotiated agreement

Fringe Benefits for both:

- 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 for both:

4:45 p.m., September 30, 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

THE ALABAMA EDUCATION ASSOCIATION IS AN EQUAL OPPORTUNITY EMPLOYER

District VII Secondary Teacher of the Year Beth Fulmer offers insight and advice on engaging your students

District VII Secondary Teacher of the Year

Beth Fulmer

– Fayette County High School; 26

years in education, B.S. in Journalism, B.S. Education, M.A. in Education, currently teaches tenth-grade English.

What back to school tips do you have?

The best tip is to be confident that you are in charge of what happens in your classroom. I think it is important to know you have prepared specifically for the students with whom you'll be working. Any data that can be accumulated and deciphered is important. You must be careful to balance this data however, with the personalities that you meet when students first enter your classroom.

The second tip is to have routines and structures in place so students know and understand your expectations. I think this is especially important at the secondary level. Teens act as though they do not want boundaries, but they find comfort in knowing I am going to be the same person every day and my expectations and class atmosphere will be consistent.

What are your favorite classroom management tips?

For me, classroom management is a misnomer. When I think of management I think of keeping something under control. If all I am doing is keeping my class under control I am missing the mark. I think of myself as a facilitator of time. I only have about 55 minutes to move students along to the achievement of the purpose for a lesson. I saw an illustration one time that I have never forgotten and it relates to management. A speaker laid a piece of string on a table. Then he proceeded to push the string from behind. Of course, the string bunched up on itself and became a mess. Then, he pulled the string along. This motion had the exact opposite effect. The string glided along the surface of the table following the lead

of his hand. That is an image of successful 'management' to me.

What are your favorite websites?

My favorite websites are almost legion. However, a few that I really like are: usf.ed/lit2go, where there are audible and printable stories with activities; literacy.net, for informational text and questions; englishforeveryone.org; englishmavin.org; mybookzz.com; betterlesson.com; smartbalanced.org; agendaweb.org. The list goes on and on. I like to look at Common Core material and resources from other states and textbook publishers as well.

In the classroom, I like epubud.com and xtranormal.com for projects. Even though I teach English, I love The History Channel videos to support our texts. At Thanksgiving there is a fantastic video called The Mayflower Reconstructed that I pull activities from. I continuously search for sites to make the class more engaging. It is interesting when a former student comes by and says, "Hey, we didn't get to watch or do that." Keep it new and fresh all the time.

How do you use technology in your classroom?

I use technology in my classroom as an aide to learning, not a focus. Students are expected to turn in compositions and projects in typed form. This gets them ready for post secondary requirements. I use PowerPoint and the Smartboard, of course, to support engagement. We have a relaxed phone policy, so if I see they are drooping during an assignment I let them switch to using their phone for Internet, if it fits the lesson. I do not think technology is the "be all end all." Traditional methods are still important.

How has your teaching style changed in recent years?

My teaching style has changed in that I rely more on data now. I feel pressure from new requirements for Common Core, College and Career Readiness, etc. and I want to be at the top of my



Students in Ms. Fulmer's class learn through a variety of hands-on, group activities.

game. I find that I spend a lot of time searching for new information and resources to meet these challenges. I want my students to succeed in the area of testing as much as the next teacher. Here comes the but...I do not necessarily think they have to know we are working on a tested skill. Thanks to the Internet there are a million ways to do any given lesson. They need to feel personal satisfaction as well when they see their daily grades or test results.

How do you keep students focused and engaged?

I keep students focused and engaged by being consistent and knowing them on a personal level. Even as adults we have people we do not want to disappoint. People we step up our game for. I build respect, and as I stated before, set boundaries and guidelines and I expect students to follow. They

know I want what is best for them. They know I think they can do well, so most of them do. Obviously, I do not get 100 percent focus and engagement. But, you have to look at the big picture and know if a student is not entirely with you on one day, there is always tomorrow.

What advice would you give to new teachers?

As it happens, my daughter, Lauren Fulmer, has taken her first teaching position in Dothan. She is the new P.E. coach at Girard Elementary School. Honestly, I gave her two pieces of advice. Number one, make the school secretary your friend. Number two, when you step into your gym (classroom), make it your own. Take ownership of the opportunity and responsibility you have been given. This is pretty good advice for any teacher I think.

National Board to revise certification process

Changes will incorporate latest research and added flexibility

The National Board for Professional Teaching Standards, the profession's standard bearer for accomplished teaching, has announced it will revise its certification process. The revision is being made to incorporate the latest research—as certification was last updated in 2001—and to reduce barriers so that more students can learn from Board-certified teachers. Research has shown that Board-certified teachers have a significant impact on student achievement. National Board Certified Teachers have demonstrated that they have met the profession's highest standards for accomplished



practice through a rigorous, performance-based, peer-review process.

Candidates for the new certification will be able to begin the process in spring 2014. Revised certification components will be rolled out over time, with two expected to be available for the 2014-2015 school year. Current candidates will continue the process they started. Pearson, the National Board's assessment partner since 2008, will continue to

support the National Board certification process.

National Board Certification is available in 25 certificate areas, from Pre-K through 12th grade.

The changes to the process will begin in the 2014-2015 academic year. The National Board's Standards, created for teachers by teachers, will not change. The revised certification process will:

- Incorporate the latest research on effective teaching.
- Provide greater flexibility, efficiency, and access, while maintaining the same level of rigor.
- Drive down the cost of

certification. The total cost of initial certification will decrease from \$2,500 to about \$1,900.

Dr. Ron Thorpe, president and CEO of the National Board, was the keynote speaker for the Alabama Education Association's Professional Development conference in March 2013. He talked about the proposed revisions to the National Board Process and entertained questions. The attendees seemed to be receptive of the proposed changes, especially when he discussed moving from a paper-based system to digital—and candidates will have the option to "pay as they go."

Members in need of sick leave

Montgomery County

• Ida Graham was diagnosed with a breast carcinoma on March 2013, and immediately started chemotherapy. This treatment continued until the surgeon and oncologist determined that the treatment had no affect on the cancer. On June 2013, she underwent surgery and upon recommendation from physicians, has started a second line of chemotherapy. This treatment is scheduled to continue for a minimum of five months and her physicians do not expect that she will have the ability to return to work full time during this period.

If you can donate any sick leave days to Graham, please contact Tom Guest at 334-223-6723.

Shun Ross, AEA UniServ Director, District 21

Scottsboro

• Anna Rogers, a teacher at Nelson Elementary, is in need of sick leave days. Her father recently passed away and she needs some time to help her mother.

• Sue Dewitt, a teacher at Scottsboro Junior High, is in need of sick days. Dewitt's husband recently underwent open-heart surgery and she will need to care for him during his recovery.

If you are able to donate any days to either Anna Rogers or Sue Dewitt, please contact Scottsboro city schools' payroll clerk, Sharon Sanders at 256-218-2100 or ssanders@scottsboroschools.net.

Sheila Cornelison, AEA UniServ Director District 34

AEA CARES initiative empowers parents and communities to create stronger partnerships

The road to success for the AEA CARES initiative (Culture, Abilities, Resilience and Effort) continues to progress as teachers, instructional leaders, parents, and local leaders from 16 schools throughout the state participate in training sessions designed to increase student achievement. By implementing a parent and family engagement model that strengthens school/family/community partnerships, stakeholders are building a powerful, united, and informed force to help improve students' academic performance.

As a result of the AEA CARES two-year training program, participants will be empowered to create stronger partnerships, which will lead to greater opportunities for students' academic success; thus, living out the African proverb – It takes a village to train a child.

Since August 1, 2013, many school libraries and cafeterias have been filled with teachers, instructional leaders, parents, and local leaders who are participating in the AEA CARES on-going, on-site training program.

Participants, representing 16 schools and seven school districts, are expected to help create a paradigm shift that ultimately leads to significant gains across the board in student achievement.

“We welcome the opportunity to work with AEA on this initiative,” says Dr. Daniel Boyd, superintendent of Lowndes County Schools. “It is great when two organizations get together to help improve teaching and learning for our students.”

During the training session, participants are introduced to effective and practical, research-based practices, strategies, and resources to help their children succeed in school. They are also equipped with strategies and resources that will help them form strong partnerships and become more involved in the educational process as a powerful force.

“The goal of the AEA CARES initiative is to help parents go beyond volunteering and attending PTA/PTO and move toward genuine working partnerships,” says Dr. Tyna D. Davis, project director and manager of AEA's Education Policy and Professional Practice Department.

AEA CARES provides the necessary scaffolding to bridge the gap between family, school and community. “There are four outcomes the AEA CARES initiative hopes to achieve: the development of a model for reliable, valid, effective, and replicable home visits as well as the delivery of professional development for educators; the identification of resources and strategies for family support and student learning; and the brokerage of educational partnerships for families,” says Dr. Deborah C. Thomas, AEA's educational consultant working with this initiative.

The involvement of 16 schools from diverse communities and resources will provide research findings to build a 21st Century design for increasing student achievement by addressing the needs of families, increasing learning support resources for children, and elevating the concept of parental involvement beyond one-time visits at open house events and occasional volunteer opportunities, says Thomas.

The training is designed to help educators become familiar with research-based teaching and learning factors involved in the National Education Association's CARE Model. AEA CARES provides participants with insight in developing awareness of student culture and how that awareness is crucial to academic performance and essential to culturally responsive pedagogy.

Teachers are introduced to strategies that will help them improve student learning through a better understanding of the home and community environment of their students, then how to use that information to effectively connect the classroom to family and community.

Otis Dismukes, parental involvement coordinator for Birmingham City Schools, appreciates the opportunity for Birmingham City Schools to be involved in this initiative and sees it as a “win-win” all around and one that can be modeled in other districts and states. He feels very strongly that “the initiative will help his schools with family engagement to involve more parents in assisting their children with academic and social reinforcement to



Pictured above, parents meet to discuss the new AEA CARES project at Calhoun High School while Capitol Heights Middle School hosted staff training for the new project. Pictured at bottom, Lowndes County Superintendent Dr. Daniel Boyd (far left) and Calhoun High School Principal Kenneth Fair (far right) are pictured with AEA CARES presenters.

compliment what is already occurring in the classroom.

AEA CARES will provide much needed training, support and advocacy for families,” says Dismukes. He plans to be actively involved by lending whatever help and support he can and to help spread the word to other schools and systems as the program continues to develop.

AEA CARES will continue to provide on-site training through February 2015 in the following schools:

- Barbour County Intermediate School (Barbour County)
- Robinson Elementary and South Hampton Elementary (Birmingham City)
- Choctaw County High (Choctaw County)

- Calhoun High, Hayneville Middle School, Jackson-Steele Elementary, and Lowndes County Middle School (Lowndes County)

- Asbury High (Marshall County)
- Bellingrath Middle School, Capitol Heights Middle School, Seth Johnson Elementary and Southlawn Middle School (Montgomery County)

- Central Elementary, Martin Luther King Jr. Elementary, and Westlawn Middle School (Tuscaloosa City).

This initiative, funded by The W. K. Kellogg Foundation and Alabama Education Association, is driven by an enhanced parental involvement component.

Don't miss these great events! Conference Corner

SEPTEMBER 23-26, 2013:

- Alabama Library Expo Tour, locations:
- Monday, September 23 – Daphne Civic Center, Daphne, Alabama
- Tuesday, September 24 – Hunter Hills Church of Christ, Prattville, Alabama
- Wednesday, September 25 – Bessemer Civic Center, Bessemer, Alabama
- Thursday, September 26 – Calhoun Community College, Decatur, Alabama

SEPTEMBER 25 – 27, 2013:

- Alabama Association for Gifted Children Fall Conference (AAGC), McWane Center, Birmingham, Alabama

SEPTEMBER 29 – OCTOBER 2, 2013:

- Alabama Educational Technology Association Fall Symposium (AETA), Perdido Resort, Orange Beach, Alabama

OCTOBER 14, 2013:

- Social Studies Council of Alabama Annual Conference (SSCA), Samford University, Birmingham, Alabama

OCTOBER 15, 2013:

- America's Promise Alliance GradNation Community Birmingham Summit, Birmingham Southern College, Birmingham, Alabama

OCTOBER 17 - 19, 2013:

- Alabama Art Education Association Fall Conference (AAEA), Orange Beach Events Center, Orange Beach, Alabama

OCTOBER 31 – NOVEMBER 1, 2013:

- Alabama Council of Teachers of Mathematics Fall Forum (ACTM), Alabama State University, Montgomery, Alabama

NOVEMBER 15 - 16, 2013:

- Alabama Reading Association 45th Annual Fall Conference (ARA), Mobile Marriott, Mobile, Alabama

NOVEMBER 17 - 19, 2013:

- Alabama School Association for Health, Physical Education, Recreation and Dance Fall Conference (ASAPERD), Wynfrey Hotel, Hoover, Alabama

NOVEMBER 20 - 22, 2013:

- Alabama Counseling Association Annual Conference (ALCA), BJCC/Sheraton Hotel, Birmingham, Alabama

NOVEMBER 24 - 26, 2013:

- Alabama Community College Association Annual Conference (ACCA), Birmingham, Alabama

DECEMBER 3 - 4, 2013:

- Alabama School Secretaries Conference, Wynfrey Hotel, Hoover, Alabama

For additional conference information please visit:
www.myAEA.org.

Alabama School Journal 2013 Statement of Ownership

UNITED STATES POSTAL SERVICE® (All Periodicals Publications Except Requester Publications)		
1. Publication Title ALABAMA SCHOOL JOURNAL	2. Publication Number 0 1 1 1 1 8 2 1	3. Filing Date 9-12-2013
4. Issue Frequency Weekly while Legislature is in session; normally twice a month otherwise.	5. Number of Issues Published Annually 25 - 30	6. Annual Subscription Price \$24.00
7. Complete Mailing Address of Known Office of Publication (Not printer) (Street, city, county, state, and ZIP+4®) Post Office Box 4177 (36104) or 422 Dexter Avenue (36103) Montgomery, AL		Contact Person Amy Marlowe Telephone (include area code) 334-834-9790
8. Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer) Post Office Box 4177 (36104) or 422 Dexter Avenue (36103) Montgomery, AL		
9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor (Do not leave blank) Publisher (Name and complete mailing address) Alabama Education Association Post Office Box 4177 (36104) or 422 Dexter Avenue (36103), Montgomery, AL Editor (Name and complete mailing address) Alabama Education Association Dr. Henry C. Mabry, Post Office Box 4177 (36104) or 422 Dexter Avenue (36103), Montgomery, AL Managing Editor (Name and complete mailing address) Alabama Education Association Amy Marlowe, Post Office Box 4177 (36104) or 422 Dexter Avenue (36103), Montgomery, AL		
10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a nonprofit organization, give its name and address.) Full Name Complete Mailing Address Alabama Education Association Post Office Box 4177 (36104) or 422 Dexter Avenue (36103), Montgomery, AL		
11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. If none, check box <input checked="" type="checkbox"/> None Full Name Complete Mailing Address		
12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one) The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes: <input checked="" type="checkbox"/> Has Not Changed During Preceding 12 Months <input type="checkbox"/> Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement)		
PS Form 3526, August 2012 (Page 1 of 3) (Instructions Page 3) PSN: 7530-01-000-9631 PRIVACY NOTICE: See our privacy policy on www.usps.com		

13. Publication Title ALABAMA SCHOOL JOURNAL	14. Issue Date for Circulation Data Below 8-12-2013		
15. Extent and Nature of Circulation	Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date	
a. Total Number of Copies (Net press run)		2,387,781	96,314
b. Paid Circulation (By Mail and Outside the Mail)	(1) Mailed Outside-County Paid Subscriptions Stated on PS Form 3541 (include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	93,404	93,084
	(2) Mailed In-County Paid Subscriptions Stated on PS Form 3541 (include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	0	0
	(3) Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®	0	0
	(4) Paid Distribution by Other Classes of Mail Through the USPS (e.g., First-Class Mail®)	0	0
c. Total Paid Distribution (Sum of 15b (1), (2), (3), and (4))		93,404	93,084
d. Free or Nominal Rate Distribution (By Mail and Outside the Mail)	(1) Free or Nominal Rate Outside-County Copies Included on PS Form 3541	3,213	3,230
	(2) Free or Nominal Rate In-County Copies Included on PS Form 3541	0	0
	(3) Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g., First-Class Mail)	0	0
	(4) Free or Nominal Rate Distribution Outside the Mail (Carriers or other means)	0	0
e. Total Free or Nominal Rate Distribution (Sum of 15d (1), (2), (3) and (4))		3,213	3,230
f. Total Distribution (Sum of 15c and 15e)		96,617	96,314
g. Copies not Distributed (See instructions to Publishers #4 (page #3))		200	200
h. Total (Sum of 15f and g)		96,817	96,514
i. Percent Paid (15c divided by 15f times 100)		96.67%	96.65%
16. <input type="checkbox"/> Total circulation includes electronic copies. Report circulation on PS Form 3526-X worksheet.			
17. Publication of Statement of Ownership <input checked="" type="checkbox"/> If the publication is a general publication, publication of this statement is required. Will be printed in the September 2013 issue of this publication. <input type="checkbox"/> Publication not required.			
18. Signature and Title of Editor, Publisher, Business Manager, or Owner <i>Amy Marlowe</i>			Date 9-16-2013
I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).			
PS Form 3526, August 2012 (Page 2 of 3)			



Why bring your retirement money to TIAA-CREF?

We have a million reasons. Literally.

Introducing the Transfer-In Credit. A special benefit for AEA members.¹

At TIAA-CREF, we're excited to be working with Alabama Education Association (AEA) members through participating school districts. Every day, our investments and services are helping AEA members prepare for retirement. To help boost the potential of all your retirement assets, we've set aside \$1,000,000 to provide "Transfer-in Credits" for AEA members who move their assets to TIAA-CREF. This account credit is designed to offset any costs other firms may charge you just for bringing your account to us.

Transfer in, get 3% of the transfer amount

Here's how it works: Bring any or all existing retirement money to TIAA-CREF and we'll credit your account 3% of that total asset amount. It's that simple. Of course, before you move any assets, think about differences in features, costs, charges, services, tax issues, and other important considerations. TIAA-CREF has teamed up with Collateral Financial Advisors to give you objective, third-party advice on whether a move makes sense for you.

Your Deferred Retirement Option Plan (DROP) assets are also eligible

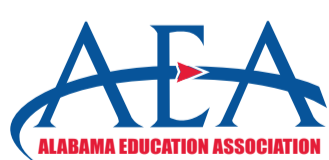
If you're approaching retirement and eligible for a DROP payout in the near future, the 3% transfer-in credit represents an immediate return on your retirement assets.

Get started — before the \$1,000,000 is gone

This special program is only available for a limited time—or until the million-dollar set-aside is used up. So act now to get the facts—and see how you could benefit from an additional 3% in your retirement account.

What should your asset move 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.

Consider the investment objectives, risks, charges and expenses carefully before investing. Visit tiaa-cref.org for a current prospectus that contains this and other information. Read it carefully before investing. Investment, insurance, and annuity products are not FDIC insured, are not bank guaranteed, may lose value, are not bank deposits, are not insured by any federal government agency and are not a condition to any banking service or activity.

The TIAA-CREF Retirement Advisory Alliance is a co-branding arrangement between TIAA-CREF and an RIA Firm that provides general plan education and communication services and/or participant investment advisory services to the plan and its employees. The TIAA-CREF Retirement Advisory Alliance is part of the TIAA-CREF Advisor Network (Network). The Network is a service that provides plan sponsors and retirement plan participants with information to assist them in selecting independent investment advisers (Advisors) to provide communication, education and participant level advisory services. Participating Advisors are not employees or agents of Teachers Insurance and Annuity Association (TIAA), College Retirement Equities Fund (CREF) or any of their respective affiliates or subsidiaries. TIAA-CREF acts as recordkeeper for institutional plans and is not a fiduciary to any plan or its respective participants. TIAA-CREF is not making a recommendation or acting as a fiduciary when plan sponsors or participants select an Advisor from the Network, nor is it responsible for the investment advice or other services offered or provided by participating Advisors.

TIAA-CREF Individual & Institutional Services, LLC, and Teachers Personal Investors Services, Inc., members FINRA, distribute securities products. C7451 ©2012 Teachers Insurance and Annuity Association-College Retirement Equities Fund (TIAA-CREF) 730 Third Avenue, New York, NY 10017



Heard a peep from your Investment Advisor lately?

Whether you just started investing or you're only a few years from retirement, your Investment Advisor should be hard at work helping you make important moves to better protect your nest egg.

If you're not hearing about things like budgeting your retirement spending or how to start a college fund, you may not be aware of all the ways you can increase your financial wellness.

Collateral Financial Advisors invite you to find out more about our higher standard of service. Every day, our investment plans and services are helping AEA members prepare for retirement.

Transfer in, get 3% of the transfer amount

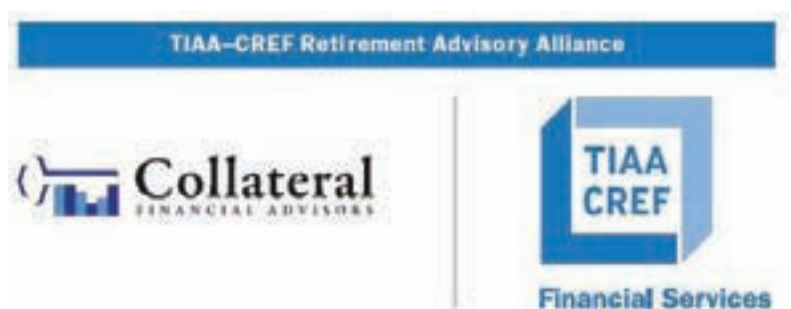
To help boost the potential of all your retirement assets, we teamed up with TIAA-CREF who is providing the 3% for AEA members who move their assets to the new TIAA-CREF supplemental retirement program. This account credit is designed to offset any costs other firms may charge you just for bringing your account to us.

Here's how it works: bring any or all existing retirement money to TIAA-CREF and receive a 3% account credit of that total asset amount. It's that simple. Of course, before you move any assets, think about differences in features, costs, charges, services, tax issues, and other important considerations.

Get started today

This special program is only available for a limited time and is set expire on 10/31/13. Act now to get the facts and see how you could benefit from an additional 3% in your retirement account.

Contact an advisor at 1.877.402.6425 for a free consultation.



Consider the investment objectives, risks, charges and expenses carefully before investing. Visit tiaa-cref.org for a current prospectus that contains this and other information. Read it carefully before investing. Investment, insurance, and annuity products are not FDIC insured, are not bank guaranteed, may lose value, are not bank deposits, are not insured by any federal government agency and are not a condition to any banking service or activity.

Retirement Advisory Alliance is a program offered through TIAA-CREF where TIAA-CREF provides recordkeeping services and a local independent Registered Investment Advisor firm selected by the plan sponsor provides general communication and education services and investment advisory services to retirement plan participants. The Registered Investment Advisor firm and their affiliated advisors are not employees or agents of Teachers Insurance and Annuity Association (TIAA), College Retirement Equities Fund (CREF) or any of their respective affiliates or subsidiaries. TIAA-CREF acts as record keeper for institutional plans and is not a fiduciary to any plan or its respective participants. TIAA-CREF is not making a recommendation or acting as a fiduciary when plan sponsors or participants select an Advisor, nor is it responsible for the investment advice or other services offered by or provided by participating firms or their advisors."

TIAA-CREF Individual & Institutional Services, LLC, and Teachers Personal Investors Services, Inc., members FINRA, distribute securities products. C5427 © 2012 Teachers Insurance and Annuity Association-College Retirement Equities Fund (TIAA-CREF) 730 Third Avenue, New York, NY 10017

NEA Complimentary Life is the no-cost insurance benefit every member enjoys.

NEA® Complimentary Life Insurance

- Up to \$1,000 life insurance and \$5,000 accidental death and dismemberment coverage
- \$50,000 AD&D insurance for any covered accident that occurs while on the job or serving as an Association Leader
- \$150,000 life insurance for unlawful homicide while on the job

We're devoted to helping every member get adequate coverage affordably. Because it's so important that your family is financially secure, we provide this additional insurance benefit at no cost to all eligible members.

Register your beneficiary now at neamb.com/insurance



NEA Complimentary Life Insurance is provided at no cost to all Active, Staff, Reserve and Life members.

Make plans to attend the Minority Leadership Conference in October

The Alabama Education Association, through its Human and Civil Rights Program, will host its annual Minority Leadership Training Conference on November 1-3, 2013, at the Perdido Beach Resort Hotel in Orange Beach.

Training will be provided for instructional leaders to earn Professional Learning Units (PLUs), teacher leaders, classroom teachers, and specialty area educators to earn Continuing Education Units (CEUs), and also for education support professionals in the areas of parental and community engagement, innovative technology skills, diversity, leadership skills, organizing, Alabama College and Career Ready Standards, and much more. Sessions to be presented include: Developing Minority Community Partnerships, Building Educator Community Partnerships to Dismantle the School to Prison Pipeline, Cultural Competence for Educators, and The Flipped Classroom.

This conference will be an opportunity for AEA CARES and AEA Leadership Academy participants to engage in interactive sessions with educators from all over the state. Sessions will also be provided for educators who want to begin working on PLUs. In the new professional study format, all members must begin working on PLUs by attending the first half of their Phase I content sessions in the fall semester - September through December.

At this conference, members will have the opportunity to begin working on one study in Standard 1 – Planning for Continuous Improvement; Standard 3 – Human Resources Development; Standard 4 – Diversity; or Standard 8 - Ethics. Members will be provided opportunities to complete the second half of their Phase I content sessions in the spring semester – January through June.

Conference registration will begin at 4:00 p.m. on Friday, November 1,

followed by an opening session at 7:00 p.m. Workshops will continue on Saturday, November 2, and conclude on Sunday, November 3, 2013.

For members who plan to attend the MLT Conference to earn CEUs, the conference registration fee is \$25. The fee for non-members is \$250. For members who plan to attend the MLT Conference to begin working on PLUs, the registration fee is \$25. The fee for non-members is \$500. A late registration fee is effective after October 4, 2013. The late fee for members is \$50. The late fee for non-members is \$275. The late fee for non-members working on PLUs is \$600. Please complete and return the registration form that is included in this *Journal* and mail to AEA, Attn: Kynesha Brown, PO Box 4177, Montgomery, AL 36103, or fax to 334-262-8377.

Breakfast and lunch will be provided during the conference. The registration fee covers a full breakfast on Saturday and Sunday and lunch on Saturday. This year, conference participants will be offered the option of having breakfast in the Café Breeze Restaurant for an additional \$7 each day. A limited number of Café Breeze Restaurant breakfast tickets are available. Breakfast and lunch tickets will also be available for guests attending the conference with registered participants. Breakfast tickets are \$15 each. Lunch tickets will be \$20 each.

Housing reservations are to be made directly with the hotel by calling 800-634-8001, or by making reservations online at www.perdido beachresort.com/reservations. Please use the AEA Group Rate Code #8688 to receive the AEA Group Rate of \$96.

The deadline to receive the AEA Group Rate is October 1, 2013. After this date, standard room rates will apply based on availability only.

2013 MINORITY LEADERSHIP TRAINING PROGRAM

November 1-3, 2013 • Perdido Beach Resort • Orange Beach, Alabama

Name : _____
 System: _____ AEA Membership # _____
(located on ASJ Label)
 Address: _____
 City: _____ ST: _____ ZIP: _____
 Phone: _____ Email: _____

CEU Registration:

- Registration Fee AEA Member Enclosed (\$25.00)
- Registration Fee AEA Member *Breakfast at Café Breeze Restaurant Enclosed (\$35.00)
- Registration Fee Non-Member Enclosed (\$250.00)

Professional Learning Unit (PLU) Registration:

- Registration Fee AEA Members Enclosed (\$25.00)
- Registration Fee AEA Member *Breakfast at Café Breeze Restaurant Enclosed (\$35.00)
- Registration Fee Non-Member Enclosed (\$500.00)

Please select PLU Standard (choose only one):
(For Administrators, Instructional Leaders, and those who hold administrative certification only)

- Standard 1—Planning for Continuous Improvement in Alabama Public Schools
- Standard 3—Human Resources Development for Instructional Leaders
- Standard 4—Being a Culturally Competent Educator
- Standard 8—Ethical Leadership in Alabama Public Schools

Conference Registration Fee

Please make check payable to:
 Alabama Education Association
 Attn: Kynesha Brown
 P.O. Box 4177
 Montgomery, AL 36103-4177

Housing Reservations are to be made directly to Perdido Beach Resort, 27200 Perdido Beach Resort, Orange Beach, AL 36564
 1 (800) 634-8001 Fax (251) 981-5627

Deadline October 1, 2013 *In order to receive AEA Group Rate, please specify attendance is for AEA MLT Conference (Booking Code #8688)

***LATE REGISTRATION FEE EFFECTIVE OCTOBER 5, 2013**

TRACKS	CARES/LA		PLU 1		PLU 4	PLU 3		PLU 8
8:15-9:45		Assertiveness: Getting What You Want the Right Way	The Instructional Leader's Toolkit for Continuous Improvement/ KEYS Model Module 1A	Family School Community Partnerships	Developing Cultural Identity Module 1	Building a First Class Staff Module 1A	What Everyone Needs to Know About Bullying	Back to the Basics Module 1A
9:50-11:20	Cultural Competence for Educators	Organizing	The Instructional Leader's Toolkit for Continuous Improvement/ KEYS Model Module 1B	Building Educator Community Partnerships to Dismantle the School to Prison Pipeline	Valuing Diversity	Building a First Class Staff Module 1B	The Flipped Classroom	Back to the Basics Module 1B
8:30-10:30	Creating Change Through Social Justice	Common Core State Standards: Harnessing the Energy	What Is It About Me That You Can't Teach? Module 2A	Developing Minority Community Partnerships	Being a Culturally Competent Educator Module 2A	Legal Issues in Human Resources Module 2A	ePortfolios for Educators	Ethical Use of Technology in Schools Module 2A

EPPP Department holding fall PLU/CEU regional conferences

The Education Policy and Professional Practice (EPPP) Department of the Alabama Education Association (AEA) is launching 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) and will be offered for the eight Alabama Standards for Instructional Leaders:

- Standard 1** – Planning for Continuous Improvement
- Standard 2** – Teaching and Learning
- Standard 3** – Human Resources Development
- Standard 4** – Diversity
- Standard 5** – Community and Stakeholder Relationships
- Standard 6** – Technology
- Standard 7** – Management of the Learning Organization
- Standard 8** – Ethics

PLU requirements are based on the instructional leader certification held, not the position or role in which an individual serves. An individual must earn PLUs if he or she holds one of the following certificates:

- Superintendent
- Superintendent-Principal
- Principal
- Educational Administrator
- Supervisor (any subject and/or grade level)
- Administrator of Career and Technical Education
- Instructional Leader
- Practicing Instructional Leader

The EPPP Department is beginning a new format for persons who wish to engage in a professional study to earn a PLU this year. Each participant who wants to earn a PLU in Standards 1, 2, 3, 4, 6, or 8, must attend two (2) conferences for each standard. The first conference for one (1) standard must be attended in the fall semester. The second conference for one (1) standard must be attended in the

spring semester. The schedule for PLU conferences is below.

After attending the first conference in the fall semester for one (1) 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 before attending the second conference in the spring semester for that one (1) standard. After attending the second conference in the spring semester for that one (1) 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.

Those 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. Persons who have specific questions about PLU assignments and/or need assistance with navigating the Ning site may attend an AEA PLU Collaboration Camp in December, May or June to receive assistance.

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 below and mail to AEA, Attn: Kynesha Brown, PO Box 4177, Montgomery, AL 36103-4177.

ALABAMA EDUCATION ASSOCIATION 2013 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):

- September 28—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
- October 12 - Marriott Shoals, 10 Hightower Place, Florence, AL 35630
 - Standard 2: The Instructional Leader's Role in Literacy Development
 - Standard 4: Being a Culturally Competent Educator
 - Standard 6: Preparing Instructional Leaders for 21st Century Data Collection, Analysis, and Communication
- November 9—Lincoln Professional Development Center, 901—9th Avenue North, Birmingham, AL 35204
 - Standard 3: Human Resources Development for Instructional Leaders
 - Standard 6: Preparing Instructional Leaders for 21st Century Data Collection, Analysis, and Communication
 - Standard 8: Ethical Leadership in Alabama Public Schools
- November 23 - Marriott Legends, 2500 Legends Circle, Prattville, AL 36066
 - Standard 2: The Instructional Leader's Role in Literacy Development
 - Standard 6: Preparing Instructional Leaders for 21st Century Data Collection, Analysis, and Communication
- December 7 - Lincoln Professional Development Center, 901—9th Avenue North, Birmingham, AL 35204
 - 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

*PLEASE MAIL REGISTRATION TO: AEA HEADQUARTERS, ATTN: KYNESHA BROWN, P.O. BOX 4177, MONTGOMERY, AL 36103-4177 OR FAX TO 334-262-8377. *Standards and locations are subject to change.



DOWNLOAD THE FREE MOBILE APP

Deals Are Available for AEA Members using ACCESS Only.

The app contains offers at restaurants, shopping, services, hotels, and more.

My Deals Mobile can be downloaded via GooglePlay®, and is also available for Apple® devices through iPhone® App Store.

GET YOUR FREE APP

- Download the app from the iTunes App Store or Android Market*
- Register using:
 - AEA ID# (The AEA membership ID)
 - AEA MyCredit App you get:
 - Show your phone discounts at your phone.
 - GPS tracking and mapping.
 - National photo and local favorites.
 - Track your savings.

*Available for iPhone® and Android™



**AEA's grand iPad giveaway!
Three each month through October!
Update your information to qualify!**



iWin an iPad™



**Go to
www.myAEA.org,
update your
information**



And you've qualified to win!

**AEA
is giving
away three
iPads a month
through October!
To qualify, simply
update your info at
www.myaea.org**

Take a few moments and go to the new and improved AEA website, www.myaea.org. While there, update your membership information to qualify for a chance to win an iPad. There is no gimmick to this contest, it is simply an incentive for members to update their information using the new website.

While you're there, you can check out all the great deals and savings provided by AEA member benefits! All at one short stop on the web, www.myaea.org.

Updating your information is easy and fast. And the faster you do it, the better your chance of winning an iPad. Do it today!

