

**Official Minutes of the
NEASO BOARD OF DIRECTORS
NEA Headquarters
December 10, 2009**

Board Members Present

Andrea Prejean (EPP) *President*
Lisa Zimmerman *Vice President (HDQ)*
Frattini, Charlotte (MB) *Vice President/Via phone*
Catherine “Kitty” Johnson (FMS) *Treasurer*
Jessica Brinkley (ESPQ) *Secretary*
Michele Boyd, (GPS)
Lillian Brown (ITS)
Jacqueline Forde (MB) *Via Phone*
Branita Griffin Henson (NAD)
Susan Nogan (EPP)
JR Roystone (ITS)
Doug Terwilliger (MB) *Via phone*
Donna Fleming (CR)
Moir Saucedo (ITS)
David Schlein (CBMA) *Chief Shop Steward/Via phone*

Board Members Absent

Jennie Young (HIN)

NEASO Staff

Dan DiJames (Executive Director/General Counsel)

NEASO Member Visitor

William Moreno (MCO)

This meeting of the National Education Association Staff Organization Board of Directors convened on Thursday, December 10, 2009 at NEA Headquarters at 9:34 a.m. with Andrea Prejean NEA HDQ President presiding.

ADOPTION OF AGENDA

Motion: (Nogan/Roystone) to adopt the agenda with flexibility.

CARRIED

Motion: (Henson/Nogan) to accept the October Board minutes.

CARRIED

Motion: (Nogan/Johnson) to move into executive Session at 10:16 a.m.

CARRIED

Motion: (Johnson/Brinkley) to come out of executive session at 10:38 a.m.

CARRIED

Motion: (Henson/Johnson) move to appoint Sheala Durant as the new chair of the Organizing Committee.

CARRIED

Motion: (Frattoni/Terwilliger) move to appoint Liz Picone to the open 1 year Member Benefits board seat.

CARRIED

Motion: (Brinkley/Roystone) move to accept the recommendation of the Executive Committee regarding the compensation packages of Dan DiJames and Jean Mondejar.

CARRIED

Discussion Items:

BUDGET PRIORITIES-NEASO president reported the need to look into possible budget implications of upcoming MB bargaining. Discussion from MB on process of determining budget needs for bargaining. MB vice president and board members will request from NEASO staff and review past budget expenses from last MB bargaining session. This is to be used as a basis of determining upcoming needs/expenses. The Bylaws Committee has not met as a whole to date but have had side conversations. It has been determined at this point that there aren't any changes foreseen that would have budget implications. They have been encouraged to review expenses as it relates to software, PO Box rentals, etc. A discussion occurred around the meaning behind the unity activities line in the budget. It was clarified that this line item, constitutionally, can be used to encompass whatever unity activities deemed fitting by the board (i.e. union solidarity events, MB/field staff/NEASO meetings, etc.). The Finance Committee reviewed recommendations to raise NEASO dues and found it not feasible at this time. There is enough money in the budget to make adjustments in other areas in preparation of next bargaining. They will be looking at strategic planning for upcoming years to recommend next steps in this area. Dan DiJames encouraged the board to think of other outreach strategies that could be tapped into to improve future bargaining issues and member preparedness.

BOARD RETREAT –It was determined that the January 21 board meeting would serve as two fold purpose. First to do a short review of needed agenda items and second to use the remaining time, plus additional time in the afternoon, to work on team building skills, review the budget,

review Roberts Rules and gauge the direction NEASO would like to go in 2010. The Organizing Committee has also been working on an annual strategic plan that can be incorporated in the discussion of the future direction of NEASO.

GENERAL MEMBERSHIP MEETING – A general membership meeting has been scheduled for February 23 from 11:30-1:30pm. A back up date of February 24 has been set as well. Discussion was had on the restructuring of the meeting to ensure all members get to actively participate. Moira Saucedo will take the lead on working with MB member and NEASO members to see the feasibility in using other technology, such as Skype.

Office Staff Report – There have been heavy dispute conflicts between NEASO, MCO and HR. There has been a recent victory in PR around a telework appeal. There has also been an inquiry around involuntary moves from PR to IM which are possible Title 7 violations. MB bargaining training has been underway. It is hoped the ground rules process will begin immediately after the holiday. There have also been issues addressed at MB around the transfer of employees to new positions.

Motion: (Zimmerman/Forde) to adjourn at 10:49 a.m.

CARRIED

Respectfully submitted by,
Jessica Brinkley,
NEASO Secretary

President's Report
1/20/10

- Met with Exec. Director to discuss various staff and department issues
- Met with various staff on probation, professional development, and benefits issues
- Worked with NEA and AFSE staff to choose the 8 people to be interviewed for the Intern program. Twelve NEASO employees applied. We will choose 4 from the 8 selected. Attended the celebration for the initial 4 NEASO employees that finished the program. Each did a presentation. Of the 4, 2 have become AFSE.
- Attended the JLMC meeting. We've divided into sub committees to tackle the stewardship and revenue sharing portion of the new contract. We are using a mediator from FMCS to help with the process.
- Worked with the sabbatical committee to design the program. Notice will be sent to members the week of January 20th.
- Attended WAR College. NSO President spoke about the issues facing all affiliates. This year is the 40th anniversary of NSO. Special events will take place at the RA in June.
- Met with HR to discuss the quarterly report given on consultants. It will be part of a discussion at an upcoming JLMC.
- Met with AFSE to discuss issues in ESPQ around work. AFSE maintains that much of the work that will be done by the new NEASO positions is actually AFSE work. NEASO does not agree. AFSE has filed a grievance.