



**2008-2009**

**Constitution,  
General Agreements  
& Policies**



**Platform &  
Platform Action Agenda**



**ADOPTED AT DELEGATE ASSEMBLY • DECEMBER 2008**



**AEA CONSTITUTION AND GENERAL AGREEMENTS**  
**Alabama Education Association (FORMERLY AEA and ASTA)**  
**As amended by the Delegate Assemblies 1970-2007**

**Article I. Name**

Alabama Education Association

**Article II. Goals**

**Section 1.** The goals of the Association shall be as follows: (A) provide maximum educational opportunities for all students by providing a higher quality of teaching, sound programs of instruction, and adequate financing for public education; (B) seek economic security for all education employees; (C) increase public awareness of the goals of AEA as related to the needs, problems, and progress of education; (D) maintain a strong, independent, united education profession; (E) protect the constitutional, statutory, and human rights of all education employees and students; (F) improve the moral and ethical climate in schools and government; (G) unite education employees for effective political action; (H) represent members in their employment relations with their employers; (I) support maximum employee input into the decisions and policies of their employer.

**Article III. Membership**

- Section 1.** Any person holding a classification of membership in the Alabama State Teachers' Association or the Alabama Education Association during the school year 1968-69 shall, upon payment of dues for that classification as established by the Assembly of Delegates, continue to be eligible for that classification of membership provided his membership has been continuous.
- Section 2.** There shall be seven classes of membership in this association: active, staff, associate, retired, student, substitute, and education support professional. All present life members shall continue to be members in good standing.
- Section 3.** Any person who has an earned bachelor's or higher degree or who holds a regular professional certificate or a regular vocational or technical certificate and is employed in a classroom teacher, supervisory, or administrative position or who is otherwise recognized by State Board of Education regulations as a teacher in a public school, junior or senior college, or university in the State of Alabama shall be eligible for active membership. In addition, professional employees of the State Department of Education who hold earned bachelor's or higher degrees shall be eligible for active membership. Any individual eligible for active membership shall, upon the payment of dues, be eligible to vote and hold office in the Association and to receive full rights and privileges of membership. Any person eligible for active membership must join as an active member except those persons who may qualify for membership under Section 1.
- Section 4.** Active members of the Alabama Education Association shall also be members of a local affiliate of the Association, if eligible, and of the National Education Association.
- Section 5.** Staff membership shall be open to any person employed by the Association or any of its affiliates in a staff position but are not eligible to vote or hold office.
- Section 6.** Any person in Alabama who is not eligible for membership in any other category shall, upon approval of the President, Executive Secretary, and Associate Executive Secretary and the payment of dues, be eligible for associate membership, but shall not be eligible to vote or to hold office.
- Section 7.** Any retiree who was employed in educational work in Alabama shall, upon payment of dues, be eligible for retired membership but shall not be eligible to hold office except as the Retired Division representative on the AEA Board of Directors.
- Section 8.** Student members. Any student who is enrolled in a postsecondary program that is preparatory for employment in a position that would make him or her eligible for active membership, shall be eligible for student membership. Student members should not be eligible for any other category of membership. Student members shall be eligible to be voting delegates at the AEA Representative Assembly. Student members shall not be eligible to hold office except as the Student Division representative on the AEA Board of Directors.
- Section 9.** Education Support Professional. Persons not identified in any other membership classification who are employed in school systems and local, district, and state professional organizations, and who assist the professional personnel to provide improved educational opportunities may become members. They shall have the same rights and privileges as active members.
- Section 10.** Beginning the 1972-73 membership year, the Alabama Education Association will not accept at-large members from school systems having unified locals.
- Section 11.** No member shall be censured, suspended, or expelled from AEA or any of its local affiliates without a due process hearing, which shall include an appropriate appellate procedure.
- Section 12.** Any educational employee employed as a substitute on a day-to-day basis is eligible for substitute membership unless the employee is eligible for retired membership. Substitute members shall not be eligible to vote or hold office.

## **Article IV. Organization**

### **Section 1. Local Associations.**

- A. Any group of education employees employed by a city, county, or state board of education, or college board of trustees, may form a local association. Any local association shall, upon payment of dues, become a unit of the state association and the district in which it is located. Only one local association composed of active members and one local composed of education support professionals may be formed within any local school system or college. Active members and Education Support Professionals may form one local association provided that the local association provides proportional representation between its Active and Education Support Professional members on all its governing bodies and provides proportionate representation between its Active and Education Support Professional members in the election of delegates to the governing bodies of AEA and NEA.
- B. When the local association submits payment of dues for its members, it shall accompany such payment with a copy of its membership roll.
- C. Any local association may elect its own officers, hold its own meetings, and adopt its own rules and regulations, provided that these rules and regulations are not in violation of this constitution. It is further provided that local officers shall be elected by the local association and shall assume office by June 1, and a list of these submitted to the AEA Executive Secretary within ten days.
- D. Requirements for Local Affiliation:
  - 1. Hold at least four professional meetings each year.
  - 2. Each local affiliate shall file with the AEA office an official copy of its current local constitution and bylaws.
  - 3. All local affiliates shall require their members to hold membership in the Alabama Education Association and the National Education Association.
  - 4. Election of local delegates to the AEA Delegate Assembly shall be conducted with open nominations and by secret ballot, shall guarantee ethnic-minority representation at least proportionate to the local's ethnic-minority membership, and shall provide proportionate representation between the local's non-supervisory and its supervisory members.
- E. No local affiliate of AEA may be censured, suspended or disaffiliated, without a due process hearing, which shall include an appropriate appellate procedure.

## **Article V. Officers**

### **Section 1. General**

- A. Officers. The officers of the Association shall be a president, a vice president, an executive secretary-treasurer, an associate secretary, and a Board of Directors. The president, vice president, and newly elected board members will assume office on July 15.
- B. Terms of Office. The terms of the president and the vice president shall be two years. Each officer shall remain in office through July 14 of the year in which a successor is elected. An officer shall not be eligible for immediate succession to the same position.

### **Section 2. Selection and Election of Officers**

- A. President
  - 1. To qualify for the offices of AEA president and AEA vice president, candidates for nomination shall be Active or Education Support Professional members in good standing of the local affiliates where eligible, state and national associations.
- B. Duties of Officers
  - 1. President. The powers and duties of the president shall be:
    - a. To preside at the meetings of the Association, Delegate Assembly, and Board of Directors.
    - b. To call meetings of the Board of Directors at his/her discretion, or upon request of a majority of its members.
    - c. To appoint, subject to the approval of the Board of Directors, the standing commissions and such special committees as he/she may deem beneficial or as the Board may direct.
    - d. To serve as an official representative of the Association at meetings of educational bodies and other groups.
    - e. To serve as ex officio member of all committees and commissions.
    - f. To appoint chairpersons of the various committees and commissions to serve terms beginning July 15 after approval of the appointments by the AEA Board of Directors and continuing until July 14 of the succeeding year.
    - g. To perform such duties and make such reports as pertain to the office.
    - h. To serve as a voting member of the Board of Directors.
  - 2. Vice President. The powers and duties of the Vice President shall be:
    - a. To serve as a voting member of the Board of Directors.
    - b. To perform, in the absence or disability of the president, all the duties of the president. When so acting, he/she shall exercise the powers and responsibilities of the president.
    - c. To represent the president, at his/her request, at meetings and conferences.
    - d. The vice president shall not be on full time release status while holding the office of vice president.
- C. Ethnic-Minority Guarantee
  - 1. President - If after two (2) terms a member of an ethnic-minority group has not served as president, nominations for the subsequent election of the AEA president shall be restricted to members of such group.

2. Vice President - If after two (2) terms a member of an ethnic-minority group has not served as vice president, nominations for the subsequent election of the AEA president shall be restricted to members of such group.
- D. Succession and Vacancies. Vacancies occurring by reason of death, resignation, incapacity, or disqualification shall be filled as follows:
1. A vacancy in the office of the President shall be filled by the vice president.
  2. If during the first year of a term a vacancy in the office of the vice president occurs, such vacancy shall be filled by the Board of Directors, which shall elect a successor to serve until an election can be held. At the earliest time possible, either by a special election or in the regular election, a successor for the remainder of the term shall be elected.  
 In the event a vacancy occurs in the office of vice president during the second year of a term, the Board of Directors shall elect a successor for the remainder of the term.
  3. If during the first year of a term of an ethnic-minority president a vacancy occurs, it shall be considered that the ethnic-minority guarantee was not met, unless the vice president completing the term was also of an ethnic-minority group.  
 If such a vacancy occurs during the second year of an ethnic-minority term, it shall be considered that the ethnic-minority guarantee was met.  
 If an unfinished term of more than a year of a non-minority president is completed by an ethnic-minority vice president, this would be considered an ethnic-minority term.  
 Any vice president who completes less than a year of the president's unexpired term shall not be subject to the immediate succession clause if he/she should wish to run for president in the next regular election.

**Section 3. Selection and Election of members of the Board of Directors.**

- A. The AEA Board shall be composed of the president, the vice president, immediate past president, NEA Directors, Postsecondary Division president or elected division representative, ESP president or elected division representative, Retired Teachers Division president or elected representative, ACT president or elected representative, effective with the 2005 AEA Elections, the Administrator Division president or elected representative, and the executive secretary-treasurer and the associate executive secretary, both of whom shall be non-voting members of the Board, any NEA officer - who is an AEA member - as a non-voting member, the SAEA president as a voting member, 21 non-supervisory (Active or Education Support Professionals) elected from several AEA districts and supervisory members (Active or Education Support Professionals) to insure proportionate representation elected state-at-large but in no case shall fewer than one supervisory member be elected. The AEA districts shall be established by the AEA Board of Directors and shall be composed of affiliates located within these districts. This will become effective at the end of the current term of the Administrator-At-Large.  
 Each district shall be represented by two white members and one non-white member of the Association. They should be elected in such a manner that one member's term shall expire annually. In order to further maintain proportionate racial representation, there shall be a rotation of white and black representatives elected by the AEA divisions to serve on the AEA Board of Directors.  
 In the event of a vacancy in the position of immediate past president, the vacancy shall be filled with the most recent past president.  
 All members of the AEA Board of Directors shall be members of the Alabama Education Association.
- B. Duties. The duties of the Board of Directors shall include the following:
1. To supervise and govern the affairs of the Association.
  2. To implement the action and commitments of the Delegate Assembly.
  3. To assist the officers in the performance of their duties.
  4. To hold as trustees and directors all real and personal property of the Association, with full power to use, hold, bargain, sell and convey, lease, mortgage or otherwise deal with improvements, or dispose of said property for the use and benefit of the Association.
  5. To direct the collection and disbursement of all funds, to approve the budget, and to cause an auditing of the accounts of the Association to be made.
  6. To elect an executive secretary-treasurer and to set his compensation and term of office. To elect other professional staff members of the Association, upon recommendation of the executive secretary-treasurer, fix their compensation, set their respective terms of office and require such bonding as deemed necessary.
  7. To cause a record of proceedings to be kept and a report of its actions and recommendations to be made to the Delegate Assembly.
  8. To serve as ex officio members of the Delegate Assembly.
  9. To determine the method of transacting the business of the Association and the length and term of office of the president and vice president of the Association in time of national crisis.
  10. To approve appointments of personnel to standing commissions and special committees. The Board shall have the authority to revoke an appointment upon failure of a member to fulfill his or her responsibility.
  11. To approve formation and discontinuance of departments and divisions.
  12. To determine dates and procedures for holding elections.
  13. To establish AEA districts.
  14. To call meetings of the Delegate Assembly and to give due notice to such meetings.

15. To authorize payment of expenses of committees and commissions in performance of their duties.
- C. Terms of board members. The following provisions shall govern the terms of the members of the Board of Directors.
1. Terms of board members shall be for three years beginning on July 15, following their election, and so staggered that one-third of the terms of district directors and one-third of the terms of at-large directors shall expire each year.
  2. Terms for all members serving on the Board of Directors by virtue of elected positions in the Association shall run concurrently with the terms of office held in the association and shall be governed by all provisions of this constitution which pertain thereto.
  3. No individual may simultaneously occupy more than one voting position on the Board of Directors. Should an incumbent board member be elected to another office or position in which capacity he/she would also serve as a voting member of the Board, the individual's previous position would be declared vacant on the beginning date of the term of the new position. In the event a member of the Board of Directors is elected to the presidency of any division of the Association for which the president is a voting member of the Board of Directors, said member may retain his/her place on the Board of Directors and the vice president or duly elected representative of that division shall assume the place on the Board of Directors representing the division. In the event the president of a division of the Association is elected to another voting position on the Board of Directors, the vice president or duly elected representative of that division shall serve as the division's representative on the Board of Directors. Vacancies created in such situations shall be filled as outlined below:
    - a. Upon notification by the elections committee that an impending vacancy on the Board exists, the Board may proceed with a special election to be conducted concurrently during the next regular election. The President, with the approval of the Board of Directors, will appoint an interim director to fill the office until the vacancy is filled during the next regular election cycle.
    - b. After the election is complete, the newly elected Board member shall take office immediately to complete the unexpired term. In the event the vacancy occurs in the last year of the director's term, the special election and the regular election will be combined and the newly elected Board member shall fill both the unexpired term and the full term.
    - c. If a vacancy is filled by election prior to the date on which the position is vacated, the newly elected board member shall take office on the effective date of the vacancy.
  4. Board members elected from a district in a non-supervisory or supervisory category whose education position changes subsequent to the election will not be eligible to serve and a vacancy shall be declared.
  5. Elected board members shall serve no more than two (2) full consecutive terms.
  6. The Board shall approve the schedule for each election cycle.
- D. Qualifications of Board Members. In order to qualify for voting membership in any capacity on the Board of Directors, a member shall meet the same eligibility requirements that apply to candidates for AEA president and vice president as set forth in Section 2-A of this article.
- E. Board Members and Commissions. A Board member shall not be eligible to serve on an AEA Commission. If a commission member is elected to the Board, the member shall relinquish the commission appointment at the beginning of his/her term on the Board.
- F. Equitable Representation. In determining qualifications for vacant positions on the Board of Directors, it shall be required that a minimum of 75 percent be non-supervisory members.

**Section 4.** The AEA Board will fill any vacancies for NEA Director or Alternate NEA Director in accordance with NEA guidelines.

#### **Article VI. Association Staff**

**Section 1. Function.** The Association staff shall be in charge of administrative and executive work of the association under the direction of the executive secretary-treasurer.

**Section 2. Membership.** The Association staff shall be constituted as follows:

- A. An executive secretary-treasurer, an associate executive secretary, and an assistant executive secretary(ies).
  1. General duties of the Executive and Associate Executive Secretaries.
    - a. The constitutional executive officers of the new association shall be an executive secretary and an associate executive secretary.
    - b. The major objective of these officers is to secure effective administration at the state level and to assure coordinated approaches to and solutions of problems which may have emerged or may emerge in connection with the smooth implementation of the Association.
    - c. The executive secretary and the associate executive secretary are expected to study, analyze and seek solutions to recommend for solving emerging problems. They are also charged with constructive and effective planning which will reduce to a minimum problems which might hamper the progress of the Association. It is understood and clearly stated that these secretaries will provide coordinated and constructive leadership on all matters for the Association. It is therefore intended that broad power be vested in the executive secretary and the associate executive secretary when they proceed to either alleviate or prevent the development of association problems. Likewise, these secretaries are assigned broad and specific obligations for the effective administration and the smooth operation of the Association and in the implementation of policies and programs approved by the Delegate Assembly and/or Board of Directors.
    - d. The detailed supervision and administration for the general implementation of the work and programs in each department

of the Association shall be vested in the respective staff directors working under the direction and with the assistance of the secretaries of the association.

- e. It is understood that the executive secretary is the chief administrative officer of the association. Nothing provided herein shall be construed to deny or limit specific responsibilities from being assigned to each of the secretaries.
2. Executive Secretary. The following specific duties and responsibilities are assigned to the executive secretary-treasurer:
  - a. Serve as the secretary to the Board of Directors and shall be a non-voting member of that board.
  - b. Serve as treasurer and general manager of the association and direct the activities of the staff, subject to the control of the Board of Directors.
  - c. Be responsible for the collection of dues and the proper maintenance of membership records.
  - d. Deposit, disburse and account for all monies of the association as approved by the Board of Directors.
  - e. Furnish a surety bond in an amount fixed by the Board of Directors, the premium of which shall be paid by the Association.
  - f. Serve as secretary to all meetings of the Delegate Assembly and Board of Directors.
  - g. Be the official representative, or shall designate a substitute, to all meetings involving state secretaries which are called by the National Education Association.
  - h. Have the responsibility, working with other secretaries and staff members, to prepare and present annual budgets to the Board of Directors and to present recommendations for staff and other employee replacements in the implementation of programs or directives developed by the Board of Directors or the Delegate Assembly.
  - i. Serve as editor of the Association's official publication.
  - j. Clear all statements of Association policy or position before being disseminated by other staff members.
  - k. Be responsible for the collection and management of all records, dues, funds and other assets of any affiliate of AEA pending the disposition of a due process hearing, until an appropriate right of appeal, regarding the censorship, suspension, or disaffiliation of that affiliate.
3. Associate Executive Secretary. The specific duties and responsibilities assigned to the associate executive secretary:
  - a. Direct the Professional Rights and Responsibilities Program of the Association and serve as staff consultant and secretary to the PR&R Commission.
  - b. Serve as a non-voting member of the Board of Directors and in cooperation with the executive secretary help interpret, formulate for the approval of the Board of Directors, and implement the association's policies.
  - c. Serve as associate editor of the Association's official publication.
  - d. Serve as consultant to local associations and other related educational institutions and professional groups.
  - e. Assume responsibility for duties and functions of the executive secretary in his absence.
  - f. Perform other reasonable duties that may be assigned from time to time consistent with his position.
  - g. Represent the Association at national and regional meetings and before lay groups.
  - h. Serve as staff contact for the Association for the Study of Afro-American Life and History, Inc.
  - i. Shall attend or designate someone in his absence, to attend meetings of state executive secretaries (NCSEA) as long as he remains a member of that association.

#### **Article VII. Meetings**

- Section 1.** Regular and special meetings of the Association and of the Delegate Assembly shall be held as determined by the Board of Directors provided that the Delegate Assembly shall meet at least once each year. The Delegate Assembly may, at its discretion, set dates for additional meetings.

#### **Article VIII. Assembly of Delegates**

- Section 1.** The government of the Association shall be controlled by a Delegate Assembly which shall set policies, require reports, and vest certain authority in the officers and staff. The assembly shall consist of:
- A. Delegates elected from and by members of the local association.
  - B. Members of the Board of Directors and the president and vice president of the state association.
  - C. The president of each division of Active and Education Support Professional members in the Association.
  - D. The state president and nine (9) delegates elected by the Division of Retired Teachers plus one additional elected delegate from each 1,000 retired members or major fraction thereof over 7,000 members.
  - E. Five delegates elected from and by members of the Student Alabama Education Association.
- Section 2.** Each local association shall be entitled to one delegate for the first fifty (50) (paid memberships) members and to one additional delegate for each additional fifty (50) (paid memberships) members or major fraction thereof provided that in the event the full membership of any local association is less than fifty (50) members, such association shall be entitled to one delegate.
- Section 3.** Delegates from the local association shall be elected by June 1. They shall take office immediately upon election to serve a term of one year. The list of delegates shall be furnished the executive secretary-treasurer within ten days following the election. The membership of the local association as reported by December 15 of the school year in which the election occurs, shall be the basis on which voting representation in the Delegate Assembly is determined

for the next year. Any new local association will be awarded delegates, for the first year only, based upon paid and/or pledged members reported by December 15 of the calendar year preceding the next Delegate Assembly.

- Section 4.** A majority of the membership of the Delegate Assembly shall be required for the transaction of business at any annual or special meeting of the assembly.
- Section 5.** The annual meeting of the Delegate Assembly shall be held as determined by the assembly or the Board of Directors, as to time and place. The Assembly may hold other regular meetings as it may determine. Special meetings may be called by the Board of Directors.
- Section 6.** No delegate shall be entitled to a seat in the Assembly unless he is a member in good standing of both AEA and the local association or unit he represents and unless the unit or local association he represents is an AEA affiliate in good standing. He must also present a Certificate of Election signed by the president and secretary of his association.
- Section 7.** Elective and ex officio members shall have equal rights and privileges.
- Section 8.** Provided all other requirements are met, local associations which have not furnished to the AEA a list of delegates by June 10, or have made changes in their local delegates, must have their delegates approved by the Policies and Procedures Commission before being seated at the Delegate Assembly.
- Section 9.** The Division of Retired Teachers shall develop election procedures, to be approved by the AEA Board of Directors, to guarantee equitable ethnic-minority representation in the Delegate Assembly.
- Section 10.** The Student Alabama Education Association shall develop election procedures, to be approved by the AEA Board of Directors, to guarantee equitable ethnic-minority representation among its delegates to the AEA Delegate Assembly.

#### **Article IX. Official Publication**

- Section 1.** The Association shall have an official publication published under plans determined by the Board of Directors.

#### **Article X. Dues**

- Section 1.** For the membership year beginning September 1, 1985, and for each year thereafter, the annual dues (rounded to the nearest half dollar) for all active members of the Association shall be one-half of one percent of the average teacher's salary in Alabama. The average salary shall be taken from *Estimates of School Statistics* compiled by the National Education Association.

Beginning October 1, 1975, and for each year thereafter, annual dues for associate members, staff members, and education support professionals shall be one half (1/2) the dues (rounded to the nearest half dollar) of active members. For the year 2005-06, and each year thereafter, the annual state dues for AEA Retired members shall be fifteen (15) percent of the state dues of active members. Unified state AEA-Retired and retired division dues shall be no more than thirty (30) percent of active members' state dues (rounded to the nearest half-dollar). Student dues shall be ten dollars (\$10.00). The dues of any active or education support professional who by law are defined as part-time shall be one-half (1/2) the applicable active or education support professional dues. Substitute dues shall be \$35.00. For the year 1978-79, and each year thereafter the membership year shall begin September 1 and end August 31, and the budget year shall begin October 1 and end September 30.

Beginning with the 1983-84 dues year, A-VOTE contributions of \$6.00 per member are, for the purposes of payroll deduction only under Act 82-207, hereby made a part of the dues of the Association. Any person who is a member of the Association shall be assessed, in addition to dues specified in the first and second paragraphs of Article X, Section 1, a contribution to A-VOTE in the amount of \$6.00, or such amount as may be set by resolution by the Delegate Assembly; except, however, any member not wishing to participate in A-VOTE shall sign a form indicating the desire not to be a member of A-VOTE. Such form shall be delivered to the local payroll office and the A-VOTE contribution shall not be deducted; or, in the event a deduction has already been made, such amount shall be refunded to the member by the association. Members in good standing are defined as those whose dues for the current year are paid to the state association by October 1. This status will also be accorded those members of local associations which have an agreement with the State Association to remit dues on a payroll deduction basis extending past October 1 provided pledges for such members are received by October 1 of the current membership year.

Any member joining the Alabama Education Association for the first time as an Active or Education Support Professional member after November 1 may be enrolled for the remainder of the membership year by paying the amount of annual dues which are commensurate with the remaining portions of the membership year.

First-year teachers who enroll as members of the Alabama Education Association will receive a one time \$10.00 credit toward the AEA active dues for each year of student AEA membership, not to exceed 4 years, provided they were members of Student AEA during their last academic year in a higher education institution. Paraprofessional and ESP members will receive half credit of \$5.00.

- Section 2.** Membership in the Association shall entitle the member to a copy of the official school journal in the months in which it is published.
- Section 3.** No local association shall be required to incur an indebtedness to AEA for full dues, or a portion thereof, not collected from a member during a payroll deduction period. The local association shall inform AEA within 15 days of the failure of said member to continue to make payments toward fulfilling his/her dues obligation.

## **Article XI. Committees and Commissions**

- Section 1.** The President, with the approval of the Board of Directors, will appoint the following standing commissions: Legislative Commission, Education Policy and Professional Practice (EPPP) Commission, Professional Rights and Responsibilities (PR&R) Commission, Policies and Procedures Commission, Budget Commission, Resolutions Commission and Public Relations Commission. All Commissions shall have the authority to generate and submit resolutions for consideration by the Delegate Assembly.
- Section 2.** Commission members shall serve three-year terms with members rotating on a staggered basis. Each year the AEA president shall appoint one third of each standing commission to full three-year terms, chairpersons to one-year terms of office, and fill vacancies as required. The President shall appoint co-chairpersons, one black and one white, to the PR&R Commission.
- Section 3.** New commission members shall be appointed by the AEA President and approved by the AEA Board of Directors by July 14 each year. Toward the end of the second year of the president's term, the incoming president shall make the appointments for the succeeding year. Terms of commission members will begin July 15.
- Section 4.** A commission member shall not be reappointed to the same commission for a second consecutive term. No AEA member shall serve on more than one commission at any one time. Absence of a member from two (2) consecutive meetings shall be referred to the Board of Directors for action.
- Section 5.** The standing commissions shall be structured as follows:
- A. The Legislative Commission shall consist of thirty-six members as follows: a minimum of four from each AEA district and eight members from the state at large. The Legislative Commission has the responsibility for proposing and submitting to the Delegate Assembly a federal and state legislative program dealing with members' concerns on governance, funding, programs, retirement, and member benefits.
  - B. The Education Policy and Professional Practice (EPPP) Commission shall consist of twenty-four members as follows: two members from each AEA district and ten members from the state at large. The EPPP Commission will be responsible for gathering and disseminating information relative to existing Education Policy and Professional Practice programs and the development of new program proposals in response to expressed member needs. In addition, the commission will provide leadership in the exploration of more meaningful ways for practitioners to recognize, incorporate, and deal effectively with student and societal values in the classroom.
  - C. The Professional Rights and Responsibilities (PR&R) Commission shall consist of twelve members as follows: one member from each AEA district and five members from the state at large. The function and responsibilities of the commission are contained in Section VIII of the AEA General Agreements and Policies. (This will amend the General Agreements VIII by increasing this commission's membership from ten to twelve. Six members shall be white and six members shall be black.)
  - D. The Policies and Procedures Commission shall consist of twelve members as follows: one from each AEA district and five members from the state at large. This commission is responsible for policies, elections, credentials, goals, and periodic reviewing, editing, and updating the Constitution and other documents; in addition, upon request by a local affiliate or one of its members, the commission or a subcommittee thereof shall review challenges to local elections and present its findings to the AEA Board of Directors.
  - E. The Budget Commission shall consist of twelve members as follows: one from each AEA district, two members from the state at large, and three board members elected by the AEA Board of Directors. The Budget Commission is directed to draft and recommend AEA's budget to the Board of Directors. The Budget Commission shall make such other financial recommendations as it deems appropriate.
  - F. The Resolutions Commission shall consist of twelve members as follows: one from each AEA district and five members from the state at large. The chairpersons of the Legislative, Education Policy and Professional Practice, Professional Rights and Responsibilities, Policies and Procedures, Budget, and Public Relations Commissions shall serve as liaison from their respective commissions to the Resolutions Commission. All AEA members serving on the NEA Resolutions Committee shall serve as liaison between the NEA Resolutions Committee and the AEA Resolutions Commission. The Resolutions Commission shall receive proposed resolutions from other commissions, affiliated groups and individuals. The commission shall eliminate duplication, synthesize related resolutions into common resolutions where possible, and edit the resolutions without changing the intent for presentation to the Delegate Assembly. In the event of conflicting resolutions, the Resolutions Commission will present each one to the Delegate Assembly for its consideration.
  - G. The Public Relations Commission shall consist of twelve members as follows: one member from each AEA district and five members from the state at large. This commission is responsible for recommending a public relations program which will build a positive public image for education and the Association, establish good public and community relationships, and increase support and understanding of the teaching profession.
- Section 6.** In the event the number of districts in the state should change, the total membership of each commission shall remain as specified in letters A through G, but shall be so apportioned that all districts shall have an equal number of members. If the total number of commission members from districts equals the maximum number of commission members, there shall be no at large members. If the total number of members from districts is less than the maximum commission membership, the difference shall be made up with at-large members.

**Section 7.** In addition to members already specified in Section 4, at least one white and one non-white Education Support Professional member shall be appointed to each of the following commissions: Legislative, Policies and Procedures, Professional Rights and Responsibilities, Budget, Resolutions, Public Relations, and Education Policy and Professional Practice. Education Support Professional members appointed to commissions shall serve a three-year term with members rotating on a staggered basis. A support professional member shall not be reappointed to the same commission for a second consecutive term.

#### **Article XII. Divisions**

**Section 1.** Beginning August 1, 1969, the operation of the following Divisions is authorized:

1. Classroom Teachers
2. Retired Educators
3. Postsecondary Education
4. Education Support Professional
5. Administrator
6. Student

**Section 2.** Each Division of AEA shall be required to maintain unified membership in AEA and shall be required in all its membership promotional materials to promote membership in AEA as a condition of their continued affiliation.

#### **Article XII. Departments**

**Section 1.** Beginning on August 1, 1969, the operation of the following Departments is authorized:

1. Administrators, Alabama Association of School
  2. Art Education Association, Alabama
  3. Attendance Supervisors, Alabama Association of
  4. Business Education Association, Alabama
  5. Childhood Education International, Association for
  6. Classics Association of Alabama
  7. College Public Relations Association, Alabama
  8. Driver and Traffic Safety Education Association, Alabama
  9. English, Alabama Council of Teachers of
  10. Exceptional Children, Alabama Federation of the Council for
  11. Student Action for Education Advisors, Alabama Association of
  12. Health, Physical Education, and Recreation and Dance, Alabama State Association for
  13. High School Athletic Association, Alabama
  14. High School Coaches Association, Alabama
  15. Instructional Media Association, Alabama
  16. Journalism Education Association, Alabama
  17. Mathematics, Alabama Council of Teachers of
  18. Music Educators Association, Alabama
  19. Public Continuing and Adult Education, Alabama Association for
  20. Reading Association, Alabama
  21. School Counselor Association, Alabama
  22. School Food Service Association, Alabama
  23. School Transportation Association, Alabama
  24. Science Teachers Association, Alabama
  25. Secondary School Principals, Alabama Association of
  26. Social Studies, Alabama Council for the
  27. Speech Communication and Theatre Association of Alabama
  28. Teacher Educators, Alabama Association of
  29. Vocational Association, Alabama
- \*Agribusiness
  - \*Alabama Council of Local Administrators
  - \*Business and Office Education
  - \*Counselors
  - \*Health
  - \*Home Economics and Cosmetology
  - \*Manpower Training
  - \*New and Related Subjects
  - \*Trade and Industrial Education

- 30. Women Deans, Administrators, and Counselors, Alabama Association for
- 31. School Nurses, Alabama Association of (Created 1974)

Divisions and departments may be created and abolished by the Board of Directors as needs dictate. Such departments may receive grants-in-aid under rules and regulations promulgated by the Board.

\*Affiliated Organization of AVA

**Section 2.** Each Department of AEA shall be required in all its membership promotional materials to also promote membership in AEA as a condition of their continued affiliation.

#### **Article XIV. NEA State Directors**

**Section 1.** The state director(s) and alternate director(s) for the National Education Association shall be nominated and elected every third year at the same time, and in the same manner as the president and the vice president are nominated and elected during the regular election immediately preceding the expiration of such director(s) term(s).

#### **Article XV. Equitable Representation**

**Section 1.** The Board of Directors shall, through the various responsibilities, (such as approving the president's recommendation for appointments to committees and commissions), insure ethnic-minorities within the Association as well as persons employed at various levels and in various divisions of the profession, representation and participation on all committees and commissions, and representation of the association at local, district, state, and national meetings.

**Section 2.** The President shall appoint and the Board of Directors approve Committee, Commission, and Task Force memberships which contain a minimum of 75 percent non-supervisory members.

#### **Article XVI. Merger Review Committee**

**Section 1.** There shall be established a Merger Review Committee composed of ten (10) members to evaluate periodically the operation of the organization in accomplishing meaningful participation on the part of those who were previously members of the two former organizations and to report to the AEA Board of Directors and the NEA Executive Committee on progress in achieving the goals of merger.

**Section 2.** The Review Committee shall be composed of five (5) persons formerly members of the AEA and five (5) persons formerly members of the ASTA chosen by the Board of Directors on the nomination of those board members who were previously members of the AEA for committeemen previously members of that group and on the nomination of those board members who were previously members of the ASTA for committeemen previously members of that group. The terms of such committeemen shall be five (5) years providing that annual rotation of one member from each of the previous groups shall be effectuated by making the first appointments two for one year, two for two years, two for three years, two for four years, and two for five years. Members of the committee will be available to work with local associations, divisions, and departments on merger problems.

#### **Article XVII. Transition Authority**

**Section 1.** On July 1, 1975, this Interim Constitution shall become the regular constitution of the Association with the addition of the material contained in Section 2 and the deletion of the material contained in Section 3.

**Section 2.** The AEA Board shall be composed of the president, vice president-president elect, immediate past president, NEA Directors, and the executive secretary-treasurer and the associate executive secretary, both of whom shall be non-voting members of the board, and 21 members elected from several AEA districts. The AEA districts shall be the same as congressional districts of the state of Alabama and shall be composed of affiliates located within these districts. Each district shall be represented by two white members and one non-white member of the Association. They should be elected in such a manner that one member's term shall expire annually.

**Section 3.** The following items in the Interim Constitution adopted on May 16, 1969, shall be deleted effective July 1, 1975:

- A. Article V. Section 2, letter A. (First paragraph only)
- B. Article V. Section 2, letter B, and change letter C to letter B.

#### **Article XVIII. Amendments**

**Section 1.** The Delegate Assembly shall have the power to adopt, amend, and repeal this Constitution, or any part of it by two-thirds vote unless otherwise provided by delegates present and voting, provided that a quorum is present, and provided that any proposed change be submitted to the Executive Secretary-Treasurer at least sixty (60) days before the meeting of the Delegate Assembly. The proposed changes shall be published in the issue of the Association's official publication following its receipt. Proposed amendments to this Constitution, as published to the members, may not be amended from the floor of the Delegate Assembly.

## **GENERAL AGREEMENTS AND POLICIES**

### **Alabama Education Association (FORMERLY AEA AND ASTA)**

**August 1, 1969**

#### **I. Name**

The name of the association shall be the Alabama Education Association with a byline: formerly the Alabama State Teachers' Association and the Alabama Education Association. This shall be carried on the letterhead for three years. Further, the seal or emblem will carry the date of merger and also the abbreviation for the two former associations.

#### **II. Constitution and Structure**

There will be an interim period of six years during which certain guarantees will be made to each association for membership on the Board of Directors, officers, committees and commissions. The vote on merger of the former ASTA and the AEA will occur on May 16, 1969, at a place to be determined by the Board of Trustees of the Alabama Education Association and the Executive Committee of the Alabama State Teachers' Association. Assuming an affirmative vote by the official Delegate Assembly of each association, merger will occur on August 1, 1969. During the interim period, a constitution guaranteeing the above mentioned items shall be in force but will be superseded by a regular constitution July 1, 1975.

#### **III. Properties and Finances**

1. When the two associations - ASTA and AEA are merged, the total properties and net assets shall be transferred to the unified association and, likewise, outstanding obligations will be assumed.
2. Immediately following ratification of the merger agreement, legal advice shall be secured by a joint committee composed of an equal number of AEA and ASTA members concerning handling of earmarked funds, disposition of properties and the necessary adjustments in charters for operation.
3. At the time of merger of the Alabama Education Association and the Alabama State Teachers' Association, the cash balance in the ASTA Professional Rights and Responsibilities Fund shall become the PR&R Fund in the merged association.
4. The PR&R Fund shall be maintained as a budgetary item by the Board of Directors of the merged association. The amount to be maintained in succeeding budgets shall be determined by the actual Cash Balance the ASTA has in its fund plus a 50% increase from the budget at the time of merger. It is understood that ASTA will attempt to clear all obligations against its PR&R Fund before merger on August 1, 1969. In the event such obligations cannot be paid before the date of merger, the merged association's PR&R Fund shall be the net balance transferred to the association by ASTA plus the 50% matching amount by AEA.
5. All regular budget recurring financial obligations owed by both associations will, so far as possible, be paid prior to the effective date of merger.
6. The merged association shall be headquartered at 422 Dexter Avenue and properties owned by the former ASTA will be sold and assets transferred to the new association to be used by the Board of Directors as a capital outlay fund.
7. The Joint Committee of ASTA and AEA as presently constituted shall be responsible for the preparation of a budget for the first year of operation of the merger association (1969-70).

#### **IV. Legal Counsel**

The two attorneys presently retained or employed, one by the ASTA and one by the AEA, shall both be retained by the new association on a basis to be determined by the Board of Directors.

#### **V. Staff**

1. At the beginning of merger, all staff members and/or other employees of both associations shall become staff members and/or employees of the new association without loss of pay.
2. The Executive Secretary and the Associate Executive Secretary of the Association will serve under contracts for the same duration beginning in 1969. The period of initial contracts will be four years and eleven months beginning August 1, 1969.
3. Earlier agreements of more than three years ago by the Joint Merger Committee were to the effect that the highest salary in the organization would be paid to the Executive Secretary-Treasurer; second highest would be that of the Associate Executive Secretary. Following these agreements, some new staff members were added and salaries of others were adjusted. The personnel affected are the Assistant Executive Secretary, Director of Field Services, and Legislative Coordinator. No salary schedule for other personnel has been agreed upon at this point; however, the Joint Merger Committee has made the following commitment:

Following the merger ratification meetings of May 16, the subcommittee of the Joint Merger Committee shall determine appropriate salary schedules for the professional staff and for the clerical staff and technical staff and general employees to submit to the Board of Trustees of the AEA and the Executive Committee of the ASTA for adoption by both Boards.

The determination of the subcommittee shall be based upon recommendations to be made by Frederick H. Bullen and Dr. Samuel Proctor (co-mediators at the merger discussions) who will meet with the members of the subcommittee immediately following the merger ratification meetings. Merger shall not be finally accomplished until an appropriate salary schedule has been adopted by both Boards.

4. Staff appointments and proportions are to be retained on a racial balance with a provision for some flexibility (basically the same ratio at the time of merger).
5. If, during the interim period, a vacancy should occur in the position of Executive Secretary or Associate Executive Secretary, such vacancy shall be filled by the Board of Directors from among those nominated exclusively by the members of the Board who were formerly members (a) of the AEA to fill a vacancy in the position of Executive Secretary and (b) of the ASTA to fill a vacancy in the position of Associate Executive Secretary.

#### **VI. Positions and Policy**

As provided in the constitution, general policy and operational procedure will be determined by the Delegate Assembly and the Board of Directors of the Association. Staff members of the Association asked to interpret policy orally or in writing are expected to have a clear understanding of the overall goals and objectives of the organization. Any public expressions by staff members, relating to the position the Association might take on any matter or stating policy should be cleared by such staff members with the Executive Secretary.

#### **VII. Personnel Policies**

Personnel policies consistent with the effective operation of the Association shall be promulgated by the Board of Directors at the time of merger. Policies shall include such items as work schedule, holidays, fringe benefits, sick leave, detailed job descriptions and analyses, and other important matters.

#### **VIII. Committees and Commissions**

All committees and commissions shall be appointed upon recommendation by the President of the Association to the Board of Directors, observing general agreements relating to representation from former AEA and ASTA membership. Rotation of chairmanships of committees and commissions will be the general practice. Exceptions to this rule will be made in those areas where it is deemed advisable that a representative of the former ASTA or AEA might better represent the Association. Such committees and commissions shall undertake, as instructed by the Board of Directors, such work of the Association as may be deemed necessary. Reports and recommendations from committees and commissions shall be presented to the official Delegate Assembly of the Associations and shall be acted upon by this body.

The Professional Rights and Responsibilities Commission and the Merger Review Committee shall function under rules and regulations established by the Board of Directors and requirements in the Interim Constitution and General Agreements.

1. The Professional Rights and Responsibilities Commission
  - (a) This group, like other commissions, shall operate under general direction of the Board of Directors.
  - (b) The basic purpose of the Professional Rights and Responsibilities Commission is to protect the professional welfare of all members. In order for any profession to grow, the importance and dignity of each individual must be primary in purpose. To this end, the objectives of the PR&R Commission are to defend members of the teaching profession and the cause of education against unjust attacks; to investigate controversies involving teachers and in the public interest; to encourage the development and use of personnel policies that attract and hold competent professional personnel and prevent unnecessary difficulties; to cooperate with the Legislative Commission in improvement and extension of state tenure legislation; to promote the constitutional and human rights of members of the teaching profession and to promote the conditions of academic freedom under which teachers may safely teach the truth without fear or favor.
  - (c) The staff consultant to the PR&R Commission shall regularly inform the Executive Secretary of requests for investigations and actions taken in respect to such investigations as well as other commission activities. Reports of such activities shall be made to the Board of Directors regularly. If the Executive Secretary believes that expenditures are being made outside of the stated purposes of the Commission, he may bring the matter to the attention of the Board of Directors.
  - (d) Any expenditures for PR&R action in a particular case, following an investigation by the Commission, of over \$1,000 (exclusive of expenses of staff and Commission members) shall require the approval of a two-thirds vote of the members of the commission or a majority vote of the Board of Directors; any such expenditure over \$1,500 shall require the approval of the Board of Directors. If upon investigation, the Commission decides that it is necessary in the name of the Association to institute, intervene in or appear amicus curiae in a law suit, the Board of Directors shall approve such action regardless of the amount of expenditures involved. Membership on the PR&R Commission shall be composed of ten members.
2. The Merger Review Committee shall be composed of five former members of ASTA and five former members of AEA whose purpose it will be to evaluate, periodically, the operation of the organization and to make reports of its findings to the Board of Directors as specified in the Constitution. Members of the Committee will be available to work with local associations, divisions, and departments on merger problems.

### **IX. Affiliation With Other Organizations**

The new association recognizes that there are some organizations and areas of support which may be unique to the former AEA or ASTA. Specifically, for example, ASTA has supported such organizations as the Association for the Study of Negro Life and History. It has, in conjunction with this, supported efforts such as Negro History Week. This statement of support does not commit the new Association to financial support of any organization with which it affiliates.

### **X. Merger of Locals, Departments, Divisions, and Affiliated Organizations**

Locals, departments, divisions, and affiliated organizations of the AEA and ASTA will be expected, where dual organizations now exist, to develop plans for merger into a racially inclusive, single organization by October 1, 1970.

Further, Departments and Divisions will be expected to merge by the date of the 1970 Convention whenever possible. Where merger of a department or division is not completed by that time, it will be the responsibility of the officers of such departments and divisions to develop, together, plans for a joint meeting with a single program at the 1970 Convention. Members of the Merger Review Committee shall be available to assist local organizations, departments, and divisions in developing such merger plans. The constitutions of the new merged organization should not conflict with the constitution of the new state organization and should provide participation by both races in all aspects of the merged organization.

The Board of Directors shall receive reports from the Merger Review Committee and the affiliated organization on the progress of merger among those locals and affiliates.

### **XI. Merger of District Organizations**

District organizations are authorized by the state constitution as vehicles through which certain phases of state association work, as well as district activities, can be carried on in broad geographical areas involving all local associations. The former nine (9) districts of AEA and nine (9) districts of ASTA will, upon consummation of statewide merger August 1, 1969, be forthwith abolished and in their place nine (9) new, reconstructed districts shall be organized through the process of merger.

The vice president-president elect, secretary and treasurer of the former AEA districts and ASTA districts respectively are expected to exercise a leadership role in drafting, or causing to be drafted by a committee representing both former associations' districts, a constitution which will provide for a president, vice president-president elect, secretary and treasurer, and shall provide equitable representation reflecting the various racial backgrounds as well as all levels and phases of educational membership existing within the district. Election of district officers should be held on or before April 1 each year, except that for the first year new officers will be elected immediately following the adoption of the Constitution. Such persons will hold office until March 31 of the succeeding year.

A new constitution should be voted upon by the general membership of each district at the fall district meetings in 1969. In the event the committee has not reached agreement on the constitution to be recommended to the membership at the fall meeting, a joint meeting of all members of the association shall be held and a progress report of the work of the committee made to the membership. A special district meeting shall be called after a constitution is ready for presentation.

Any district association may request aid from the Merger Review Committee or the staff of the state association in drafting its constitution. All districts will be expected to have completed final merger by the close of the school year in May, 1970.

# THE PLATFORM OF THE ALABAMA EDUCATION ASSOCIATION

## Introduction

This platform includes broadly stated general beliefs and guiding principles of the Association as outlined in our Mission Statement. It is followed by an Action Agenda based on these beliefs.

## Operation of the Association

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### *AEA Supports*

- a systematic two-way process of communication between the Association, its members, and the public.
- the belief that the National Teacher of the Year only be invited to address the body at the NEA-RA if the National Teacher is in good standing of his/her state's NEA affiliate.
- cooperation with other organizations and individuals interested in advancing the cause of public education.
- the *Alabama School Journal* publishing articles related to ESP issues and members as information is submitted.
- the regular publishing of local association newsletters.

## Economic Security

### *AEA Supports*

- salaries, fringe benefits, and retirement benefits that attract and maintain quality personnel.
- local funding for salaries.
- first year employees being given the option of having their first year salary divided into 13 months.
- earmarking funds for salaries.
- the PEEHIP board investigating the updating of supplemental insurance to meet rising costs.
- prescription drug coverage for all citizens on Medicare.
- an equitable increase in salaries between Bachelor's degrees, Master's degrees, AA Certification/Ed.S. degrees, and earned Doctorates.
- urging the State Board of Education (SBE) and local boards of education to adopt a policy that provides additional salary compensation for support professionals who have received college degrees and/or certification in a field related to position/area of specialization. Compensation will be based on the salary schedule for support professionals.
- requiring governing boards to pay travel expenses of employees who perform duties away from their work site.
- payment of at least the minimum of the state mileage rate for official travel for itinerant teachers.
- all education employees receiving contract pay for participating in local education agency (LEA) or State Department of Education (SDE) required events on non-contract days.
- compensation for employees who work beyond the normal work day or work year, at the regular rate of pay.
- funding to pay for any required physical examinations for school personnel as required for employment.
- equitable opportunity for all qualified personnel to earn extra income from the school system.

- 38 • giving priority to current employees when hiring.
- 39
- 40 • fringe benefits that include comprehensive state-funded hospital/medical insurances for all education employees.
- 41
- 42 • provisions for sick and personal leave for all education employees.
- 43
- 44 • a retirement system which includes coverage by both TRS and Federal Social Security.
- 45
- 46 • the election of the members of the TRS Board of Control by all members, active and retired.
- 47
- 48 • collective bargaining rights for all its members.
- 49
- 50 ***AEA Opposes***
- 51
- 52 • employees working in a system without funds to operate.
- 53
- 54 • requiring employees and/or students to participate in fund-raising activities.
- 55
- 56 • discrimination in granting medical benefits by PEEHIP or any other insurer as a result of a person's exposure to the HIV virus.
- 57
- 58
- 59 • the diversion of funds earmarked for the TRS and/or any increase in education employees' contributions.

## **Professional Rights & Responsibilities**

### ***AEA Supports***

- 5 • the defense of members and public education against unjust attacks.
- 6
- 7 • the investigation of controversies which involve members and are in the public interest.
- 8
- 9 • a constitutional amendment to initiate a progressive revision of Alabama's 1901 constitution.
- 10
- 11 • the development and use of personnel policies that attract and hold competent education professional personnel.
- 12
- 13 • the extension of state tenure legislation to include assistant principals and all personnel at postsecondary institutions.
- 14
- 15 • the defense of the constitutional and human rights of educational personnel.
- 16
- 17 • academic freedom under which educators may teach without fear or favor.
- 18
- 19 • approval of an Equal Rights Amendment to the Constitution.
- 20
- 21 • the right of education employees to be politically active, participate in the political process in any manner, and hold public office.
- 22
- 23
- 24 • the identification of public officials that do not support or promote public education.
- 25
- 26 • the guaranteed rights of any education employee involved in mandatory drug testing. The cost of any such testing shall be borne by the employer.
- 27
- 28

### ***AEA Opposes***

- 31 • efforts to repeal the tenure law or render it ineffective.
- 32
- 33 • discrimination on the basis of race, sex, age, religion, and disability.
- 34
- 35 • mandatory testing for HIV/AIDS.

- 36  
37 • the rights of any citizen being diminished because of immune deficiency medical condition.  
38  
39 • any attempt to streamline transfer and dismissal procedures if such streamlining removes the right of an employee to a fair  
40 and impartial hearing procedure.  
41  
42 • the indiscriminate drug testing of in-service education employees who are not covered by federal statute except when  
43 probable cause exists.

## Administration of Public Education

### *AEA Supports*

- 5 • public education as an essential state function, but local control must be maintained to ensure meeting individual student  
6 and community needs, including those minimum standards set by state and national guidelines.  
7  
8 • the belief that the setting of school calendars should remain in the purview of the education profession and should  
9 be guided by policies and procedures that are good for students and school personnel.  
10  
11 • the one person/one vote concept for State Board of Education districts.  
12  
13 • limited terms of governing boards for postsecondary institutions.  
14  
15 • the abolition of the office of school trustee.  
16  
17 • the representation of ethnic-minorities and females on all boards of education, other policy making bodies, administration,  
18 and other supervisory positions.  
19  
20 • appropriately staffed, adequately financed, and effectively organized administrative services as required by students,  
21 teachers, and other education employees.  
22  
23 • a uniform policy governing the transfer of student records from one school system to another as developed by the State  
24 Department of Education.  
25  
26 • the belief that every education program, including private, church, and home schools, must meet state and local  
27 system standards to ensure that every child receives a quality education.  
28  
29 • the revision of the State Board of Education Report Card to hold each stakeholder accountable for the attainment of  
30 educational goals at each individual school.  
31  
32 • curriculum development and decisionmaking processes at the state and local levels which provide maximum opportunities  
33 for input and participation by professionals directly involved in instruction. All such groups should include education  
34 employees appointed by the professional organization representing the majority of education employees in the state.  
35  
36 • the requirement that all boards of education have and maintain updated written policies and operate within these policies  
37 and administrative procedures developed jointly with the organization representing the majority of employees.  
38  
39 • the continuation of the U.S. Department of Education to assure the achievement of the goal of providing educational  
40 opportunities from kindergarten through postsecondary to all Alabamians economically and efficiently.  
41  
42 • innovation in public education.  
43  
44 • the direct involvement of all education employees in the design, implementation, and governance of charter schools and  
45 other non-traditional school options.  
46  
47 • the hiring of certified and/or licensed employees with pay based on state-mandated rate of pay for all vacancies.  
48  
49 • tenured education employees within a given school system having job placement or transfer requests honored before  
50 non-tenured education employees.

- 51  
52 • local boards of education providing an opportunity for collaborative (special education) teachers with a minimum of five  
53 years of teaching special education students to transfer into another area of certification, if available.  
54  
55 • local boards developing policies that involuntary transfers be made based on least seniority.  
56  
57 • opportunities for local association representatives and/or other education employees to attend governing board meetings.  
58  
59 • local boards granting employees the privilege of knowing the results of their interviews. Interview results should  
60 be made available upon request of the employee.  
61  
62 • the development of job descriptions for each education employee category with input from the local association.  
63 • proportional reduction-in-force (RIF) between administrators and teachers.  
64  
65 • the employment of RIFed teachers as substitutes.  
66  
67 • installation of direct phone lines to cafeterias and mechanic shops.  
68

69 ***AEA Opposes***

- 70  
71 • the appointment of ex-officio members to the State Board of Education.  
72  
73 • charter schools which are not under the control of the local board of education.  
74  
75 • any non-traditional school options which negatively impact the regular school program or do not include safeguards  
76 covering contract provisions for all employees, voluntary employee participation, health and safety standards for all  
77 students and employees, non-discrimination safeguards, equal educational opportunity, financial responsibility and staffing  
78 by licensed professionals. Further, AEA opposes programs that are not adequately funded, including start-up monies,  
79 without diverting current funds from the regular program.  
80  
81 • the privatization of any school services.  
82  
83 • the hiring of substitutes, part-time employees, or "certified teacher assistants" at a lower salary to replace or avoid hiring  
84 professional employees.  
85  
86 • the hiring of new employees while RIFed employees are still unemployed.  
87  
88 • the use of the State Board of Education Report Card that reflects the contributions of only a portion the stakeholders.

1 **Financing Public Education**

2  
3 ***AEA Supports***

- 4  
5 • equitable and adequate funding from all three levels of government.  
6  
7 • the use of an equitable share of funds received from all sources for instructional purposes.  
8  
9 • the allocation of all instructional funds on a per pupil basis.  
10  
11 • the active involvement of education employees in the budget process or in any revision of educational funding policies.  
12  
13 • the full funding of existing educational programs before new ones are created.  
14  
15 • alliances with environmental groups and political committees to promote and protect the environment in Alabama.  
16  
17 • changing the name of the "Alabama Department of Environmental Management" to the "Alabama Department of  
18 Environmental Protection" (ADEP) and the consolidation of state environmental agencies into the ADEP.  
19

- 20 • the full funding of the Children’s Health Insurance Program (CHIPs).
- 21
- 22 • the full funding of remediation programs.
- 23
- 24 • the timely passage of school budgets to allow for planning.
- 25
- 26 • the use of funds provided by any level of government only for the stated purpose(s) of the appropriation.
- 27
- 28 • the full funding to purchase, operate, and maintain needed buses.
- 29
- 30 • the passage of comprehensive tax reform legislation that ensures tax fairness.
- 31
- 32 • the elimination of sales taxes on food, an increase in state sales taxes on all other products from four cents to five cents,
- 33 phased-in over a four-year period, and other progressive revenue options if the elimination of sales taxes on food is not
- 34 obtainable in the Legislature.
- 35
- 36 • the funding of training and appropriate professional development programs for all education employees.
- 37
- 38 • properly maintained, climate controlled, spacious, attractive, and safe facilities for all programs being offered.
- 39
- 40 • funding for two-way communication for all school buses.
- 41
- 42 • the promotion of the “educator” and “retired educator” distinctive car tags and calls upon active and retired
- 43 employees to consider the purchase of these tax deductible tags.
- 44

45 ***AEA Opposes***

- 46
- 47 • tuition tax credits, vouchers, or other programs which divert funds from public education.
- 48
- 49 • any legislation or policy that will segregate the public school system, decrease financial support, or lower educational
- 50 standards.
- 51
- 52 • any unfunded mandates upon school systems.
- 53
- 54 • any unearmarking or diversion of funds from the Education Trust Fund.
- 55
- 56 • the use of funds from the Education Trust Fund for non-public educational institutions, agencies, or functions of
- 57 government.
- 58
- 59 • the use of the national tobacco settlement funds and all federal CHIPs monies for any purpose other than the Children’s
- 60 Health Insurance Program (CHIPs).

1 **Retirement**

2

3 ***AEA Supports***

- 4
- 5 • fringe benefits that include comprehensive state-funded hospital/medical insurance for retirees of the Teachers' Retirement
- 6 System (TRS).
- 7
- 8 • a retirement system which includes benefits from both TRS and Federal Social Security.
- 9
- 10 • the TRS' remaining a separate actuarially sound system.
- 11
- 12 • the Retirement Systems of Alabama conducting a feasibility study to determine the cost and income possibilities of
- 13 establishing retirement centers and assisted living facilities throughout the state and the establishment of these facilities
- 14 if such would produce a reasonable return on the RSA’s investments.
- 15
- 16 • retirement benefit provisions to offset inflation.
- 17

18 ***AEA Opposes***

- 19
- 20 • the reduction of benefits from TRS or Federal Social Security because of benefits received from the other.
  - 21
  - 22 • the partial privatization of Social Security. No part of Social Security should be privately invested in the stock market.
  - 23
  - 24 • any effort by the legislature to control the investment and management authority of the TRS.
  - 25
  - 26 • any further independent agencies becoming members of the TRS.

1 **Education Policy and Professional Practice**

2 (More detailed and specific information on related topics can be found in the Position Papers.)

3

4 ***AEA Supports***

- 5
- 6 • educational excellence through a well-rounded, balanced, and sequential instructional program based on a continual  
7 re-examination of the interests, needs, and abilities of the students. This should be reflected in instructional materials,  
8 curriculum, and the courses of study.
  - 9
  - 10 • a mentor/buddy/teacher support system for nontenured and veteran teachers who request such support. This support  
11 system will not relieve any teacher from his or her classroom teaching duties to be a mentor/buddy.
  - 12
  - 13 • the teaching of tolerance within the school curriculum.
  - 14
  - 15 • the 1997 State Board of Education (SBE) policy reducing class size (to optimum levels for instruction) should be enforced.  
16 Waivers should be granted only when conditions make it impossible to meet class size caps.
  - 17
  - 18 • the State Department of Education (SDE) designating the number of state-funded special education units based on the  
19 actual number of identified special education students at each local school system rather than the five percent formula, and  
20 that each local board shall assign the special education units to each school in the local system according to the number  
21 of special education students identified at each site.
  - 22
  - 23 • class size caps be applied to special education classes so that the number of exceptional children in special needs classes  
24 does not exceed state board regulations.
  - 25
  - 26 • Alabama school superintendents establishing goals to reduce class sizes at all grade levels in their school system to match  
27 the class size resolutions set by the State Board of Education (SBE), and a large percentage of their system's Title I and  
28 Title II funds, as well as local funds, should be used to implement this vision.
  - 29
  - 30 • all current teacher foundation units be assigned to local schools to reduce class size.
  - 31
  - 32 • policies by the State Board of Education (SBE) and all local boards of education and/or legislation to require the expulsion or  
33 reassignment to an alternative school of a student for the physical assault of a school employee.
  - 34
  - 35 • physical education class size at the elementary level should not exceed SDE standards for a regular classroom teacher.  
36 Instructional aides may be used to implement this requirement in the following ways: 1 class - 1 certified teacher;  
37 2 classes - 1 certified teacher, 1 aide; 3 classes - 1 certified teacher, 2 aides; 4 classes - 2 certified teachers, and 2 aides.
  - 38
  - 39 • all colleges and universities standardizing the requirements for admittance to their college of education, dropping any caps on  
40 numbers of students accepted or the number of times a student may apply for admittance, making the requirements remain  
41 constant from semester to semester, and implementation of an interview process as a part of the admittance requirements.
  - 42
  - 43 • closer monitoring by Southern Association of Colleges and Schools (SACS) of schools in their efforts to remove any  
44 deficiencies cited in the last SACS reports. SACS procedures should be strongly enforced if there is no evidence of effort to  
45 eliminate deficiencies.
  - 46
  - 47 • requiring that groups which make decisions (at building, local, and state levels) about professional practices and/or  
48 licensing shall have a constituent majority.

- 49
- 50 • a survey be given to Building Based Student Support Team (BBSST) members to record the amount of time spent in  
51 these federally mandated meetings during and after school hours and update local systems of the successful  
52 implementation of the program. The Alabama School Journal should publish this information and use the findings  
53 to encourage school boards to allocate time during school hours for these committees to meet and confer.  
54
- 55 • adopt-a-school type programs.  
56
- 57 • the freeing of teachers from non-instructional duties through the use of appropriately trained support staff.  
58
- 59 • the reduction of paperwork for all education employees through the use of field-tested, user-friendly computer based  
60 programs.  
61
- 62 • requiring each school system to utilize a committee of end users (teachers, counselors, office personnel, etc.) to review  
63 software intended for school use prior to adoption and/or purchase by the system.  
64
- 65 • development and implementation of English as a Second Language (English Language Learners) that meet the standards set  
66 forth by the State Department of Education and the United States Office of Civil Rights.  
67
- 68 • the State Board of Education (SBE) allowing all state public tax-supported schools and colleges to implement a student class  
69 attendance policy as one requirement for completing their courses.  
70
- 71 • the increased availability of coursework leading to teacher certification/endorsement in the area of English as a Second  
72 Language (English Language Learners).  
73
- 74 • the development of academic alternative schools/programs for students who are two or more years behind in their academic  
75 programs.  
76
- 77 • the principle that the maximum educational potential of all children shall become the goal and directive for their education  
78 achievement.  
79
- 80 • monitoring programs and services that impact the social well-being of students, the instructional program, and the learning  
81 situation by the education profession.  
82
- 83 • the monitoring of state and local mandated testing of students to determine the impact on students, on education employees,  
84 and on instructional programs.  
85
- 86 • the development of standardized reporting forms by the State Board of Education for all state mandated programs.  
87
- 88 • providing a classroom for every teacher in the school.  
89
- 90 • providing schools/education employees email access at their work sites.  
91
- 92 • the use of results from any mandated testing programs for the sole purpose of benefiting the student and educator in  
93 achieving a better educational program.  
94
- 95 • the establishment of paperwork reduction committees by each local school system.  
96
- 97 • the implementation of a plan by the State Department of Education and local boards to reduce the paperwork caused by  
98 remediation documentation, inclusion modification, discipline documentation, alert status reports, referral reports, and special  
99 education documentation.  
100
- 101 • the enforcement of the accreditation standards of the Southern Association of Colleges and Schools (SACS) and the State of  
102 Alabama.  
103
- 104 • the principles of academic freedom including guidelines for the evaluation and selection of instructional materials.  
105
- 106 • parental involvement in the education process.  
107

- 108 • discipline policies which ensure necessary support for all education employees.  
109
- 110 • recommending that each school system implement a research-based bully intervention curriculum, grades K-12, for  
111 children who show behavioral tendencies that could escalate into violent behaviors. This curriculum should  
112 utilize existing resources and agencies to assure a free, appropriate public education.  
113
- 114 • effective and appropriate education programs for the placement of disruptive students.  
115
- 116 • a fair employee evaluation program based only on job performance.  
117
- 118 • efforts to improve the image of the profession and promote an atmosphere of mutual respect and dignity among all  
119 education employees.  
120
- 121 • local school systems allowing employees to exchange time spent in professional development activities outside their  
122 contradays for an equal amount of off-duty time on approved in-service days.  
123
- 124 • strong standards for instructional media services which include certified library media specialists, proper staffing, and  
125 appropriate funding.  
126
- 127 • guidelines and funding for professional leave for all employees to attend workshops or conferences which relate to one's  
128 job performance, or professional association activities.  
129
- 130 • the belief that local education employees are best qualified to determine their staff development needs.  
131
- 132 • the State Department of Education formulating a committee comprised of a majority of classroom teachers and support  
133 professionals, recommended by AEA, annually to develop curriculum to address emerging needs to be shared with local  
134 education associations for use if it meets local school or system needs as determined by the education employees of the  
135 system. Professional development days provided by the state may be used to complete this curriculum.  
136
- 137 • the employment of properly certified employees and support staff to provide optimum instruction.  
138
- 139 • the belief that the Elementary and Secondary Education Act (ESEA)/No Child Left Behind (NCLB) Law should not  
140 supercede the provision of the Individuals with Disabilities Education Act (IDEA).  
141
- 142 • the enforcement of state and federal guidelines governing special education.  
143
- 144 • when special needs students have a change of placement to an alternative program, the alternative program should include  
145 the appropriate staff such as special education teachers, behavioral specialists, and aides.  
146
- 147 • providing employees with breaks at regular intervals during the work day.  
148
- 149 • local education agency policies to ensure that students' rights to privacy are guaranteed by strictly enforcing student and  
150 parental rights as provided by law.  
151
- 152 • the fair and equitable use of criminal background checks for prospective and in-service employees according to provisions  
153 in state law.  
154
- 155 • that any child that is discharged from school due to an illness involving bodily fluid discharge or who has been identified as  
156 infested with head lice is to be cleared by the school nurse/administration prior to being transported on school  
157 buses.  
158
- 159 • policies to require local boards to provide each teacher 100 percent of the technology and professional development monies  
160 allocated per teacher unit.  
161
- 162 • providing Field Services/Legal assistance to education employees who are not properly trained and who refuse to perform  
163 medical procedures to students or administer medications.  
164
- 165 • the opportunity for all education employees to have input in the design, renovation, or expansion of school facilities.  
166

167 *AEA Opposes*

168

169 • any requirement to perform medical/nursing procedures by non-state medically licensed education employees.

170

171 • the granting of any license to a person prior to the successful completion of a traditional or an alternative teacher  
172 preparation program.

173

174 • any efforts by the State Department of Education (SDE) or other agencies to increase the accountability level for school  
175 employees relative to the state's required standardized testing programs until such time as equal measures to increase the  
176 accountability of students are enacted.

177

178 • the use of lower standards of competency and knowledge in one program over the other.

179

180 • the use of individuals such as education support professionals, part-time employees, or employees hired through private  
181 agencies to cover classes.

182

183 • the practice of requiring teachers to substitute during their preparation time as well as the practice of replacing absent  
184 teachers by dispersing students to other classrooms.

## PLATFORM ACTION AGENDA

### Operation of the Association

- Implement a public relations program to help build a positive image for public education and education employees and increase awareness of the accomplishments of public education.

### Economic Security

- Seek the largest possible salary increase each year, to bring salaries of all employees up to at least the national average.
- Support funding to offset any increases in the premium for the Alabama Public Education Employees' Health Insurance Plan for public school employees.
- Seek annual adjustments to the minimum state salary schedule to compensate for changes in the cost of living.
- Ensure at least one unencumbered teacher work day within the state mandated days during the first and last weeks of school.
- Support legislation to increase the benefits beyond the current 90 days when an employee is injured on the job.
- Support PEEHIP including birth control on its formulary.
- Support legislation and regulations to help keep prescription drug costs from spiraling out of control.
- Provide supplemental compensation for all employees when actively engaged in school administrative duties.
- Support a policy that permits all salary schedule E employees opportunities for advancement based on skills, education, and cross training, within levels, regardless of whom the employee answers to, and to offer unbiased cross training to all employees.
- Support efforts to attain accurate and unbiased salary schedules and pay equity by job category for all support personnel.
- Supports legislation for the development of a state salary matrix for support professionals that will include giving credit for related experience levels through 20 years and education and/or training beyond high school.
- Seek reimbursement from local boards of education for education employees attending professional meetings and workshops on non-contract days at the state per diem rate.
- Seek a policy with local school boards to allow employees to use professional leave days when they must be absent to conduct AEA/NEA business.
- Seek omission of specific references to family members in sick leave regulations.
- Provide for personal leave days to become optionally cumulative to 5 days and allow employees to take these days within the contract year or be compensated.
- Support a policy that allows emergency leave days to be converted to personal days for support staff.
- Provide education employees the opportunity to accumulate unlimited sick leave days.
- Seek bereavement leave days for all employees.
- Seek legislation at both national and state levels to allow interstate and intrastate portability of retirement credit.
- Oppose and seek to eliminate contracts that include non-negotiated, mandatory binding arbitration clauses.
- Secure collective bargaining rights for all its members.

## Professional Rights & Responsibilities

- 1
- 2
- 3 • Support an amendment to the Constitution of Alabama which guarantees the rights of privacy for every citizen.
- 4
- 5 • Support the passage of a national and state hate crimes bill containing provisions to strengthen existing penalties when felony
- 6 crimes are committed due to one's physical or mental disabilities or sexual orientation.
- 7
- 8 • Support legislation to prohibit insurance companies from having access to a person's genetic information or other medical
- 9 records.
- 10
- 11 • Support legislation to prohibit insurance companies, especially those selling health insurance, from denying coverage to
- 12 citizens based on their genetic pre-disposition to certain inherited diseases.
- 13
- 14 • Extend the concept of due process to include all education employees in all circumstances.
- 15
- 16 • Seek provision for all employees to receive release time without loss of pay if subpoenaed to appear in court.
- 17
- 18 • Seek State Board of Education regulation to provide for granting tenure to a postsecondary employee who has previously
- 19 been granted tenure in another two-year institution in Alabama after one year satisfactory service.
- 20
- 21 • Monitoring or assigning staff to assure members' rights guaranteed under existing local and state policies are not violated
- 22 when a school system is placed under academic alert by the State Department of Education (SDE).
- 23
- 24 • Support legislation to allow Alabama public education employees who have attained tenure to transfer from one school
- 25 system to another without losing tenure.
- 26
- 27 • Amend Tenure and Fair Dismissal statutes to provide for the recognition of seniority within the school system; status should
- 28 be defined and should have particular application to mandatory transfer.
- 29
- 30 • Amend the Teacher Tenure and Fair Dismissal laws to ensure that education personnel will not face termination proceedings
- 31 a second time for the same incident.
- 32
- 33 • Seek enforcement of the Alabama Job Vacancy Posting law.

## The Administration of Public Education

- 1
- 2
- 3 • Support practices to ensure vacancies in administration and supervisory positions be filled by qualified ethnic minority or
- 4 female applicants until there exists equitable representation.
- 5
- 6 • Support legislation to prevent the formation of additional city school systems.
- 7
- 8 • Support electing all members of city and county boards of education from single-member districts.
- 9
- 10 • Oppose the privatization of any school services.
- 11
- 12 • Oppose the hiring of substitutes, part-time employees, or "certified teacher assistants" at a lower salary or to replace or
- 13 avoid hiring professional employees.
- 14
- 15 • Supports that retired educators who hold a valid teacher certificate receive a minimum of \$100 per day for substitute
- 16 teaching.
- 17
- 18 • Work to provide that support professionals who have been evaluated less than three times during the year not be terminated
- 19 except for cause.
- 20
- 21 • Support the development of standard forms by the State Department of Education for purposes including but not limited to
- 22 the following: teacher reference, transfer of student records between systems, student cumulative records, enrollment and
- 23 withdrawal forms, etc.
- 24
- 25 • Support legislation to change the education fiscal year from October 1 – September 30 to July 1 – June 30.

- 26
- 27 • Support policies/regulations to require the release of the full allotment of state and local funds to teachers for classroom
- 28 materials and supplies at the beginning of the scholastic year and support local boards' creation of a fund in each school
- 29 system that will enable the full allotment to be released at the beginning of the scholastic year. AEA Field Services will work
- 30 to accomplish this goal.
- 31
- 32 • Support school board policies granting professional leave for education personnel to attend board meetings during school
- 33 hours.
- 34
- 35 • Support legislation to strengthen the Sunshine Law and to impose stiffer penalties for violations of the law.
- 36
- 37 • Support legislation to put the legislature, including floor actions of the house and senate and meetings of the major
- 38 committees, on the Internet.
- 39
- 40 • Support legislation to require the addition of "failure to perform" provisions in the contracts of all elected local
- 41 superintendents.
- 42
- 43 • Seek a statewide grievance procedure for all education employees that requires no more than four steps with the last step
- 44 being binding arbitration.
- 45
- 46 • Support a requirement for the timely release of contracts for all education employees, including postsecondary, prior to the
- 47 beginning of each academic year/summer session.
- 48
- 49 • Support legislation to prohibit city residents in those cities where city school systems exist from voting in the elections of
- 50 county superintendents and boards of education.
- 51
- 52 • Support legislation to require preliminary election results reporting to the Secretary of State via the Internet.
- 53
- 54 • Seek a State Board of Education policy that adds adherence to the State Board of Education standards of class size to the
- 55 criteria that designates schools and school systems as clear, watch, or priority.
- 56
- 57 • Support a State Board of Education policy to provide the Local Education Agency Personnel System (LEAPS) information
- 58 including length of contract, work hours per day, pay per hour, and yearly salary by school, to AEA annually by December 1.
- 59
- 60 • Seek policies to mandate uniform clerical and custodial salary schedules to cover central office staff as well as local school
- 61 staff.
- 62
- 63 • Support policies and regulations to require each mainstreamed special education student to count as two students for the
- 64 purpose of pupil-teacher ratios. AEA will work to implement a phase-in program to accomplish this goal beginning with an
- 65 aide in each classroom serving students with the greatest needs. AEA will work for the full implementation of a weighted
- 66 formula so that each mainstreamed student will count as two students for the purpose of teacher-pupil ratios.
- 67
- 68 • Supports that additional funding be made available to hire full-time paraprofessionals for teachers in academic and
- 69 elective courses when students are fully included under the Elementary and Secondary Education Act (ESEA)/No Child
- 70 Left Behind (NCLB) Law and the special education students meet or exceed 20 percent of the class total.
- 71
- 72 • Seek state board approval to require that caseloads for special education classes be reinstated as previously written in the
- 73 "Rules of the Alabama State Board of Education, State Department of Education, chapter 290-080-090.18 Caseload."
- 74
- 75 • Work with State Department of Education Child Nutrition Program coordinators to develop, monitor, and ensure standards
- 76 for acceptable quality of foods purchased from bid lists.
- 77
- 78 • Support legislation to ensure that the library media specialist serves on the budget committee and the library enhancement
- 79 budget be developed by the library media specialist and library media committee and voted upon by the faculty along with
- 80 the budgets of the other state funds.
- 81
- 82 • Urge the State Department of Education (SDE) to seek a reliable source for assuring the timely scoring and returning of
- 83 standardized test results before the end of the current school year.
- 84

- 85 • Work with the State Department of Education (SDE) to ensure that there is not a conflict between the testing dates for the  
86 Alabama High School Graduation Exam (AHSGE) and the AEA Delegate Assembly.

### Financing Public Education

- 1  
2
- 3 • Support a constitutional amendment to allow local boards of education to present various types of tax referenda to a vote of  
4 the people.
  - 5
  - 6 • Support an amendment to the Alabama Constitution of 1901 that would require the state to provide each child with  
7 an equitable and adequate public education.
  - 8
  - 9 • Support the enactment of a new state constitution article for public education.
  - 10
  - 11 • Support legislation to increase the state taxes on cigarettes to an amount equal to the state that currently has the highest tax  
12 on a pack of cigarettes and dedicate the tax revenues to the Penny Trust Fund.
  - 13
  - 14 • Support legislation to enact a tree severance tax on trees that are harvested for commercial purposes.
  - 15
  - 16 • Ensure that pupil-teacher ratios submitted in reports to the State Department of Education do not include personnel such as  
17 special education teachers and teachers of any federally funded programs.
  - 18
  - 19 • Support higher taxes on toxic waste and earmark these taxes for education.
  - 20
  - 21 • Support legislation to strengthen the environmental laws of Alabama.
  - 22
  - 23 • Support legislation to disassociate Alabama law from federal law with regard to income tax exemptions for corporations.
  - 24
  - 25 • Support legislation to require a minimum level of local support for local school systems of 25 mills of absolute ad  
26 valorem taxation and at least 35 mills of equivalent ad valorem taxation, and if any city school system fails to achieve  
27 the 25-mill absolute level of financial support within three years, the city school system must be consolidated into the  
28 county school system.
  - 29
  - 30 • Support legislation that requires the State Health Department to inspect, based on complaints by parents or school employees,  
31 “sick building syndrome” due to mold, animals, birds, infestations, or other reasons and if the health of building occupants is  
32 affected, all local boards of education and colleges are required to immediately correct the causes of “sick building  
33 syndrome” or evacuate employees and students to a different location.
  - 34
  - 35 • Support a constitutional amendment to prevent diversion of monies from the Education Trust Fund for non-public education  
36 agencies, institutions, private businesses or corporations, and non-education agencies.
  - 37
  - 38 • Endorse the requirement that local ad valorem taxes in each school system shall be: (a) at least 20 mills or its equivalent;  
39 (b) at least 20 mills absolute within the next five years; and (c) 30 mills or its equivalent within the next ten years for  
40 continued participation in the Foundation Program. [1999]
  - 41
  - 42 • Support increased professional development funds for individual teacher use only and continued state funding for the  
43 Alabama Regional In-Service Centers which are successfully meeting the needs of the teachers in their areas. Funding  
44 should be determined by the rating received by each center on the State Department evaluation plan already in place and  
45 per capita usage by each district's teachers. Centers with poor evaluations shall receive no direct state funding.
  - 46
  - 47 • Lobby Alabama's congressional delegation to oppose any reduction in federal funding for the Child Nutrition Program.
  - 48
  - 49 • Support funding and policies to provide placement of full-time aides on buses which transport physically challenged and  
50 disabled students.
  - 51
  - 52 • Support legislation to provide funding for all human resources as set forth in the Southern Association of Colleges and  
53 Schools (SACS) Standards.
  - 54

- 55 • Support funding, in addition to the state funded materials and supplies money, designated specifically for copiers and copy  
56 paper for each school, based on student enrollment.
- 57
- 58 • Support legislation requiring state funding of music and art teacher units in kindergarten through twelfth grade.

### **Retirement**

- 1
- 2
- 3 • Seek annual cost of living adjustments for all retirees.
- 4
- 5 • Amend the Public Education Employees' Health Insurance Plan to adjust health allocations for retirees who are not  
6 Medicare-eligible.
- 7
- 8 • Provide for an employee to receive payment for unused sick leave when he/she retires.
- 9
- 10 • Support legislation to permit retired teachers to renew their Retired Educator tag automatically without having to annually  
11 prove their retirement.
- 12
- 13 • Support legislation to permit the Teachers' Retirement System Board of Control to use investment earnings to initiate a 2.5  
14 percent formula for active and retired employees who have above 25 years creditable service.
- 15
- 16 • Oppose any effort to decrease the benefits or options now provided by the Teachers' Retirement System (TRS).  
17 AEA supports the full funding of the TRS at the amount that the actuaries determine is required.

### **Education Policy and Professional Practice**

- 1
- 2
- 3 • Seek full implementation of the class size formula and readjustment of the 750 figure in the SBE formula for block schedules.
- 4
- 5 • Support a majority classroom teacher representation on the State Textbook Committee.
- 6
- 7 • Seek a State Board of Education policy requiring the objectives outlined in the lesson plans, copies of tests, and grade  
8 books as sufficient documentation that SAT-10 and graduation exam objectives have been taught and tested.
- 9
- 10 • Support a policy change to amend current testing guidelines to allow out-of-state 11th-grade transfers to take  
11 the Alabama High School Graduation Exam (AHSGE) in the December testing cycle.
- 12
- 13 • Support State Board of Education policy to publish correlations by grade level between state mandated tests and the state  
14 course of study.
- 15
- 16 • Supports a change in the federal special education plan to allow up to four percent of each school system's special education  
17 population to be alternatively assessed.
- 18
- 19 • Monitor any intervention by the State Department of Education (SDE) into any school because of academic reasons and work  
20 to ensure that pertinent factors other than employee performance are being addressed in the state's efforts to raise student  
21 performance at such schools.
- 22
- 23 • Seek a State Department of Education regulation that if home schooling occurs: students enrolled must meet all state  
24 requirements including test requirements; individuals providing instruction must be certified by the State Department of  
25 Education; it must use the approved State Department of Education curriculum; local public school systems shall have the  
26 authority to determine grade placement and/or credits earned toward graduation for students entering or reentering the  
27 public school setting; the schooling should be limited to the children of the immediate family, with all expenses being borne  
28 by the parents; home school students will not be allowed to participate in any extracurricular activities in the public schools;  
29 home school students should not be allowed to attend classes at a public school without full enrollment in the school; and  
30 special needs students must be enrolled full time in the public school in order to receive services and IEP implementation.
- 31
- 32 • Support a requirement that private school ad/or home schooled students should successfully complete any exit exams or  
33 other standardized tests required of public school students.
- 34
- 35 • Seek policies to require school systems to provide up to three (3) optional work days to be used as needed by each teacher  
36 prior to the beginning of school (to be paid at their regular rate of pay).
- 37

- 38 • Support legislation to ensure that education personnel undergo criminal background checks only once, unless there is a valid  
39 accusation of abuse or neglect of children, or unless there is an interruption in education employment of at least one year.  
40
- 41 • Supports the State Board of Education (SBE), in partnership with AEA, local school boards, and local education associations,  
42 initiate a comprehensive program of professional development for education employees. The program should provide  
43 assessment goals, strategies, and rubrics as part of an ongoing commitment to k-12 staff development and that the public  
44 school systems of Alabama be requested to pay a fee to the Alabama Education Association for provision of professional  
45 development services for all who are non-AEA members.  
46
- 47 • Support local organization of the school day and week to allow for large blocks of common planning and professional  
48 development time. Implementation of this plan should not adversely affect class size in subjects such as physical education  
49 art, drama or music.  
50
- 51 • Seek clarification and implementation of duty-free time.  
52
- 53 • Support regulations and policies to require a minimum of 50 consecutive minutes planning time per day for all N-12  
54 teachers.  
55
- 56 • Support a State Board of Education policy requiring all teacher preparation programs and alternative licensure programs in  
57 Alabama to be accredited by the National Council for the Accreditation of Teacher Education (NCATE) and the state.  
58
- 59 • Support the determination of teacher certification requirements administered by the State Department of Education by a  
60 governing board composed of a majority of professional employees.  
61
- 62 • Support funding for state textbooks for exceptional education and for advanced placement courses.  
63
- 64 • Support the implementation of a statewide plan to connect every classroom to the educational resources accessible via the  
65 Internet.  
66
- 67 • Seek regulations and policies to require the successful completion of kindergarten before entering grade one.  
68
- 69 • Support the continued development and funding of the statewide Virtual Library available to every public K-12 school and  
70 to every postsecondary institution.  
71
- 72 • Seek a uniform standard attendance policy which defines absences and sets minimum attendance requirements for course  
73 credit and promotion.  
74
- 75 • Seek a State Board of Education policy requiring education employees be immediately informed of current or transfer  
76 students with known serious behavioral problems or potentially violence-related behavioral problems. Supports direct  
77 communication between the judicial system personnel, administrators, and education employees when a student is involved  
78 in a violent crime.  
79
- 80 • Support a State Board of Education policy to provide at least six (6) semester hours of professional development credits for  
81 those teachers who participate in the NBPTS process.  
82
- 83 • Seek the establishment of a State Professional Standards Board.  
84
- 85 • Support regulations and policies prohibiting the requirement of performance of any medical/nursing procedures by non-state  
86 medically licensed education employees.  
87
- 88 • Seek the development of requirements for certification of teachers of computer or technology courses.  
89
- 90 • Seek a policy requiring state or local governing boards to provide pay and time for education personnel to fulfill any  
91 requirements for professional development.  
92
- 93 • Support legislation that requires input from the local Education Support Professionals (ESP) on professional development for  
94 education support employees.  
95

- 96 • Work with local boards of education, postsecondary institutions, and local associations to plan, develop, and implement a  
97 program to provide support professionals with opportunities for internal job advancement.  
98
- 99 • Seek regulations and policies requiring education personnel to be provided with appropriate training for inclusive education.  
100
- 101 • Supports the establishment of a standing statewide task force comprised of appropriate education professionals, legal  
102 counsel, and parents/guardians with the continuing purpose of identifying parental, legal and social responsibilities for  
103 children enrolled in public schools.  
104
- 105 • Urge the State Board of Education and local boards to develop and implement stronger procedures which hold parents  
106 guardians accountable for lost and damaged books.  
107
- 108 • Seek the adoption of a separate recognition award for "Middle School Teacher of the Year."  
109
- 110 • Support the development of policies to assure that each employee with specific job descriptions be provided equipment or  
111 clothing required to perform duties.  
112
- 113 • Support regulations requiring strict safety policies pertaining to posted bus capacity.  
114
- 115 • Support the addition of a back-up warning system, a working defrost system, and a safety arm as standard features required  
116 on every school bus.  
117
- 118 • Support regulations that forbid travel of school buses on unsafe roads and roads that are not wide enough for two vehicles.  
119
- 120 • Support legislation that requires insurance companies to use only accidents that are a driver's fault in determining  
121 insurability.  
122
- 123 • Support legislation to require the Department of Public Safety to record only those accidents in which the driver is at fault.  
124
- 125 • Seek local school policies that provide incentives to employees for continuing their education in job-related fields.

1  
2  
3  
4  
5  
6  
7  
8

**Amendments to this Platform**

- 3 • The Delegate Assembly shall have the power to adopt, amend, and repeal this Platform or any part of it by a majority vote.  
4 Amendments shall be submitted to the Executive Secretary seven (7) days prior to the Delegate Assembly.  
5
- 6 • When a resolution has passed the Delegate Assembly for three consecutive years, it shall be considered for inclusion in the  
7 appropriate document. The Policies and Procedures Commission shall determine the placement of Platform amendments  
8 and submit their proposal to Delegate Assembly for approval.



