

Please take a minute to read the attached news letter written by Clara Watts concerning your step raise.

It was written on April 9, but I have just now been made aware of it. I was concerned that you may not have seen it either, so I had copies made for your review.

I took great pride in making the recommendation that provided the first step raise for support personnel in Winston County, only to be deeply hurt to find out that some had been influenced to believe that I was not your friend and did not support this historic raise.

No matter how you vote, I want you to know that I am your friend, and I did totally support and proudly recommend this raise.

I know you realize that your biggest supporter and representative, Clara Watts, would not mislead you for any political candidate.

A handwritten signature in cursive script that reads "Sue".

Sue Reed

FACTS ABOUT SUCCESS!



For over 30 years all support employees made the same amount of money in their job category no matter how many years you had served unless AEA was able to lobby the Governor and the Alabama State Legislature to give you a raise. Unless you got a state raise you never received any additional compensation more than the first day that you came to work. In October 2007 Superintendent Reed and Winston County Board of Education members Bobby Everett, Greg Batchelor, Joey Boteler, Ralph Williams, and Larry Yancey provided you with a Winston County Salary Schedule which provides you additional money based upon your years of service just like teachers are given.

President Henderson and UniServ Director Clara Watts began the process IN 2006-07 BY advocating to the Winston County Board of Education and Superintendent Reed to develop a Winston County Salary Schedule for all ESP members rather than a few getting raises. We met with Superintendent Reed and then on later I, Clara Watts presented the proposal to the Winston County Board of Education with the support of President Faye Henderson and several of the faithful members that attended the board meetings each month. Each month we would lobby the board in favor of your salary schedule and it seemed that a new board member would come on board in support of the salary schedule and it included Bobby Everett, Greg Batchelor, Joey Boteler, Ralph Williams and Larry Yancey. Mrs. Reed had stated that when she achieved the month's operating money in reserve as the law requires that she would recommend the Salary Schedule to the Winston County Board of Education and she did and all

of the Winston County Board of Education voted for it.

The process that takes place for any change to occur in Winston County is the Superintendent must recommend the action and at least 3 board members must vote to make the change. The way an action can fail is the Superintendent recommends it and 3 members of the board votes against it. The other way action can fail is if the Superintendent will not recommend the action for the board to ever have a chance to vote on the issue. Based upon my experience in Haleyville City and Marion County the Superintendent of Education has yet to recommend the ESP salary schedule and the board has not had a chance to vote. It takes both sides for any action to become reality. I have followed the same process in the other two areas and started about the same time as we proposed the Winston County Salary Schedule and those two systems have yet to

achieve what

Winston County was able to achieve. It is due to Superintendent Reed making the motion and Winston County Board of Education members Bobby Everett, Greg Batchelor, Joey Boteler, Ralph Williams and Larry Yancey all voting to raise your salary. THEY never tried to DECREASE IT FROM THE PROPOSAL THAT THE WINSTON COUNTY ESP ASSOCIATION PROPOSED which is fantastic. Usually in any negotiation they always want to lessen what you are asking for but your Superintendent and Board of Education did not because they know as I know You are Worth It and it was long overdue. Clara Watts
AEA UniServ Director
I hope in years to come we can have more wins!