



30701 Barrington Avenue • Suite 125 • Madison Heights, Michigan 48071 • 248/585-3723

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President's Newsletter April 2008

Welcome back! With such an early spring break, the remainder of the school year stretches out before us and the momentum for completing everything builds. Knowing these weeks represent a concentrated block of time, members make a concerted effort to maximize the instructional time which positively impacts student learning. Recently, the collective efforts of all stake-holders rolled-out the new NCA plans for the district-wide coordination of the mission, vision and goals. This process incorporates all the talents, skill and knowledge of stake-holders throughout the District. No stake-holder was or is more important or more influential than any other. Often it is said that change of any type is difficult, but change is also inevitable. However, change simply for the sake of changing is meaningless while change for the sake of improvement is essential for the future success. While this was a very powerful and positive experience, the new stream-lined District NCA plans focus on collaborative efforts with other buildings' staff and is intended to provide a clear, purposeful and ideal learning environment for all students. Thanks to all who participated in the process and served on the steering committee and building presentation teams.

Roberta Masters (work) 248.585.3723 (home office) 248.828.2812 Email: teaprez@gmail.com

TEA Scholarship: Each year the TEA awards a number of scholarships to outstanding seniors whose parent(s) are active TEA members. Criteria for this scholarship are available with an application on the TEA website at: iammea.org/tea or see your building representative for a copy today. Completed applications are accepted through 5:00 p.m. on April 21st, 2008 at the SODA Office.

TSD Support Staff Recognition: The Support Staff Recognition Program will be held on Monday, April 24th at the Services Building beginning at 4:00 p.m. Come share in the festivities which honor Troy District employees who provide essential services within and beyond the classroom.

TEA Retirement Reception May 21, 2008: Join us for the special annual event that recognizes all employees (administrators, teaching staff and support staff) who have given so much to enrich the Troy District and community. Please reserve **Wednesday, MAY 21, 2008 (approx 4-7 p.m.)** and plan to attend the reception which is held at the Michigan State University Management Center on Square Lake/Crooks Road in Troy. If you would like to assist, please contact Roberta at 248.585.3723.

MESSA Highlights- PA 106 AND RELEASE OF CLAIMS DATA: PA 106 requires health insurers to compile employees' medical claim data on a group basis beginning December 1, 2007. MESSA is fully complying with the law; on December 1, 2007 MESSA began compiling the necessary claims data. This spring MESSA will be

releasing the data to school districts in which MESSA insures 100 + employees where a request has been made by the employer. Unlike the competition, MESSA, will protect the privacy of members' medical claims information as much as possible while adhering to the law. MESSA will be doing this by not linking the personal data of our members (date of birth, gender, zip code, coverage tier, and coverage type) to the claims data.

Bargaining Terms and Update: The TSD and TEA Bargaining Teams have met on two occasions (March 10th and March 31st) to begin the formal process of bargaining a successor contract to the Collective Bargaining Agreement which expires on August 14, 2008. The TEA team thanks members who participated in the February survey and for adding their voices to the process. Further dates of April 17, 24 and May 1st have also been set aside for teams to meet.

Q & A: What is PERA? "PERA" stands for the Public Employee Relations Act signed into law by Michigan Governor, George Romney in 1965 PA 379. This act recognized public employees' rights to collective bargaining by removing the penalties for prohibited strikes. The law has been amended since that time with minor changes except in 1994 with PA 112 which added penalties for public employees and limited the scope of bargaining.

Professional Development: Contractually, full time members are to obtain 30 hours of professional development. This is prorated for lengthy absences or share time positions. Please be sure to update your professional development log through KALPA as the year progresses. This is also a reminder that "staff development in-service attended between the end of the teachers' school year and June 30th can be counted for either the current or successor school year". In addition, "The teacher must keep his/her record and submit the record to the principal by the last teacher workday of the school year". (Article 11.11D) *Thank you for your assistance in keeping track of your hours and updating KALPA periodically so records can be maintained more readily by all staff.*

Elections 2008: Contact Roberta Masters if you are interested in running for an MEA delegate or NEA delegate position. Current term of office expires on August 31, 2008. The new term is a three (3) year commitment which runs from September 1, 2008 through August 31, 2011. What a great way to learn more about the Association and serve the members. Nominations will be taken up to the RA on April 15.

TEA Member Event: Contact your building PR representative to find out more about the upcoming TEA get-together on Friday, April 18 from 3 to 5 pm. Meet with officers of the Association in a relaxed setting. Also, be sure to let your building PR rep know about the birth of a new baby to TEA members and spouses or contact PR Committee member, Adrianna Zarewych at Hamilton to pass on new baby news.

April Calendar of Events:

- April 3 Region 7 meeting at Oakland Schools; 6:30 p.m.
- April 4 End of third marking period, no students K-12; Teacher workday and/or professional development
- April 8 Executive Board meeting at Barnard Elementary-4:00 PM.
- April 15 TEA Rep Assembly- Boulan Middle School @ 4:15 PM.-Media Center
- April 21 Deadline for TEA Member Scholarship applications due to SODA Office by 5:00 PM.
- April 20-22 NCA District visitation-various buildings
- April 25-26 MEA Representative Assembly-Lansing

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