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## *President's Newsletter*

*September 2007*

***Welcome Back!*** How many times have heard that statement over the years and felt the chills of excitement and anticipated great opportunities? How many times have you posted a big red apple, smiley face or some other welcoming decoration in your office or classroom with a similar statement as another school year begins? How many years have you maximized your talents to bring the very best to the students in your classroom or is 2007-08 the very first year in your education journey? The Association leadership welcomes you to your traditional role as general education or special education teacher, guidance counselor, consultant, school psychologist, educational coordinator, media specialist, reading support teacher, speech pathologist, social worker, department chairperson, or head teacher, either as an experienced colleague or as a new career starter. As with any new start in life or the school year, roles shift and change. You will notice the above letter head acknowledges change in our TEA leadership and we welcome our colleagues to these new roles. Just as you each have a vision as to what this year's class of students will look like, each officer or trustee has a vision of what opportunities and challenges his/her role will entail for the Association. Those collective visions will be sharpened into a definable focus on which to empower each member of the Association and steer the organization forward in a most challenging environment. As you envision your classroom and role as the teacher, what do you see as the direction for the Association? For after all, the long-term resolve of the collective whole rests in the strength of individual involvement and sacrifice. Let's work together as we refine the vision of the Troy Education Association in this, our newest school year! Again, welcome and welcome back! ***Roberta Masters***  
**Roberta Masters (work) 248.585.3723 (home office) 248.828.2812 Email: teaprez@gmail.com**

**New Teachers** August 21, 2007, was the scheduled start to the teacher orientation sessions presented by the District for all new teachers. Thirty-six (36) teachers joined the ranks of the Association as they have now filled positions due to 2007 retirements, resignations and leaves. Please extend an offer to assist as each acclimates and gets acquainted with his/her teaching role in Troy and welcome the following newest members to your building:

**Ping Bai** (Baker), **Jenny Berlin** (Morse), **Jessica Blake** (Athens), **Loni Brent** (Baker), **Heather Burney** (Troy Union/Martell), **Adam Burns** (Athens), **Lisa Marie Cova** (Wattles/Hamilton), **Lauren Fragomeni** (Wass), **Lindsay Gregoricka** (Costello), **Colleen Kilcullen** (Hamilton), **Michelle Leonard** (Niles Community High School), **Megan Lysinger** (Barnard), **Christina Marsack** (Athens), **Lindsay Mecoli** (Troy High/Athens High), **Jaclyn Melchert** (Barnard), **Lauryn Mills** (Morse), **Michelle Monzo** (Wass), **Lauryn Mordarski** (Troy High), **Mina Mori** (Athens), **Jessica Mumaw** (Smith/Wattles), **Peter Oudsema** (Athens), **Autumn Pettengill** (Troy High), **Kristy Pierce** (Athens), **Brandon Preblich** (Athens), **Jacklyn Pronovich** (Leonard), **Shadia Restum** (Leonard), **Evan Rokicki** (Smith/Athens), **Christina Roy** (Boulan/Hamilton), **Theresa Schwarz** (Schroeder), **Jennifer Sprague** (Athens), **Kathleen Stein** (Wattles/Athens), **Judy Steinberger** (Baker), **Emily Tibbets** (Schroeder), **Lindsay Vaughn** (Wattles), **Veronica Woloshen** (Larson/Elementary Art), **Brian Zawislak** (Troy High). In addition to the above, **Matt Mitchell** transferred from the International Academy (IA) to join the staff at Athens.

Congratulations are extended to *Lauryn Mordarski* (Troy High) and *Christina Roy* (Boulan/Hamilton) who were selected from the new teachers to attend this year's MEA Instructional and Professional Development (IPD) Conference which is to be held in Dearborn during late November.

**Annual Leave Days** *Attention new teachers:* Article 17.1 LEAVE PAY on page 34 of the collective bargaining agreement outlines the parameters for use of sick and personal business days. Each year questions arise over the number of days allotted each teacher. While the language clearly states fourteen (14) leave days per year for full time teachers, please note that Article 29.2 Funding of Sick Bank states: "**Teachers newly employed by the School District shall have one sick day of their advance current allowance transferred to the Master Sick Bank at the beginning of their employment.**" In effect, each new full time member will have thirteen (13) days in his/her bank. Please monitor the use of these days carefully to avoid docking of pay for an overdrawn account. The new AESOP absence system has a function to do this. **To all teachers:** If you have questions regarding the use of sick or personal business days, please direct them to Roberta Masters (248 585 3723) in order to avoid complications.

**Flex Days 2007-08 Contract** In the 2007-08 calendar, there are three (3) half-day "flex days" according to the contract. These three (3) half-days (or 1.5 full days) which can be flexed must be used only on **non-student teacher workdays**. The afternoon of August 30<sup>th</sup> was the only ½ day that could be flexed during the first week. This use of flex time should be reported to the Flex Record system once it is updated by the District HR Department. Check at: <http://hr.troy.k12.mi.us/FlexRecord/> in the near future to update yours. No code is required for personal business or illness when reporting a flex day. August 28<sup>th</sup>, 29<sup>th</sup>, and the morning of August 30<sup>th</sup> were regular teacher workdays so if you were absent for any portion of these dates, members must follow the absence reporting procedures through the AESOP system.

**NEA RA July 2007** To read/review the 2007 NEA Representative Assembly business items, keynote speech by NEA President, Reg Weaver, various presidential candidate speeches along with ESP and Teacher of the Year Award winners, ask for a copy of the **RA Today** Final Edition (dated July 6<sup>th</sup>, 2007). Troy EA Delegates to the 2007 NEA Convention this summer in Philadelphia were: Debbie Rosenman (Barnard), Cindy Kolesar (Hamilton), Steve Sadlier (Boulan), Cindy Shankin (Boulan) or Roberta Masters (SODA Office).

**Representative Assembly (RA) Meetings** A reminder to all members that Tuesdays have traditionally been set aside for union business, Executive Board and/or Representative Assembly meetings. No staff meetings, professional development or other directed activities should occur on these days. Also, Article 12.5 clearly indicates that building representatives or teachers involved in scheduled **TEA meetings shall be excused at the end of the pupils' school day**. This should assist those delegates from the 6 elementary schools with late start, to arrive at the RA meetings in a timely fashion so business can begin promptly. Please contact Roberta Masters if there is a problem in your building. **\*\*Please note** and mark your calendars now for this exception to the Tuesday rule: due to the longer Memorial Day recess, the TEA retirement Reception for all district employees will be held on **\*\*Wednesday, May 21, 2008**. The reception will be held at the Michigan State Management Center in Troy.

**PD** The District has legal obligations to provide and Association members have professional obligations to complete **professional development**. Each district must offer at least thirty hours of PD to all staff. Our TEA members have the legal obligation through the contract to complete the full thirty hours (30 hours) each year or a prorated amount of hours if employed in a part time position with the district or absent for a lengthy period. If these hours are not fulfilled, those who do not honor their requirements for PD place the contract in jeopardy. In addition, attempts to circumvent the contract have consequences. Please demonstrate your professional responsibility to plan for and attend your full commitment of hours of PD.

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