



# The 3 R's: Remarks, Reminders, and Relief!

**3rd Thursday– 10 minute Meeting November – 20th**  
**Do you know your Weingarten Rights ?**



**WTA Issues acted upon/discussed:**

- \* \$50 donation to Dollars for Scholars.
- \* Placing add in WCSD Yearbook to support our senior class.
- \* 6 members attended NEA/NY's Peak 'n Peak conference workshops on

- grievances, negotiations, why unions, and ESEA legislation.
- \* Professional standards documentation at the middle school resolved.
- \* confidential issue settled positively.
- \* School Board Recognition—lapel pins, carnations and a table plaque were presented at Nov. 5th meeting.

**Issues currently being explored:**

- \* Pay hours of in-service /college credit beyond the first 30.

- \* President of WTA's release time.
- \* Psychologists' new CSE sub-committee role.

**Rule of thumb #3 (revisited)**

**Always CHECK THE SENIORITY LIST:** Discrepancies must be reported by December 1st to Human Resources!

**American Education Week  
 November 16 –22  
 THANKS FOR ALL YOU DO!**



## The Tractor Beam (by Garth the HR Guy)

I have learned that there are two things you never talk about with non-educators: retirement and health insurance (though lately I've shied away from any discussion about the Gaussian wave packet in a 2D harmonic oscillator). The fact remains, as public educators, we enjoy a pension program that will pay out \$3.6 billion this year and the opportunity to participate in 403(b) tax sheltered annuities that offer much higher contribution limits than their cousin 401(k) program.

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**Let's talk TSAs.** A TSA offers a convenient way to save for retirement. It's convenient because contributions are made through payroll deduction before your income is taxed. And because it's through payroll deduction, it can be a disciplined method for making retirement savings contributions.

As educators, we are eligible to receive special tax benefits through Internal Revenue Code Section 403(b). Since the contributions are pre-taxed, the amount is not reported as current income, you pay less income tax at the end of the year. I've got worms. \* Not only are your contributions tax-deferred until they are withdrawn or otherwise distributed, so are the earnings. Over time, this tax-deferred compounding can have a significant effect on your investment.

As an example of the power of tax deferral, a 25 year old planning to retire at age 60 making a monthly contribution of \$100 with an average annual rate of return of 4.5% will amass \$100,164. Had the same investment been made using taxed income, the account balance would be \$77,353. The difference of \$22,811 has been factored to include the effects of taxation at distribution.

Another unique aspect of Section 403(b) is the "catch-up contribution" provision. For those folks 50 or older, you are allowed to contribute your allowed \$12,000 in 2003 and an additional \$2,000 catch-up contribution. By 2006, the limits will increase to \$15,000 and \$5,000 respectively. Please note that all contributions must be through payroll deduction.

The District currently participates with twelve different annuity providers. Please contact the Department of Human Resources for more information—our operators are standing by to take your calls (524-0205).

In closing, I again leave you with the deepest thoughts of Jack Handey. "I'd like to see a nature film where an eagle swoops down and pulls a fish out of a lake, and then maybe he's flying along, low to the ground, and the fish pulls a worm out of the ground. Now that's a documentary."

\*Just checking for reading comprehension.

*(Continued from page 1: Donna Stalker and the Teacher Resource Center)*

dered that have been recommended as valuable for working with teachers on strategies to improve skills. Eventually a database will be available so that you can look up and take advantage of materials offered at the center. Please feel free to

make recommendations to me for materials you feel are important for our teacher center to have. I am excited about this new opportunity at Wayne. I am also a tad nervous about the different responsibilities that come with this new position. However, I know that with the support and assistance that

Wayne Central teachers give to one another the Teachers' Resource Center will be great for all of us—a success for ourselves and thus a success for our students.

*Donna Stalker  
 Teacher Resource Center Director*