

WAYNE'S WORLD

WTA/NEA-NY

WTA Newsletter

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President's Message



Let me join the many welcome back wishes extended to you this 2003-04 school year. It has been a summer to remember as we energized the soul. I am sure we all openly welcome our new staff members. I hope we can match the enthusiasm offered by these new teachers. I continue to challenge all that are in the education system at Wayne Central School District to voice their accomplishments daily. Our success is measured by our effort and recognized through positive communications.

The WTA leadership met this summer to establish a budget and to set goals. Other articles in this newsletter will explain the budget and the dues structure to you. Our goals this year are consistent

with the platform that I continue to support. These goals are:

Open communication among staffs, buildings and administration. This will be accomplished through monthly building WTA meetings (Third Thursdays), monthly district WTA meetings with the minutes distribution to all members, the newsletter (Wayne's World) and the issues discussed at the round table with the DO leadership.

Highly trained union leadership. This will be accomplished through offering attendance to all council members and negotiators at NEA sponsored workshops.

In-service opportunities offered through NEA/NY: Our uniserve representative, Jeff Trout, has volunteered to train

in any area of interest. We will set up training on the topic of "no child left behind" (ESEA) implications for teachers and students. **Benefits Educational Opportunities:** Beth Peters has offered to work with HR to organize educational opportunities to learn about financial investing and savings opportunities. As part of our contract, Wayne Central School District offers you investment options through the 403(b) plans.

As always, your concerns can be addressed if you ask for help. I am always available for you, as are your building representatives.

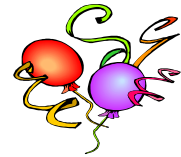
I wish you a successful year with children.

Pat

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LET'S



Celebrate!

OP Stephanie Collins completed her Masters in Speech at Nazareth College .

Ann Treadwell got married and is now Ann Pesantes!

OE: Baby girls were born this summer to Brenda Dobbler-Michelle Elizabeth and SueEllen Terranova—Annabelle Jean

FW

MS Chris Schaffer has a new baby girl—Grace!

HS Dave Marean completed his masters in PE, minor in Admin. at SUNY Brockport.

District Wide Lisa Ocque had a baby girl—Lilly Ann.



Top 5 Things to Know to Begin the New Year!

#1. Your building representatives are:

HS—Ronnie Steele, Georgia LoCicero, & Marge Doyle.

MS—Sylvia Hungerford, & Lee White.

OE—Jen Becker.

OP—Betsy Hennesy.

FE—Kim Mietus & Melanie Stevenson.

#2. Tenured Teacher's Stipend: As part of your negotiated contract (Article III, section f, page 6), newly tenured

teachers receive a \$500. reward/stipend. 14 WTA members received tenure this year!

#3. NEA Dues Tab Insurance You automatically receive free life insurance from NEA when you register to become a union member. You are eligible for \$200 per year up to \$1000 with continuous NEA membership. Fill out the red form to designate a beneficiary. Keep the "TAB" with your important papers. Check it out at www.neamb.com/dtform.html

#4. 403B Retirement Investing: You may file an application for a salary reduction to be remitted directly to a company that is listed on the district's approved provider list. (WTA/WCSD contract article V, section A, page 14)

#5. Sick Bank: Article VI, section 3, page 16 of our contract, provides for a "sick leave bank". In order to have access you must contribute either 1 or 2 days at the beginning of each school year (HR gives form).

WTA Dues 2003/04

Dues are taken over 19 pay periods beginning in October and cover the following:

Full time = \$29.21/pay period
 Part time = \$14.71/pay period

- ◆ NEA \$134 (+\$4.00)
- ◆ NEA/NY \$337 (+\$10.00)
- ◆ WTA \$80 (+\$5.00)
- ◆ PAC \$3.00
- ◆ Scholarship \$1.00

We have not raised dues in 3 years! \$2.50 of the \$5 raise is to establish a fund for negotiations in forging our new contract for 2007.

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

Due to popularity of

Free Donuts—we have decided to continue the **3rd Thursday's**



10 minute meetings!

September 18th we will be welcoming our new members, and WTA representatives. Learn what's in store for the 2003-04 school year!

See you all there!

Issues acted upon/resolved:

- √ Polled membership and added a new tax shelter annuity company to approved vendor list.
- √ Received authorization for Wayne teacher to pay tuition for child to attend WCS.D.
- √ Negotiated for additional club stipends to be added this school year.

Issues currently being explored:

- ◆ Possible salary inequities.
- ◆ Equitable issuing of club stipends.
- ◆ Providing education/in-service regarding benefits and options.

Rule of thumb #9 Teachers have rights. . . and responsibilities—know your contract. (There is lots of good information in there!)



What Does a Local Do for Me Anyways?!

“All those dues and what do I get for that money?” “A union—all they do is try to get more money in the contract for their retirement!” “What do they do for me anyways?”

When business is going smoothly, when rank and file are getting along, when walls are down and bridges built it is easy to forget why we have a union. We tend to take for granted those things that go on behind the scenes that keep the wheels turning. Here at Wayne our little union is actually quite busy behind the scenes on a regular basis working for and with you. Here is a short summary of some of the many things that you may not always see but that you all get the benefit of on a daily basis.

Representation. You are not an island. We are here for you. Each building has designated representatives that you can meet with when you need too. All representatives are members of the **Rep Council** which meets the first Monday of every Month to discuss issues, get answers to your questions, form action plans, and work collectively to better our educational system and work environment.

Round Table. Each month the WTA leadership team meets with our administrative leadership team. We affectionately call them the “Knights of the Round Table.” Their purpose is to keep the channels of communication open, to resolve little issues before they become big issues, and

to work collaboratively around common issues and goals.

Contract Negotiation. This is much more than a fight for money. It is about work environment, professionalism, rights and responsibilities. It is about forging agreements in good faith that consider the welfare of the community that it serves. It is about helping you to be able to do the best job you can do, in the best conditions, with the best support.

Training, Leadership and Vision. WTA through the local, state, and national levels of NEA provides leadership training, workshops in understanding educational law -its impact and our obligation, and many other professional development opportunities. NEA publishes position statements on educational issues, works to educate the public, and lobby for best practices in education both locally and national. NEA is the largest educational union in the United States.

Communication. **Wayne's World** our in-house paper is produced monthly to bring you timely, pertinent information as well as to showcase our union members and all the good that we do. **3rd Thursdays** are a monthly opportunity for you to meet with your building representatives, find out most current information, and discuss issues of importance to you.

Committees. Being involved is the key to success. We act at the local, state, and national levels. There is a committee that is just right for you. Here at Wayne we have 11 standing committees, many of which pertain to reaching out in support of others not only within our membership but to our school families as well.

- ◆ American Education Week
- ◆ Social /Sunshine
- ◆ Communication / Newsletter
- ◆ Teacher Recognition
- ◆ Student Recognition
- ◆ Weisenreider/Community Outreach
- ◆ Nominations
- ◆ Political Action
- ◆ Scholarship
- ◆ Constitution
- ◆ Board of Education Liaisons

By the way—the educator that Pat Yates quoted at Wednesday's opening assembly was none other than **Mr. Fred Rogers!**

Through WTA we are able to protect your right to due process as outlined in our **grievance procedures** and support the enforcement of our agreed upon contract. In areas that are not covered by our contract

we work with the administration to articulate the understanding of accepted practice and outline written **memos of agreement**. We provided **mentorship** and support. **We take action** in the local, state and national arenas. Not bad for a group of already hard working teachers who are tired at the end of the day and want to go home!