

# WAYNE'S WORLD

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Doug Casey (HS), Retirement Delegates

A WTA Newsletter

December, 2006

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## President's Message

December is perhaps the busiest month of the year, with all the chaos of the holidays and all of the new demands that the new year brings. Some important points to consider are the shortened Flexible Spending Account (FSA) plan year and the possibility of retirement.

An FSA allows you to use pre-tax dollars from your paycheck to pay eligible medical and dependent care expenses. **There will be a shortened FSA plan year that runs January 1 through July 31, 2007**, with the next plan year running a full year beginning August 1, 2007 through July 31, 2008. For this shortened plan period, you may contribute up to:

- ◆ \$1,750 for reimbursable medical expenses
- ◆ \$2,917 for dependent care if filing married and joint return
- ◆ \$1,458 for dependent care if filing single or married and separate return

These dollars amount are all

pro-rated for the shortened plan year. The easiest way to calculate how much to contribute, assuming roughly the same expenses as last year, is to take your 2006 contribute total and multiply by 58%. For example if you contributed \$1,500 in 2006, ( $\$1,500 \times .58 = \$870$ ). **Make sure you complete the enrollment forms and return to the human resources office by Friday, December 22.**

If you are **planning on retiring you need to deliver a firm letter of resignation at least 150 days before your effective retirement date.** That means if you plan to retire effective September 2007, your letter would need to be submitted by the end of February! To receive either the retirement incentive or healthcare benefits you must be a full time ten-month professional employee with 15 continuous years of service in the district. The retirement incentive is \$1,000 per year of service with a maximum amount of \$25,000 paid to an eligible

403 (b) account. You must be within your first year of eligibility to retire from the NYS Teacher Retirement System without reduced pension benefits to receive the incentive. To receive healthcare benefits you must simply be eligible to retire from the NYS Teacher Retirement System. You have (2) healthcare options you may choose from and may only select (1) of the following:

- 100% of a single health and dental care premium up to the maximum
- Elect to receive \$75 for every sick day with no cap

If you have questions or just want to discuss retirement, Tom Gentile and Doug Casey, both at the HS are our district retirement representatives. You can also checkout the New York State Retirement System's website at <http://www.nystrs.org/>

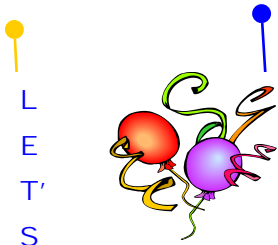
Happy Holidays,  
Jason Carter



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### CELEBRATE !

#### Congratulations to:

**OE:** Thank you for raising the top amount in the \$\$ for Denim. All you dress down on Friday people raised \$144. for the Weisenreider fund!

**HS:** Welcomes Brandy Stewart, a new Special Ed teacher.

**FE:**

**MS:**

**WTA:** Thanks Lee Strominine and all those who made the "Christmas Memories" variety show to benefit WTA's Weisenreider fund and the Pines of Peace such a great success. It raised over \$2,200!

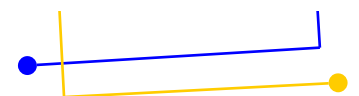
#### Welcome aboard to our new WTA delegates and alternate building reps!

Delegate -Tom Siembor (HS)  
Alternate Delegates—Brian Grayson (HS) and Lori Sensenbach (OP).  
Alternate Building Representatives — Brenda Drexler (OP) and Bryan Grayson (HS)

## WCSD Fund Drive — Give the



Friday, January 5th is the deadline to turn in your pledge card to HR. Check out the United Way's website to view a community programs video and find out more about the organizations that they fund. [www.unitedwaywaynecountync.org](http://www.unitedwaywaynecountync.org) This past year over 30,750 calls for help were answered right here in our backyard. Whether you realize it or not, you do know a family who has been helped by (y)our contributions. The United Way's community goal for the 2006 campaign is \$1,440,000 to help improve the lives of over 28,800 people! As of December 1, 2006, they were at 80.5% of the community campaign goal. **If every WCSD employee gave just \$2.00 we would be considered a leader in the community! Please give today!**



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

**3rd Thursday—December 21st!** How's your work load? A discussion to gather data on data!



## Issues currently being explored :

- ◆ Data collection and distribution issues.
- ◆ Pay issues continue to be monitored.

## Issues acted upon/resolved:

- ◆ Seniority lists posted and deadline extended.
- ◆ Faculty meeting time at FE

## Dates to Remember:

- **December 22nd**- Flex plan enrollment form due to HR!
- **January 5th**—United Way contribution Forms due to HR office. FYI—if a donor wished to contribute towards the 2007 campaign and wanted a 2006 tax deduction, you may send your check directly to Mark Callahan's attention **before 12/31/06**.
- **January 31st deadline** for reporting any issue with your years of service. A **Seniority list** is now posted in each bldg.
- **February 2 & 3, 2007** -NYSUT's Mathematics and Literacy Institutes, specifically designed for elementary and MS teachers. They will be held

in Albany at the Crowne Plaza.

## Rule of thumb #36: "Suggested Activities for New Year's Eve:

1. *Dwell on the blessings you have.*
2. *Try not to focus on things that are unreachable. .*
3. *Don't forget to hug the one(s) you love!"*

## NYSUT Field Representative:

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## WTA Committee News You Can Use!

### Health Care Committee Report

#### **Jason Carter:**

This committee has met once.

We will meet again to discuss details of a new offer for the buy out of insurance coming up later this spring. (WTA committee members are: Jason Carter, Nancy Domm, Kim Northrup)

### Professional Conduct Committee

#### **Report – Ronnie Steele:**

We have met twice so far. Topics of discussion have included professional communication expectations, standards of conduct inside and outside of school, dress & grooming, punctuality and relationship with students.

A survey to gather data from staff regarding issues of importance to them was circulated electronically. Please remember that any Professional Conduct Code that may be agreed upon will apply to both WTA and administrative staff.

(WTA committee members are: Ronnie Steele, Betsy Hennessy, Maureen Nagel)

### Stipends Committee Report

#### **Brad LaBarge:**

Several meetings have been held so far. The committee is exploring setting up levels for clubs, and for supervision pay. Comparison data from other districts for department chairs, team leaders and clubs has been distributed to committee members for their review. There has also been discussion about the process for hiring supervisors for events. The committee is meeting on a weekly basis and feels close to a finished product. We hope to meet the deadline to have a proposal to present by the end of January. The next scheduled meeting is January 4th. (WTA committee members are: Brad LaBarge, MJ Hoffman, Jackie Senecal)

With all of these contractual commitments, WTA has pledged to following a process as outline below for approving/accepting any committee recommendations:

1. The committee puts together a proposal that they agree upon.
2. The proposal is presented to the negotiating committee for approval.
3. After the proposal is approved by the negotiating committee it will be presented to the rep council.
4. WTA President and WCSD Superintendent sign off on the accepted proposal establishing it as a Memorandum of Agreement (MOA) for the remainder of the current WTA contract.
5. The MOA is made available to the WTA membership.

[www.nea.org](http://www.nea.org)



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