



Royal Oak Education Association

Reporter

October, 2007

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IT TAKES A VILLAGE

Our new contract was ratified by the bargaining unit on September 10th and approved by the School Board on September 20th. The new pay scale was implemented on October 5th.

We now have another good contract that would not have been possible without your support. Your presentations to the School Board early in bargaining, and our Board meeting and Friday morning pickets in combination with the perseverance of our bargaining team achieved this feat.

A lot of people deserve our thanks. Betty Ong served as the Crisis Committee Chairperson. The crisis team members were Nila Wilson, Addams Middle School; Janet Norling, Churchill; Nancy Dreyer, Keller Middle School; Hazel McNulty and Renee McConahy, Lincoln Early Childhood Center; Sarah Fritz and Bill Dionne, Longfellow Elementary; Pat Hein and Michelle Villerot, Northwood Elementary; Amy Morrell and Jack Donellon, Oakland Elementary; Mary Fletcher, Oak Ridge Elementary; Linda Flynn, Royal Oak High School; Dave Stafford, Starr Elementary; Jackie Roman, Mark Twain Elementary; Chris Baer, Upton Elementary; and Kara Daunt and Val Ault, Whittier Elementary. The Crisis Committee did a great job planning and coordinating our activities.

Our bargaining team members put in numerous hours of their personal time over the fifteen month course of bargaining, including eight full days this past summer. The members of our bargaining team were Stuart Asch, Keller Middle School; Vince Caruso, Royal Oak High School; Susan Cox, Keller Middle School; Betty Ann Garlak, Starr Elementary; Barbara Pollis, Addams Middle School; and Marcia Rauschendorfer, Royal Oak High School.

The bargaining team and Crisis Committee were lead and supported by MEA UniServ Directors Laurie Moore, Steve Amberg, and Jerry Haymond. Liz Sage and Alice Calvin participated on the Crisis Committee representing the Royal Oak Education Support Association and the Royal Oak Educational Support Personnel Association respectively. Bruce Anderson, President of ROESPA not only served on the Crisis Committee but was instrumental in helping us with our lawn signs and in representing the interests of all Royal Oak MEA members at School Board meetings.

A lot of people worked very hard to achieve our contract. But that is what a good union is all about: unity, hard work, and good fair contracts for members. My heartfelt thanks to all.

Sid

Royal Oak Education Association

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Give to PAC!

On October 1st, our MEA President, Iris Salters made these comments regarding the devastating developments in balancing our state budget. "The MEA's mission is to ensure that the education of our students and the working environments of our members are of the highest quality. Last night, Michigan political leaders made that work harder."

NOW, more than ever, we need to contribute to PAC (Political Action Committee). Our lobbyists and legislators need our financial support to protect public education. Either we choose to get involved by making a contribution, or we watch from the outside as crucial decisions are made about our careers. Don't pass up this opportunity to support the MEA. Every contribution, big or small, makes a difference. Together we have a stronger voice than we have as individuals.

Our ROEA PAC Drive will run during the month of NOVEMBER. Your building association reps will pass out the PAC form and give directions. If you choose "Payroll Deduction", there are only two options available. Deduction will be made for ONE TIME ONLY on December 14, 2007, or spread out over TEN paychecks from December 14th, 2007 to April 18, 2008.

Be sure to see your ROEA building rep if you have any questions about PAC, or email me directly.

Betty Ann Garlak,
PAC Chairperson
garlakb@royaloakschools.com



CONTRACT FEATURE

WAGE AND BENEFIT PACKAGE

Now that we have a new contract, we will use our "Contract Feature" column to focus on different aspects of the new language. The focus this month is our wage and benefit package.

Our retroactive 2006-07 wage is an increase of 1.25% in real wages with a salary schedule advancement of 1%. The Administration, in their shortsighted mission to suppress wages, slowed the future advance of our wages by increasing the scale only 1%. This means that the 2007-08 wage increase of 1.75% was built on a 2006-07 salary base which was .25% less than our actual salary increase. The 1.25% increase puts more money in our retroactive paycheck and helps last year's retirees by slightly raising their pension.

In addition to this year's increase, our bargaining team expressed their commitment to our veteran teachers by building a Step 30 into the salary structure. Teaching is a difficult and demanding profession; Step 30 rewards teachers for their perseverance in their work and their commitment to public education.

With the exception of a \$10/20 prescription card replacing our current \$5/10 card, our MESSA benefits for this year are exactly the same. The \$10/20 card created a savings of 8% in health care costs for the District.

For the 2008-09 school year, we reopen the contract to bargain only wages, benefits, and calendar. The advantage of a contract reopener is that we bargain while we are under a continuing contract which means that all of our union rights and protections remain intact as we bargain wages, benefits, and calendar for the 2008-09 school year. The termination date of the full contract is August 23rd, 2009.

OUR MEMBERS

Royal Oak High School Graphics teacher **Mike Stinnett** received many awards and honors this past year. Mike was selected as Educator of the Year by the Electronic Document Systems Foundation which is a foundation for the document management and communications industry. Mike was also nominated to the Board of Directors of the Graphic Arts Education and Research Foundation. He is the first educator to serve as a Board member of the GAERF. Mike's students and ROHS will share in the glory as well. They will be the recipients of a national wildlife award from the Center for Wildlife Information based on their work in the Graphic Communications class.

Congratulations to Mike and his students!



Mike Stinnett

We would like to highlight the work and accomplishments of our members. Please send items of professional and personal interest about yourself or a colleague to Sid (kardons@royaloakschools.com) or Cadine (Cadinen@aol.com).

Classified

All of the people who advertise in the Reporter are connected to the ROEA, ROESA or ROESPA. They are either members of the union, spouses of members, or retirees. You can expect a high quality of service and commitment to the needs of fellow union members as a result. Classified ads are also posted on our web site, ROEAonline.org.

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