



Reporter

November, 2007

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Uniserv Director

Laurie Moore

IT TAKES A VILLAGE, PART II

In last month's *Reporter* we thanked the many members who helped us obtain a new contract. In this month's *Reporter* we want to look ahead and tell you who is actively working on your behalf for the 2007-08 academic year.

The Executive Board is responsible for contract maintenance, overseeing the implementation of our budget and communications with the MEA and NEA.

Our Executive Board members are Marcia Rauschendorfer, ROHS, Executive Vice-President; Chris Baer, Upton, Program Vice-President; Nicole Murawski, ROHS, Treasurer; Dave Stafford, Addams, Secretary; Betty Ann Garlak, Addams, Political Action Committee Chairperson; Karen Christensen, Northwood, Elementary Director; Barbara Pollis, ROMS, Middle School Director; Jennifer Browne, ROHS, High School Director; Todd Noonan and Tracy Crawley, ROHS, MEA Delegates; and Betty Ong, ROHS, NEA Delegate. Laurie Moore is our MEA Uniserv Director.

At the building level we are served by our Association Representatives and the Building Faculty Committee. Our ARs are the communications network between the building and the Executive Board. The BFC oversees day to day operations of our schools and establishes the agenda for faculty meetings.

The following members are serving as Association Representatives, Alternates, and BFC members:

Addams Early Childhood Center -

Theresa Vernier, AR, Mary Beth Morrison, Alternate

BFC - Susan Blomberg, Renee McConahy, Hazel McNulty, Lynette Szelinski

Adams - Ryan Knapp, AR, Betty Ann Garlak, Alternate

BFC - Jim Gordon, Karen Houghton, Patty Nellis

Keller - Michelle Piwko, AR, Kara Daunt, Alternate

BFC - Sue Balcueva, Julie Barrett, Noreen Chapin

Northwood - Patty Hein, AR, Karen Christian, Alternate

BFC - Steve Lawson, Michelle Villerot, Donna McCarty

Oakland - Jack Donnellon and Amy Morrell, ARs

BFC - Kathy Kapera, Kris Ryan, Kate Rybicki

Oak Ridge - Mary Fletcher, AR

BFC - Pam Edginton, Gail Granett, Lois Mann

Upton - Marcie McLellan and Bonnie Attan, ARs

BFC - Lisa Eicher, Vikki Forster, Jan Kyle

ROMS - Dave Copp, Danielle Masouris, Barbara Pollis, ARs; Nancy Dreyer, Mary Siwajek, Alternates

BFC - Nancy Damon, Jill Ex, Kristin Gembis, John Sebastian

Royal Oak Education Association

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VILLAGE, PART II...Continued from Page 1

Churchill - John Hughes, AR

ROHS - Jolie Booser, Linda Flynn, Kim Gogola, Dee Richardson, Jo Fetsco, ARs; Mia Gutierrez, Alternate BFC - Jill Gardy, Lori Pastorino, Jessica Guinn, Marcia Rauschendorfer, Don Watchowski

This year we have an additional ad hoc committee which

is the Professional Learning Community/Middle School Committee. The members representing us on that committee are Jim Gordon and Mary Kosnick, Elementary Reps, Barbara Pollis and Debbie Taylor, Middle School Reps, and Neil Drilich and Alec Snyder, High School Reps.

It takes hard work and commitment to get the job done. Thank you to everyone who will be responsible for our success this year.

NEW EXECUTIVE BOARD MEMBERS

Dave Stafford is in his 20th year of teaching. He has taught at many schools in the district. He currently teaches a 4th/5th grade combination class at Oak Ridge elementary. Dave lives in Royal Oak. His three children are Royal Oak students. Ryan is a senior, Chelsea is a sophomore, and Jamie is a 6th grader. As our new Secretary, Dave hopes to improve communication between the Executive Board and our members.



Dave Stafford

Jennifer Browne has taught English and Language Arts for 15 years in Royal Oak, originally working at Kimball and now ROHS. Jennifer is married and has a step-daughter and two grandchildren. She enjoys bicycling and cross country skiing and has bicycled in France and England. Jennifer is our High School Director. She would like to see the ROEA support professional collaboration to ensure that teachers have the tools and knowledge to meet the challenges of supporting student achievement under the pressure of close scrutiny and accountability.



Jennifer Browne

CONTRACT FEATURE

PAID LEAVE DAYS

The basic structure of our new language for paid leave days remains the same. We continue to get eleven paid leave days a year, three of which can be used for personal business. And all unused days carry over into the next year. However, there are substantial and positive changes in some areas.

The most important change is in the use of paid leave days to care for immediate family members. We had numerous conflicts with Administration over the interpretation of the previous language. The ROEA's interpretation of the language was that all of a teacher's accumulated leave could be used to care for immediate family members. The Administration's claim was that we could only use up to five (5) days for this purpose. Our persistence in demanding sick leave for the care of family members resulted in language which clearly allows for up to sixty days of accumulated paid leave to be used in the care of

immediate family members. An immediate family member is a spouse, child, parent living in the same household as the teacher, and anyone who qualifies as an IRS dependent of the teacher (a child away at college, for example.) Additionally, the contract states that approval for days beyond sixty (60) "shall not be unreasonably withheld." This means that if a teacher can show a continuing need to care for a family member, we can grieve an administrative denial for the additional days.

The other change in paid leave language is in the area of personal leave. All of our personal leave days are now discretionary. In the previous contract, only one day was discretionary, the other two required signing a form affirming that you would not be using the day for a nefarious purpose such as a social function, educational conference, or (God forbid) a recreational pursuit. Personal business days can now be used for any purpose that you wish. Additionally, the new contract states that we are notifying Administration that we are utilizing personal business days, rather than requesting their use as in the previous contract. As in the past contract, Joint Committee approval is still required for days that would extend a school holiday.

POLITICAL CORRESPONDENCE

Editor's note: Sid wrote to Congressman Sander Levin about the No Child Left Behind Act. Here is the letter along with Levin's response.
-Cadine

October 21, 2007

Congressman Sander M. Levin
Congress of the United States
1236 Longworth House Office Building
Washington, D.C. 20515

Dear Congressman Levin:

I have learned from the National Education Association that the current draft of the Elementary and Secondary Education Act reauthorization bill includes merit pay based on test scores. I am opposed to merit pay based upon test scores.

Merit pay is inherently divisive amongst staff and will interfere with teachers working as a team to enhance student learning. Moreover, given that test scores are a product of previous learning in combination with current learning, it is impossible to attribute test scores to any one particular teacher. If a district's aggregate scores are connected to performance pay, than local school boards will quickly abrogate their responsibility to pay teachers fairly, relying instead on federal pay-for-performance funds. This would lead to pay disparity between teachers based on the overall socioeconomic status of a district as SES correlates more highly with student achievement than any other factor.

I urge you to vote against any ESEA reauthorization that supports merit pay. Our teachers in Royal Oak work diligently during the school day and afterwards to ensure that our students receive a great education. Merit pay would have no bearing on their high level of professionalism and dedication to students.

Thank you for your time and interest in students and their teachers.

Sincerely,
Sidney Kardon, President, Royal Oak Education Association
Affiliate, National Education Association

Cc: Congressman George Miller, Chairman, Committee on Education and Labor
Reg Weaver, President, National Education Association

November 15, 2007

Mr. Sidney Kardon
President, Royal Oak Education Association

Dear Friend:

Thank you for contacting me about performance based pay for educators. Your views on this issue are important to me.

I share your concerns about basing teacher salary on student test scores. As you know, the House Education and Labor Committee has released draft language of legislation to reauthorize the Elementary and Secondary Education Act that would provide annual bonuses for teachers and principals rated "exemplary" based on a number of factors, including evaluations by principals, teachers, and student learning gains.

While I believe that having high standards for teachers and students is a good thing, I would be concerned with the federal government interfering in local collective bargaining issues and believe the issue of teacher pay is a local one. As Congress debates changes to No Child Left Behind, I hope you will continue to be in touch.

I hope you will continue to stay in touch on issues of concern to you. If you would like to receive weekly updates on the activities in Congress, please sign up for my weekly e-mail newsletter on my website. Thank you again for taking the time to contact me.

Sincerely,
Sander M. Levin
Member of Congress

Laurie Moore, Executive Director

Cordially Invites You To A

Retirement Workshop

All School Employees Welcome

**An Opportunity to Answer Your Questions
Michigan Public School Employees Retirement System
(MPSERS)**

- Understand the Michigan Retirement System.
- When Can I Retire? Can I afford to Retire? How to Qualify.
- A Copy of the New “MPSERS Retirement Guidelines.”
- What are the differences between Basic and MIP retirement?
- How do you calculate your estimated monthly pension benefit?
- MSPERS Tax Deferred Payroll Deduction Buy-In a (TDP) “Buying Time.”
- Just Beginning Your Career? Learn How to Retire Early - As Early as 46.
- What Questions to Ask When Purchasing Service Time
- How do I start investing now?
- How to Fund Your Retirement - Pick a Date and Retire Comfortably.
- New Options in TSA, TDA, and 403(b) to Help Fund Your Retirement.
- Health, Dental and Vision Coverage you will have as a retiree.
- How much will I have to pay for Health, Dental and Vision Coverage?
- Social Security and your MSPERS benefits.

Reservations Required

For reservations, contact Sandy at the MEA Office

Office phone: 248-358-4770 or

E-Mail: Sriccardi@mea.org

Date : Tuesday, January 15, 2008

Time: 4:30 pm

Location: ROMS - Cafeteria