



Royal Oak Education Association

Reporter

October, 2008

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Vote Union, Support Public Education!

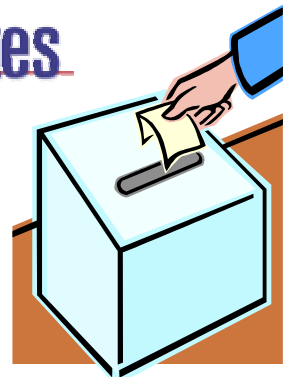
On November 4th, we have the opportunity to improve public education by voting for candidates for office who are public school advocates. The MEA screens all candidates that they recommend. Screening occurs at the national, state, and local level. I was involved in the state screening and recommendation this year. We interviewed candidates for trustees for Michigan State University, the University of Michigan, and Wayne State University. We also interviewed Diane Marie Hathaway for the Michigan Supreme Court, and candidates for the state board of education. Within their office categories, all candidates were asked the exact same questions, all of which were pertinent to public education and unions. The candidates for university trustee, for example, were asked about their positions on universities establishing charter schools and collective bargaining. The board of education candidates were asked about AYP and professional development. Judge Diane Hathaway, the candidate for the Supreme Court was asked questions about her judicial perspectives which were prepared by MEA legal staff.

public schools. As you probably know, privatization is currently the largest threat to many of our jobs and to the quality and mission of our public schools. And they understand the intrinsic unfairness of AYP standards and are not proponents of NCLB in its present form. Moreover, they all support collective bargaining rights.

You can have a substantial and positive impact on your school and your job by voting for NEA and MEA candidates. Page 2 of the Reporter has the union endorsed slate. Please copy it, share it with your friends and family and vote public education on November 4th.

Sid

MEA
Votes



Royal Oak Education Association

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In general, our selected candidates are opposed to the privatization of

UPDATE!

ELECTION 2008

MEA recommends

The MEA is proud to recommend the candidates listed here for elected office. Members like you have evaluated these candidates as well as their answers to questions about education-related issues.

President and Vice President

Barack Obama and Joe Biden

U.S. Senate

Carl Levin

U.S. House

1 Bart Stupak
5 Dale Kildee
6 Fred Upton
8 Robert Alexander
9 Gary Peters
12 Sander Levin
13 Carolyn Cheeks Kilpatrick
14 John Conyers, Jr.
15 John Dingell

Michigan House

1 Timothy Bledsoe
2 LaMar Lemmons, Jr.
3 Bettie Cook Scott
5 Bert Johnson
6 Fred Durhal, Jr.
7 Jimmy Womack
9 Shanelle Jackson
10 Gabe Leland
11 David Nathan
12 Rashida Tlaib
13 Andrew Kandrevas
15 Gino Polidori
16 Bob Constan
17 Andy Dillon
18 Richard LeBlanc
19 John Walsh
20 Marc Coriveau
22 Douglas Geiss
23 Deb Kennedy
24 Sarah Roberts
25 Jon Switalski
26 Marie Donigan
27 Elen Kogan-Lipton
28 Lesia Liss
29 Tim Melton
30 Tory Rooca
31 Fred Miller
32 Jennifer Haase
33 Andrew Prasiloski

34 Woodrow Stanley

35 Vincent Gregory

37 Vicki Barnett

42 Harold Haugh

43 Gail Haines

44 Eileen Kowal

46 James Marleau

49 Lee Gonzales

51 Paul Scott

52 Pam Byrnes

53 Rebekah Warren

55 Kathy Angerer

56 Kate Ebil

57 Dudley Spade

59 Carol Higgins

60 Robert Jones

62 Kate Segal

65 Mike Simpson

67 Barb Byrum

68 Joan Bauer

69 Mark Meadows

70 Mike Huckleberry

71 Rick Jones

75 Robert Dean

76 Roy Schmidt

78 Judy Truesdell

83 John Espinoza

84 Terry Brown

91 Mary Valentine

92 Doug Bennett

95 Andy Coulouris

96 Jeff Mayes

97 Tim Moore

98 Garnet Lewis

101 Dan Scripps

103 Joel Sheltrown

104 Roman Grucz

106 Andy Neumann

107 Gary McDowell

108 Judy Nerat

109 Steve Lindberg

110 Michael Lahti

Michigan House*

4 Coleman Young II
8 George Cushingberry
21 Todd LaJoy

21 Dian Slavens

39 Amy Peterman

66 Donna Anderson

73 Bruce Hawley

73 Tom Pearce

86 Dave Hildenbrand

4th District Court of Appeals

Paula Manderfield

Ingham County 30th Circuit Court

Rosemarie Elizabeth Aquilina

William Edward Collette

Janelle A. Lawless

Michigan Supreme Court

Judge Diane Marie Hathaway

University of Michigan

Board of Regents

Larry Deitch

Denise Ilitch

Michigan State University Board of Trustees

Dianne Byrum

Diann Woodard

Wayne State University Board of Governors

Paul Massaron

Gary Pollard

State Board of Education

Kathleen Straus

John Austin

For the latest information on recommended candidates, contact your local MEA UniServ office or visit www.mnavotes.org.

* These candidates are deemed "acceptable" by local screening and recommending committees.



CONTRACT FEATURE

PAID LEAVE

Paid leave, usually referred to as sick leave, includes different categories of use. All bargaining unit members receive 11 days of paid leave at the beginning of the year. Unused days are carried forward to the next year. For example, if you use 5 paid leave days this year, you will begin the 2009-10 year with 17 days - 6 days carried forward plus a new allotment of 11 days.

Paid leave days can be used for various reasons. The primary use is for your own illness or illness in your immediate family. There is no contractual limit on the use of accumulated paid leave for your own illness. For the illness of an immediate family member, you can use up to 60 days from your accumulated paid leave. There is a contract provision to possibly extend beyond 60 days depending on the particular circumstances. To help care for extended family members, you can use 3 days if the person resides in the metropolitan area and 5 days for family members outside of the area.

PERSONAL BUSINESS LEAVE

We have 3 days of personal business leave annually which are part of our paid leave days. Personal leave days are not lost if not used. They are converted into accumulated paid leave days for the following year. All personal business leave days are discretionary, meaning that you can use them for any purpose you wish. If you need a personal leave day to extend a school holiday or during the last five days of the school year (June 12th through June 18th) it has to be approved by the Joint Committee.* Approval depends upon your reason for wanting the day. Generally, days used for unique family events (an out of town wedding, for example) are approved; the Administration usually argues against other uses. When you submit your request to Joint Committee via Cheryl Goodgine's office it helps to send a copy to the ROEA. That allows us to be better prepared to represent you at Joint Committee. Since the Joint Committee meets only monthly, it is good to get your request in early.

It sounds silly to say this, but since I get this question every year, here goes: You do not need the permission of

Joint Committee or anyone else to use sick leave for any work day, regardless of whether it adjoins a holiday or falls within the last five days of the school year.

EXTENDED ILLNESS OR HEALTH CONDITIONS

If a teacher needs days beyond their accumulated days due to a long term illness or health condition, paid days can be drawn from the sick leave bank. The bank starts out the academic year with at least 325 days available to us as a group.

After 15 days of an illness, health condition, or need to care for a dependent, we are eligible to draw time from the sick leave bank if our own paid leave time is exhausted.

A typical example of drawing days from the sick leave bank is for maternity. A teacher may have 20 days of accumulated leave and her doctor recommends six weeks (30 school days) for the post partum recovery period. The teacher would exhaust her 20 days of accumulated time and would then draw 10 days from the sick leave bank. The entire recovery period would be fully covered.

When using the SEMS system to report your absence, code sick leave usage accurately. This is important in accessing the sick leave bank since usage of the bank is for one particular long term medical condition. You access the bank when your paid leave days are exhausted and there is a continuing medical condition of 15 or more days duration. If some of your days are coded as one "1" which is personal illness, and others are coded as "2" which is family illness, it will make it difficult to establish usage for one related medical issue.

*The Joint committee meets monthly to review contract related issues. The usual participants are Cheryl Goodgine and Carol Hansen who represent administrative issues and Laurie Moore, Marcia Rauschendorfer and me representing ROEA concerns.

Money \$aving Tips

We're all trying to find ways to save money during this recession. Lets share tips with each other. To get us started, here's a tip from Sid:

"I pour water collected by our dehumidifier into the washing machine. Why waste water when we can use clean distilled water that contains no hard water deposits." -Sid

Here's another one: "If you feel the urge to go shopping try taking a beautiful autumn walk instead—it's free and you'll feel better after." -Cadine

Email your tips to the Reporter at CadineN@aol.com.

Another idea.... **Free Cycle for Royal Oak teachers**

In this plan people give and get stuff for free. Let us know what you would like to offer at no cost to a fellow school district employee. Tell us what you would like to get from your ROEA Reporter Free Cycle. Email the Reporter at cadinen@aol.com and we'll include your offer or request.

Do you have a bike that you're no longer using? Do you have books that you could pass on to others? Maybe you need some slightly used baby clothes? How about a snow blower?



Remember the Reporter classifieds? We need to refresh them. If you would like to place an ad in our new listing, email cadinen@aol.com with the information for the ad.



Cherilyn Ross-Blair, Todd Noonan, Tracey Crawley and Sid Kardon