

Members to Vote on Proposed Dues Rates for 07/08

The MCEA Rep Assembly has approved a proposed MCEA budget for next year that increased our local dues by one dollar per pay period. Under MCEA's bylaws, any change in dues rates is subject to a vote by the full membership. (*More detailed information is being distributed to all members, along with their ballots.*) The full MCEA budget proposal can be found online on the MCEA Forum.

MCEA's local dues rates have remained the same for the last three years. During that time, the union has accomplished a great deal, including: increasing both our state and local pension benefits and a new 3-year contract with a 15.9% compound salary increase.

The additional one dollar per pay period will go to both balance the organization's operating costs as well as stabilize ever-increasing facility expenses. MCEA has recently added field staff to improve assistance to members, a growing need as more federal, state and local demands are thrust upon educators.

Costs to lease the MCEA Conference Center space have continued to escalate, increasing over \$100,000/year compared with ten years ago. To address this situation, MCEA's Board of Directors is proposing to purchase a permanent home for the organization to avoid continuing increases in our facility costs and to free up money for improved member services. Half of the dues increase would be directed towards this special "Building Fund."

SHORT TAKES

Batter Up for 'Teacher Appreciation Night'

Each public school teacher with ID — and their immediate family — will receive free admission **Thursday, June 14** to watch the Bethesda Big Train take on the Maryland Redbirds at Shirley Povich field. And courtesy of MCEA, each will receive a free hot dog or pizza and a soda. Doors open at 6:00 pm with the ceremonial first pitch thrown at 7:20 pm by the president. No, not George Bush, MCEA's own President Bonnie Cullison. MCEA member Georgene Fountain, a highly regarded area music stylist, will sing the national anthem.

Summer Hours Scheduled for 'Copy-Plus'

Do you want to be ahead when school opens? If you need materials copied for the beginning of school, why not do it over the summer. Copy-Plus, the centralized copy system created as a result of MCEA negotiations, will continue to run throughout the summer. Simply go to copyplus@mcpsmd.org or place the materials to be copied in a Copy-Plus envelope and drop it off in the pony at a nearby school.

Electing your Faculty Rep. (EFR)

Has your school vote been held? If not, your staff needs to elect its EFR this week. Check with your MCEA Representative or principal to set up a time. Questions? Contact MCEA. Any MCEA unit member may seek the position.

Voting will take place at each worksite during the last week of school. This late year consideration is a result of the organization's effort to first ensure county funding of next year's school budget - and our raises.

TEACHER TIP

Road to Good Talking

(grades 2-5)

At the beginning of each school year, put up a bulletin board that is essentially a road with sign posts or stopping points along the way. Each student's name is written on a vehicle or sneaker made out of poster board and placed at the beginning of the 'road to good talking.' A 'goal sheet' with the specific objectives for each student is put inside a personal folder that they make. As students practice their new skills, they receive stickers that are placed on sticker cards. When the sticker cards are full, the students take them home and move their name up on the road. When a student reaches the end of the road, the whole group celebrates with a party or rewarding activity. Students beg for extra work and extra turns to fill up their cards. No one complains when their name is placed back at the beginning of the road because it means that they will have more opportunities to earn rewards and reinforcement.

Students Goals

(grades 3-5)

Ask your students to set goals on 3x5 cards at the beginning of the school year. Keep their goal cards and return them at the end of the school year. Many are happily surprised that they made more friends, improved grades, and/or completed personal goals throughout the school year. Reflecting on what was achieved and those goals which were not reached may be food for thought.

These tips were gathered from "Works4me" an NEA on-line program. For additional tips, e-mail to lyris@list.nea.org. Then in the message block, type: *subscribe Works4me* (with no punctuation)

ON THE JOB

Year-End: Odds and Ends

Resignation Procedures

According to the negotiated agreement (**Art. 7, Sec. I**), tenured unit members wishing to terminate employment must give written notice to the Office of Human Resources **on or before July 15**. The contract goes on to say that, "*Except in cases of emergency, resignations with less than proper notice will be considered a breach of contract.*" While no one should resign before they're absolutely sure of the action, the sooner notification is given, the better it is for your colleagues who may wish to apply for your soon-to-be vacant position.

Transfers Redux

The voluntary transfer period has reopened and will continue until July 20. Schools may now consider voluntary transfer candidates or new hires.

If you have been placed in a new position through the **involuntary**

transfer process but now find that a position is now available at the school from which you were surplus, (through change in student enrollment, resignation or for other reasons) you have a contractual right to return to the building – *if you choose*. It is up to you whether to remain in the new position or return to your original school. This contract provision (**Article 25, Sec. L**) is limited, however. No changes will be made after July 20th, unless both the receiving and releasing principals agree to the change.

Rights for Split Assignments

Full-time teachers who visit more than one school in a day have the same rights as all other full-time teachers. They are to receive full planning time (at least 7 hours per week in elementary school [*according to the new contract*] and at least a full planning period daily in secondary); work a 7 ½ hour work day, including a thirty minute lunch; *and* reasonable travel time between work locations which does not replace planning time or lunch. Make sure that next year's schedule follows these contractual guarantees.