



# Newsline

## from the President

August 29, 2007  
Issue # 1

Bob Naski

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## Welcome Back

Welcome back to another exiting and challenging new school year. I hope you had a relaxing and enjoyable summer. Once again we are faced with many challenges such as NCLB, Election 2007, continued improvement in student performance, passage of a bond to build our classrooms of tomorrow, bargaining of a new contract, and **most importantly** the education of our students. I know with your help all of these challenges will have positive outcomes.

Please feel free to contact any of your WEA leaders if you have any questions or concerns.

**President:** Bob Naski..... 586/573-7750  
**Vice President:** Jon Fielbrandt.....Sterling Heights High School, ext. 14430

**Trustees**  
Zone I Elementary (schools west of VanDyke): Jessica Kuhn.....Holden Elementary  
Zone II Elementary (schools east of Van Dyke): Lisa Sikoski.....Cromie Elementary  
Zone III High School: Bob Callender ..... Warren Mott High School  
Zone IV Middle School: John Cafagna.....Carter Middle School

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**Contract Ratification Meeting**  
**Monday, September 10<sup>th</sup>**  
**Sterling Heights High School**  
**4:15 p.m.**

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## Contract Extension

In your mailboxes you should find the details to your one year contract extension. The articles with changes are in the order they appear in the contract. The new language is in **ALL CAPITAL LETTERS, BOLD FACE TYPE AND UNDERLINED** with the exceptions of the pay scales and Schedule G, all of which is new language and appears in normal print for easier reading. Deleted old language is ~~lined through~~. ***If the language does not appear, it means there has been no change from the 2005-07 contract.***

A ratification meeting has been set by the WEA Board of Trustees for Monday, September 10, 2007 at 4:15 p.m. at the Performing Arts Center at Sterling heights High School. The ratification procedures along with information on how to get on the agenda, if you so desire, are included in the packet. If you have any questions regarding the contract or procedures please call the WEA office at 586/573-7750.

## Pay Periods

You will receive a one-half (1/2) bi-weekly pay this Thursday, August 30, 2007. You will receive another one-half (1/2) bi-weekly pay on Friday, September 7, 2007, Your first full bi-weekly check will be on Friday, September 21, 2007.

## Dues

The WEA/MEA/NEA Dues for 2007-08 are \$894.00. The break down is:  
MEA - \$620  
NEA - \$153  
WEA - \$121

Dues are deducted in ten equal installments beginning with the September 21, 2007 paycheck. The next paycheck following the tenth dues deduction will be for those who elect to make their voluntary PAC contribution through payroll deduction.

If you wish to pay your dues in a lump sum at the beginning of the year rather than by dues check-off, you must pay the full amount to us by Friday, September 7, 2007. If we do not receive your check by 4 p.m. on September 7, we will authorize payroll to make payroll deductions.



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*The WEA Building Rep is the most vital elected office in the organization...*

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## Building Rep Elections

Buildings should elect their WEA Building Representatives and Alternates by Wednesday, September 5, 2007. According the WEA Constitution, buildings may have one representative for every fifteen WEA members or major fraction thereof. As soon as the Building Reps are elected, the building election official should contact the WEA office and report the names no later than Thursday, September 6, 2007. *The WEA Building Rep is the most vital elected office in the organization and serves as the link between the WEA leadership and the members in the building. It is essential that every building be represented.* We encourage you to participate in this office and make this important contribution to your union

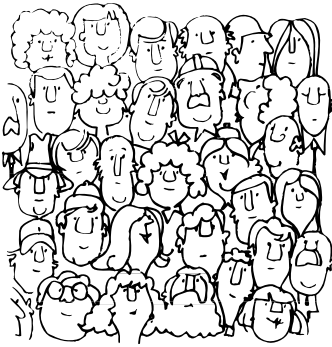
**The first Congress meeting, which is the monthly meeting of Building Representatives, will be Monday, September 17<sup>th</sup> at the Carter Middle School Media Center at 4:15 p.m.**

## Building Policy Committee

Teacher Empowerment in your school begins with the Building Policy Committee (BPC). It is your staff's vehicle to solve problems at the building level that are not covered by the Master Agreement, and as the contract states... "teacher involvement will be meaningful." This means that arbitrary decisions affecting working conditions within your building can be challenged and changed through peer consensus. An administrator must listen and respond to staff concerns. It is the faculty's committee and the principal does not have veto power for BPC decisions unless they violate school board policy.

The size of the committee is determined by election within the individual building, and it is not uncommon to have each grade level or subject area represented. **The chairperson, who sets the agenda, and the secretary should be WEA members.** Up to three building reps are guaranteed slots on the committee without election, but more reps may serve if they are elected. **The BPC is the staff's voice. This committee is your right.**

Conduct your elections immediately and please fax (586/573-7753) or email (office@warrenea.org) your committee membership into the WEA office. Other than the principal, **only WEA members are to serve on this committee.** Procedures for the BPC are outlined in Article XX of the contract.



## New WEA Executive Director

The 6A Warren and Fitzgerald Coordinating Council is pleased to announce the hiring of Jennifer K.N. Miller as its new Executive Director. She comes to us with a background in legal, union and political experience. A great addition to the Warren Education Association family, we look forward to working with her in the coming months. Please welcome her aboard when you get a chance.

## Fingerprinting

In your "Welcome Back" packet from Warren Consolidated Schools you will find the directions on how to get fingerprinted and reimbursed by the district. **Please note that if you were hired after January 1, 2006 you need not get re-printed.** The law states that all individuals employed *prior* to January 1, 2006, must have their fingerprints taken and processed prior to July 1, 2008. **However, the district will only reimburse you if your fingerprint processing is completed by December 31, 2007.**

When you make your appointment by phone or computer, be prepared to pay for it at that time. At the actual fingerprinting site they will not accept personal checks, credit cards, or cash. They will only accept money orders or business checks.

Lastly, if you choose to schedule your appointment via their web site, when you click on *Pay by Credit Card* they will move you into an Electronic Payment System and give you three choices.

1. Register
2. Payment Inquiry
3. Pay Without Registering

You want to choose *Pay without Registering* with the Electronic Payment System. Remember to get your verification receipt so that you may submit it for reimbursement per WCS instructions.