



# MSEAge

September 2018, Vol. 2

Affiliated with NEA-Alaska

Unite · Advocate · Educate

## Meetings and Important Dates

<b>Listening Tours</b> 9/17 to 9/20	<b>School Board</b> 9/19 6:00 pm <b>Delegate Assembly nominations due</b> 9/25	<b>Building Rep Training (open to all members)</b> 9/26 4:45 to 6:45 MSEA offices	<b>Deadline for Salary Advancement</b> 9/30
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## Look for Us!

MSEA wants to hear what our members have to say! We are sending teams to almost every school in the Valley to talk to members. We know that you are busy, so we are going to ask you 4 quick questions. If you wish to chat on other topics, we would appreciate that, if you have time.

We will not disturb any instructional time, so during your lunch, prep time, or before and after school, look for us if we have not found you. The District has been very supportive of these efforts which we appreciate.

Stay tuned to hear about the results of the tour.

## MSEA Got More Tim Time

The state president, Tim Parker, came to visit the Valley educators again last week. We had fun meeting members and listening to their ideas, concerns, and successes.



## Did the District Just Give Principals a 7% Raise?!

No, the principals did not get a 7 percent raise. Maybe they will, but not yet.

The principals went to arbitration because they were displeased with the proposals they were getting from the District. The arbitrator rendered the decision a few weeks ago, and many people were quite surprised that the principal's prevailed to the degree that they did.

The arbitrator said they were not paid as well as principals in Anchorage and Fairbanks. His opinion is that over the next three years, they should receive a 7 percent increase in salary. He also recommended that the districts contribution to health care be raised to \$1,744 and any increases above that should be split with the employee.

However, the principals still have a fight ahead of them. The arbitration decision is only advisory, not binding. Now the principals have to get the district to sign a Negotiated Agreement that actually gives them the raises and benefits the arbitrator says they deserve. Stay tuned to see how that turns out.

## What Do Dues Do?

Members have been inquiring about where their dues end up. Here is some information to give you an idea.

Out of the \$1,182.29 that is collected from each member each year \$236.29 stays with MSEA, \$15 goes to the Alaska Political Action Committee for Education, \$739 goes to NEA Alaska, and \$192 goes to NEA National.

Now, some people might object that not enough stays in MSEA, but be assured that the benefit of sending over \$700 to the state level is very beneficial to MSEA members. The state level provides us with two professionals who are called UniServ Directors who are very experienced in all things union and offer invaluable support to me and the other local president of CEA. They also directly assist members in rights, arbitration, and organizing. During bargaining, they are the professional support that the team needs.

Those dues also pay for an Associate Staff person at the MSEA office. Her name is Malina, and she does what an Administrative Assistance would do at, say, a high school or the District office.

We send money to NEA National and through grants and training, Alaska has usually gotten back more money than what they have paid in. In fact, the national level also pays for some of our UniServ Directors.

Some people erroneously believe that the money we send to NEA National goes to supporting political issues that they do not agree with. This is not the case. If a person wants to support NEA National politically, they have to donate funds to The NEA Fund for Children and Public Education. (This information is on the membership forms that we sign when we become a member.)

This information should be just enough to get you thinking of more questions, which MSEA encourages and will promptly respond to.

## Sherrod Elementary Commemorates 9/11

The students at Sherrod Elementary were excited as they assembled on the playground amid roaring motorcycles ridden by veterans who came to help commemorate 9/11.

As the ceremony was about to begin, the motorcycles were silenced and all the students fell quiet in a show of solemn respect. After the pledge, the entire school sang the Anthem and the Alaska Flag Song.

The efforts of all the educators at Sherrod were evident that day in the respectful, mature manner in which their students comported themselves. It's a very impressive school!





**DEADLINE TO SUBMIT NOMINATIONS: September 20<sup>TH</sup>**

This year, [Fall Event](#) will offer a blend of courses from which members can choose to attend.

**Strands include:**

**Organizing**

- Secrets of a Successful Organizer
- Branding and Public Relations
- Creating Local Professional Development Opportunities
- Engaging New Educators

**Compassion, Satisfaction: Preventing Secondary Trauma and Compassion Fatigue**

Every day, teachers support children who have experienced trauma... ([full description](#))

**The House that Fell – Decolonizing Education and Rebuilding Culture**

This workshop will take participants on a journey in decolonization... ([full description](#))

**Professional Self Care: Negative Impact, Positive Recovery**

Occupational stress can have a significant impact on the personal... ([full description](#))

**Mini-Camps include:**

- Using Canva to Design Materials
- Hosting Social Events
- Political Lay of the Land
- Member Benefits
- PTPC Code of Ethics
- Professional Self-Care

## Contract Corner

### Article IV, Section 2C – Personal Leave

Four (4) days of personal leave with pay shall be granted each full time certificated employee per school year. Accrual shall not exceed eight (8) days.

Personal leave may be taken on a one-half or full day basis only.

Notice for personal leave must be provided at least twenty-four hours in advance. Exceptions may be made in bona fide emergencies.

Personal leave will not be used to affect a concerted work stoppage or slowdown.

No more than twenty percent (20%) of the teachers may be approved from any one (1) school at the same time without the superintendent’s approval. Exceptions may be made for small schools.

Teachers may convert personal leave into cash at the maximum rate of three (3) days per year, if a written request is received in the payroll department no later than May 1<sup>st</sup> of the contract year. Conversion shall be at the individual’s per diem rate

Personal leave shall not be granted on parent/teacher conference days, or state mandated testing days. Personal leave shall not be granted on professional development days except (1) if the subject matter is not relevant to any part of a teachers current teaching assignment, (2) for major life events, or (3) if the teacher is a Veteran, and the professional development day falls on Veteran’s Day, or (4) upon the prior written approval of the unit administration, which approval shall not be arbitrarily denied. Major life event refers to a significant personal event the scheduling of which must be beyond the control of the member.



### September 30th Deadline for Salary Advancement

Teachers applying for a change in contract salary must file a written request and official transcripts/official CEU documentation with the District no later than September 30th for column movement for the entire year.

Contact payroll at: [kalea.mcneese@matsuk12.us](mailto:kalea.mcneese@matsuk12.us).

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