



NTEA Connection



NTEA Website: www.nteaonline.org

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President's Corner

November, 2004

The addition of long-term disability went into effect October 1st.

FYI:
Last Year's pooling amount was \$459.58.

It is with great pleasure that I have good news to deliver! First, you will receive a separate check in November. This check is a retroactive payment of your September's State Health Care Allocation and part of the newly negotiated Health Care Authority. Your check could be as much as \$122.89 minus taxes. You will receive the S-125 deduction from September 2004, up to \$122.89 minus taxes. NTEA and NTPS agreed that the new State Allocation was designed to be distributed from September 2004 through August 2005. NTEA was concerned with the "HIT" that members took in their September paycheck. We agreed that pooling will take place from October 2004 through August of 2005. This must be done to facilitate open enrollment for health benefits.



Our goal was to achieve relief in terms of Health Benefits. We are pleased with our progress this year. The pooling amount for certified staff is \$666.72. I have just reviewed the distribution to members and am happy to report that out of approximately 800 members, 562 members will have less than \$18.00 taken out of their paycheck. Over half our members, 418, will have zero paycheck deductions. On the upper end, only 36 members will have over \$500.00 taken out. These members cover whole families. NTEA believes we are heading in the right direction to benefit our members.

TRI-Day compensation will be included in the October paycheck. To obtain a clearer understanding of how TRI-Days (Time, Responsibility and Incentive Days) are being paid, go to www.nteaonline.org and click on "Professional Development." Let's hope the good news keeps coming!

Working together we can make a difference!

Don't Forget!

In the next several days, please . . . CONSIDER . . . CAREFULLY, your Association's recommended candidates and ballot positions. These recommendations are based on the candidates' and initiatives' support of, and impact on, public education. SHARE your thoughts with friends and family, and finally . . . VOTE.



NTEA Members Health Insurance Enrollment

NTEA members made the following selections for health insurance coverage this year:

Kitsap Physicians Service	65 enrollees	9%
Group Health	273 enrollees	37%
Premera Blue Cross	407 enrollees	55%

"Congress passed legislation giving teachers and paraprofessionals a \$250.00 federal tax deduction ..."

NEA Pressure Leads to Extension of Tax Breaks

The \$250.00 tax deduction for out-of-pocket classroom expenses incurred by teachers and paraprofessionals will be extended for the 2004 and 2005 tax years under House- and Senate-passed legislation (H.R. 1308) extending marriage penalty relief and child tax credit.



In 2002, Congress passed legislation giving teachers and paraprofessionals a \$250.00 federal tax deduction for teachers' and paraprofessional out-of-pocket expenses for instructional materials and classroom supplies. The legislation represented an acknowledgment -- for the first time -- that teachers and paraprofessionals are spending their own money to equip their classrooms. This modest tax break expired at the end of 2003.

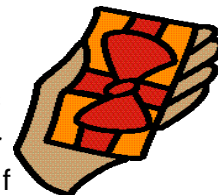
NEA and some lawmakers worked throughout the year to reinstate the deduction and will continue to work to make the deduction permanent and to expand eligible expenses to include professional development.

The tax bill also includes two other NEA victories -- the extension of the Qualified Zone Academy Bond Program providing \$400 million each year in 2004 and 2005 for school construction; and extension of a tax deduction for corporations that donate computers to public schools. The President is expected to sign the bill into law shortly.



NEA Member Benefits Giveaway

NEA members can register anytime during the month of November, 2004 in the "Members-Only" area of the NEA Member Benefits Web Site (www.neamb.com) for a chance to win one of three \$100 Target gift cards. Use the card to spruce up your home for the holidays or to make some extra gift purchases? Giveaway entry begins on November 1, 2004 and ends on November 30, 2004. No purchase is necessary to enter.



American Education Week -- November 14-20

You work long hours, you take on more and more tasks, you take wonderful care of the students in your classes, you spend your own money to cover materials you want your students to have, you are constantly asked to perform at ever increasing levels, you deal with stress levels that your doctor would find appalling and you still manage to greet your students with a smile and let them know that they are important to you. You are amazing people!

The public truly appreciates your efforts, but they don't often take the time to let you know. I just want you to know that you do make a difference. Without your efforts, the future would look very grim. You won't take time for yourselves, but at least take time to reflect on all that you do and know that you are truly appreciated! Thank You!



Substitute Educators' Day

This year marks the second celebration of an often overlooked group of employees critical to the continuing work of every school district -- substitute educators.

To correct that oversight, the Friday of American Education Week has been

Thought for The Month!

“When solving problems, dig at the roots instead of just hacking at the leaves.”

Anthony J. D'Angelo

designated “Substitute Educators Day.” This year, the day falls on November 19. Substitute educators are employees called in to temporarily replace regularly employed teachers or education support professionals, such as classroom aides.

Substitute educators are a critical link in the education of public school children. When regular employees, such as teachers, are absent, these people step up to the plate to provide the education we expect our students to receive. We couldn't do this work without them.

We also celebrate Substitute Educators Day to encourage increased respect for substitute education employees. Most of them do work a full school year. They hone their skills with continual professional development, just like the rest of us. We could not do our work with students, without their services.

Take time to let these individuals know how much you appreciate their efforts.



National Education Support Professionals Day

Educational support professionals (ESPs) in communities across the nation will be in the spotlight on Wednesday, November 17, as students, parents, school administrators, and the general public, learn more about and promote ESPs.

Education support professionals are an essential partner in providing great public schools. National ESP Day is a good time to learn about the contributions ESPs make to our community everyday.

Education support professionals are often times the first people that our school children encounter on a daily basis. They are the people who drive our kids to school, help them cross the street, provide them a nutritious meal and keep their school building clean and safe. ESPs are the unsung heroes. It is time that we recognize their hard work and expertise by telling them “thank you.”



THE CLASSIFIEDS

Quality Child Care Available -- Steamboat Child care offers licensed, caring, in-home care, with a low child/adult ratio. For more information contact Judy Schrode or Courtney O'Catherine at 360-867-1266.

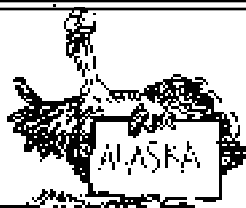
1994 Astro Van -- All wheel drive with ABF brakes, air conditioning, cruise control, seats 8 converts to cargo. Has 128,000 miles. Cost: \$4500. Call Mark or Colleen at 866-6122.

The River Ridge High School Theater is presenting "Seussical," a musical adaption of Dr. Seuss' writings, on November 4-6, 12, 13, and 18-20. The production begins at 7:30 at 350 River Ridge Dr. SE in Lacey. Tickets are \$8 general admission and \$6 for students and seniors. To reserve tickets call 360-412-4837.




For Sale: 1991 Layton 26' Travel Trailer. Cost: \$4500.00. Call 705-3151 evenings.

Don't Forget to Vote!



November 2004



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<p>DON'T FORGET TO VOTE!</p>	<p>Contract Admin 4:00</p> <p>School Board 7:00</p>	<p>Election Day</p> <p>VOTE!</p> <p>Pres. Visits Lydia Hawk 3:30</p>	<p>Exec. Board 5:00 PM</p> <p>NTEA Office</p>	<p>Pres. Visits Lacey 3:30</p>	<p>Librarians Meeting 7:30 a.m.</p>	<p>South Bay Fun Fair</p>
7	8	9	10	11	12	13
<p>American Education Week</p> <div style="border: 1px solid black; padding: 2px; display: inline-block;"> <p>American Education Week</p> </div>	<p>PTA Roundtable Pleasant Glade 6:30</p> <p>School Board 7:00</p>	<p>Coordinated Bargaining 4:30 PM</p> <p>WEAC Office</p> <p>NT Citizens for Schools NTEA 6:30</p>	<p>Rep Council DO Boardroom 5:00</p> <p><i>National ESP Day</i></p>	<p>WEAC Rep Council WEAC Office 4:30 PM</p>	<p>Teacher Professional Development</p> <p><u>NO SCHOOL</u></p> <p><i>National Substitute Educator's Day</i></p>	
14	15	16	17	18	19	20
	<p>Supt. & NTEA Pres. Meet</p> <p>Board Meeting Work Session TBA</p>	<p>NT Citizens for Schools 6:30</p>		<p>Thanksgiving No School</p> 	<p>Holiday No School</p>	
21	22	23	24	25	26	27
28	29	30	