



NTEA Connection



NTEA Website: www.nteaonline.org

1619 State Street, Olympia, WA 98506 Phone: 360-352-5220 FAX #360-352-7361

President's Corner

September, 2004

"Now that we are approaching the new year, we are also ready to vote to ratify a three-year contract."

Welcome back to the 2004-05 school year. The start of each school year is packed with greetings, preparation, meetings and more preparation. Summer seems to be the shortest season of the year. Relaxation is short-lived and once again, we are back in the routine. Hopefully, you took some time to enjoy the sun and reap the benefits of time away from work. There is always a certain amount of anxious anticipation with the arrival of a new school year. Accompanying new staff, many sites will have new building administrators.

Now that we are approaching the new year, we are also ready to vote to ratify a three-year contract. You should have received a letter stating the top bargaining priorities. The highlights of this tentative agreement will be included in this newsletter. It is important to remember that we are in a continual bargaining process, so there are still issues that need to be addressed. Special education language is just one of many areas that we will continue to enhance through the bargaining process.

Lack of state and federal funding has plagued our district in the past three years. Despite the fiscal problems, your bargaining team feels we have made progress in a positive direction. If you have any questions concerning the new collective bargaining agreement that have not been addressed, check the NTEA website www.nteaonline.org. You are also invited to attend one of the zone meetings held at 6:00 p.m., September 9th, at North Thurston, River and Timberline High Schools. Members of the bargaining team will provide information and answer questions. We will vote to ratify the contract at our annual meeting at 6:00 p.m. at North Thurston High School on Friday, September 10. Your vote is important.

Working Together we can make a difference.

You may contact me at cvanhoose@nthurston.k12.wa.us

Conni Van Hoose, President

Bargaining Update

Health Benefits:

- The district will add \$425,000 or the equivalent to the Health Care Authority to our health care pool (known to some as "the carve out").
- Long term disability for all certified staff is now an addition to the existing vision and dental benefits.
- Additional choices of health care providers will be offered to increase options for those employees with out-of-pocket costs.
- Benefits will be less expensive this year with the additional money given by the state, along with the District's contribution to the pool. Our collaborative goal is to provide families with zero out-of-paycheck premium costs by the third year of this contract.



NTEA suggests that you:

1. Attend the Benefits Fair
2. Research the various providers online
3. Estimate your personal costs

You may access the following providers:

Premera Blue Cross	--www.premera.com/wea	1-800-345-6784
KPS Medical	--www.kpshealthplans.com	1-800-552-7114
Group Health Coop	--www.ghc.org	1-800-901-4636
Vision Service Plan	--www.vsp.com	1-800-877-7195
Assurant Dental		1-800-733-7879
Willamette Dental	--www.denkor.com	1-800-360-1909

Compensation

- In addition to the 22.5 hours and the two 7.5 hour days that we currently have, we will acquire two extra days next year, two days the second year and two more days the third year of this contract. In each year, one day will be individual, and the other day will be district-directed.
- The menu of items to choose from will be improved to include responsibilities such as “open house.”
- You will no longer have to fill out several papers recording your accountability for these days. The majority of these days will be included in your paycheck over a period of 11 months, two days will require a payroll roster.
- All curriculum development or other offerings will be paid at the per diem rate, not the curriculum rate of \$30.00 per hour.



Longevity

- In 2004-2005 employees with 30 years of experience will receive 15 hours or two extra days.
- In 2005-2006 employees with 25 years will join those with 30 years to receive 15 additional hours or two days.

Welcome New Staff

Welcome our new certificated staff at the below schools:

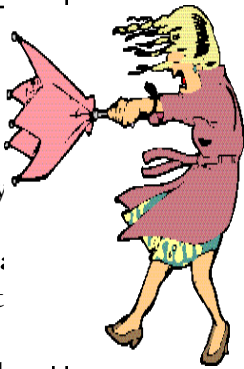
Aja Ryan, Mary Jo Rydland, and Aubrey Steedman-Guzman	Lacey Elementary School
Mary Lynn Fellows	Lakes Elementary School
Karen Daily	Meadows Elementary
Tonia Pettey	Pleasant Glade Elementary
Nicole Seeley	Seven Oaks Elementary
Courtney Crawford and Juli Chavez	Woodland Elementary
Amanda Hoyt, Brenda Kabat and Susan Day	Dist. Office/Spec/ Services
Linda Enbysk	Chinook Middle School
Robin Morisette	Komachin Middle School
Diana Panapa	Nisqually Middle School
Allen Farrand, Don Hagey, Terriann Schiferl, and Merissa Zygar	North Thurston High School
Mary Elizabeth Green	South Sound High School
Jeanne Cunningham, Swannee Herrmann, Michelle Merlitti and Bryant Mettler	Timberline High School



**North Thurston Certificated Salary Schedule
2004-2005**

"Suzanne Cofer, Mountain View Elementary School teacher, has been selected from a national pool of over 2,000 applicants by a panel of educators to earn this honor."

Welcome to all the new teachers. We hope your school year will be a successful one!



Florida Educators Hit by Hurricane Charley Need Assistance

Below is a letter from the Florida Education Association (FEA) affiliate in Charlotte County, the hardest hit by Hurricane Charley:

"I thank the FEA Officers for leading the way in helping our brothers and sisters in hard hit Charlotte County.

Nearly one-third of our schools have been destroyed. At this point we have 72 teachers who are homeless. Unfortunately, we believe we may have many more. After a week much of our district remains without water and power. All forms of communication are nonexistent in our hardest hit areas. Most of our district remains under a dusk to dawn curfew.

We intend to resume classes on Monday, August 30. Eighty percent of our schools will operate under double sessions. With six of our schools condemned, many of our teachers have lost all the teaching tools they have acquired over their career.

I am most proud of our Charlotte County FEA members. The FEA has stepped to the forefront in all areas. Our members are truly the leaders of our communities.

While we remain strong and resolute, I must humbly ask for your help. We are hurting and in real need of help.

The teachers of Charlotte County ask you to keep us in your prayers.

Together we will,

**John Klenovic, President
Charlotte County, Florida Education Association."**

If you would like to help out the teachers of Charlotte County, you can send a check to FEA Hurricane Charley Relief Fund at FEA, 213 S. Adams Street, Tallahassee, Florida 32301.



Looking for Classes, Conferences, Grants or Scholarships?

Fulbright Teacher and Administrator Exchange Program

The Fulbright Memorial Fund Teacher Program (FMF), administered by the Japan-United States Educational Commission and the Institute of International Education, and funded by the government of Japan, offers teachers and administrators of grades K-12 an opportunity for a fully-funded three-week professional development opportunity in Japan. The program, commemorated in honor of the 50th Anniversary of the J. William Fulbright Scholarship, seeks to encourage a lasting, peaceful and fruitful partnership between the people of the United States and those of Japan.

Suzanne Cofer, Mountain View Elementary School teacher, has been selected from a national pool of over 2,000 applicants by a panel of educators to earn



Please
introduce
yourselves
to our new
staff and
welcome
them!

this honor. This program will allow Suzanne to travel to Japan for three weeks to participate in an educational and cultural exchange. Now in its ninth year of existence, FMF sends 600 educators annually to Japan to participate in the FMF Teacher Program. To date, more than 4000 primary and secondary educators have visited Japan through this program.

The deadline for the 2005 FMF competition is December 10, 2004. Those interested may apply directly via the online application found on the FMF website at www.iie.org/fmf <<http://www.iie.org/fmf>>. To request more information, additional materials, or if you have any questions, please contact FMF at 1-888-527-2636 or fmf@iie.org <<mailto:fmf@iie.org>>.

WEA Children's Fund Can Be Designated as United Way Donation



Last year we had a number of people designate the WEA Children's Fund for their United Way donation. It was my honor to receive the total amount and send it on the WEA. Hopefully, this year we can increase the amount going to this very worthy cause.

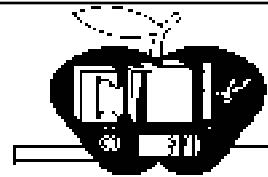
The goal of the WEA Children's Fund is to help meet the modest and immediate needs of students encountered by WEA members in their daily workplaces. The intent is to ensure that the physical, social and emotional needs of students do not stand in the way of success within the school setting.

The Internal Revenue Service has determined the WEA Children's Fund to be a not-for-profit, 501(c)3 organization, eligible to receive tax-deductible contributions. Charitable donations earmarked for the WEA Children's Fund can be channeled through United Way. In addition, contributions come from members and staff who have donated funds raised through raffles, auctions and honorariums.

For more information call WEA at 800-622-3393 and ask for the WEA Children's Fund or visit the Web site at www.wa.nea.org.



September 2004



Back to School

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
	Labor Day 	Teachers come back to school! Professional Day	First Day of School for Students Welcome Back! NTEA Exec. Board NTEA Office 4:00	WEA Chinook Exec. Board WEAC Office 4:30 NTEA Zone Meetings Review Tentative Contract 6:00	Ratify NTEA/NTPS Contract	
5	6	7	8	9	10	11
National Grandparent's Day	Contract Admin. 4:00 School Board 7:00	Primary Election Day VOTE		WEAC Rep Council WEA Chinook Office 4:30 Rosh Hashanah Begins at Sunset	Rosh Hashanah Ends at Sunset	
12	13	14	15	16	17	18
	School Board Work Session	Benefits Fair 3:00-6:00 p.m. NTHS Theater	NTEA Rep. Council NTPS Boardroom 5:30 Autumn Begins		Teacher Professional Development Day NO SCHOOL	Yom Kippur Begins at Sunset
19	20	21	22	23	24	25
Yom Kippur Ends at Sunset 	School Board 7:00					
26	27	28	29	30		

THE CLASSIFIEDS



Washington Mutual Home Loans has made a new program available to teachers called the Teacher Mortgage Program. They offer special discounts, both fixed and adjustable rate mortgages, and complimentary pre-approvals, with loan amounts up to \$500,000. Call Tom Grimm, Loan Consultant at 754 4299.

Metal Desk For Sale. Call OEA. Aluminum cans available to first person who picks them up! Call the OEA Office at 352-5220.

Need basic house cleaning help? References available -- Call Marla at 943-1612.

1992 Toyota 4-Runner -- 4 cycle, 5 speed, air conditioning, cruise control, Thule roof rack with two bike racks (tilt up, front tire stays on) and ski rack. New front brakes and rotors, 4 shocks, radiator, hoses, plugs, wires, dist cap & rotor, muffler, valve cover gasket and seals, valves adjusted, new tires, front seats redone. Cost: \$4500. Call Pat at 753-5154.

Men's Descente powder suit. Never worn. Black with blue, red, silver accents. Fits 5'10" to 6'0" and 165 - 200 pounds. Cost \$1200 -- asking \$350.00. Call Pat at 753-5154.

Three bedroom, 1-1/2 bath, gas heat, one car garage, fenced backyard, 1200 square foot, immaculate condition. Desirable location, near Olympia High School in Carlyon neighborhood. Cost: \$975.00 per month. One year lease. Call 352-8854.

SCHOOLIES

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Kinko's is offering its FedEx Kinko's Educator Savings Program, which discounts services 15% for school employees. If you are interested in their services, call the NTEA Office for an application.

Treadmill in excellent condition. Heavy duty - works well and is very quiet. Cost: \$250.00. Call Frank at 866-0351.

Wanted to borrow: Brix refractometer. Call Mark at 923-4858.

