

WAYNE'S WORLD

WTA/NEA-NY

WTA Newsletter

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 Lisa Twitchell (HS), Treasurer
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President's Message

Membership Benefits:

In addition to the many local benefits of NEA membership, our state organization offers you legal benefits including five core areas of personal legal service. These are:

1. Wills and estates
2. Real estate
3. Domestic relations
4. Consumer protection
5. Traffic violations.

The specific description of the services included can be found in your Programs and Service booklet on page 17. All can participate simply through your membership in NEA. Membership privileges are extended to your spouse and your children. Certain attorneys have been identified through our region and will handle cases at a substantially reduced rate. Additionally, during any membership year,

eligible members are entitled to two, free 30-minute consultation sessions with any of these Association approved attorneys.

At the April Representative Council meeting, your building representative will be gaining information on **two new member benefits**. One will be a NEA sponsored Income Protection Plan which will allow you to protect your income during periods of disability (including normal pregnancy) The other will be AIG auto and homeowners insurance programs. The specifics of these benefits will be on your WTA bulletin board in April.

Also, the Legend Group Representative, Mike Kramer, returns again in May. He is **available for all employees of WCSD** and is happy to provide you with financial investing



information without obligation. You can probably find him and his wonderful cookies in your faculty lounge around lunch time. If you would like to arrange a more convenient time to meet with Mike, outside of these scheduled visits please feel free to contact him directly at (585) 272-8470. The upcoming schedule is as follows:
 MS—April 20 (Tuesday)
 OE—April 21(Wednesday)
 FE—April 22 (Thursday)
 OP—April 27 (Tuesday)
 HS—April 28(Wednesday)

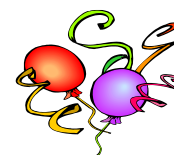
We are your union! Let us know what you need and we will try to assist you in resolution!

Pat

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CELEBRATE !

OP

OE Eryne Altmire and her husband had a baby boy named Jack Robert on February 15th.

FW MS

HS Katie and Jesse Crane have a new baby boy, Owen born February 27th!

District Wide Welcome to our newest members—Our long term subs and annual contract members!
 Rebecca Postell (HS)
 Wendy Riley (MS)
 Krista Jablonski (MS)
 Tracy Collier (OE, FE, & TBD)



Strength Through Diversity !

On April 2 and 3rd, the NEA/ NY Multi-cultural committee will be hosting a multicultural conference, called "Strength through Diversity," right next door in Syracuse, NY. For only \$75, you get the full deal including your room, meals, sessions, and keynote speaker. If you can't make Friday night's dinner and speaker and just want to attend the sessions on Satur-

day, then it only cost \$25. What a deal!

There will be sessions on Islamic and Native American culture, Bullying and harassment of minorities, gays, and lesbians, ESEA, Incorporating multicultural education in to your classroom, "True Colors," Stress management, Impact of culture, and more.

You may find yourself wondering, "well we are not so diverse so why

would I need this?" That is exactly why this is so important for us in our district, because it's so easy to overlook. Remember, "understanding is the foundation for working together".

Register to attend today. Information is posted on your WTA bulletin board or see your building representative. For the conference brochure.

I'm looking for a roommate!

The 3 R's: Remarks, Reminders, and Relief!

3rd Thursday – 10 minute

Meeting March 19th.

Topic: Town meetings with Mr. Havens— determining interest and guidelines.



Issues currently being explored:

- * Possibility of a grievance.
- * Technology chairperson status.
- * New teacher orientation – Larry needs surveys returned.
- * In-service credits and pay for counselors.

Issues acted upon/discussed:

- * Memorandum of Understanding was written to cover makeup hours of related services.
- * New teachers induction and changes in tenure area.
- * Bereavement clause in contract was clarified issue resolved with days being awarded
- * unemployment issue still being supported by legal office of NEA/NY.

Rule of thumb #14:

The one who is aware is responsible. And responsible means involved.

WTA/NEA NY is 260 members strong!

Kudos to Wayne Central School District for the coverage on RNews of Read Across America - from NEA/ NY - Region 6!



The Tractor Beam #4

The hernia has healed and we're back to make our contribution to the literary excellence you've come to expect from this fine publication. Yes, life is good.

As the father of two college students, there is a concept that is quite foreign in our home: tuition reimbursement. Oh- we've got the "tuition: part down (I'd say we've achieved mastery), it's the "reimbursement" part that has evaded us like the north poles of two strong magnets. Yes, welcome to my world.

As you may know, our current agreement includes a provision for tuition reimbursement for those teachers pursuing their Master's Degree. The specific terms of the reimbursement program may be found in Article III, Section A, paragraph 6(a) and (c). To submit your request for reimbursement, please contact the Human Resources Department for the appropriate form. Please note that an original transcript is required for payment. Often the transcripts received have not yet posted the grade for the coursework you are seeking reimbursement

for. We recommend that you contact your college to confirm the grade has been posted before having the transcript mailed to the district. Please also note that the applicable reimbursement rate is based on the date the course started. As an example, if a course begins on June 27, 2004, the applicable reimbursement rate will be at the established 2003-04 rate of \$288 per credit hour. If the class begins on July 5, 2004, it will be reimbursed at the 2004-05 rate (yet to be established). Prior approval of the course is not required if the course is needed to complete the degree requirement.

The tuition reimbursement program is administered by the good folks in the Department of Human Resources. The in-service credit program is administered by Mr. Spring's office. The processes and criteria for the granting of in-service credit are best explained in a matrix found on the reverse side of the College and In-Service Prior Approval Form For Salary Credit (10/29/02 rev). A very basic rule of thumb, however, is:

- ◆ No in-service credit will be granted for district provided or

- sponsored courses that occur during normal work hours.
- ◆ Prior approval is **NOT required** for district courses offered before or after school or on weekends.
- ◆ Prior approval **is required** for courses not sponsored by the district.
- ◆ Salary credit will be granted each October for coursework completed within the prior year.
- ◆ The current rate is \$30 for each increment of 15 hours completed. Credit for college coursework is payable at \$30 per credit hour.

Effective July 1, 2004, in-service credit will not be granted for any coursework required (175 hours) to maintain their certification under the new professional development requirements for all "professional certificate" holders.

Please contact the Office of Instruction (x202) or Human Resources (x205) for forms and questions about in-service credit and tuition reimbursement.

