Working with difficult people

Much has been written about “dealing with difficult people,” but most of what I read seems to advise following steps for making most “people problems” more manageable. Assuming that you have the ability to think rationally about the situation, these steps may help you.

1. Decide when it is time to talk. Communication is the key to solving most interpersonal problems.

2. Discuss what is bothering. Point out the specific problem you are having with the person’s behavior rather than letting it become resentment.

3. Ask for change. The most common response by another to assertiveness is accommodation, not rejection. (Books on assertiveness sell well because it works!)

4. Remain calm and take a deliberate approach to resolving people problems. It will help you feel more in control of your reaction to people you cannot change.

I am neither a trained counselor nor an analyst! Leadership training through NEA/NY often supplies me with guidelines and suggested reading. That source, along with frequent opportunities to talk with others about concerns, leads me to believe in this approach.

Try it. I would love to hear any success stories from those that find this powerful interaction works.

I wish you a peaceful Thanksgiving.

Pat

Working Families Tax Relief Act


The IRS advised teachers and other educators to save their receipts for books and other classroom supplies. Eligible educators are those in public or private elementary or secondary schools. To be eligible, a person must work at least 900 hours during a school year as a teacher, instructor, counselor, principal or aide.

This deduction is available whether or not the taxpayer itemizes deductions on Schedule A.

For more information: call IRS Tele-Tax at 1-800-829-4477 or go to IRS Web site at www.irs.gov

And the winner is Donna Stalker! Have you gone shopping yet with that gift certificate? By the way the answer to last month’s question is: The largest teachers’ union in the United States is the NEA. It’s over 2.7 million members strong!
3rd Thursday! November 18th—already! Negotiations needs good negotiators — come meet ours and find out more about this process. New contract for 2006!

Issues acted upon/discussed:
♦ Grievance brief has been filed - ruling forthcoming—4 wks!
♦ Part time employees’ requirement for 7 hours of professional develop-

ment was clarified and will be prorated.
♦ Salary issue was fully investigated.

Issues currently being explored:
♦ Marking periods and grading windows.
♦ Tuition reimbursement issue.
♦ Professional Development Team and union’s role.

National School Board Recognition—Thursday, November 18th, 7:30PM at the MS. Please come and show your support!

Rule of thumb #18: DON’T WORRY—BE HAPPY!
(especially at the WTA social on Friday, November 19th at the Ontario Golf Club!)

In response to Governor Pataki exorcising his veto power over the legislative proposed and accepted budget, NEA has organized a State Wide Call in for Tuesday, November 16th and Wednesday, November 17th in time for our legislators coming back to session. Please see the attached PDF poster for contact information and a helpful script.

Paul Webster, NEA/NY’s Legislative and Political Issues Coordinator communicates the following: Unfortunately, these programs outlined below, and many more designed to improve higher education in New York State, were vetoed by the Governor in August. Six of the executive’s vetoes directly affect the SUNY community colleges represented by NEA/NY. These include: veto number 74, which provided $1.1 million in support to the HEOP Program Fund; veto number 75, which provided $500,000 to the STEP & CSTEP programs; veto number 76, to allocate general fund support to the Teacher Opportunity Corps; veto number 101, an appropriation of $2 million for part-time student aid through the Higher Education Services Corporation; veto number 111, to provide $13.8 million to the SUNY Community Colleges Fund; and veto number 112, a general fund appropriation of $700,000 for rental aid.

Additional items vetoed that could directly effect our students and their families are; library aid and after school programs, vocational services for the disabled, the Education and Economic Opportunities act, Health Care Capital Initiative, and access to affordable housing.

Please take action this week to support the education budget as it was proposed and promised for this year!