



## FZEA Officers

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### **FZEA Office**

1011 Peruque Crossing Court

O'Fallon, MO

## **NEGOTIATION TIME!!!**

And, in this corner in the green hoodies  
negotiating for the teachers...

Negotiations are well underway. **Working on Salary/Benefits:** Dana Asher (HHS), Tom Funicelli (EHS), Kim Garbs (NHS), and Steve Geiger (UniServ). **Working Conditions:** Sandra Ballantyne (WHS), Connie Johnson (NMS), and Becky Maltman (WHS). **Calendar:** Candi Blanton (TCE), Pam Hallermann (WMS/SMS), and Megan Rose (SHS). **Rights:** Mary Ellen Gustafson (WMS), Christine Nanney (PPE), Nicole Shidaker (JLM), and Tyson Spraul (TCE). This year the negotiation team and administration are using new facilitators, Richard Kirkpatrick and Glenn Reed from the Federal Mediation and Conciliation Services. Kirkpatrick and Reed successfully hosted Interest Based Bargaining training at Central Office for both the team and administration.

Opening night took place October 2nd at the Garden Plaza Hotel in St. Peters. After Dr. DuBray opened with a somber financial report for the district, he stressed that his priorities are job security for staff, reasonable health care for staff, and students. It is no secret that, given the current economic conditions, negotiations will be tough. Your team has been working around the clock and thinking outside the box to find ways to make a positive difference.

**The FZEA negotiation team submitted the following questions to the administration:**

1. What would be the optimal duration for the various components of the professional agreement?
2. What is the best calendar to meet the needs of the educational community of the Fort Zumwalt School District?
3. Is Memorial Day weekend the best option for graduation in the Fort Zumwalt education community?
4. How can we better clarify the language of our master agreement to meet the needs of the teachers and the district?
5. What additions can be made to the master agreement to benefit the Fort Zumwalt School District?
6. How can we improve the parameters of the Professional Agreement?

**Save the Date****'09 State Teachers****Conference:**

Thurs. Nov. 5 &

Fri. Nov. 6

Hyatt Regency in

St. Louis

**Capitol Action****Days :**

April 14, '10

Jefferson City

**Legislative****Dinner:**

Feb 25 at Trigg

Banquet Center

In O'Fallon

7. How can we best structure the salary schedule and teacher pay to attract and retain quality teachers and address the changes in the nature of the school day?
8. How can we best structure insurance packages to address family and staff needs, including short term disability?
9. How can we bring all paid duties into the professional agreement?
10. How can we improve leave?
11. How can we improve communication between teachers and administrators?
12. How can the district's schedule maximize the benefits for students and staff?
13. How can the Fort Zumwalt School District meet the needs of our growing and diverse population?
14. How can Fort Zumwalt District's technology be maintained and improved?

**The Board submitted the following questions:**

1. How can the district provide a competitive salary schedule in light of current economic conditions?
2. How will the district continue to provide affordable insurance coverage for staff?
3. Should there be an early retirement incentive?
4. How can the district develop a seven period day schedule that provides a better opportunity for high school students to earn twenty-four credits and have more electives?
5. How can the district's schedule support professional development opportunities for teachers to work together on instructional matters?
6. What is the best way to provide instructional leadership among the teachers to create a climate for teacher growth and collaboration?
7. What provisions should there be for job sharing in light of full day kindergarten and possible changes in high school and middle school schedules?
8. What is the best calendar for the district staff, students and parents?
9. What is the most appropriate duration of any agreement made?

We will soon be sending out another survey to gather data on specific items that the subcommittees feel are necessary. The surveys that we

send our are vital because they provide insight into how we can serve you as a negotiating body. Please take the time to submit your response and let your voice be heard. All information is kept confidential.

Sincerely,  
Kim Garbs,  
Negotiation Chair  
FZEA Vice President Certified Staff

**Thank you to all of the hardworking members  
Of the negotiating team!!**

“It’ll be a great day when education gets all the money it wants and the Air Force has to hold a bake sale to buy bombers.” Author unknown, quoted in *You Said a Mouthful*, Ronald D. Fuchs, ed.

**President’s Corner**

Dear Members,

FZEA has been busy this month. Negotiations got underway with a successful evening of great discussions with the members of the administration’s team. Your negotiations team, led by Kim Garbs, is tackling many interests, needs and concerns for you this year. These men and women are giving a lot of time and energy to make our master agreement one of the models for the rest of the state.

As a member of FZEA you will receive a business card with the officers’ phone numbers and schools on the front. On the back of the card you will find “Tips On How to Protect Your Rights.” Everyone should be familiar with these tips for their own protection. After reading the tips, please keep the card in a spot where you can find it easily. You never know when you might need to get hold of someone for a little advice. Remember, if you have any questions or concerns, please call me at 636-578-3595 or e-mail me at [FZEA@yahoo.com](mailto:FZEA@yahoo.com) or [cblanton@fz.k12.mo.us](mailto:cblanton@fz.k12.mo.us).

Sincerely,

Candi

**Books for those who CAN read, TO read:**

*How to Read Literature Like a Professor: A Lively and Entertaining Guide to Reading Between the Lines* by Thomas C. Foster.

*When Kids Can’t Read: What Teachers Can Do* by Kyleene Beers offers a roadmap for supporting struggling readers as they navigate the texts they face each day.

Although they are my favorite books, I have refrained from recommending true crime books since some teachers might think they are “How To” manuals.

**Uniserv Director  
Lori Roach**

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**BE ON THE LOOKOUT FOR...PAC!**

**What is PAC?**

- PAC stands for Political Action Committee

**How do you benefit from donating to PAC?**

- Support for campaigns for bond issues, school board candidates
- Support for state wide political issues such as Collective Bargaining
- Half of the monies raised stay locally

**Who can donate to PAC?**

- Any NEA member can donate
- **NONE OF YOUR DUES DOLLARS IS USED FOR PAC**

**How do I donate to PAC?**

- Look for the PAC donation form in your mailbox

**MNEA Fall Teacher Conference**

**COORDINATED BARGAINING COUNCIL**

Look for Workshops available on Thursday, Nov 5:  
Requiring pre-registration:

- BIST-Behavior Intervention Support Team
- Stop the Three-Ring Circus
- "I Can Do It" - a Classroom Management Program

Stay Friday, Nov. 6, for a free day of workshops, exhibits, and a keynote session "When Success Is Your Only Choice."

The Coordinated Bargaining Council is comprised of MNEA locals in the St. Louis metro region who have exclusive bargaining representation. FZEA has been a member since its inception in 2007 and many of our members have participated in CBC trainings. Our very own **Dana Asher** (HHS) was elected to a two year term as Vice Chairman at the September 10, 2009, meeting. Congratulations! You go, girl! Dana also served as Missouri's PAC leader for last summer's RA in San Diego.

**DEAR Sharon Jo**

These stories are real. Some of them have actually been featured on Dateline NBC. The names have been changed just because.

**Dear Sharon Jo,**

I have no extra pay/extra duty contracts, but my friend has six. Whenever I apply for something, my principal says my friend has seniority. What? Do I have to wait for her to retire?

Wanting Extra Pay

**Dear Wanting,**

You are in luck. This evening as I was browsing through my professional agreement (as I do every evening) I noticed an obscure reference to extra pay/extra duty which says that "when a teacher has three extra pay stipends..., consideration may be given to the next senior applicant..." So grab those extra duty jobs! Now, I have reading to do.

Sharon Jo

Forward your questions about the professional agreement to [sschertel@fz.k12.mo.us](mailto:sschertel@fz.k12.mo.us).