



November 2011

An affiliate of the Missouri National Education Association and the 3.2 million member NEA

Volume 6, Issue 3

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GRANTS GRANTED TO GRANTEES!

We are proud to announce that three members were awarded fall grants in the amount of \$250 each for their classrooms. The awardees were Linda Gaither at North High and Oksana McCormack and Tandy Schaller at Forest Park Elementary. The deadline for spring grants is December 15th. The application process is simple and can be downloaded at fzea1.com.

FZEA Grant Winners for fall 2011



Tandy Schaller at Forest Park Elementary



Oksana McCormack at Forest Park Elementary



Linda Gaither at North High

Save the Date:

**St. Charles
Legislative
Dinner:
February 24
6:00 PM
Trigg Center**

**Capitol Action
Day:
March 7, 2012
And
April 11, 2012**

**Election Day:
April 3, 2012**

**Last Day to
Register:
March 7, 2012**

**FZEA Grants due:
December 15**

**American Educa-
tion Week:
Nov 13—19**

Dear Members,

It is hard to believe the holiday season is right around the corner. We have been busy in FZEA land with Superintendents' Advisory Council and Fall Representative Assembly. I want to thank all members who sent in building concerns and who participated in these events. Read on in the Insight to learn more about each.

Many are looking into retirement and FZEA wants to help with questions and concerns. We invited B & B Financial, endorsed by MNEA, to present two workshops on Financial Planning at our local office from 5 – 6:30 on Nov. 15 and Dec. 6. We hope you will consider taking advantage of this opportunity. Read on for flyer details.

Lastly, MNEA strongly opposes the "everything tax" which would replace state income tax. There are several signature petitions circulating throughout the state.

Please think before you sign. Read on for flyer details.

I wish each and every member warm wishes for the holidays and safe travels.

Sincerely,

Kim Garbs

FZEA President

WANT TO GET INVOLVED IN THE POLITICAL AGENDA?



You're invited to attend one of the capitol action days and go to Jefferson City to meet with your Congressman/woman and discuss with them your views on education and education policy. You can sign up to go on March 7, 2011 or April 11, 2011. If you are interested please contact Connie Johnson.



ARE YOU READY FOR THE APRIL ELECTION?

We want to remind you that if you have not registered to vote, moved, had a name change or need an absentee ballot it is not too late. **The last day to register to vote is March 7th, 2012!** You can go the **website <http://election.sccm.org/election>** and print off a form to register, you can go to the St. Charles County Election Authority located at: **387 Turner Blvd., St. Peters, MO, 63376; 636-949-7550**, or you can registrar to vote in any FZ building (just ask any building secretary).



California Casualty has been providing exclusive auto and home insurance benefits to education professionals like you for over 60 years. We've seen your remarkable dedication firsthand and we're proud to show our appreciation. So we'd like to help you transform your school lounge from ordinary to extraordinary.

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Register at: www.schoolloungemakeover.com

Visit www.calcas.com/rstumpf or

call 888-508-5419 for a free comparison rate quote!



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Special Ft. Zumwalt MNEA Pre-Retirement Workshop

What don't I know that I don't know?

This workshop will provide an overview of items you should consider as you begin to explore this idea of retirement. We will identify areas that need analysis above and beyond your PSRS/PEERS benefit. There will also be discussion on the current retirement incentive being offered by the district and what considerations need to be given in your personal situation.

This will serve as a primer for our 2 upcoming workshops which are also sponsored by our Member Benefit Partners Jerry Adzima & Jason Haldiman.



When: November 15th & December 6th

Where: MNEA Office- Lake St. Louis, 1011 Peruque Crossing Ct., Lake St. Louis, MO 63367

Time: 5:00pm -6:30pm

Presenters: Jerry Adzima, Reliant Financial & Jason Haldiman B&B Financial

It is recommended that your spouse or significant other attends as well

Superintendent Advisory Council

Kim Garbs (NHS), Dana Asher(HHS), Sharon Schertel(NHS), Sheila Broyles (WHS), Rebecca Maltman (WHS), Lee Hardy (WHS), Kathleen Osterwise (EHS), Julie Richie (DMS), Julie Rone (NMS), Melissa Wilkerson(WMS), Ann Dunavan (RCE), Mary Palisch(SPE), Janet Harding(OES), Christine Nanney(PPE), Nanette Saumier-Trax(MHE), Joann Craft(MRE), Paula Roberts (JLM)

Topics for Discussion:

- 1. Grades/Attendance – Policy surrounding altering documents**
- 2. Missouri Reading Initiative/ DRA Testing**
- 3. District Common Assessments/Pacing Guides**

4. SPED Equity (meetings, plan days, yearly start procedures)
5. Psychology Examiner/ Supply, Demand
6. Travel Time
7. Safe Learning Environment (Teacher/Para/Gen. Ed)
8. Elem. Progress Reports/ Grades/ Electronic System
9. Equalization of Contact Hours/ Elem., Middle, High
10. Summer Postings/Process
11. ZAEP Positions/Certified Staff
12. Blocked Internet Sites/ Research
13. Class Size/ Retiree Replacement Projections
14. Pay Period/ Sept. 1
15. District Policy /Hotlining /SB 54
16. Loss of Instruction Time/Unfilled Sub Positions

1. Principals are custodial reporters of grades and tardy documents. However, Dr. DuBray said that he would hope that a principal would not change a grade or tardy document without having a conference with teacher. Only on rare occasions have principals had to change grades during the summer when a teacher couldn't be reached and a grade needed to be issued. On the flip side of the situation, it was stressed that when a teacher marks a student tardy, please make sure that at the end of the hour, the teacher informs the student so the student can keep track of possible disciplinary action.
2. MRI/DRA Testing requires less time as the teacher becomes familiar with the process. Sub money has been set aside for schools beginning the implementation process. Half day sub for scoring per teacher. Teachers can have a ½ day second semester if needed. It is good to keep everyone together the first year so teachers can share data as a team. Third DRA test in a year is optional. Phyllis Cook is a great resource if you have questions per Jackie Floyd.
3. Pacing Guides for common assessments serve a three- fold purpose. First, it allows for transient students to be able to move in district or between teachers and not have big educational gaps. Second, it makes sure that we are addressing GLE's/bench marks prior to issuing standardized tests. Third, it allows for PLC's to come together and share common assessment data. It is not the districts intent to stifle creativity or use as a teacher evaluation tool.
4. Paul Myers addressed SPED questions about equity/schedules/etc. He said that for whatever reason, WMS has more problems than others when it comes to scheduling incoming 6th graders with IEP's. There is more work that needs to take place with elementary schools that feed in to WMS and with cleaning up IEP's. WMS sped schedule issues also happen with transition from 6 to 7th grade and from 7 to 8th. The district agreed to look into possibly giving SPED teachers PLC time with core teachers.
5. WMS feels that two half time Psychology Examiners positions are not the best case scenario for the number of students who need services. Dr. Corum agreed that they need to advertise in December to check for qualified people graduating from college. She said qualified people are hard to find. Paul agreed that a full time position would serve WMS best but that the current Psych examiners can flex their schedules to meet the needs of WMS. Paul Myers also said that WMS can borrow other psych examiners from buildings where the case load is smaller.

6. Travel time of (10/15) minutes is not enough to close out a room, open another room, address student needs, and also complete a duty. Dr. Corum mentioned that this is an issue they would continue to monitor and consider adding more time where need be. The district understands that traffic has become a problem over the years which makes travel difficult.
7. The numbers of emotionally disturbed students enrolling in the district, in terms of percentages, are actually stable, but we are seeing students with more significant issues at much younger ages than in previous years. Paul Myers delivered this message to the board at the October board meeting. The district is expanding the transition center and is piloting a new BEST program in three schools. Paul Myers said it is difficult to find qualified people to deal with emotionally disturbed student population. However, principals will continue to get training along with paras. Part of the problem is community programs are no longer available for parents due to the economy which is directly impacting our schools. Dr. DuBray said that this issue was a priority for the district and that he understands teacher concerns. Teachers dealing with this type of problem should continue to keep their principal, counselors, and Paul Myers informed about daily issues.
8. Currently, “paper” progress reports for elementary are mainly sent for at risk students. However, all parents would like to be informed according to Dr. Floyd. It is the district’s desire to eventually reach this point with electronic SIS. There is a video on the “W” drive for SIS training. Mike Simpkins explained that specialty teachers such as art and music are not easily accommodated by the SIS program with the current grading scale.
9. The district and teachers’ association during last negotiations were able to get the discrepancy in student/teacher contact hours among elem./middle/high down to as little as a 9 hours difference. We made it a priority and will continue to do so in future negotiations. Dr. DuBray said that it may never be possible to get things exactly equal but we can still work towards that. Dr. Corum hopes that quiet start and quiet finish are creative ways to help with equalization.
10. According to our professional agreement, the district does not post positions over the summer. Dr. Corum said that teachers should fill out a district transfer form at the end of the school year for any position they want to be considered for in the event of a summer opening and that these applications are good for one year. If a teacher applies in this manner and a position they listed becomes available then they will get an interview. However, with all of the technology available, the district is open to future negotiations on this topic.
11. The district intends to fill ZAEP positions at the high schools with certified staff.
12. CIPA (Children’s Internet Protection Act) requires school districts to have content filters that meet standards in order to receive federal funding. Mike Simpkins said that approving a site and opening it on one day might be blocked the next due to filter updates overnight. Therefore, you might have to request a site be opened again.
13. It is true that class sizes have been creeping up. Dr. DuBray said that they will most likely continue to creep up until we get out of this economic crisis. He doesn’t feel that the students have suffered but recognizes the efforts of all in the schools and that this is a fact given economic times. He said that we will continue to absorb some positions at the end of this year and he just hopes that teachers can bear with the district as we get through this.
14. Changing pay period is very complex with cafeteria plan, insurance changes etc. The district is willing to look at other districts to see if it is feasible in Zumwalt to change beginning of the year first pay period.
15. Teachers are considered mandatory reporters. It is recommended to inform principals and counselors of situation. If a teachers feels strongly that a situation needs to be reported, they are encouraged to do so carefully, being aware of all of the ramifications. Possibly more training needs to take place surrounding this topic.
16. Dr. Corum will discuss with principals ways to protect instruction time. High school teachers are concerned that morning announcements and special pull-out groups are interfering with instruction and Dr. Corum agreed that it is something that needs to be addressed. Also, it is true that sub positions are going unfilled. We have 500 subs in the system and we don’t want much more than that because they will be complaining if no jobs are available. Dr. Corum said that they will be rolling out a new internet program soon where subs can see what jobs are available without having to wait on a phone call. Several surrounding districts have this web based program.



coalition for
missouri's future

WHAT IS THE EVERYTHING TAX?

What began as the "Fair Tax" is now known as the "Everything Tax," a tax on most everything Missouri families and seniors buy, every day.

It's currently a proposed constitutional amendment being pushed by billionaire Rex Sinquefeld. It would **replace the state income tax with a new, 10 percent, statewide sales tax** on most everything you buy, every day.

Bad for Missouri's Residents

At a time when so many Missourians are struggling to make ends meet, **the Everything Tax would make things worse by creating a new, 10-percent sales tax.** Missouri families will be forced to find more room in their budgets for things like milk, bread, baby food, diapers, emergency room visits, in-home care costs, and car repairs, just to name a few.

The Everything Tax hits senior citizens especially hard.

Living on a fixed income, the Everything Tax would add a new tax on their food, medicine, and in-home care.

Bad for Missouri's Budget

In addition to making you pay more for most everything you buy, every day and being especially hard on seniors and working Missouri families, the Everything Tax takes Missouri's tough budget situation and makes it much worse.

PUTTING CRUCIAL PROGRAMS AT RISK

To cover the \$3.2 billion shortfall created by the Everything Tax, the state will have to make cuts to some or all of the following programs:

- Elementary and Secondary Education
- Medicaid
- Higher Education Programs
- Public Safety
- Mental Health and Social Services Programs
- Correctional Facilities

Sales tax revenues in Missouri have decreased over the last five years, not increased. In 2006 the state collected \$1.96 billion in sales taxes. In 2011 it collected \$1.76 billion, a reduction of \$200 million in revenue. Tying the state's budget to a decreasing pot of money is bad fiscal policy.

Perhaps more importantly, creating a new, 10-percent, statewide sales tax to replace the state income tax will result in a massive budget shortfall. **When fully implemented in 2016, the Everything Tax will create a shortfall of \$3.2 billion.** That's a huge, new shortfall on top of the state's current budget challenges.

To cover the shortfall, the state will have to cut back crucial programs, irreparably harming our ability to compete effectively in the long run.

WHAT IS TAXED?

The Everything Tax will force you to pay more for:

- Milk
- Bread
- Baby Food
- Diapers
- Emergency Room Visits
- In-Home Care Costs
- Car Repairs
- Most Everything You Buy

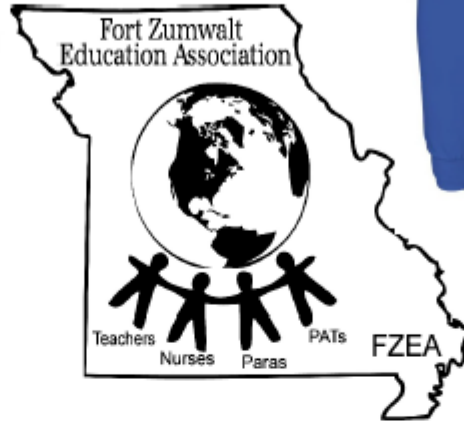
About the Coalition for Missouri's Future

The Coalition for Missouri's Future is an independent, non-partisan coalition of concerned citizens, organizations, and associations dedicated to promoting common sense solutions to Missouri's challenges.

**Help us fight the Everything Tax,
visit: www.MissouriFuture.org**

Paid for by Coalition for Missouri's Future Campaign Committee, Brian Welch Treasurer





ITEM DESCRIPTION	COLOR	YS	YM	YL	S	M	L	XL	2X	QTY	PRICE	TOTAL
TSHIRT	ROYAL										\$10.00	
TSHIRT	RED										\$10.00	
TSHIRT	NAVY										\$10.00	
LONG SLEEVE TSHIRT	ROYAL										\$13.00	
LONG SLEEVE TSHIRT	RED										\$13.00	
LONG SLEEVE TSHIRT	NAVY										\$13.00	
POLO	ROYAL										\$15.00	
POLO	RED										\$15.00	
POLO	NAVY										\$15.00	
CREWNECK SWEATSHIRT	ROYAL										\$15.00	
CREWNECK SWEATSHIRT	RED										\$15.00	
CREWNECK SWEATSHIRT	NAVY										\$15.00	
HOODIE	ROYAL										\$18.00	
HOODIE	RED										\$18.00	
HOODIE	NAVY										\$18.00	

2X - ADD \$2.00

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