



Newsletter

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Motivating, Educating, & Activating our Members



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About the Contract

Your Contract and You

by Joel Fariior

Vice-President Tyl Middle School

Recently I have been asked a lot of questions regarding "Personal Days" and for what reasons they can be used. In the spirit of Motivating, Educating, and Activating, I will share my thoughts on Personal days. Some of us call this Article VI. You can find it on page 7 of your contract. Section A states, "Any teacher shall be allowed eight (8) days leave, non-cumulative, with no pay deductions for any one of the following reasons:

- 1) Death or illness in the the immediate family. (This includes your spouse, father, mother, grandparents, grandchildren, brother, sister, son, aunt, uncle, nieces and nephews, and of course those same people but with the dreaded "In-Law" attached to the name.)
- 2) Religious requirements.
- 3) Legal requirements, including one day for marriage of self. (An example here could be a closing on a house or property. If you have a hearing to attend.)
- 4) Birth of a child by wife (3 day maximum). (I find this funny, because who else would give birth?)
- 5) College graduation of teacher, or the spouse or children of a teacher or college visitation for the child of a teacher (two day maximum). (A new addition to our contract language. Those of you with children in college can now use a personal day to pick them up from school. And for your favorite day, dropping them off. Also, if you have a high school senior looking to visit a college you can use a day to visit the campus.)
- 6) One "discretionary personal day" per year may be taken as long as it is not the first or last day of school or used to extend a school vacation.

The discretionary day is one topic on which I would like to elaborate. When using the discretionary day it is to YOUR DISCRETION how it is used. Sometimes we need to be out, but there isn't language in the contract to justify an absence. Example is a death or illness of a close friend that isn't listed in Section B of Article VI. Or perhaps one day isn't enough for your wedding. However, it is not a vacation day intended for mental health and shopping.

When calling out it is important to simply stipulate your reason based on the contract. You do not have to divulge information outside of the contract. The MEA strongly advises the membership to not share what is personal when calling the substitute service. This way nobody can question your integrity or reason for being out. Remember, your building reps are there to help with these matters. If you are not sure if your reason for absence qualifies as a "personal" or "sick" day, talk to your building representatives and they can help interpret the contract for you.

Montville Cares.....

Montville Schools Give Holiday Cheer

The holidays can be a difficult time for less fortunate children in our community and in our state. This Christmas, many Montville school organizations helped to make Christmas very special for some of these children.

The Connecticut Education Association organizes a holiday bear project every Christmas season. Teachers all over Connecticut are able to nominate children in need, and they are also able to sponsor these nominated children by purchasing and wrapping their holiday gifts.

This year, MEA donated gifts for two children. The Montville Alternative High School

also sponsored two children. In addition, the Future Business Leaders of America donated gifts for two children, and the Class of 2007 donated gifts for one child.

Montville Contributes to the Tsunami Victim Relief Effort

The whole Montville community recognized the need for help in Asia after the tsunami devastated many areas.

Montville High School freshman, sophomore, and junior Class Council members organized a pasta dinner and raised over \$1,200. The entire Montville community contributed to this event. Special thanks go to all who donated and volunteered their time.

At Leonard J. Tyl Middle School, students and faculty of the contributed to the school's "Wave of Hope" coin drive. Mrs. Geary's and Mrs. O'Neill's students worked collaboratively to organize the drive and count the money, and together, they raised over \$700.



The Charles E. Murphy school collected \$2,400 for the effort.

At Mohegan School, Ms. Mazalupo's third grade class donated their change and raised \$20.

About the Contract.....

"A View from the Other Office"

By David Gollsneider

I wanted to write to all of you to encourage you to let others know about upcoming events that are occurring in your schools. Talent shows, fundraisers, concerts, and sporting events are just a few things that you could share with others.

There are several reasons that I think this is an important thing to do. For one, most of us really have no idea about what sort of extra things are happening at the different schools. I know that each school is providing wonderful opportunities for student growth outside of the regular school day. We should

be promoting and applauding these efforts.

Secondly, our students absolutely love to have their teachers, including their former teachers, watch them perform in their activity of choice. Personally, I have some fond memories of when a former coach would come to see me play. This extra time for a child can have lasting benefits.

Thirdly, it is a chance to do healthy activities with your own family. A lot of events are free to Montville employees and their families. Others have very small admission fees. It is a superb opportunity to support Montville, to role model a positive family, as well as to spend quality time with those who mean the most to you.

I would suggest that you could communicate to others in a couple of different ways. Email is certainly a quick and effective message to get information to people. You could also send a poster or letter advertising the event to the building representative for distribution. Montville also has a public access channel with the contact person being David Blanchette, who works at Montville High School. You can also submit an article to be posted in this quarterly newsletter by contacting Jenn McKernan at Montville High School.

Let's start getting the word out to others about the great opportunities that the Montville children have!



Important Deadlines

March 1—Deadline for the retraction of your retirement letter.

March 1—The Superintendent must be notified in writing if a teacher expects to complete work that would result in eligibility for placement on the next level of pay on the salary schedule for the next school year. When the work is completed, you must provide the Superintendent with a transcript of the credits by October 15th of the following school year.

April 1—If you desire to waive your medical insurance coverage, a written notice of *intention to waive* your insurance coverage must be sent to the Superintendent.

Other Dates

30 days prior to Sept. 1, Jan. 1, March 1 and May 1—Notification of money deduction amount changes to any annuity plans.

30 days prior to Sept. 1 or May 1—Notification of changes regarding designated annuity companies.

Child Rearing Leave—If you have tenure and desire Child Rearing Leave, your leave shall begin within six weeks after the birth or adoption of a child.

You must apply for leave 30 days prior to the start of the requested leave. You must specify whether the leave will be for one half or one full year. Non-tenured teachers may apply, but may be affected by some restrictions.

Conference Leave—Requests are to be submitted to the Superintendent two weeks in advance of the conference.



Building Representatives

Julie Bateman Pat Kopycinski Mohegan Elementary	Pat Davis Lin LaPierre Murphy Elementary	Jane Angelico Carol Keatly Oakdale Elementary	Rallou Clark Colin Delaney Tyl Middle	David Gollsneider Montville Alternative High	Tanya Higdon Lynn Grills Jennifer McKernan Montville High
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