

# CHALLENGE

M E A - N E A L O C A L 1

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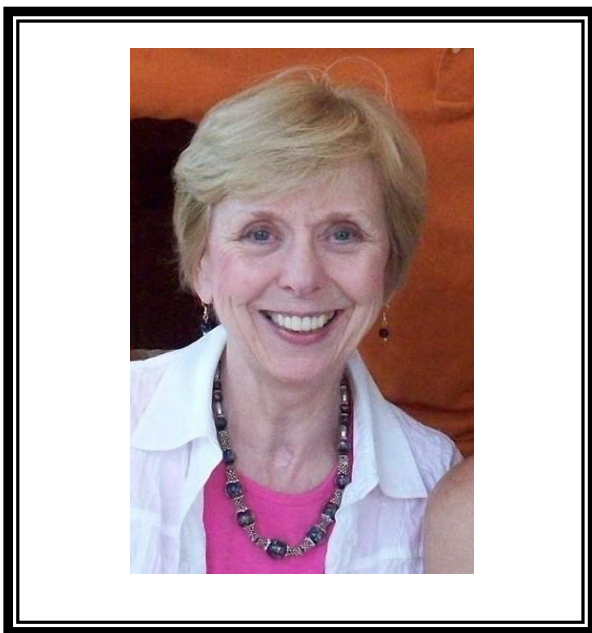
[www.lamMEA.org/Local1](http://www.lamMEA.org/Local1)

Fall 2011

*One of Our Own...*

## Retiring UniServ Director Sue Hoard

Our longest serving Local 1 staff member, Sue Hoard has retired after 17 years with Local 1. Sue has worked with almost all of our Local 1 districts throughout her career and she has the respect of everyone for her encyclopedic knowledge and her grace under fire. Until her retirement from teaching, Sue taught English for Romeo Community Schools and also served as the Romeo EA President for many years.



In 1994, Sue retired from Romeo and soon after began her MEA career. As an Executive Director, she has assisted countless teachers and other educational employees. Sue's areas of expertise are many and varied, and include bargaining, MESSA (and health insurance in general), certification, and crisis response. Sue has always been present and accounted for when it was time to give extra - to work on political campaigns, to walk door-to-door, to provide whatever members needed. Weekends have often been spent continuing to work in her office on contract negotiations and the other innumerable details that make up the work of a Uniserv Executive Director.

While we know Sue deserves a wonderful retirement, (much of which will be spent in her beloved Marquette "camp"), we at Local 1 will miss her every day. All of those whose lives Sue has touched wish her great happiness and satisfaction, and express our most sincere gratitude for all she has done for us.

## Welcome!

MEA/NEA Local 1 welcomes our newest Executive Director, Tracy Stablein-Brooks. Tracy will be working with Romeo, Richmond, Armada, South Lake, and L'Anse Creuse. While she may be new to some of us, Tracy is not new to MEA or UniServ work. She has been an employee of MEA for 14 years, and has worked in several Coordinating Councils, including Plymouth/Canton and St. Clair County. She has also previously worked with some of our 6E ESP groups.

Although Tracy turned to the law after graduation, education has always been in her bloodline. Both of Tracy's parents were long time teachers and her mother, Gladys Stablein, was a UniServ Director in St. Clair County for 10 years. Tracy graduated from Michigan State University and then earned her law degree from Wayne State University. She is an avid tennis player, has three daughters, and remains a diehard Spartan fan.



## Bargaining Update

Due to all of the negative changes brought on by new laws, Local 1 bargaining teams worked hard and long to finish agreements that would protect our rights for the life of the contract and help our districts through financial hard times. Congratulations to South Lake, Armada, Chippewa Valley, L'Anse Creuse, Warren Woods, Center Line, Anchor Bay, Fraser, Harper Woods, and New Haven for reaching agreements.

Richmond teachers continue to suffer at the hands of a School Board who imposed a 9.5% pay cut on them in the spring in spite of a fact finding report that concluded no such move was necessary. While the parties continue to bargain, an Unfair Labor Practice hearing resumes in the fall. These embattled teachers have expressed gratitude to all of you who came to picket at their Board meetings and those who attended the meeting where the vote to impose occurred. The Richmond EA has been on the MEA's "critical list" for more than two years.

**STAY INFORMED &  
KEEP IN TOUCH**

Find Local 1 on the web:

[www.IamMEA.org/Local1](http://www.IamMEA.org/Local1)

**Michigan Education Association  
Local 1 on Facebook**

## THE ATTACKS CONTINUE!

### **GOVERNOR SNYDER SIGNS ANTI-EDUCATION BILLS ELIMINATING BARGAINING RIGHTS, JUST CAUSE, AND STRIPPING TEACHERS OF JOB SECURITY**

School employees took a beating from the Michigan Legislature in June. The so-called "tenure bills," severely damaged the teaching profession. The MEA reached out to legislators, looking to work together on meaningful reform of the tenure process, but the current Legislature has an anti-union, anti-teacher agenda and even with our hard work, we were unable to get them to compromise.

We will have to deal with the changes and we will keep fighting in every way we can, but in the meantime, it is important to understand the scope of the laws that Gov. Snyder has signed. Please see the summary below from the Senate Fiscal Agency:

*House Bill 4625 amended the teachers' tenure law to do the following:*

- Specify that a probationary teacher rated as effective or highly effective is not subject to displacement by a tenured teacher solely because the other teacher is on continuing tenure.*
- Increase the probationary period from four full school years to five, except for a teacher who has been rated as highly effective on three consecutive year-end evaluations.*
- Require a probationary teacher to be notified at least 15 days, rather than 60, before the end of a school year that his or her services will be discontinued.*

- Allow a probationary teacher to be dismissed at any time.*
- Require a controlling board to determine the number and format of classroom observations for probationary teachers and teachers on continuing tenure.*
- Shorten deadlines in the tenure hearing process.*

*The bill also repealed a section that required a laid-off tenured teacher to be hired for the first vacancy in the school district for which he or she was qualified, for three years after the layoff.*

*House Bill 4626 amended the teachers' tenure law to:*

- Allow a teacher on continuing tenure to be dismissed or demoted for a reason that is not arbitrary and capricious, rather than for reasonable and just cause.*
- Revise the definition of "demote".*
- Allow a controlling board to place a suspended teacher's salary in escrow if criminal charges have been filed.*
- Require a teacher to verify his or her ability to perform essential job functions after being placed on unrequested leave for physical or mental disability.*

*House Bill 4627 amended the Revised School Code to specify provisions that must apply to personnel decisions concerning teachers when a school district or intermediate school district (ISD) conducts a staffing or program reduction or otherwise makes a personnel determination resulting in the elimination of a position, conducts a recall from a reduction, or hires after a reduction.*

*Under these provisions:*

- A school board may not adopt a policy providing that length of service or tenure*

*status is the primary or determining factor when eliminating a position.*

- A board must ensure that a district bases decisions on retaining effective teachers, measured by the evaluation system required under the Code.*
- Individual performance must be the major factor in decision-making.*
- Length of service or tenure status may not be a factor unless all of the factors concerning two or more employees are equal.*

*In addition, the bill does the following:*

- Establishes requirements for the teacher evaluation system, including an annual year-end evaluation and a mid-year progress report, beginning with the 2013-2014 school year.*
- Requires a teacher to be dismissed if he or she is rated as ineffective on three consecutive year-end evaluations.*
- Establishes requirements for the evaluation of school administrators.*
- Allows a non-probationary teacher who is rated as ineffective on a year-end evaluation to request a review of the rating by the district superintendent.*
- Requires the dismissal of an administrator who is rated as ineffective on three consecutive year-end evaluations, if the same evaluation tool and system are used in the three evaluations.*
- Specifies classroom observation requirements.*
- Requires teachers' and administrators' year-end evaluations to be based at least 25% on student growth and assessment data in 2013-2014, 40% in 2014-2015, and 50% beginning in 2015-2016.*
- Exempts a district from the teacher and administrator evaluation requirements for a public school if the district is already using a performance evaluation system that meets certain criteria, or if it adopts*

*an evaluation system that is identical to that of an exempt school.*

- Creates the Governor's Council on Educator Effectiveness.*
- Requires the Council, by April 30, 2012, to submit a report that recommends a student growth and assessment tool, State evaluation tools for teachers and administrators, and parameters for effectiveness rating categories.*
- Specifies a legislative intent to enact legislation to put in place a statewide performance evaluation system taking into account the Council's recommendations.*
- Requires notification to parents if pupils are assigned to teachers whose last two year-end ratings were ineffective, beginning in 2015-2016.*

*House Bill 4628 amended the public employment relations Act to prohibit decisions about the following subjects from being included in collective bargaining between a public school employer and a representative of its employees:*

- Teacher placement.*
- Policies for personnel decisions made when an employer eliminates a position, or recalls or hires after a position has been eliminated.*
- An employer's performance evaluation system.*
- A policy for discharging or disciplining employees subject to the tenure law, and the discharge or discipline of an individual employee.*
- Classroom observation.*
- A performance-based method of compensation.*
- Parental notification of ineffective teachers.*

*All of the bills took effect on July 19, 2011, and were tie-barred to each other.*

*From MEA President Iris Salters, quoted in the Detroit News June 29, 2011:*

*"Don't throw the baby out with the bath water," is a cliché — but there is no better way to describe some legislators' utterly misguided attempts to reform teacher tenure."*

*It is crucial now more than ever that every school employee in Michigan become a political activist in her/his own self-interest. The November, 2010 electorate has made it their top priority to "reform" education; but, their way of reforming has been to take your rights and your money.*

*Recall petitions are being circulated in several districts, and many of your Local 1 colleagues have been active in these efforts.*

***The election of 2012 MUST be of primary importance to us all.** We need to work to get rid of anti-public employee legislators and replace them with friends of education. PAC contributions have never been as important as they are at this time.*

*For MEA to continue the fight, we ALL need to be involved. Your profession and your paycheck are at risk and if you don't get involved, it may be too late to save either.*

# LOCAL 1 IN ACTION



Center Line lobbies Lansing  
- John Duffy, Martha  
Teshich & Robert Resio



John Rutledge (Romeo) & Teresa  
Ranger (Richmond) wish Sue Hoard a  
happy retirement



Local I Field Assistants –  
Sharon Bullock & Jenn Putney

Local I Annual President's  
Retreat (L – R) – Ron  
Howery (Center Line), Joe  
Vukich (Warren Woods),  
Ben Haberek (Lakeview),  
Mara Wirtz (L'Anse  
Creuse), Kevin Marvin (Mt.  
Clemens), Paula Herbart  
(Fraser), Ginger Shepherd  
(Anchor Bay), Pat Schore  
(Harper Woods), Tim Allen  
(South Lake), Jan Lee  
(Armada), Marcy Gerlach  
(New Haven), Beth Broder  
(6-E CC & MABO Secretary,  
L'Anse Creuse) & John  
Duffy (Local I President,  
Center Line)



Local I  
Presidents  
dubbed retiring  
UniServ  
Director,  
Sue Hoard,  
"Local I  
Queen"



Local I Baby Boom!!  
Laura & Joe Vukich (Warren Woods); Kevin & Deanna Marvin (Mt. Clemens); Jenn Putney (Local I)

Macomb County  
2011 Outstanding Teacher Awards

First	Last	District	Building	
Melissa	VanHulle	Anchor Bay	Lottie Schmidt Elementary	
Don	Dziuk	Anchor Bay	Anchor Bay High School	
Katie	Shankin	Anchor Bay	Anchor Bay MS -North	
Joanne	Bates	Armada	Armada High School	
Jackie	McLeary	Armada	Armada Middle School	
<b>Lenora</b>	<b>Saunders</b>	<b>Armada</b>	<b>Krause Early Elementary</b>	<b>Top Elementary Winner</b>
Denise	Flanigan	Center Line	Peck Elementary	
Karen	Harrington	Center Line	Wolfe Middle School	
Roberto	Resio Jr.	Center Line	Center Line High School	
Renee	Bailey	Chippewa Valley	Dakota High School	
Erica	Vettese-Latowski	Chippewa Valley	Erie Elementary	
Gregg	Cammarata	Chippewa Valley	Algonquin Middle School	
Amy	Wright	Clintondale	Clintondale Middle School	
Andrew	Kastl	Clintondale	Clintondale High School	
Aleece	Tousignant	Clintondale	Robbie Hall Parker Elementary	
Mary	Thompson	Fraser	Fraser High School	
Victoria	Ugorowski	Fraser	Thomas Edison Elementary	
Michael	Whiteley	Fraser	Richards Middle School	
Shawna	DeMay	Lake Shore	Lake Shore High School	
Nancy	Zelinski	Lake Shore	Masonic Heights Elementary	
Cindy	Clow	Lake Shore	Kennedy Middle School	
Karen	Gallina	Lakeview	Jefferson Middle School	
Sarah	Ladensack	Lakeview	Lakeview High School	
Jessica	Brown	Macomb ISD	Keith Bovenshen School	
Andrea	LaRosa	Macomb ISD	Neil Reid High School	
<b>Michael</b>	<b>Bottini</b>	<b>Macomb ISD</b>	<b>Keith Bovenshen School</b>	<b>Top MS Winner</b>
Jamie	Clausen	Mount Clemens	Seminole Academy	
Michelle	Kirkland	Mount Clemens	Mount Clemens Junior High	
Ann	Thomas-Henrikson	Mount Clemens	Mount Clemens High School	
Kathleen	Shipton	New Haven Schools	Endeavour Middle School	
William	Timmerman	New Haven Schools	New Haven High School	
Aaron	Sutherland	New Haven Schools	New Haven Elementary	

Macomb County  
2011 Outstanding Teacher Awards

First	Last	District	Building	
Mitch	Osadchuk	Richmond Schools	Richmond Middle School	
Katie	VanSledright	Richmond Schools	Will Lee Elementary	
Gayle	Petty	Romeo	Amanda Moore Elementary	
Danielle	Hart	Romeo Schools	Powell Middle School	
<b>Jason</b>	<b>Couch</b>	<b>Romeo Schools</b>	<b>Romeo High School</b>	<b>Top HS Winner</b>
Margaret	Burd	Roseville	Steenland Elementary	
Jennifer	Rose	Roseville	Roseville Middle School	
Jack	Stanton	Roseville	Roseville High School	
Sue	DeCook	South Lake	Koepsell Education Center	
Deja	Rojeski	South Lake	South Lake High School	
Rachel	Swartz	South Lake	South Lake Middle School	
Dayna	Thompson	Utica Schools	Browning Elementary	
Kristi	Black	Utica Schools	Henry Ford II High School	
Sarah	Miller	Utica Schools	Shelby Junior High	
Shannon	Jacob	Van Dyke	Thompson Community Center	
Jill	Silos	Van Dyke	McKinley Elementary	
Patricia	Slatin-Goodison	Van Dyke	Lincoln Middle School	
Jody	Alt	Warren Consolidated	Sterling Heights High School	
Molly	Gale	Warren Consolidated	Carter Middle School	
Elizabeth	Zyrek	Warren Consolidated	Jefferson Elementary	
Georgia	Allen-Wrinkle	Warren Woods	Pinewood Elementary	
Lauren	Posluszny	Warren Woods	Warren Woods Middle School	
Matthew	Rohloff	Warren Woods	Warren Woods Tower HS	