

the Waterford MEA Informer

March 2008

Waterford Coordinating Council News

Troy Beasley, Chairperson

Marcy Felegy, Executive Director

PLEASE ATTEND! PLEASE ATTEND! PLEASE ATTEND!

**We need to support our ESP colleagues in Southfield
As they face the ugly threat of privatization**

Southfield Rally

(prior to Board Meeting)

Tuesday, March 11th, 6:15 –7:00 pm

Southfield Board Office - 24661 Lahser Road

(South of 10 Mile Road on Lahser)

We MUST support our colleagues; their battle is our battle!

MPSERS Legislative Changes Impacting YOU!

In early October, 2007, the legislature made changes to retirement laws affecting the public school employee retirement system as a part of the budget deal.

Effective October 1, 2007, to reestablish membership after a period of deferment, a public school employee must earn at least one-tenth (0.10) of a year of service in each of the five years immediately preceding his or her retirement effective date, or must earn one-half (0.50) a year of service in the two fiscal years immediately preceding his or her retirement effective date.

To qualify for a full insurance premium subsidy, public school employees **hired on or after July 1, 2008**, must earn at least 25 years of service. If the employee earns less than 25 years, a graded insurance premium subsidy applies. The subsidy is 30% for the first ten (10) years, and four (4%) percent for each additional year of service beyond 10 years. The maximum subsidy is 90%.

Beginning July 1, 2008, if a member purchases service

credit that results in the member qualifying for a pension earlier than they could have without the purchase of service credit, the insurance premium subsidy does not begin until they would have been eligible for retirement without the purchase of the service credit. The insurance premium subsidy begins when the length of their purchased time needed to qualify has passed, or they reach age 60 – whichever comes first. **Service credit purchased on or before June 30, 2008, will not affect the date the insurance subsidy begins.** Note that current employees must commence purchasing their service credit prior to June 30, 2008 in order to avoid the limitations imposed by this new law. If a member enters into a TDP (Tax Deferred Payment) contract that carries the payment plan beyond June 30, 2008, the member will NOT be subject to the new rules.

Employees who are hired after July 1, 2008 will contribute 6.4% (current employees pay 4.3%) of their wages that exceed \$15,000. The existing graded rate still applies to wages that do not exceed \$15,000 for employees hired before July 1, 2008. This added contribution will only serve to lessen the employer's obligations to fund the pension plan.

District Standards of Conduct:

What you NEED to know

Reprinted from the district Intranet and with permission of WSD. Employees need to be aware of district expectations and abide by these standards. Questions should be directed to your president or to the Waterford office @ (248) 666-9100.

An employee who fails to maintain proper standards of conduct at all times, or who violates any of the following rules shall be subject to disciplinary action, including discharge.

These rules are subject to change with due notice and are not intended to be all inclusive.

The Following Acts or Conduct are Prohibited:

1. Carrying of firearms or other weapons on school premises.
2. Consumption and/or possession of any kind of illicit drugs or narcotics; the soliciting, dispersing and/or selling of any kinds of drugs, pills, or narcotics; the use of illegal drugs, pills, or narcotics, which disrupts the ability to perform the duties of the job.
3. Possession and/or drinking any alcoholic beverages or use of tobacco and tobacco products on Waterford School District property at any time.
4. Reporting to work under the influence of alcohol, narcotics, or any mind-altering substance which disrupts the ability of the employee or other employees to perform the duties of the job.
5. Immoral and/or unprofessional conduct and acts involving moral turpitude of the employee which indicate unfitness to teach and/or work in a school setting or which pose a significant danger to harm to either students, school employees, or others who might be affected by his actions as a teacher or employee, or which are hostile to the welfare of the school community.
6. Theft or misappropriation of property and/or funds of students, employees, or the Board of Education.
7. Conducting personal business during working hours or on school district premises, or use of district equipment/property for personal reasons.
8. Operation and/or use of machines, telephones, tools, or other Waterford School District owned equipment without approval from the employee's supervisor; abuse, misuse, or destruction of Waterford School District and/or others property, tools or equipment.
9. Employee misuse or removal from the Waterford School District premises, without proper written authorization from the immediate supervisor, of Waterford School District property, records or other Waterford School District materials.
10. False statements knowingly, or recklessly made, or violently abusive and personally defamatory statements or slander of another employee, of a student, parent, or Board member and where such conduct is related to and interferes with the educational process, and administration thereof.
11. Falsification of any reports or records including personnel, absence or sickness.
12. Refusal to obey orders of supervisors or insubordinate conduct.
13. Refusal to do job assignment.
14. Gambling, or taking part of any game of chance, on Waterford School District premises.
15. Slowdown in performance or causing a slowdown in performance.
16. Violation of district, state, or federal safety rules or practices and/or engaging in any conduct which tends to create a safety hazard which endangers self and/or others. Employees must, at all times, wear safety articles and use protective equipments where required, and immediately report to their supervisors any injury or accident.
17. Violating Board policies.
18. Unauthorized or unexcused absence, reporting late to work, leaving work area or building during working hours without authorization.
19. Failure to be at work position at the start of the work day, end of the lunch period, or failure to remain at the work position up to the start of the lunch period or end of work day.
20. Irregular work attendance so that the services of the employee are of little value to the Board, or intermittent absenteeism amounting to part-time employment.
21. Inattention to duties, loafing, or wasting time during working hours.
22. Unlawful, improper conduct, or unprofessional conduct of an employee, on or off the school district property and/or during non-working hours which affects the employee's relationship to work responsibilities, fellow employees, supervisors, students, or Waterford School District properties, as well as the employee's reputation or goodwill in the community.
23. Fighting, agitating a fight, and/or attempting bodily harm or injury to another person.
24. Distribution of obscene, vulgar or indecent written or printed matter which tends to disrupt the school or school district or results in danger to other persons on school property or interferes with school work or discipline.
25. Unsatisfactory work performance.
26. Poor housekeeping, creating or contributing to unhealthful or unsanitary conditions.
27. Falsely stating or making claims of injury.
28. Improper conduct which is at variance with concepts that are generally accepted and approved in the community; engaging in conduct which is prescribed by the criminal statutes.
29. Unauthorized solicitation of funds.
30. Inappropriate dress or grooming that may cause a disturbance in the school/work setting.

The foregoing rules are not intended to be all-inclusive of the required discipline, proper standards of conduct or obligations of employees. The Board shall, when it deems it appropriate, establish additional rules and building administrators and other supervisors may set up particular rules to govern their employees' conduct as they deem necessary by the nature of their operations.

MEA: Impacting the Future