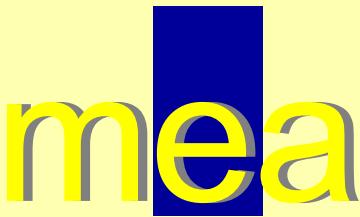


Please join us for our
Faculty Rep Meeting

Tuesday, January 31
4:30 PM, Mesa High School
1630 E. Southern Ave.

Please RSVP by Friday, January
27 to 833-8400 or via email to
chritine.nisbeth@arizonaea.org

We welcome ALL members to
join us at either meeting and
hope to see **you** there!



Inside the Record

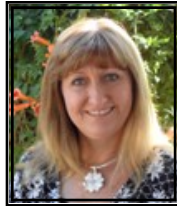
Page 2 ... Not Out of the Woods,
but Can See Some Day-
light

Page 2 ... Member Benefits

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Committee Update

Page 3 ... MEA Calendar of Events

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Things That I Am Thankful for
this Holiday Season

By Kathy Ray, MEA President

I am thankful for the MEA & MESPA partnership that negotiated the Additional Compensation with Federal Education Jobs Grant Funds....Live check is \$375.00 for full-time employees on Dec. 8th! Watch for more funding decisions with the remaining EduJobs money to be determined this spring.

I am thankful for all of our members who transferred their dues payment method and believe we are stronger when we stand together!

I am thankful for all of my Faculty Reps who volunteer for additional committee work on an email's notice from me!

I am thankful for our MEA Vice President, Shirley Thomas who has stepped up to creatively job share this demanding role with me!

I am thankful to work at a school that I love and in a profession that is so rewarding!

I am thankful for the supportive messages I get from many of you!

Find what you are thankful for this season...and spread good cheer!



RIF Committee

By Shirley Thomas, MEA Vice President

The RIF Committee has had three productive meetings. The committee has decided on the definition of a professional contribution: **A professional contribution is an action that enhances the educational environment beyond the expectations of the job description in the areas of professional learning (receiving or delivering), student learning (academic or extra-curricular), or school culture.**

(continued on page 2)

NOT OUT OF THE WOODS BUT CAN SEE SOME DAYLIGHT!

Mike Weaver AEA Organizational Consultant

Mesa teachers and support staff members have borne the brunt of a bad economy plus a legislature that has certainly not been supportive of public education, public education teachers and support staff. Our elected "leaders" have been especially punitive toward the concept that employees have participation in the decisions that affect our profession, our careers and the student learning for which we are tasked. MPS has a long standing tradition of respecting that through the annually negotiated working conditions document "MEA Agreement"

www.mesateachers.org. This may be a target of legislation at some point so we must remain vigilant.

However slowly, the economy is improving and school districts are guarding against further cuts by carrying over funds wherever possible. Mesa teachers have gone three years without an increase in base compensation. While the release of the Federal Jobs funds is welcome news, it is time to take a long look at moving the salary schedule forward. MEA will be reaching out to members to determine the direction that the MEA Bargaining Team will take in our financial research and possible direction for use of any available funds. Please take the time to give your input so that the bargaining team knows that they are truly representing your interests. We have some catching up to do and the environment in our profession the last few years has been damaging but we will persevere! Teachers have had rights stripped, compensation cut, class sizes increased and untold added responsibilities and duties put upon them. It is time to stand together and act. Talk to your colleagues and ask them to join us in the fight to restore the teaching profession to respectability.

Membership forms are available on page 4 of this document, from your Faculty Representative, or at the MEA website www.mesateachers.org.



Member Benefits

NEA Click & Save

http://www.neamb.com/home/1199_2678.htm#

Restaurant.com is one of the websites included in the NEA Click & Save program. Their latest deal was \$3.00 for a choice of several local \$25.00 restaurant gift certificates.



Since this deal seemed too good to be true, I decided to call the company. Here's the catch: You have to spend at least \$35.00 - \$50.00 at the restaurant to use the \$25.00 gift certificate.

Still a great deal, don't you think, especially during the holiday season when you might have visiting guests?

Oh, and if you are going out of town, you can put in the zip code of your hotel and get restaurant gift certificates for vacations too.

Have you been happy, excited, thrilled with, etc., any of the other Member Benefits? Please share your story by contacting Joelyn Hilton, jhilton@mpsaz.org.

RIF Committee (continued from page 1)

Some changes from last year's version were approved, such as a reduction in the number of hours needed to reach 10 points, a minimum of 4 points must come from your school site, and the 'other' category can be used to bundle together committees in order to reach the minimum number of hours for 1 credit.

You are also required to give the amount of time you spent for each professional contribution and you may be asked to provide documentation if there is a question or discrepancy.

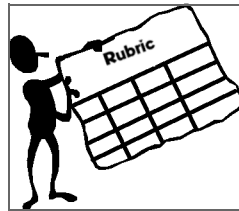
The committee is currently working on other areas of the RIF requirements.



MEA Record
1032 E. University Dr., Mesa, AZ 85203
(480) 833-8400 (Office) (480) 834-6890 (Fax)
www.mesateachers.org

Evaluation Committee Update

The committee is working diligently to evaluate rubrics that would meet the state requirement and align to the InTASC Teaching Standards. Here is the link for the Senate Bill 1040 that passed ARIZONA REVISED STATUTE § 15-203(A) (38) that changes the way teachers and principals will be evaluated:



<http://www.azed.gov/wp-content/uploads/PDF/ArizonaFrameworkforMeasuringEducatorEffectiveness.pdf>

The new law states:

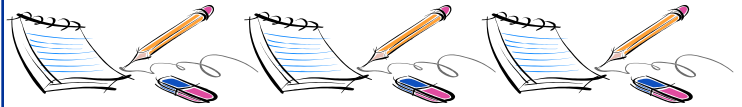
The State Board of Education shall...”on or before December 15, 2011 adopt and maintain a model framework for a teacher and principal evaluation instrument that includes quantitative data on student academic progress that accounts for between thirty-three percent and fifty per cent of the evaluation outcomes and best practices for professional development and evaluator training. School districts and charter schools shall use an instrument that meets the data requirements established by the State Board of Education to annually evaluate individual teachers and principals beginning in school year 2012 – 2013.”

Many teachers have volunteered to serve on the committee and subcommittees. The subcommittees are small groups of grade level/subject area teams looking at possible assessments that meet the quantitative data requirements of the law.

Teacher names have been turned in for the principal evaluation committee, so thank you to everyone who responded with willingness to volunteer.

Kathy Ray

MEA Calendar of Events Dec./Jan. 2011-2012



Tuesday, December 13: School Board Meeting 7:00pm

Wednesday, December 21, 2011 - January 3, 2012
Winter Break, no school

Tuesday, January 10: School Board Meeting 7:00pm

Monday, January 16: Civil Rights/MLK Day, no school

Tuesday, January 17: Exec/MOD Combo meeting 4:30pm

Tuesday, January 24: School Board Meeting 7:00pm

Monday, January 30: East Valley Cluster Meeting 5:30

Tuesday, January 31: Faculty Rep Meeting, 4:30 PM, Mesa High School 1630 E. Southern Ave. (Stapley/Southern) *Open to all members.*

The MEA Calendar is also available online at
www.mesateachers.org

“Being the richest man in the cemetery doesn’t matter to me. Going to bed at night saying we’ve done something wonderful, that’s what matters to me.”

Steve Jobs

follow us on
twitter

@MesaEA



www.facebook.com/MesaEA

2011-12 MEMBERSHIP FORM

Arizona Education Association • National Education Association
 1032 East University Dr., Mesa, AZ 85203
 480-833-8400 • 800-322-9298 • www.arizonaea.org



Employee ID # _____
 Social Security Number _____
 Name _____
 Address _____
 City _____ State _____ ZIP _____
 Home Email _____
 Work Email _____
 Home Phone _____
 Work Phone _____
 Cell Phone _____
 Date of Birth _____ Male Female

POSITION

Teacher, Subject Area _____
 Librarian Counselor
 Support Professional, Position _____
 Other _____

ETHNIC GROUP

American Indian/Alaska Native Hispanic
 Asian Multi-ethnic
 Black Native Hawaiian/Pacific Islander
 Caucasian (not of Hispanic origin) Other

VOTER INFORMATION

Are you a registered voter? Yes No
 Democrat Republican Independent
 No party Other

* The Arizona Education Association Fund for Public Education (AEA Fund) and the National Education Association Fund for Children and Public Education (NEA Fund) collect contributions from Association members and their families to aid friends of education in local, state, and federal offices. Contributions to the NEA Fund, AEA Fund, and Local PAC are not deductible as charitable contributions for income tax purposes. Federal law requires the NEA Fund to use best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year. Although the NEA Fund requests an annual contribution of \$15, this is only a suggestion. Contributions are voluntary and are neither a condition of employment nor membership in the Association; a member may contribute more or less than the suggested amount, or may contribute nothing at all, without it affecting his or her membership status, rights, or benefits in the Association. Members have the right to refuse to contribute without suffering any reprisal.

Federal law prohibits the NEA Fund from receiving donations from persons other than members of NEA and its affiliates, and their immediate families. All donations from persons other than members of NEA and its affiliates, and their immediate families, will be returned. Only U.S. citizens or legal permanent residents may contribute to the NEA Fund.

Dues are not deductible as charitable contributions for income tax purposes. Dues (or a portion) may be deductible as a miscellaneous itemized deduction.

Member's Signature _____
 Date _____
 Recruiter Name (Please Print) _____
 Date _____

Local Association Mesa Education Association
 Building Name _____
 Employer/District Mesa Public Schools
 Full-time Part-time

If part-time, average number of hours worked per day: _____
 Check all that apply Certified Classified
 Student NEA member last year

ANNUAL DUES*

Annual Dues (NEA, AEA, Local)	
AEA Foundation [†]	
PAC [‡] (NEA, AEA, Local)	
Education Improvement Fund [§]	
TOTAL	

EVERY MEMBER OPTION

AEA annual dues include an assessment, called the Every Member Option (EMO), in the amount of \$12, which impacts all active-certified and active-educational support members working one-half time or more. AEA-Retired members and those active-certified and active-educational support professional members working less than one-half time shall have an EMO rate of \$6.

Monies collected through the EMO assessment shall be divided \$5 for AEA Foundation for Teaching and Learning, \$4 for AEA Fund for Public Education, and \$3 for the AEA Education Improvement Fund. Monies collected through the EMO assessment for those members paying the \$6 amount shall be divided \$2.50 for AEA Foundation for Teaching and Learning, \$2 for AEA Fund for Public Education, and \$1.50 for AEA Education Improvement Fund.

Refund Procedure

New members desiring a refund from EMO may request a Refund Request Form by calling 800-352-5411. The member must mail the Refund Request Form to Membership postmarked or hand delivered within thirty (30) days of signing this application form. The Arizona Education Association will mail a refund check after receipt of the Refund Request Form.

PAYMENT METHOD

Check
 Credit Card (check one): MC Visa Amax
 Exp. Date _____ Card # _____
 One-time charge on 9/15/11
 Recurring charge on the 15th of each month for 10 months starting 9/15/11
 EFT Bank Routing No. If _____ 3

Account No.

Please note that the deductions occur on the 15th and the last day of the month starting 9/15/11 for 10 months.

ATTACH VOIDED CHECK

This authorization is to remain in full force until BANK has received notification from me of its termination in each time and in each manner as to afford BANK a reasonable opportunity to act on it. A customer has the right to stop payment of a debit entry by notification to BANK prior to charging account. After account has been charged, a customer has the right to have the amount of the erroneous debit immediately credited to his/her account by BANK up to fifteen (15) days following issuance of statement of account or forty-five (45) days after the charge, whichever occurs first.

Credit Card/EFT Signature Only _____
 With full knowledge of the above, I hereby agree to pay for my membership dues as stated annually.

OFFICE USE ONLY Date Entered _____