

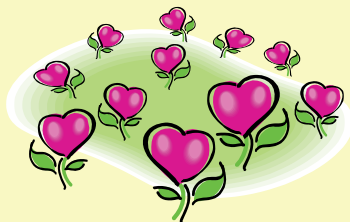
Please join us for our
February Faculty Rep Meetings

Tuesday, February 22
4:15 PM, Top Shelf Cantina,
1976 W. Southern Ave.
(Dobson/Southern)

Wednesday, February 23
4:15 PM, Mi Amigo's
6465 E. Southern Ave.
(Power/Southern)

Please RSVP by **Friday, February 18**
to 833-8400 or via email to
heather.tanner@arizonaea.org.

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



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MEA - What DO we do?

By Kirk Hinsey, MEA President

This continues to be a stressful time and a time of uncertainty, but through it all we move forward. We focus on student achievement. We put in the extra hours to make our **lessons dynamic** to educate and instill the **love of learning** in our students. I am proud of my profession and the work we do every day to live up to these high ideals. I am proud of my colleagues and the hard work they do every day. MEA is also there to assist to add some structure to these trying times.

People often wonder what MEA does. Beyond the politics and the advocacy, MEA provides the assistance to make the working conditions better which in turn provides for better learning conditions. This month MEA has assisted several teachers with disciplinary issues as well as evaluation concerns. We are there to assist in the process and help in any way we can. The ultimate goal is to have the best people teaching our students.

We sponsored two trainings about **interest-based bargaining**. There were some very interested members who learned how valuable it is to use this process for any problem-solving situation, whether it is for the association, at school, or even at home. This approach will be used for our Meet and Confer sessions this year.

MEA has an **amazing team** assembled for bargaining and we have been meeting several times to prepare for the new process, but also to plan for our interests in making our working conditions better. Surveys have been sent out and we will have results soon. That data will assist us as we move forward.

We sponsored the annual Cat in the Hat writing contest. The writing and the pictures were colorfully awesome. This time of year it is fun to be the President of MEA. The judging was completed and the winners will be surprised with a visit by me in the next few days.

We continue to raise money for our scholarship program for high school students considering a career in education. Giving back to our profession is a **great investment** in our students.

This is a sampling of what MEA does. To our members, "Thank You!" for all that you do. **Members make it happen.**

MEA Elections: Nomination Form 2011

Election time is upon us again. Nominations will open at the February 22 Faculty Rep Meeting and will close at the March 29 Faculty Rep Meeting. Nominations may be made by MEA Members **only**, and may be made by returning this form to Heather at the MEA Office **by 5PM, Friday, March 25** or at the February and March Faculty Assembly Meetings. You may nominate more than one person for each office, and candidates may nominate themselves. Regional directors serve for a two year term and must work at a site within the region they represent. Treasurer serves for a two year term. Please make sure nominees are willing to serve if elected. **Voting will be held from Friday, April 1 to Monday, April 11, 2011.**

I wish to nominate the following candidate(s) for MEA Office:

• **MEA President:** _____
Name *School/Site*

• **MEA Vice-President:** _____
Name *School/Site*

• **MEA Secretary:** _____
Name *School/Site*

• **Director, Region 1:** _____
Name *School/Site*
(Crismon, Dobson, Summit Academy - Frost, Summit Academy - Hendrix, Jordan, Pomeroy, Serrine)

• **Director, Region 3:** _____
Name *School/Site*
(Carson Jr., Emerson, Riverview, Student Services, Webster, Westwood, Whitman, Whittier)

• **Director, Region 5:** _____
Name *School/Site*
(Holmes, Lindbergh, Longfellow, Lowell, Mesa High, Mesa Jr., Taylor Jr.)

• **Director, Region 7:** _____
Name *School/Site*
(Field, Hale, Hermosa Vista, Highland, Mountain View, Poston Jr.)

• **Director, Region 9:** _____
Name *School/Site*
(Brinton, Mesa Academy, Patterson, Skyline, Smith Jr, Sousa, Stevenson, Superstition, Taft, Zaharis)

Spring is around the corner...what better time to **Go Green with the MEA Record?**

If you would like to **GO GREEN**, fill out and return the form below, or visit our website at www.mesateachers.org and click on the *MEA Record* link. **Remember, we are NOT allowed to send MEA communications via the District e-mail system.** You must provide a **PERSONAL email address** (Yahoo, Gmail, Cox, Hotmail, etc.) to receive the MEA Record electronically.



_____ **Please send me the MEA Record via e-mail! I DO NOT want a paper copy each month.**

_____ **Please send me the MEA Record via e-mail! I would also like a paper copy each month.**

Name _____ **School/Site** _____

PERSONAL e-mail address _____

A New Way of Doing Business

By Mike Weaver, Interim AEA Organizational Consultant

How often as educators have we heard of the “next new thing”? It seems like at least every new school year, (and lately more often than that!) we are introduced to or have imposed upon us the “latest and greatest” new program or teaching method. This spring, MEA is introducing a new way of “doing business” with the District.

MEA is working with Mesa Public Schools to expand upon the process that was used in the recently concluded RIF process negotiations. The procedure that the RIF Committee and the District used in coming to an agreement is known as IBN, or Interest Based Negotiations, and is widely used across the nation in many situations and organizations. IBN offers more flexibility than traditional bargaining methods by not locking parties into predetermined issues and positions. Instead, the process begins with understanding the problem, and then identifying the interests that underlie each side’s issues, concerns and positions.

When participants understand the interests and concerns that **both** parties have on an issue, they often find that many of those interests are mutual. Many times, both sides at the table are trying to achieve some of the same goals, but just taking different approaches. Frequently, they discover that what at first appears to be competing interests are not really competing at all. Dealing with each other in this way makes it possible for both sides to generate and consider options to satisfy particular interests that may not have been considered otherwise. IBN puts in place a process that allows much more input into solving problems than traditional bargaining methods, and therefore creative solutions become much more likely. Some of the guiding principles of IBN are:



- Sharing relevant information is critical for effective solutions.
- Focusing on issues, not personalities.
- Focusing on the present and future, not the past.
- Focusing on the interests underlying the issues.
- Focusing on mutual interests, and helping to satisfy the other party’s interests as well as your own.
- Options developed to satisfy those interests should be evaluated by objective criteria, rather than power or leverage.

It is important to note that this is an ongoing process and issues may always be reviewed and revisited for improvements or corrections if needed. Please look for opportunities to find out what is going on and give your opinion. There will be regular communications with you, our members, and your IBN team is always open to feedback while they work to represent your interests.

These are challenging times and it will not serve anyone’s interests to ignore events either at the State Capitol or the Board Room. Many of the changes made last year to education policies in Arizona have left decisions regarding important details to local school boards. We must take part in these decisions, or we are allowing decisions to be made without our important input. Change takes courage -- your input, feedback, support, and participation will be critical as we move toward a new and more productive relationship with the District.

A Big “Tip of the Hat” to all of the teachers and classrooms that participated in MEA/MESPA’s 9th Annual “Win a Party with the Cat in the Hat” contest.



First Grade Classrooms: Mrs. DeWeese, Mrs. Walters, Mrs. Cawood; Bush; Ms. Grantham, Falcon Hill; Miss Ucci, Field; Ms. Rother, Franklin East; Ms. O’Neill, Ms. Killian, Hale; Ms. Brown, Las Sendas; Ms. Nelson, Mendoza; Mrs. Ferber, Red Mountain Ranch; Ms. Bannin, Webster; Ms. Hassan, Zaharis

Second Grade Classrooms: Ms. Bretzing, Hale; Mr. Ellsworth, Irving; Ms. Denton, MacArthur; Ms. Bescak, Ms. Douglas, Ms. Moris, O’Connor; Mrs. Pluta, Robson; Ms. Ranger, Salk; Mrs. Richer, Ms. Kirk, Taft

Combo 1/2 Classrooms: Ms. Delgado, Taft

(Winners were notified in person during a surprise classroom visit)



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

AFLAC for MEA Members

We are excited to announce that we have made arrangements with AFLAC to offer our members three important supplemental insurance policies on a Guaranteed Issue Basis.

These policies are: Critical Illness/Cancer Coverage, Hospital Indemnity Coverage and Accident Coverage. There are no health questions to answer- you cannot be turned down!

For full details, rates and an application please visit the MEA website at:
www.mesateachers.org/AFLAC_MEA.



Dues Information for Tax Purposes

In spite of the Tax Reform Act of 1986 which severely limited some of the deductions American taxpayers have historically enjoyed, many MEA members will still be able to deduct their Association dues as a business expense.



If you were a full time MEA member with payroll deduction last year, the amount you can deduct is **\$544.76**.

If you were **not** a full time member with payroll deduction last year, or if you have any other questions, please call the MEA Office at 480-833-8400, ext. 100 and we will assist you in doing a personal calculation.

MEA Calendar of Events February - March 2011



Monday, February 21: Presidents' Day, No School

Tuesday, February 22: *West Side Faculty Rep Meeting*, 4:15 PM, Top Shelf Mexican Cantina, 1976 W. Southern Ave. (Dobson/Southern) *Open to all members*

Wednesday, February 23: *East Side Faculty Rep Meeting*, 4:15 PM, Mi Amigo's, 6465 E. Southern Rd. (Southern/Power) *Open to all members*

Monday, February 28: *Meet and Confer*, 4 PM, MPS Boardroom

Tuesday, March 1: *MEA Executive Board*, 4:30 PM, MEA Office

Wednesday, March 2: *AEA Day at the Arizona Capitol*

Friday, March 4: *MEA/MESPA Party With the Cat in the Hat*, Mesa Jr. High

Monday, March 7: *Meet and Confer*, 4 PM, MPS Boardroom

Monday, March 14 - Friday, March 19: *Spring Break, No School*

Monday, March 21: *Meet and Confer*, 4 PM, MPS Boardroom

Tuesday, March 22: *MEA Executive Board*, 4:30 PM, MEA Office

Monday, March 28: *Meet and Confer*, 4 PM, MPS Boardroom

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

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