

Federation Voice

MONROE FEDERATION OF TEACHERS
& SCHOOL EMPLOYEES

LFT, AFT, AFL-CIO

February 2008

Inside the Newsletter

CONTRACTS:
What they mean
and what they can
do for you.
Page 2

New Phone System
Page 3

Important E-Mails
& Phone Numbers
To Keep
Page 3

School Board
Members with
Phone Numbers and
E-mail
Addresses
Page 3

Reflections of 2008
Page 4

Membership
Application/
Nomination of
Officers Form
Insert

From The President....

HAPPY NEW YEAR!!!

Wow, 2008 and it's going to be **GREAT!** Why? Because of **YOU**; a stronger, wiser, and a more positive you.

It is truly a blessing (believe it or not) to see a new year. A new year that gives you another opportunity to make a real difference in your life and the life of another. A new year to change business as usual, into an opportunity for fairness with equal access for everyone and accountability for **ALL**.

How? By having a real **CONTRACT!** A contract is where you have representation at the table, and in the end you will have your own carry-in-your-pocket rule book.

Now that we have a new governor many new issues will be introduced into the legislature. Merit pay is one issue. How do you feel about merit pay? Do you feel it can be administered equally and fairly? Who should receive merit pay? These are a few questions you should think about. A private survey will be coming soon for your in-put to merit pay and other issues.

The **Federation** is working to make life better for you, our children, and the entire community. Standing together **WE** can make a real positive change. Please find the passion and the time for a real change.

Love you more,

Sandie

The Monroe Federation of Teachers and School Employees was recognized for outstanding growth at the 43rd annual Louisiana Federation of Teachers' convention in Lake Charles. MFT/SE recruited the most new teachers at system-wide back-to-school events in its category. Pictured at the award ceremony are, from left, LFT Senior Organizer Mona Icamina, MFT/SE President Sandie Lollie, and LFT President Steve Monaghan.



Monroe Federation of Teachers and School Employees Receives Union Values Award

Beginning in August of 2003 and continuing to the present date, the Monroe Federation has kept its eyes fixed on the prize of a collective bargaining agreement with the school board. In pursuit of a contract, MFT/SE President Sandie Lollie has crafted a number of activities aimed at demonstrating the Federation's determination, and has even risked arrest while picketing board members' places of business. The union's dedication to the concept of shared power and its commitment to a long-term struggle with the powers that be are inspiring examples for other locals.



Governor-elect asks LFT for help in pushing bold education agenda

Governor-elect Bobby Jindal, left, is welcomed to the 43rd annual convention of the Louisiana Federation of Teachers by LFT President Steve Monaghan.





PARTNERSHIPS
ARE A MUTAL
UNDERSTANDING

**Superintendents
and other
administrators
have contracts.
Why not teachers
and school
employees?**

Teachers and
school employees
need contracts
here in Monroe!

Contracts mean Partnership

Since 1937 when the American Federation of Teachers chartered its first local in Louisiana, the **United Teachers of New Orleans**, teachers and school employees across the nation joined thousands of other workers to achieve a negotiated contract. In 1974 the United Teachers of New Orleans became the first public school system in the state to win a collective bargaining election. Since that time **Jefferson [1976] and St. Tammany [1991]** teachers and school employees have achieved collective bargaining in their school systems.

Why is it that other school systems have not allowed their teachers and school employees the right to bargain for a contract? Superintendents and other administrators have that right. **Why not teachers and school employees?**

But what is collective bargaining, a negotiated contract, and why are school systems afraid of it? **Bargaining is an effort by an organization, a union, to come to a legally binding, mutual agreement concerning the conditions of employment for a prescribed length of time. A contract is not synonymous with strikes.** Strikes have more to do with an erosion of economic, legislative, Board and community support, than they do with bargaining. **Strikes can occur without bargaining.** In Louisiana, teachers and school employees who **do not have a bargained contract can strike at any time.** Teachers and school employees in Jefferson and St. Tammany **cannot because** they have a contract for a negotiated period of time and have a **"no strike" clause in their contracts.**

So what does this contract in Jefferson and St. Tammany have that you in Monroe City do not have?

- 👉 In Jefferson and St. Tammany, teachers and school employees sit down with administration to **negotiate salaries and benefits.**
- 👉 In Jefferson and St. Tammany, there is 120-150 minutes per week of planning time for teachers in PreK-6 grades.
- 👉 In Jefferson and St. Tammany, there is a **Sick Leave Bank** for employees and their families to use **[at 100% of their pay]** in times of long-term emergencies and/or illnesses in their immediate family.
- 👉 In Jefferson and St. Tammany, **principals or designated administrators shall remain on campus as long as a teacher is on duty.**
- 👉 In Jefferson and St. Tammany, teachers who serve as **SBLC chairperson** receive a **\$175—\$250 per semester stipend** depending on the number of students at the school.
- 👉 In Jefferson and St. Tammany, **newly hired teachers** who must attend in-service training prior to the beginning of school shall be **compensated at the rate of \$150 per day or \$15/hour.**
- 👉 In Jefferson and St. Tammany, special education teachers are given one paid day of leave to complete IEPs within five days immediately preceding the anniversary date of the student's IEP.

Contracts mean partnership. And, in a partnership neither party dictates to the other. Contracts, as one can see, make a difference.

And, the difference is real.

New Telephone System

Finally! The new phone system is installed in the Monroe City School System. **BE AWARE!** There is no such thing as a private conversation or a private computer operation in the district anymore. All communications should be restricted to **WORK ONLY!** "Anything you say can and will be used against you."

For your information—You can call the Central Office (325-0601) and enter the extension number of any employee anywhere in the district and be connected.

Email & Phone Numbers To Keep

Monroe Federation of Teachers & School Employees (monroefederation@bellsouth.net)	318-322-2442
Louisiana Federation of Teachers (www.lft.aft.org)	800-634-5089
Teachers Retirement System of Louisiana (www.trsl.org)	877-275-8775
Louisiana School Employees Retirement System (www.lasers.state.la.us)	800-256-3718
Louisiana Department of Education (www.doe.state.la.us)	877-453-9721
Teacher Certification/State Department (www.teachlouisiana.net)	225-342-3563
BESE Board Member, Keith Guice	318-388-0973

School Board Members

President Vickie Dayton 329-9320 [vdayton@moreman moore.com](mailto:vdayton@moremanmoore.com)

Vice-President Brenda Shelling 323-9159 bshell@bayou.com

Vickie Krutzer 387-7814 torik@centurytel.net

Jessie Handy 388-0007 jesse05@bellsouth.net

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car rental



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Reflections of 2007

