

DEARBORN FEDERATION OF SCHOOL EMPLOYEES

MEMBERSHIP MEETING JANUARY 21 6:30PM ASC

JANUARY 2015

WINTER EDITION

VOLUME 2 ISSUE 4

The January General Membership Meeting has been rescheduled to

WEDNESDAY JANUARY 21, 2015 6:30 PM in the Board Room at ASC.

"The Mission of the Dearborn Federation of School Employees is to protect and advance the rights and benefits of the educational support professionals who we represent.

We are committed to democracy, transparency, equity, accountability, open communication and respect for the dignity and contribution of every member."

INSIDE THIS ISSUE:

ANNUAL MEETING 2

FOCUS ON THE CONSTITUTION 3

BUILDING REPS 4

Dear Members,

I am pleased and proud of how much we've accomplished this year to rebuild our union. As I look back over the year, I realize the executive board and our building representatives have assisted a great many members by answering questions and addressing concerns and issues ranging from the enrollment of our newest members to the retirement of members who've worked in the school district for thirty years or more! We've had tears and frustration, but also laughter and a great deal of learning.

This year we will focus on preparing for contract negotiations in 2016, on building more member involvement on committees, and we will continue to review our revenue from dues against our costs to maintain the union. A draft of the 2015 DFSE budget will be presented at our January meeting for discussion. This is an opportunity to share your voice and ideas regarding the financial future of our union. Please attend the meeting and bring a co-worker!

I am grateful that the Executive Board has been so willing to sacrifice their time and effort to rebuild the union. The board does not receive a stipend or any payment for their service. Please consider supporting them by also sharing your time and talent on a committee. Let's move the Dearborn Federation of School Employees even farther **FORWARD in 2015!**

See you Wednesday, January 21!



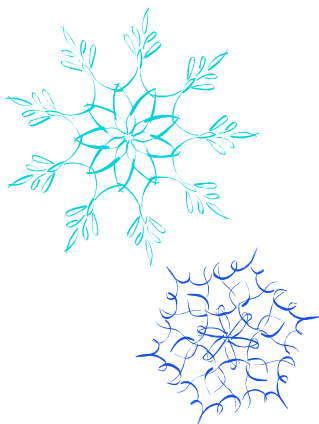
FIRST BOOK DONATIONS WILL HELP STUDENTS LEARN TO LOVE READING

The Dearborn Federation of Teachers has provided hundreds of books to Dearborn students through First Book, a national nonprofit that provides access to brand new books and educational resources for kids in need.

DFSE members can help with donations toward the purchase of books for distribution to students

First Book donations will be accepted at our membership meetings during January, February and March.

Go to www.firstbook.org to learn more about how your donation can help a child develop a lifelong love of reading.



OPEN HOUSE AND ANNUAL MEETING DECEMBER 8, 2014

Thirty DFSE members enjoyed refreshments and conversation at our Open House at the DFSE office on December 8. We did not have the required quorum of eighty members for our Annual Meeting at 8:30 pm. The meeting will not be rescheduled per our Constitution.

Thank you Trustee Lisa Wincent!

Lisa Wincent has found it necessary to resign her position on the Executive Board. The board appreciates her commitment and her continued involvement with the union.

Welcome New Trustee Kyle West!

As our Constitution provides, the Executive Board has voted to approve the President's recommendation to appoint Kyle West as our new Trustee. Kyle is a Carpenter in our Skilled Trades classification. Welcome Kyle!

NOVEMBER / DECEMBER MEMBERSHIP UPDATES

CONGRATULATIONS RETIRED MEMBERS!

Maria Domanico, Custodial C, 18 years of service

Mark Babinski, Painter, 33 years of service

Roberta Reese, Secretary II, 26 years of service

DID YOU KNOW?

Retired members continue as members of Dearborn Federation of School Employees Local 4750 Retiree Chapter and are ensured a lifelong membership in AFT National.

As a retired AFT national member, retirees receive the same AFT periodical sent to working members and maintain access to most AFT member benefits.

NEW MEMBERS

Kevin Hunter

Custodial A/Stout

Martin Lilley

Custodial A/DHS

Danial Toaso

Custodial A/EFHS

Paul Banas

Motor Equip Mechanic/
DODO

Phillip Rich

Custodial A/FHS

Ervin Warren

Custodial A

Tiffany Pankey

Bus Driver/Transportation

CHANGE IN CLASSIFICATION

Kristine Misko

Accounting Technician Spec
DFSE

Administrative Secretary—
NCEX

Darrell Tipton

Skilled Trades C

Engineer D—DSOEA

Sana Hamade

Paraprofessional Non-
Classified

Laurie Kurth

Receptionist/Clerk

Secretary II Media

Laurel Neckrock

NHS

Secretary III/Special Ed

Audrey Pippen

Secretary III

Acct Tech/Special Ed

RESIGNATION/OTHER

Nicole Faino

Paraprofessional/Nowlin

Amy Roman

NHS/Howard ES

Andrew Schenk

BOS/Fordson HS

Katie Hayes

Custodial A/Lowrey

Yasmeen Alamadan

NHS/Howe

Sadrjl Jacobs

Custodial A/DHS

Magdalena Kubiak

Receptionist /Clerk/McUnis

Laura Allore

Paraprofessional/Laid Off

REAPPOINTED FROM LAYOFF

Kathryn Cieslak

Paraprofessional/Nowlin ES

Wanda Abdallah

Paraprofessional/Maples

Donna Brefield

Paraprofessional/Cotter/Nowlin

Julie Davis

Paraprofessional/Lindbergh

Madalyn Jaafar

Paraprofessional/Oakman

Barbara Korpi

Paraprofessional/Whitmore Bolles

Diana Kuch

Paraprofessional/Cotter

Sandra Pearson

Paraprofessional/DHS

FOCUS ON THE CONSTITUTION



The Constitution of the Dearborn Federation of School Employees Local 4750 is a set of rules that provides an agreement and understanding of how union business is conducted.

Some rules in our Constitution are required by Federal or State law. Other rules, such as our objectives, the responsibilities and duties of the Executive Board, meeting days and times, and the amount of our dues and fees are specific to our union and are agreements made by the members.

Article XXVI of our Constitution states that our Federation will remain affiliated with the American Federation of Teachers and the AFL-CIO. Our affiliation means that we are also bound by the Constitutions of the National and State Organizations.

THIS MONTHS FOCUS: ARTICLE X — MANAGEMENT RIGHTS

Subject to the terms of this Agreement, and except as modified by the specific terms of this Agreement, the Employer retains all rights and powers to manage the Dearborn Public Schools and Henry Ford Community College, and to direct its employees.

The Union recognizes these management rights and responsibilities as conferred by the Laws and Constitution of the State of Michigan and as are inherent in the rights and responsibilities to manage the Public School System, including, but not limited to, the right:

10A. To the exclusive management and administrative control of the school system and its properties and facilities, and the activities of its employees during employee working hours;

10B. To hire all employees and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion; and to promote, and transfer all such employees;

10C. To determine the hours of work and the duties, responsibilities, and assignments of employees, and the terms and conditions of employment.

The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Employer, the adoption of policies, rules, regulation, and practices and furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Laws and Constitution of the State of Michigan, and the Laws and Constitution of the United States.

JANUARY EVENTS	DATE	DAY	TIME
AFT Michigan Collective Bargaining & Contract Enforcement Conference	17	SATURDAY	8:00 am—4:30 PM
BUDGET AND FINANCE COMMITTEE—DFSE OFFICE	20	TUESDAY	5:00 PM
EXECUTIVE BOARD MEETING #1—ASC BOARD ROOM	21	WEDNESDAY	5:30 PM
MEMBERSHIP MEETING—ASC BOARD ROOM	21	WEDNESDAY	6:30 PM
EXECUTIVE BOARD MEETING #2—DFSE OFFICE	24	SATURDAY	10—2
BARGAINING AND CONTRACT COMMITTEE—DFSE OFFICE	26	MONDAY	5:00 PM

Employment for Substitute Custodian

Apply Online using Google Chrome or Firefox only at:

<http://dearbornschools.org/departments/hr-employment/employment>

Click **Create an Application** to complete the full application online. Be sure to Click **APPLY** for **Substitute Custodian**

Candidates must be 18 years or older and have a high school diploma or GED.

The District is also actively seeking qualified candidates for substitute teachers, paraprofessionals, food service workers, bus drivers and bus attendants.

DFISE LOCAL 4750

Dearborn Federation
of School Employees

JOBS HOTLINE 313 827 3001

DFSEMEMBERS@GMAIL.COM

Board Member LEAD	School Building	Building Representative
Yvonne Ravenscroft Paraprofessional Stout MS	Howard HFCC – Childcare/HFEC Oakman McDonald	Volunteer Needed Liz Golen Volunteer Needed Volunteer Needed
Shawn Cornea Satellite Food Manager Geer Park	Geer Park Duvall Long River Oaks	Sharon Laura John McDonald Volunteer Needed Deb Sitarski
Liz Ellis Bus Driver Transportation	Howe/Montessori Lowrey MBCC – All Miller	Debbie Brooks Noor Fahmy Deb Frison Adila Mohassen
Al Lerini Building Operations Specialist Stout	Dearborn HS Edsel Ford HS Fordson HS Stout	Tom Zerger/Jeanne Bailey Volunteer Needed Richard Nims Volunteer Needed
Joyce McCreary Food Service Assistant Fordson	Becker Haigh OL Smith Whitmore Bolles	Volunteer Needed Volunteer Needed Deb Osborn Julie Wilson
Anna Munoz Secretary II Maples	Henry Ford Maples William Ford Woodworth	Colleen Kirchner Volunteer Needed Cheryl Dughlas Sandy Ban
Stephanie Salsberry Custodial B – AM Dearborn High School	McCollough/Unis Salina Salina INT Snow	Tammy Baldwin Roxanne Reppi Volunteer Needed Leslie Sisoy
Trustee	Bryant Cotter Lindbergh Nowlin	Volunteer Needed Volunteer Needed Volunteer Needed Ann Kuzara

DSEHP
DEARBORN SCHOOL EMPLOYEES
HEALTHCARE PROGRAM

NEXT GENERATION ENROLLMENT

GALLAGHER BENEFIT SERVICES

15250 MERCANTILE DR

DEARBORN, MI 48120

Phone: 888-222-4309

Fax: 313-982-3299

Do you have a Primary Care Physician?

A regular check up and physical with your PCP can help reduce overall healthcare costs. An annual physical isn't subject to the deductible or co-pay.

Schedule your check up today!

HEALTH MANAGEMENT SYSTEMS OF AMERICA **HMSA**

Welcome to Your

EAP

EMPLOYEE ASSISTANCE PROGRAM

CALL 1-800-767-5320

For confidential assistance, please call our toll-free number at any time.

We're here for you
24 hours a day, 7 days a week.

The Employee Assistance Program is a benefit available to ALL DFSE members at no cost. The program can assist with short-term counseling and referrals for personal, family and job issues.

WWW.MY-LIFE-RESOURCE.COM

1107 Washington Street

Dearborn MI 48124

313 274 5900

LIKE US ON FACEBOOK!

DFSE4750

WWW.DFSELOCAL4750.ORG