

DEARBORN FEDERATION OF SCHOOL EMPLOYEES LOCAL 4750

MEMBERSHIP MEETING JUNE 11, 2015 6:30 PM ASC

JUNE 2015

JUNE BUG EDITION

VOLUME 2 ISSUE 8

The Mission of the Dearborn Federation of School Employees is to protect and advance the rights and benefits of the educational support professionals we represent. We are committed to democracy, transparency, equity, accountability, open communication and respect for the dignity and contribution of every member.

A FIFTY YEAR TRADITION CONTINUES FOR
DEARBORN FEDERATION OF SCHOOL EMPLOYEES LOCAL 4750!

Did you know our union was incorporated as the Dearborn School Employees Independent Union on January 28, 1965?

That means our union has stood in solidarity for
50 YEARS in 2015!

Over those 50 years, our members have fought for our rights, negotiated our wages and benefits, safeguarded our working conditions, and **ratified 21 CONTRACTS!**

Today our members continue to stand in unison and solidarity as we start preparations to collectively negotiate our 22nd contract, knowing our voices are strong with the power of over **800 members!**

Watch this spot for more information as we make plans to celebrate
50 YEARS OF SOLIDARITY

DEARBORN FEDERATION OF SCHOOL EMPLOYEES LOCAL 4750!

2015 IMPACT AWARDS

Congratulations to the winners of this years IMPACT Awards! The Impact award was started this year to recognize non-instructional staff members who have demonstrated the Dearborn Public Schools Core Values and who are consistently professional, personable, and polite as they work with students, contribute to the classroom environment, and provide overall customer service in a variety of roles.

Twenty five staff members were honored at the Education Foundation Green Tie Dinner on May 25th, where the four finalists were announced. Winners received a \$500 cash gift, an engraved award, and the heartfelt thanks of their co-workers for the positive **IMPACT** they've made on students and staff in the Dearborn Schools.

CONTRACT 2016

Meetings for our 2016 contract campaign will begin this summer. Our initial work will be to review the current contract, develop priorities and gather information from members about their goals for 2016.

If you are interested in being a part of this important work or would like more information, please contact the office.

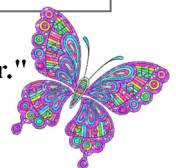
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"Just living is not enough" said the butterfly, "one must have sunshine, freedom and a little flower."

~ Hans Christian Andersen



Affiliate of the American Federation of Teachers, AFT Michigan and AFL-CIO



MAY GENERAL MEMBERSHIP MEETING NOTES

Our May 14th meeting did not have a quorum and the meeting was rescheduled to May 28th. Regular reports included finance, membership and grievances. Healthcare Open Enrollment has been very successful. Many employees have elected the new voluntary benefits. The Wellness Committee has planned a Health Fair in the fall, with other programs throughout the year.

There were questions regarding dues deduction. President Ziaja clarified for members that although the agreement to have dues deducted from your paycheck can be rescinded each year in writing to the payroll office, membership in the union and paying dues are still required as a condition of employment with the school district. DFSE Local 4750 will continue to be the sole representative for support staff of the Dearborn Schools when the contract is negotiated in 2016.

MAY MEMBERSHIP UPDATES

WELCOME NEW MEMBERS !

Constance Quarles	Custodial A/Lowrey
Wafa Nassralla	NHS/Lowrey
Rowaida Bzieh	NHS/Cotter
Zeina Unis	NH/Cotter

CHANGE IN CLASSIFICATION

Mark Badalucco	Custodial A to Custodial C/FHS to Salina INT
Nawa Banian	FSA to Baker/McUnis
Joseph Coulter	Custodial A to Custodial C/McUnis to Salina ES
Benjamin Lansing	Custodial A to Custodial C/DHS to Nowlin ES
Debra Lyscas	Custodial A to Custodial C/McDonald
Jason Tipton	Custodial C to Building Operations Specialist/Cotter to FHS
Bernadette Drennon	Secretary IV - 10 Month to 11 Month/Howe-Montessori

Mysteries of the Universe Revealed

- Are there one or two spaces at the end of a typed sentence?
- How do you reduce a recipe?
- Is there a “right” way to mop a floor?

Union Board members can help with the answers to these and similar questions on the tests that qualify you for a new job.

Skills training at the union office will be offered this summer for any member in need of review or help with passing the tests. Training time can be based on individual needs and interests.

Please call the union office for information.

313-274-5900

CONGRATULATIONS RETIRED MEMBERS!

Cheryl Guzik, 14 years of service
Receptionist/Clerk/Snow

Lena Pason, 11 years of service
Food Service Assistant/Becker

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.

Retirees are encouraged to join MARSF—the Michigan Association of Retired School Personnel, and to support their work to protect retirement benefits for school retirees.

HEALTHCARE OPEN ENROLLMENT

Open enrollment for the 2015-16 policy year ended on May 31. Next Generation will notify you if documentation is needed. Documents are due at the DSEHP Benefits office by June 30th. If you are an employee with new eligibility, Human Resources will notify the DSEHP Benefits office of your eligibility, and NextGeneration will contact you through school email or your home address with directions to enroll. If you have other questions regarding enrollment, please call the Benefits office directly at 1-888-222-4309.

JUNE EVENTS	DATE	DAY	TIME
<u>SUPERINTENDENT CANDIDATE INTERVIEWS—ASC BOARD ROOM</u>	9	TUESDAY	5:30 PM
<u>SUPERINTENDENT CANDIDATE INTERVIEWS—ASC BOARD ROOM</u>	11	THURSDAY	6:00 PM
GENERAL MEMBERSHIP MEETING— <u>ROOM 25 ASC</u>	11	THURSDAY	6:30 PM
BUDGET AND FINANCE COMMITTEE—DFSE OFFICE	16	TUESDAY	5:00 PM
DSEHP CHARTER MEETING—DFSE OFFICE	18	THURSDAY	5:00 PM

Classification-<u>Tentative</u> Start/End Dates	Last Day 2014-15	First Day 2015-16	Assignment/Inservice
Secretaries and Receptionist Clerks	6.19.15	8.24.15	
Media and Counseling Secretaries	6.19.15	8.31.15	
Elementary Paraprofessional	6.10.15	9.8.15	Week of 8/31
Secondary Paraprofessional	6.11.15	9.8.15	Week of 8/31
Elementary Instructional & Interpreter Technicians	6.10.15	9.8.15	
Secondary Instructional & Interpreter Technicians	6.11.15	9.8.15	
Noon Hour Supervisors-Non Breakfast	6.10.15	9.9.15	
Noon Hour Supervisors-Breakfast	6.10.15	9.9.15	
Elementary Food Service	6.10.15	9.8.15	
Secondary Food Service	6.11.15	9.8.15	
Bus Drivers and Attendants	6.11.15	9.8.15	
Custodial A and B1	6.11.15	8.31.15	

Paraprofessional Assignments for 2015-16

Bidding for Paraprofessional assignments will take place during the week of August 31st. There is a tentative plan to hold bidding for both Title I and Special Education assignments on the same day.

NOTE REGARDING JOB ASSIGNMENTS:

Paraprofessionals should be careful to understand the requirements of the assignment they accept. Most paraprofessional positions with special education require assisting students with toileting, medical needs, changing and dressing, extra hours before and after school, additional training time and could also include assisting students in the pool with swimming.

Special Education paraprofessional assignments are physically strenuous, and may require long periods of standing, as well as personal injury in the event a student becomes aggressive. Failing or refusing to meet the requirements of an assignment could result in discipline and/or discharge.

“In each publication of the official Union communication for two months prior to the March meeting and during the months of May and June preceding the September meeting, a notice shall appear stating that during March and September meetings proposed amendments may be introduced.”



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	McCullough/Unis Salina Salina INT Snow	Tammy Baldwin Roxanne Reppi Volunteer Needed Leslie Sisoy
Kyle West Skilled Trades C Carpenter DODO	Bryant Cotter Lindbergh Nowlin	Volunteer Needed Volunteer Needed Volunteer Needed Ann Kuzara

DEARBORN SCHOOL EMPLOYEES HEALTHCARE PROGRAM

BENEFITS CENTER
15250 MERCANTILE DR
DEARBORN, MI 48120
Call Center: 888-222-4309

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.



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