

# The Springfield Teacher

The UNITY newsletter of the Springfield Education Association 1000 Wilbraham Road, Springfield, MA 01109  
TEL: 782-8300 FAX: 783-8812 E-mail: [contact@seateachers.com](mailto:contact@seateachers.com) Website: [www.seateachers.com](http://www.seateachers.com)

Volume XXVI, No. 1

September 2004

## EXECUTIVE BOARD

### PRESIDENT

Timothy Collins

### VICE PRESIDENT

Mary Chamberlain

### RECORDING SECRETARY

Jennifer Stogner

### TREASURER

MaryAnn Dion

### ASSISTANT TREASURER

Susan Fielding

### AT-LARGE MEMBERS

Jose Bahamonde

Marilyn Daly

Roberto Diaz

Peter Dupuis

Donna Kells Wagner

Karen Shaw

Nina Tepper

Ronna Tillman

## SEA E-MAIL ADDRESSES

Timothy Collins  
[contact@seateachers.com](mailto:contact@seateachers.com)

Peter Dupuis  
[pdupuis@seateachers.com](mailto:pdupuis@seateachers.com)

Charlene Lonczak  
[clonczak@seateachers.com](mailto:clonczak@seateachers.com)

Sandra Forni-Torres  
[sfornitorres@seateachers.com](mailto:sfornitorres@seateachers.com)

Success Press  
[successpress@seateachers.com](mailto:successpress@seateachers.com)

E-mail General Information  
or Questions to:  
[contact@seateachers.com](mailto:contact@seateachers.com)

## S.E.A. Office Hours

Monday	9:30 - 5:00
Tuesday	9:30 - 5:00
Wednesday	9:30 - 5:00
Thursday	9:30 - 5:00
Friday	9:30 - 5:00

® GCIU 263-c

*mta/nea*

helping teachers teach

## *President's Message*

Welcome aboard! Welcome back! I hope you all had a restful and rejuvenating summer break. This is probably the most difficult year the city of Springfield has faced since the Great Depression and it is without a doubt the most troubling time the children in the Springfield Public Schools have faced in my 33 years with the department.

Never before have the children in the city of Springfield been so drastically shortchanged by adults in positions of authority in this nation, in this state, and in this city.

The SEA is planning several actions. We will be working with the other unions in the city along with all of our state affiliates. **It must start here in Springfield. We need everyone to get involved. The only way to turn this situation around is for all of us to act together.**

### **What about our National, State and Local Leaders?**

President Bush's re-enactment of the ESEA (which I refuse to call No Child Left Behind) with its unfunded and underfunded mandates and its seriously flawed accountability regulations is causing serious harm to children across this nation—especially children who live in poorer districts like Springfield. If Bush wins the election for President, Governor Romney will be empowered to become even more aggressive in pursuing his draconian agenda.

Governor Romney and the legislature have exponentially increased the harm this law is causing by the regulations Governor Romney's Board of Education have promulgated to implement the ESEA (and by their cutting of education spending more than any other state in the nation).

Here in Springfield, and across Massachusetts, for a school to meet its adequate yearly progress, every child in each school must reach proficiency on MCAS. Proficiency on MCAS, when compared to national normed tests, is the 80<sup>th</sup> percentile. This means that for our schools to meet Adequate Yearly Progress, 100 percent of the children in a school will have to outperform 80 percent of the children in the nation by 2014. It's no wonder that schools in Springfield have failed to meet their AYP toward this unrealistic goal. Because of not meeting the AYP, Springfield must put aside 20 percent of its Chapter One money. The money is taken from our schools and given to state-approved, private-for-profit vendors who do not have to hire certified or highly qualified teachers. The vendors have none of the accountabil-

*continued on next page*

***President's Message, Continued from page 1***

ity that our schools have relative to ESEA and MCAS.

Both the MTA and MFT, as well as the Massachusetts Association of School Committees, the Massachusetts Association of Secondary Principals, the Massachusetts Association of Elementary Principals, the Massachusetts Association of Superintendents and the Massachusetts Parent Teachers Association have issued a position paper on ESEA entitled: "A Call to Action: Don't Shortchange Children." Locally, it has only been SEA members who have answered the call. It's time for everyone in Springfield affiliated with any of the statewide organizations to speak out. Yes, **let's "step up" Springfield and speak out loudly against the shortchanging of our children.** It's time for our Superintendent, our School Committee, our principals and our parents to speak out publicly against the shortchanging of our children.

Over the last year, Mayor Ryan has convinced the School Committee not only to refrain from settling a new Contract but also not to extend our existing Contract because he was in negotiations with Governor Mitt Romney and the legislature for a state bailout for Springfield and did not want to jeopardize those negotiations. Once this legislation passed, Mayor Ryan convinced the School Committee to refrain from settling our Contract or even extending it because he is concerned about the actions of the state control board. The control board does have the authority to veto any decision made by the School Committee and also has the authority to send the city into receivership, which would eliminate the Mayor, School Committee and City Council. It's time for all of our elected officials to once again behave like elected officials. Stop waiting for directions from the control board and make the decisions that are best for the children and citizens of Springfield. They know this city and the needs of its citizens; the control board does not. If our elected officials fail to act, we might as well be in receivership.

Governor Romney and Speaker of the House Finneran have denied any responsibility for Springfield's financial troubles. They have ignored the underfunded and unfunded mandates they have placed on the city, the fact that they have never met their responsibility to fund the court ordered busing costs, the fact that they have cut more funding for education than any other state in the United States, and the fact that state aid to the city side of the budget in Springfield in 1987 was approximately \$31 million and today is approximately \$33 million.

Mr. Finneran and the legislators who represent Springfield have argued that in that same time period Springfield's share of state funds for education has increased some 300 percent. They seem to forget that the major portion of that increase was mandated in the 1993 Education Reform Act which was a direct result of the state supreme judicial court's ruling that it was the state's responsibility to educate the children in the commonwealth and do it in an equitable fashion regardless of the wealth of the local community. Romney and the legislators hold our former Mayor and City Council solely responsible for the city's financial woes, however, it was Governor Romney and his predecessors in the Governor's office whose Department of Revenue approved each of the budgets the city submitted leading the citizens of Springfield to believe our budgets were balanced when they actually were not.

**The Springfield Public Schools are now hemorrhaging. Experienced, licensed and highly qualified teachers are leaving the district and making anywhere from \$2,000 to \$12,000 a year more just by going to a neighboring district. If our elected officials nationally, state, and locally do not act to correct this inequitable, unjust situation, the Springfield Public schools will be destroyed. I would like to thank School Committee member Antonette Pepe for continuing to fulfill her responsibilities as an elected Springfield official in spite of Governor Romney's effort to disenfranchise the citizens of Springfield with his control board. Antonette continues to advocate for the citizens and children of our city.**

I wish to thank all of you who wrote, e-mailed, and spoke to our state and local elected officials during the last year. Believe it or not, things would have been a lot worse.

**Through your efforts and the efforts of our brothers and sisters in the MTA, the other unions in the city and the state AFL-CIO, we still have collective bargaining rights. All of those phone calls and e-mails really made a difference. This was no small victory! If we had not prevailed, the control board would have cut our pay.**

If we are going to have an impact on our current situation, it is going to take serious, dramatic, unified action on our part to accomplish it.





Greetings! By now the 2004-2005 school year is in full swing. I hope you all had a great summer and return rested and re-energized for the challenging year ahead.

I use my September column to encourage you to review your paycheck. To determine if your salary is accurate, locate the salary listed for your level and years of experience (subtract two years due to the salary freeze) on the page titled *Unit A Salary Schedule: March 30, 2002 to June 30, 2002* in the **AMENDMENTS to the COLLECTIVE BARGAINING AGREEMENT and LETTERS OF AGREEMENT between the SPRINGFIELD SCHOOL COMMITTEE and the SPRINGFIELD EDUCATION ASSOCIATION/MTA/NEA**, the 2001-2002 supplement to the Collective Bargaining Agreement. Divide the salary amount by 22 (paychecks). The quotient should equal the gross pay of your September 3, 2004 paycheck. For example, if you are in your 11<sup>th</sup> year with a Masters+15 training level, your salary is still \$44,984 Masters+15, Step 9). The gross pay per paycheck will be \$2044.73 ( $\$44,984 \div 22$ ).

While checking your salary, you should also confirm the accuracy of the following deductions:

**Retirement:** If you have signed up to participate in the early retirement program *RetirementPLUS*, your retirement deduction should be 11% of your gross salary. Otherwise, the percentage of salary you pay towards retirement is determined by the date you began paying into the Massachusetts Teachers Retirement System. If you began teaching prior to January 1, 1975, the contribution rate is 5%; from January 1, 1975, through December 31, 1979, your rate is 7%. After January 1, 1979 to December 31, 1983, the rate is 7% up to \$30,000 and 9% on the amount over \$30,000. Between January 1, 1984 and June 30, 1996, the rate is 8% up to \$30,000 and 10% on the amount over \$30,000. Between 7/1/96 and June 30, 2001, the rate is 9% on the first \$30,000 and 11% on any amount exceeding that. All teachers new to the Retirement System and hired as of July 1, 2001 are required to pay 11%. The rate is established by the State Legislature.

**Med Tax:** Listed as MEDTX on your paycheck stub, the Medicare tax deduction is required by federal law from everyone hired after April 1, 1986. This money supports the Federal Government's health insurance program for retired persons.

**Health Insurance:** Do not confuse the MEDTX payment with your medical insurance deduction. If you believe you have insurance coverage through the city but there is no insurance deduction (such as H.M.O. or S.P.P.) listed under the DED AMOUNT column on your pay stub, you need to check that immediately. The rate you are paying this year should reflect the increases in Health Insurance premiums that occurred as of July 1, 2003. The deduction from your pay approximates 25% of the cost of the premium for your selected policy. The city of Springfield pays approximately 75% of the cost.

**Flexible Benefits:** If you signed up for disability insurance or "flexible benefits," your payments are listed under TRUST, UNUM, or FRINGE. Make sure the appropriate amount is being withheld.

Don't ignore any discrepancies you discover—a mistake could be very costly for you. Reimbursement to the city could result in an immediate decrease in "take home" pay to cover the necessary adjustments and/or repayments. If you have any questions, please call me at 782-8300.

## SEA's 2004 FRIEND OF EDUCATION AWARD

This year's SEA *Friend of Education Award*, voted by the Legislative Board at its June meeting, goes to David Cruise. David has been invited to the September Legislative Board meeting to receive his award.

This award is given to David for his years of dedicated service to the Springfield Public Schools and the tremendous, positive impact his service had on the children and teachers of the Springfield Public School System.

David always treated everyone with dignity and respect. Through good times and bad, he made people feel like they were being listened to, respected, and supported. In all of his dealings, he never lost sight of the human aspect of his job. David truly put the human touch in the Human Resource Department. This award is to show our appreciation for the work David has done for the children and teachers of Springfield.

## WHAT'S OUR UNION DOING FOR US?

*Mary Chamberlain*

I would like to extend a welcome to all teachers beginning their first year of teaching in Springfield. We are happy that you chose the Springfield Public Schools to begin or continue your career in teaching. There are vast opportunities in Springfield for professional development and professional challenges. The SEA is here to help you with any questions you might have. Please feel free to call us at 782-8300. We also sponsor a New Teacher Committee for active members. If you are interested in being on that committee, please call 782-8300.

I would like to welcome back all teachers who went through the agony of RIF (Reduction in Force), otherwise known as a lay-off. We appreciate that you came back to the Springfield Public Schools. You might want to get involved with SEA's Committee of Political Education. This is where all of the action is when it involves legislative budget crisis.

I would also like to welcome back all teachers. In spite of the tough times that Springfield and, therefore, the Springfield Public Schools, is going through, I am going to ask you to take an active role in supporting new teachers. Do you work with or near a new teacher? Please take time to welcome him/her in your school. At this moment in time, everything continues to be overwhelming to beginning teachers. They need a professional friend. They need gentle guidance. They need someone to listen. They need someone who will answer their questions. Beginning teachers are just beginning to fill their "tool kit" with strategies and techniques. Your smile, your encouragement, your professional friendship may well be instrumental in their decision to remain in teaching, to remain in Springfield.

Take time to become an advocate for the new teacher near you. Be aware that some teachers have entered the teaching field without the benefit of education courses in their college background. Therefore, they need extra support in educational pedagogy. They will have many concerns about management and discipline. Remember that effective teaching strategies are not necessarily learned through osmosis. It takes time, caring, patience, and understanding on the part of the veteran educators to support new teachers through all of the learning experiences that confront them on a daily basis. Help them to live the cardinal rule of teaching: "Love learning, love kids, and love teaching!" (U.S. Dept. of Education, Office of Educational Research and Improvement.)



*Thank You*  
**ANTONETTE!**

We should all thank School Committee member Antonette Pepe for her repeated efforts to get our Contract extended. Antonette has been steadfast in her insistence that SEA members deserve the respect which can only be demonstrated by securing our collective bargaining rights, and providing those rights should be the School Committee's number one priority. Thank you again, Antonette.

## EXECUTIVE BOARD ELECTION

The Executive Board election for the two vacant Member-At-Large positions will take place during extended day on Monday, October 25, or Tuesday, October 26, 2004.

Members who chose to run for these positions should be reminded there will be Executive Board training for the entire Board including the newly elected members on October 29, 30 and 31, 2004.

## SEA Association Representative Election REMINDER!!

If you haven't held your SEA Representative election as yet, please do so as soon as possible. There is one representative for every fifteen members, e.g. 28 members – 2 representatives.

Association Representatives: please complete and submit the election result form that was provided in a "special pick-up" earlier this month. If you did not receive one, call the SEA office.

**Save Friday, October 15, 2004 at 4:30 p.m.**

**City Hall/Court Square**

**We are working with all city unions  
to put on a massive action.**

*More information to follow*

## **Are You Required To Take The Massachusetts Tests for Educator Licensure? Help Has Arrived!**

**What kind of help?** Tutors will conduct help sessions to prepare you for the Communication and Literacy Skills portion of the test. The focus of the sessions will be on reading comprehension, writing, and vocabulary.

**Where?** All of the tutorial sessions will be held at the Meline Kasparian Professional Development Center.

**When?** See the schedule for 2004-2005 below.

The sessions will run from 3:30-5:00. You may come in at any time during those hours.

**What is the cost?** FREE!

### **SCHEDULE OF TUTORIAL SESSIONS 2004-2005**

**TEST:** **November 20** (Register for the test by October 3<sup>rd</sup> to avoid a late fee.)

Tutorial: November 8, 9, 10, 12, 15, 16, 17, 18, 19

**TEST:** **March 5** (Register for the test by January 21st to avoid a late fee.)

Tutorial: February 14, 15, 16, 17, 18, 28, March 1, 2, 3, 4

**TEST:** **May 14** (Register for the test by April 1st to avoid a late fee.)

Tutorial: May 2, 3, 4, 5, 6, 9, 10, 11, 12, 13

**TEST:** **July 23** (Register for the test by June 10th to avoid a late fee.)

Tutorial: June 6, 7, 8, 9, 10

Test Registration Bulletins are available at the Office of the Licensure Mentors located at the PD Center, area colleges, or can be sent to your home if you call (413) 256-2892. If you have any questions, please contact Chris Slowinski or Linda Christofori (787-6575).



## THE MASSACHUSETTS CHILD

*The Massachusetts Child*, a non-profit charitable corporation started by the Massachusetts Teachers Association in 1997, aims to help children in need. The program offers two kinds of grants: The Matching Grant Program and the Catastrophic Grant Program.

**The Matching Grant Program** is designed to assist local associations meet the modest, immediate medical, clothing and educational needs of students in short-term crisis. Financial assistance will be shared between the MTA and the SEA. Examples of the kinds of needs that may be funded include:

### Medical

- Basic medical exams
- Basic dental procedures
- Eye exams and glasses
- Prescriptions

### Clothing

- Outerwear
- Footwear

### Educational

- Mandatory test fees on a limited basis
- Application fees (limited to the application fee to one Massachusetts public higher educational institution)
- Books, supplies, materials (which are not normally provided by the educational institution)
- Educational field trips

**The Catastrophic Grant Program** provides emergency grants of up to \$750 to meet the needs of individual children who are experiencing catastrophic emergency crises. The grant is funded by the MTA. Categories qualifying for a catastrophic emergency grant involve a major loss due to:

- Fire or other natural disasters
- Death of caregiver resulting in displacement of the child
- Extreme medical expenses/emergencies
- Family hardship

If you have a student who has a financial need that you believe can be assisted through a grant from *The Massachusetts Child*, an application can be downloaded at [www.seateachers.com](http://www.seateachers.com) or call the SEA office at 782-8300. We will send you an application form to request funding for the identified need. The SEA Executive Board will review your request and you will be notified of the Board's determination of eligibility. We are pleased to be able to offer you this opportunity to lessen a hardship experienced by a Springfield public school student.

## School Centered Decision Making Election Guidelines Election of Teacher Representatives

- A secret ballot election is to be held during the Faculty meeting in October.
- Only members of the bargaining unit are eligible to vote.
- Teachers can self nominate.
- Candidates must address the Faculty orally or in writing as to why they wish to be elected.
- A candidate is elected when s/he has received a majority of the votes cast plus 1 (50% plus 1 vote) by teachers present and voting by secret ballot. e.g. If 75 teachers cast ballots, a candidate must receive at least 38 votes to be elected.
- Teachers are members of the Team immediately upon being elected.

For further information refer to Article 6 (pages 18 and 19) of your "Agreement Between The Springfield School Committee and the Springfield Education Association."

### ATTENTION TEACHERS!

Please check your pay stub to be certain that \$29.00 is being deducted from each paycheck for Association Dues. If it's not being deducted, contact us immediately. You will be responsible for paying each deduction that is missed.

If you were newly hired this school year, your deductions will start on October 29, 2004 and will be \$34.45. If this does not happen, make sure you contact us at 782-8300.

Also, if you have not yet received your membership card for 2004 – 2005, contact us so that we can have one sent to you.

Thank you,  
Susan Fielding



# SCHOOL COMMITTEE MEETING DATES 2004-2005

**October 7, 2004**

Student Reps. 7:00 p.m. (Ante-Rm.)  
Regular Session 7:30 p.m.  
City Hall Rm. 220

**October 21, 2004**

Working Session 7:00 p.m.  
Forest Park  
Middle School

**November 4, 2004**

Middle School Reps. 7:00 p.m.  
Regular Session 7:30 p.m.  
City Hall Rm. 220

**November 18, 2004**

Working Session 7:00 p.m.  
Duggan  
Middle School

**December 2, 2004**

Student Reps. 7:00 p.m. (Ante-Rm.)  
Regular Session 7:30 p.m.  
City Hall Rm. 220

**December 16, 2004**

Working Session 7:00 p.m.  
School Dept. Board Rm.

**January 6, 2005**

Speak Out 7:00 p.m.  
Regular Session 7:30 p.m.  
City Hall Rm. 220

**January 20, 2005**

Working Session 7:00 p.m.  
Central High

**February 10, 2005**

Student Reps. 7:00 p.m. (Ante-Rm.)  
Regular Session 7:30 p.m.  
City Hall Rm. 220

**March 3, 2005**

Middle School Reps. 7:00 p.m.  
Regular Session 7:30 p.m.  
City Hall Rm. 220

**March 24, 2005**

Working Session 7:00 p.m.  
High School of  
Commerce

**April 7, 2005**

Student Reps. 7:00 p.m. (Ante-Rm.)  
Regular Session 7:30 p.m.  
City Hall Rm. 220

**April 28, 2005**

Chapter 74 7:00 p.m.  
Vocational Committee Putnam High

**May 12, 2005**

Speak Out 7:00 p.m.  
Regular Session 7:30 p.m.  
City Hall Rm. 220

**May 26, 2005**

Student Reps. 7:00 p.m.  
Working Session 7:30  
Sci-Tech

**June 2, 2005**

Retiree Recognition 7:00 p.m.  
Regular Session Immediately  
Following  
Reception  
PD Center

**June 16, 2005**

Working Session 7:00 p.m.  
PD Center





## ONLINE RESOURCES

**Springfield Education Association** SEA's Web site, [www.seateachers.com](http://www.seateachers.com), is your connection to information, resources, and events concerning your union. You can download Springfield Meds applications, Professional Development Stipend Guidelines and Applications, Massachusetts Child Application, and so much more. Do you need a copy of the License Renewal Worksheet? Just logon and download one. Do you need a copy of *The Agreement Between The Springfield School Committee and The Springfield Education Association* or want to peruse a particular section? Your MTA membership card has your login name (your name as it appears on your card with no spaces, punctuation, or caps) and password (your individual ID number as it appears on the card). Just logon to [www.seateachers.com](http://www.seateachers.com), click on the "members only" area, login and contractual information, salary schedules, seniority list, and more are at your fingertips.

### **Massachusetts Teachers Association**

MTA's Web site, [www.massteacher.org](http://www.massteacher.org), is the Internet gateway for educators. Not only does it offer special areas to browse the latest headlines from MTA and other news sources, as well as a means to contact our legislatures, but there are also special areas providing resources, news, and notices about professional development, grants, research, and classroom tips and techniques. Learn about member services such as, legal, professional development, and affiliated services. Stay on top of certification and licensure, career opportunities, and retirement by tapping into the area that helps you manage your career.

**MTA Member Benefits** Visit MTA Benefits Web site, [www.mtabenefits.com](http://www.mtabenefits.com) (or call 1-800-336-0990), to obtain benefit program information, check out online giveaways, receive a quick insurance quote, and more. MTAB provides members and their family members with a wide range of valuable benefit programs.

**National Education Association** Go to [www.nea.org](http://www.nea.org) and tap into the multitude of information and resources provided by the nation's leading organization committed to advancing the cause of public education.

**Works4Me** The Works4Me Library, [www.nea.org/tips/](http://www.nea.org/tips/), is an archive of classroom tips that can be accessed from the NEA Web site. Members can also sign up to receive practical e-mail tips.

**The U.S. Department of Education**, [www.ed.gov/pubs/FirstYear](http://www.ed.gov/pubs/FirstYear), offers a free online book. It is a compilation of award-winning, first-year teacher experiences, challenges and successes. It includes tips on how to have a successful first year, advice from veteran teachers and a discussion about situations for which no training can prepare you.

**Association for Supervision and Curriculum Development**, [www.ascd.org](http://www.ascd.org), offers multimedia lessons on topics of interest to all educators. ASCD is an excellent source of current research and trends in education.

**Education Week**, [www.edweek.org](http://www.edweek.org), an education newspaper that covers state and national news and trends. It also issues special reports on the state of education. The site connects to *Teacher Magazine*, a monthly publication with a classroom/educator focus.



# FINANCIAL EDUCATION

**YOU CAN'T AFFORD TO MISS OUT ON  
THIS VALUABLE MTA BENEFIT.**



Tim Collins, President - Springfield Education Association



Securities offered through Winslow, Evans & Crocker, Inc.  
Member Boston Stock Exchange, N.A.S.D., S.I.P.C.

## **SPRINGFIELD MTA MEMBERS - SAVE THE DATE!!**

**WEDNESDAY, NOVEMBER 3RD, AT 3:45 P.M.**  
*FOR ELEMENTARY SCHOOL MTA MEMBERS*

**THURSDAY, NOVEMBER 4TH, AT 2:45 P.M.**  
*FOR MIDDLE AND HIGH SCHOOL MTA MEMBERS*

*BOTH WORKSHOPS WILL BE HELD AT THE  
SPRINGFIELD CENTRAL HIGH SCHOOL CAFETERIA  
1840 ROOSEVELT AVE., SPRINGFIELD, MA*

Financial Perspectives Planning Services, Inc.,  
The MTA BENEFITS® endorsed provider of  
Financial Planning and Education, invites you to  
take part in a free retirement planning workshop  
which will cover the following topics:

- Building your retirement assets steadily over time.
- Are your TSA assets in the right place?
- Understanding your pension options.
- How to maximize and protect your income in retirement.

Whether you are just beginning your career or are considering retirement, you will receive information you can use. And, if you've taken the Early Retirement Incentive, there is still a lot you can learn.

Connie Dery, President of MTA BENEFITS® has this to say about Financial Perspectives:

"MTA BENEFITS® chose Financial Perspectives Planning Services, Inc. as the endorsed provider of financial education and planning in 2001. Our decision was based on a number of factors, but none more important than their independence and pledge to deliver unbiased information and advice to our members. To date I can tell you that the planners at Financial Perspectives have kept their word and we are more than pleased with the way our MTA members have been treated. This is a relationship we value and hope to see grow in the years to come."

## **M.F. Van Valkenburg Financial Services**

529 White Street, Springfield, MA 01108  
(413) 736-3545

**Mark F. Van Valkenburg**

Insurance Agent & Registered Representative\*

INSURANCE - Life • Disability • Long Term Care  
INVESTMENTS - Mutual Funds • Brokerage Accounts

\*Investments offered through

Jefferson Pilot Securities Corporation

One Granite Place, Concord, NH 03301 • (603) 226-5000

## **ESTATE SALE**

Hitchcock dining room set, 3-piece  
etagere, living room set (sofa-bed),  
organ. Excellent Condition.

See Tom Mitchell, High School of  
Commerce, or call 860-668-6616.

**Must Sell!**



# NEW ENGLAND CONSULTING SERVICE

## GRADUATE COURSES FOR EDUCATORS

3 Graduate Credits  
67.5 PDP's  
4.5 CEU's in 5 classes

### Lifelong Issues in Student Health

Course number - 14.731

Instructor: *Maryanne Noone*

This course is appropriate for all K-12 Educators

#### FIVE SATURDAYS

September 25  
October 2, 16, 23, 30, 2004

For information and registration call:

(413) 562-4647

or

(413) 596-3309



**Teachers' Stress Relief Night**

**Every Friday - 8:30 to 12:30**  
Entertainment by  
**THE HEALYS with JOHN TABB**

---

Breakfast Every SUNDAY 9 am - 12 pm

**Smoking is allowed on our OUTDOOR PATIO**

Thank you for making

## RAINDROPS

the #1 School Supply Store

**46 Robbins Road, Springfield, MA**

**413-746-3335 Fax: 413-731-9669**

EDUCATIONAL MATERIALS IN ENGLISH  
AND SPANISH: BULLETIN BOARD SETS,  
RESOURCE BOOKS, LEARNING GAMES,  
AND MANY, MANY MORE.

10% 10% 10% 10%

DISCOUNT TO ALL EDUCATORS!!!

10% 10% 10% 10% 10%

Directions: 291 East, Exit 5A (Indian Orchard Exit),  
turn right on Robbins Road (Near Teachers'  
Credit Union and Cambridge College)

[www.raindropsupply.com](http://www.raindropsupply.com)



## APPLIED MORTGAGE SERVICES

*Financing Your Dream*

Bring Your Mortgage to the Person You've  
Trusted with Your Finances for the Past  
Twenty Years!!!



Brian Ahern  
(413) 567-1040

Think the Refinance Boom Is Over, Think Again!!!

	BEFORE	AFTER
House Payment	\$665	\$645
Car Payment	\$325	\$0
Credit Cards	\$300	\$0
Personal Loan	\$181	\$0
Total	\$1471	\$645

*Total Monthly Savings \$826*



# PROFESSIONAL DEVELOPMENT

Professional Development Funds are available again this year to provide members with the opportunity to attend courses, conferences, and workshops. Money will continue to be distributed on a first come, first serve basis. **The Guidelines and Procedures listed below must be followed in order to receive your reimbursement. Please read and follow them carefully. No reminders will be sent out to applicants whose paperwork is incomplete.** Applications are now being taken. One has been provided in this newsletter for your convenience. It can be used any time during the year.

## GUIDELINES FOR PROFESSIONAL DEVELOPMENT FUNDS

1. Each member is limited to apply for Professional Development funds once during the school year. **If a member is reimbursed during one school year, that member is ineligible for the next school year.** That member becomes eligible again for the third year. For example: If Joe Smith is reimbursed for the 2002 – 2003 school year, he is ineligible for the 2003 – 2004 school year and becomes eligible again for the 2004 – 2005 school year. **The maximum amount that can be applied for is \$150.00.**
2. The Professional Development Fund will be used to pay for Professional Development courses, conferences, and workshops. The SEA cannot be billed for courses, conferences, or workshops. Payment will be made only directly to members for expenses **incurred**.
3. Members will be reimbursed on a first come, first serve basis as long as there is money available for these purposes.
4. Expenses up to \$150.00 may be covered. This includes registration fee, lodging (conference distance of at least 50 miles), meals (\$10.00 cap on lunch, \$25.00 cap on dinner), gas mileage (.225 per mile) or special transportation. **Expenses not initially applied for or not accompanied by receipts will not be reimbursed.** Expenses must be reasonable and necessary.
5. **In the event you cannot use the funds for which you have been approved, please notify the SEA office at 782-8300. Failure to do so will result in ineligibility for the following school year.**

## REIMBURSEMENT PROCEDURES FOR PROFESSIONAL DEVELOPMENT FUNDS

1. The **Application Form** must be completed and submitted with a syllabus, brochure, or conference write up attached. **This may be submitted before or after the course, conference, or workshop.** If submitted before, the member will receive a response indicating whether or not there is money available in the account to cover expenses. All known eligible expenses up to \$150.00 will then be guaranteed if there is money still available.
2. The **Request for Payment Form** ***WITH RECEIPT(S) SHOWING THE DOLLAR AMOUNT PAID*** must be submitted **within 30 days** after attending the course, conference, or workshop. **The form(s) and receipt(s) must be received one week prior to the last day of school or they will not be processed.**

***DO NOT USE INTEROFFICE MAIL.***
3. **In the event you cannot use the funds for which you have been approved, please notify the SEA office at 782-8300. Failure to do so will result in ineligibility for the following school year.**

Nancy Retchin  
Professional Development Chair

**APPLICATION FOR PROFESSIONAL DEVELOPMENT FUNDS**  
**To insure funds are available, submit prior to attending course conference,**  
**or workshop with course description, syllabus, or conference brochure.**

Applicant \_\_\_\_\_ Home Phone \_\_\_\_\_

Home Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Name of Course or Conference \_\_\_\_\_

Location \_\_\_\_\_ Date of Conference \_\_\_\_\_

Name of Group Sponsoring Course or Conference \_\_\_\_\_

Registration Fee \$ \_\_\_\_\_

Please indicate with a check mark any additional expenses you intend to seek reimbursement of and the amount if available.

\_\_\_\_\_ Meals \$ \_\_\_\_\_

\_\_\_\_\_ Lodging \$ \_\_\_\_\_

\_\_\_\_\_ Mileage \$ \_\_\_\_\_  
(.225 x # of miles)

\_\_\_\_\_ Transportation Expenses \$ \_\_\_\_\_

\$ \_\_\_\_\_ TOTAL Reimbursement Requested from SEA  
(Maximum amount is \$150.00)

Course descriptions, syllabus, or conference brochure **MUST** be attached to this application form. Remember to **SAVE YOUR RECEIPTS.**

Please return to:

Professional Development Committee  
Springfield Education Association  
1000 Wilbraham Road  
Springfield, MA 01109

**DO NOT USE INTEROFFICE MAIL**

**REQUEST FOR PAYMENT OF PROFESSIONAL DEVELOPMENT FUNDS**

**Submit only after attending course, conference, or workshop with  
receipt(s) showing the dollar amount paid.**

Date \_\_\_\_\_

Applicant \_\_\_\_\_ Home Phone \_\_\_\_\_

Home Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Name of Course or Conference \_\_\_\_\_

Receipt Attached \_\_\_\_ Yes **(Do not submit without receipt(s) showing the dollar amount paid)**

**Evaluation of Course or Conference**

Content Area: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Grade Level: \_\_\_\_\_

Type of Presentation: (Practicum, lecture, discussion, hand-on, etc.)  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

On a scale of 1 – 5, rate the conference.

1 2 3 4 5

Poor                      Excellent

Would you recommend this course or conference to other educators? Why or why not?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

If you care to do so, an article about the conference for the *Springfield Teacher* would be appreciated.

Please return form(s) to: Professional Development Committee  
Springfield Education Association  
1000 Wilbraham Road  
Springfield, MA 01109

**DO NOT USE  
INTEROFFICE MAIL**

**DID YOU REMEMBER TO ATTACH YOUR RECEIPT(S)?  
A RECEIPT MUST SHOW THE DOLLAR AMOUNT PAID.  
A BROCHURE OR CERTIFICATE OF ATTENDANCE IS NOT A RECEIPT.**

SAVE FOR FUTURE USE

# NOTES FROM THE PRESIDENT

- **All city unions will be holding a rally at 4:30 p.m. on October 15, 2004 at City Hall/Court Square. Our wages and benefits are on the line. Everyone needs to plan to be there and bring family and friends.**
- Kudos to all who got involved in contacting their legislators to save our collective bargaining rights! Thanks to you and our brothers and sisters at MTA and in other unions across the state. Your efforts prevented the control board from cutting our wages and benefits.
- MTA lawyers tell me that even under the receivership law, the control board or receiver does not have the legal right to unilaterally cut our wages and benefits. Remember, our lawyers also believe that the city went beyond its legal rights in freezing our wages. We are confident we will win the wage freeze case once we get our day in court, but the wheels of the court system grind slowly. That is why it is important for us to act now to stop Governor Romney and his control board from going after our wages and benefits.
- Kudos to Lisa Bakowski, Brunton; Sandra Collins, Youth Assessment Center; Ann Marie Laduzenski, Forest Park; Rebecca Rowland O'Donoghue, Central; and Ronnie Tillman and Kate Miller, Indian Orchard for their letters to the editor which appeared in *The Republican* over the course of the summer and early September!
- Kudos to our Association Representatives for taking time out of their busy schedules to make several special stops at the SEA to pick up and deliver vital, up-to-date information to each member in their building. Without their efforts, many members would not be kept informed during this time of crisis. With another challenging new school year upon us, it is even more critical to provide members with up-to-date information in the quickest, most efficient way possible. Having members' e-mail addresses will make this possible. The SEA office sends

“blast e-mails” often throughout the year. Don't be left out from receiving important up-to-date information regarding public education.

You may submit your e-mail address to the SEA by sending us an e-mail (MASSED or SPS cannot be used), at [mailing@seateachers.com](mailto:mailing@seateachers.com). This SEA address is being used for the sole purpose of gathering your e-mail information and should not be used for regular correspondence with the office. When you e-mail us, be sure to indicate your full name and school. This is essential for identification purposes. You may also see an Association Representative in your building and provide them with your e-mail address, name, and school. Or, just jot it down and send it to us at the SEA Office, 1000 Wilbraham Road, Springfield, MA 01109.

**Write legibly please!**

- Even though President Bush let the law expire, educators should save their receipts for purchases of books and classroom supplies. These out-of-pocket expenses may lower your 2004 taxes, if we are successful in reinstating the law. The deduction is available to eligible educators in public or private elementary or secondary schools. To be eligible, a person must work at least 900 hours during a school year as a teacher, instructor, counselor, principal, or aide.