



United: For Good



May

Newsletter of the NEBO EDUCATION ASSOCIATION

2009



Leadership Message:

Another year is in its final phase as is my term serving as president. Through the last six years in the presidency, I have witnessed some remarkable events take place.

Vast numbers of educators have been recognized for outstanding work both in and out of the classroom. New schools have been built and several remodeled; both improving our classroom atmosphere. Changes in technology have brought about changes in technique and knowledge. Yet, the greatest constant has been your dedication to teaching, which I most admire.

My heartfelt thanks goes out to each of you for all or your efforts in the classroom to reach each student and for your support of one another and this profession through your membership in the Association.

I'd like to give special thanks also to all board members, committee teams, and anyone that served in the Association. You have individually helped us all. Thank you for your dedicated service. And good luck to our new presidency and board. They will continue to guide you well.

Oft times we are not appreciated or even recognized for all the efforts that are put forth. I see things everyday that show a certain pride in being an educator. Once again, thank you for all that you have done, are doing, and will do for the betterment of our students, our schools, and our district. Have a great rest of the year and a wonderful, stress-free summer.

Jeff Alexander
Nebo Education Association President

 **With Your Rep.**
to thank them for representing you this year! Reps are the heart of the Association. 

Ask YOUR Association:

Q: What is our negotiations package?

A: We are appreciative of the efforts of the negotiations team, which includes representatives from both the Nebo Ed. Association and district administration. In a year of significant budget cuts, the proposed package looks better than we thought it might at one point. The key points of the package are as follows:

- **Salary:** 0% increase on base. All salary adjustments are maintained as on last year's salary schedule.

- **Steps & Lanes:** Sustained the same as last year's salary schedule. In spite of furlough days, many teachers will see a pay increase due to step or lane changes.

- **Calendar & Work Days:**

Furlough Days: employees not paid & not present. 3 days (Aug. 13th & 14th, Mar. 19th)
School begins Aug. 17th for teachers.

District Development Days: (Sept. 25th, Oct. 30th & Jan. 15th) An additional DDD on Sept. 25th is being paid for from the one-time federal stimulus money. It is for the 2009-10 school year only and is not part of the 184 day contract.

- **Insurance:** Fund the Public Employees Health Program insurance at the Advantage Plan (HMO, with IHC Care providers only) as an 85/15 plan. Change deductible on standard plans from \$100/\$300 to \$200/\$600 for contracted providers and from \$200/\$600 to \$400/\$1200 for non-contracted providers. Change out of pocket maximum from \$2000/\$6000 to \$3500/\$7500 for contracted providers and from \$4000/\$12000 to \$5000/\$13000 for non-contracted providers. Employees will continue to pay 11% of their monthly premium. There are also changes to the mail order pharmacy benefits. The District will continue to offer the High Deductible/Health Plan with the Health Savings Account.

Sincere Thanks!

Mr. Jeff Alexander has served as president of the Nebo Education Association for the past four years. Jeff has served willingly and conscientiously. We thank him especially for implementing monthly meetings with the superintendent to address needs and concerns and for the delicious Christmas pies we've enjoyed the last few years.

Say What?

We were studying Mountain Men and ways they kept records. One little girl explained, "They wrote in their diary every day." To which a boy quickly replied, "Boys don't have diaries! Boys have journals. Just like all dogs are boys and all cats are girls."

What do they teach in these schools?

Tina Crofts
Westside Elementary



Have a wonderful & rejuvenating summer!

"My heart is singing for joy this morning. A miracle has happened! The light of understanding has shone upon my little pupil's mind, and behold, all things are changed."
-Anne Sullivan

