



YOUR ADVOCATE

September, 2011

MADRAS EDUCATION ASSOCIATION

www.madraseducation.org

**Have a question?
Need some help?
CONTACT AN
MEA LEADER!**

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OUR MISSION

We represent Madras Education Association members. Our first mission is to unify and strengthen the teaching profession while presenting a positive image of the teachers in the community.

Check your first paycheck!

Mistakes happen, but no one wants a mistake on their paycheck to go undetected for months. Remember to check your first paycheck against the current salary schedule, and contact our payroll clerk, Lana Mauritson, lmauritson@509j.net, if you have questions or concerns.

2011-2012 CERTIFIED SALARY SCHEDULE:

Includes a 1% increase over 2010-11 schedule

	[BA]	[BA+15]	[BA+30]	[BA+45]	[MA]	[BA+80]	[MA+15]	[MA+30]	[BA+90]	[MA+45]	[BA+105]	STEP:
Year 01	\$34,424	\$36,405	\$38,414	\$37,450	\$38,516	\$39,615	\$40,743	\$41,908	\$43,098	\$44,329	\$45,591	1
Year 02	\$35,405	\$36,414	\$37,450	\$38,516	\$39,615	\$40,743	\$41,908	\$43,098	\$44,329	\$45,591	\$46,891	2
Year 03	\$36,414	\$37,450	\$38,516	\$39,615	\$40,743	\$41,908	\$43,098	\$44,329	\$45,591	\$46,891	\$48,228	3
Year 04	\$37,450	\$38,516	\$39,615	\$40,743	\$41,908	\$43,098	\$44,329	\$45,591	\$46,891	\$48,228	\$49,600	4
Year 05	\$38,516	\$39,615	\$40,743	\$41,908	\$43,098	\$44,329	\$45,591	\$46,891	\$48,228	\$49,600	\$51,016	5
Year 06	\$39,615	\$40,743	\$41,908	\$43,098	\$44,329	\$45,591	\$46,891	\$48,228	\$49,600	\$51,016	\$52,470	6
Year 07	\$40,743	\$41,908	\$43,098	\$44,329	\$45,591	\$46,891	\$48,228	\$49,600	\$51,016	\$52,470	\$53,965	7
Year 08	\$41,908	\$43,098	\$44,329	\$45,591	\$46,891	\$48,228	\$49,600	\$51,016	\$52,470	\$53,965	\$55,502	8
Year 09	\$43,098	\$44,329	\$45,591	\$46,891	\$48,228	\$49,600	\$51,016	\$52,470	\$53,965	\$55,502	\$57,083	9
Year 10	\$44,329	\$45,591	\$46,891	\$48,228	\$49,600	\$51,016	\$52,470	\$53,965	\$55,502	\$57,083	\$58,712	10
Year 11	\$45,591	\$46,891	\$48,228	\$49,600	\$51,016	\$52,470	\$53,965	\$55,502	\$57,083	\$58,712	\$60,384	11
Year 12	\$0	\$0	\$0	\$51,016	\$52,470	\$53,965	\$55,502	\$57,083	\$58,712	\$60,384	\$62,107	12
Year 13	\$0	\$0	\$0	\$52,470	\$53,965	\$55,502	\$57,083	\$58,712	\$60,384	\$62,107	\$63,875	13
Year 14	\$0	\$0	\$0	\$53,965	\$55,502	\$57,083	\$58,712	\$60,384	\$62,107	\$63,875	\$65,695	14
Year 15	\$0	\$0	\$0	\$55,502	\$57,083	\$58,712	\$60,384	\$62,107	\$63,875	\$65,695	\$67,567	15
Year 16	\$0	\$0	\$0	\$57,083	\$58,712	\$60,384	\$62,107	\$63,875	\$65,695	\$67,567	\$69,495	16
Year 17	\$0	\$0	\$0	\$58,712	\$60,384	\$62,107	\$63,875	\$65,695	\$67,567	\$69,495	\$71,473	17
Year 18	\$0	\$0	\$0	\$60,384	\$62,107	\$63,875	\$65,695	\$67,567	\$69,495	\$71,473	\$73,500	18

Contract & Salary Schedule: madraseducation.org/documentsandfiles.html



Save the Dates: November 8-10

In September, MEA member Jamie Smith was chosen to serve on the OEA Choice Trust Welfare Benefit Board. OEA Choice Trust is the administrator of our Employee Wellness grant and is also an active sponsor of the Tooth Tax throughout the state of Oregon. The Trust's vision is to improve the health and well-being of Oregon public school employees by fostering positive, sustainable lifestyle changes that have an impact on health.

Representatives from OEA Choice Trust have rescheduled our Polar Body Age assessments for November 8th, 9th, and 10th at MHS. Further information and appointment scheduling will occur as the date gets closer. Our current grant cycle ends in December, so this will be a chance to evaluate the effectiveness of our program.

Affiliate of the
Oregon Education Association
www.oregoned.org



BUILDING REPS:

Madras High School

Julie Nisley
Becky Dudney

JCMS

Andrew Smiley
Steve Fisher

Buff Intermediate

Pam Scranton

Metolius

Kermit Kumle
Laurie Sensibaugh

Madras Primary & Big Muddy

Mike Craig

Warm Springs Elementary

Dorothy Jewell

Alisha Howe

JCESD

Joyce Hoffman

SCHOOL BOARD

MEETINGS are held the 2nd
& 4th Mondays at 7PM. Check
the MEA Calendar for details.
We strongly encourage our
members to attend!

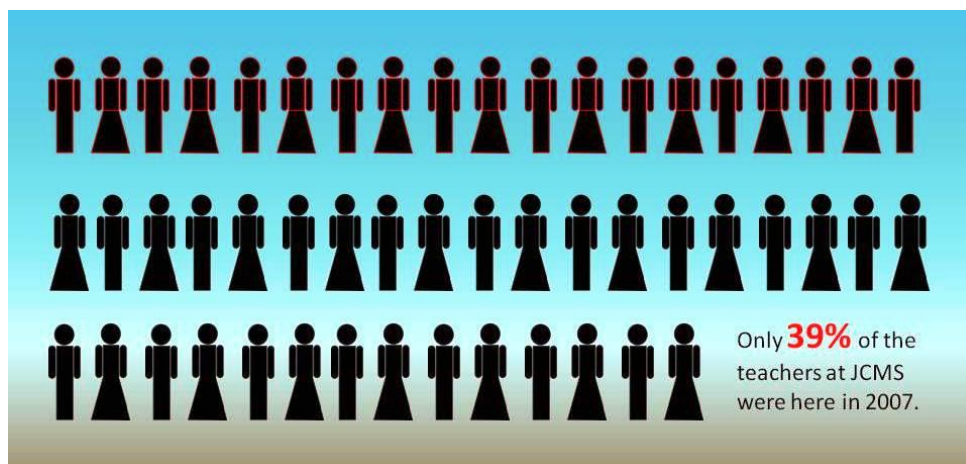
HEALTH & BENEFITS FAIR WINNER!

The winner of the Health
& Benefits fair MEA
drawing for 3 stainless
steel water bottles is **Mike
Preston** of MHS.
Congrats!

Op-Ed: Temporary and Transitory

Back in when I was hired as a teacher in 1992, one of the district's points of pride was the teaching staff's loyalty and commitment to living and teaching here. I remember being told about our low turnover rates, and the warm feeling of being welcomed into a well-established and vibrant teaching community and circle of lifetime friends.

Fast forward to 2011. Now, we have buildings with huge percentages of new faces, as high as 30% at JCMS. With few exceptions, teachers are not being hired as probationary teachers on track to become contract teachers-- but as temporary teachers. And several have been re-hired for their second year as temps.



Don't get me wrong: I fully believe that the district has always hired great people, both then and now. Our new colleagues are a welcome addition to our buildings, and we veteran teachers are excited to be working with them.

But—my concern is that we want to see talented colleagues stay and invest themselves in our schools and in our community over the long term. A revolving-door hiring policy undermines our students' learning environment as much as it discourages a healthy school climate. We want to see the district reclaim its pride in a stable and loyal teaching staff. Exploiting new hires because of a large applicant pool hurts our reputation as a district and hurts our schools. This is a practice that *must* change.

--Carrie McPeak, President

JCMS and NEA Priority Schools Campaign

PRIORITY SCHOOLS CAMPAIGN



On September 22, JCMS had a site visit from the NEA Priority Schools Campaign.

Last summer, our local President asked Lindsey Capps, from the OEA Center for Teaching and Learning, whether the OEA might have resources for our teachers. Lindsey arranged for a site visit with NEA's Ellen Holmes; OEA staff; our Uniserv Consultant, Ike Maness; Carrie McPeak; and administrators Rick Molitor and Simon White. We are excited about the potential for this collaboration, and look forward to the professional support that NEA has promised to extend to our district!

Website for further information: <http://neapriorityschools.org/>