

# The Tell Tale

Rockwood NEA Newsletter

Volume 42 Issue 4

## **Navigating the Waters**

**Allison Seitz, President**

After gathering input through Focus Groups, the on-line survey, testimonials, and countless individual conversations, the bargaining team presented our issues to district administrators and the Board of Education on December 1<sup>st</sup>. The combined list of issues (both RNEA and RSD) that are on the table during negotiations appear below. They are also to be posted on [the RNEA website](#). As issues are resolved through the process, they will be marked "Resolved," so you can be informed of the team's progress. You will not, however, see an explanation of the resolution because it is important that all resolutions be released at the end of the process. This practice protects all of us from getting lost in miscommunication instead of focusing on resolving issues to the best of our ability. As requested, we will also post to the website the results of the on-line bargaining survey that almost 80% of the membership completed earlier in the fall. To ensure confidentiality, you will not see the written comments.

Finally, thank you for sharing your input with the team through conversations, the survey, and testimonials. Your input is critical to our success and your continued support of your team is vital as they continue to devote countless hours to this task.

## **RNEA/RSD BARGAINING ISSUES 2005**

### **COMPENSATION:**

How can we attract quality sponsors and coaches for extra-curricular activities?

How can we place compensation within the salary schedule to improve our ability to recruit top quality teachers?

How can we provide compensation that reflects the excellence demonstrated by our certified staff members? **(RNEA)**

What factors should be included when comparing our total compensation to neighboring districts?

How can we maintain the quality of the current benefit coverage to ensure we retain and attract world class teachers? **(RNEA)**

How can we adequately reward the excellence of teachers who have devoted a substantial portion of their professional careers to the Rockwood School District? **(RNEA)**

How can we financially reward teachers who devote a substantial amount of their personal time to ensure district programs, courses and excellence is maintained? **(RNEA)**

How can we financially encourage teachers to continue their formal education and professional development? **(RNEA)**

## **HUMAN RESOURCES/POLICIES:**

How can the district and teachers work together to improve employee wellness and reduce health costs?

How can we modify our teacher transfer policy that maximizes the potential for current Rockwood teachers to be considered vacancies? **(RNEA)**

How can we better use tuition reimbursement and channel change funds to support student achievement?

How can we make grade recording time equitable among all teachers? **(RNEA)**

In what ways can we support communication between teachers and parents to enhance student academic success?

What are key factors in effective communication between teachers and parents?

How can we best acknowledge and respect the contractual time requirements of Rockwood teachers? **(RNEA)**

How can we support and recognize teachers for exemplary methods of regular communication with parents?

How can parent and student feedback be collected and used to improve teacher effectiveness and student achievement?

How can we ensure that teachers are adequately represented in all administrator-scheduled conferences? **(RNEA)**

## **CURRICULUM and INSTRUCTION / COMMUNICATION:**

How might we better support first and second year teachers to ensure they are successful?

What can we do to ensure that all teachers implement the district's differentiation and acceleration policies?

How can these policies be appropriately reflected in the teacher evaluation process?

How might the current teacher evaluation process and instruments be improved to support teachers' professional growth?

How can we better shape the teacher evaluation process and instrument to promote student achievement?

How can we best address the increased time (all time) expectations for teachers? **(RNEA)**

What is the right number of middle school counselors that best meets the needs of middle school students? **(RNEA)**

What is the best design for our high school schedules given the new DESE high school graduation requirements? **RNEA**

## The Wind in Our Sails

**COngraTULaTions** to...

**Laura Ross, Mary Geiger, and Terri Myers for receiving their National Board Certification this year!!! You make us proud!**

### **National Board Certification Scholarship Grant**

Would you like to be nationally certified like the incredible teachers listed above? There will be an informational meeting for certified staff interested in National Board Certification. The informational meeting will be held at the Administrative Annex in Room A-12 on December 15, 2005 at 4:30 PM. Please RSVP to Jean Barton if interested in attending the informational meeting.

The application deadline is January 3, 2006. For more information, visit [our website](#).

Teacher Tax Service available through **Reliant Financial** (approved MNEA vendor).

Contact Greg J. Russell, Financial Representative, at 314-514-8411 ext. 57 or 314-707-2787 (mobile)

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<http://www.rnea.org>

#### **Dates to Remember**

Dec 13 Insurance Council 4pm  
Dec 14 Exec Board 4:30pm RNEA office  
Dec 15 Board of Educ 7:30pm Crestview  
Jan 3 Infinite Campus Training/No  
Students  
Jan 11 AR meeting 4:30pm Crestview