



FEA Features

Back to School

A Newsletter of the Fairfax Education Association — Serving Fairfax County School Employees Since 1920

Message from Your FEA President



Dear Colleague,

Welcome back! We hope you have had the opportunity to relax, rest and enjoy a well deserved break from the rigors of work. As we approach this school year, FEA will continue the work of improving teaching and learning as well as the working conditions of our members. We will continue to advocate for excellence in public education.

This past school year was met with unprecedented challenges to our members and Fairfax County Public Schools. Through these challenges FEA led the charge in advocating on behalf of our members. **We kept the salary issue in front of the School Board and the Board of Supervisors, which resulted in a promise of a salary increase in the 2012 budget.**

Our work at the state level under our state umbrella organization, the Virginia Education Association (VEA), **protected retirement and reduced proposed job cuts and layoffs.** These victories would not have been possible without FEA/VEA standing up and speaking out for public education and education employees.

We stand ready to assist our members on the myriad of issues that you face. Be it an administrative conflict or a need for assistance with licensure, a resource for teaching, a training opportunity or our member benefits program, the FEA is a phone call or email away.

Membership has its privileges. Some of the accomplishments achieved by FEA in the past include:

- Supplemental Retirement Plan (ERFC)
- Apple Federal Credit Union
- Tuition reimbursement
- Extended sick and disability leave
- Improved local grievance procedure
- Duty free lunch
- Child care leave

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Membership: Worth Every Penny and More

Fairfax Education Association members don't always fully understand the many facets of the organization, or realize how they can take advantage of what their membership offers. Those who are active in the organization usually discover that the many savings offered through NEA Member Benefits, various FEA partnerships, legal services, complimentary life insurance, etc., more than cover the cost of member dues. But member benefits extend far beyond monetary savings.

Security

As an FCPS employee, the success of your career and your very livelihood depend on a number of factors. Important among them is having strong, intelligent, experienced and reliable representation every place and every time decisions are made that affect your job. Providing this representation for you is an FEA priority.

FEA representatives meet individually with school board members to promote member interests. The association builds relationships with key players in the community, including the PTA, other employee groups and the Chamber of Commerce.

Many newly-hired FCPS employees have already discovered they simply cannot afford to let their guard down. It can never be taken for granted that an expected salary step increase or COLA will materialize. The frozen steps and the recent changes in the salary scale for beginning teachers works to the detriment of all employees and their retirement.

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Worth Every Penny

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As an individual, you possess a lone voice in the wilderness. As an association member, you will find strength in numbers, casting a larger shadow over those who mean to undermine your value to the education system and the children of Fairfax County.

Accountability

Many FCPS policies and decisions formulate behind closed doors. However, public official voting records are a matter of public record and need to be exposed to determine the degree of commitment to educator-friendly issues. FEA will shine a light to reveal which county Board of Supervisors and FCPS School Board members have your best interests, as well as the best interests of Fairfax County children, at the top of their agenda.

Along those same lines FEA will strive to keep the association policies and agenda as transparent as possible. The chart below represents an accurate representation of how member dues are spent at the local level.

Community

Whether it is an activist call to rally around a budget issue, GRC fund raiser, evening at a Washington Nationals game, or a free movie night to honor our education support professionals,

FEA fills its events calendar with opportunities for members to gather and enjoy time with colleagues with whom they have so much in common. Be sure to check the calendar throughout the school year at www.fairfaxea.org/calendar.

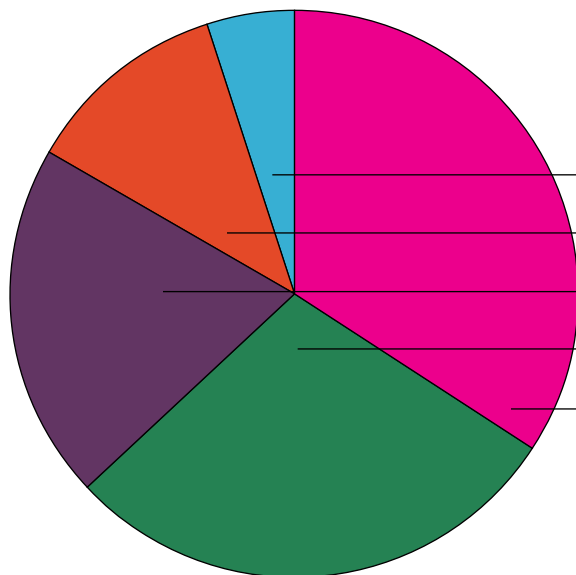
Value

The price of membership at FEA is a remarkable value. For roughly one percent of your employee salary, you gain the benefits of three organizations. This includes the advantages of advocacy at the local level through FEA; the power of cyber lobbying through the Virginia Education Association; and the money-saving benefits through association with the world's largest union and democratic deliberative body, the National Education Association.

Get others on board!

This issue of FEATures contains a membership form for both teachers and US Grade 19 and below employees. Invite a colleague to share in the advantages of membership. Just have them fill out the appropriate membership form and return it to the FEA office via pony.

...find strength in numbers, casting a larger shadow over those who mean to undermine your value...



How Your FEA Dues are Allocated

Professional Development	4.95%
Communications	11.54%
Association Governance	20.32%
Member Advocacy	29.02%
Local Support	34.18%

Message from Your President continued from page 1

Members are sometimes unaware of the many benefits offered by FEA/VEA/NEA. A few of these include the following:


- Tax deductible dues
- Legal Services Plan that offers a free will plus free consultation and discounted fees on a range of legal matters
- Discounted auto insurance through California Casualty and GEICO
- Discounted auto rentals through Hertz and Alamo
- Health, disability, and casualty insurance
- Discounted life insurance
- Credit and loan programs
- Discounted travel services
- Savings and investment programs

In addition to the many member benefits offered, we have many events and activities scheduled this year. We are planning to host a spring reading conference; we have scheduled several workshops, including a series for the savvy professional. We will continue our popular movie nights and celebrations for Education Support Professionals (ESP). If you are new to the profession, please look for Beginners United for Success (BUS), a program FEA initiated to support our newest colleagues.

FEA members enjoy the support and benefits of membership in VEA and NEA. Not only do we offer a wide variety of services but political advocacy as well. We have a strong political presence in Fairfax County and in Richmond. We help raise money to elect friends of education. I encourage you to visit our websites for more detailed information at www.fairfaxea.org.

Membership in the association is very valuable. Please invite a colleague to join with us. We are stronger when we stand together to protect the interests of our profession and the children for whom we work so tirelessly.

I certainly wish you well in the new school year and invite you to contact me if I can be of service to you.



Michael Hairston, President

Be part of a growing *FEA*tures, and share your experiences and important announcements with fellow FEA members.

Submit FEA member stories, photos, etc., to Pete Marinovich, pmarinovich@fairfaxea.org.

Help us make *FEA*tures as member friendly as possible!

FEA Backs Beginners with BUS

Launching a teaching career can be stressful and isolating, but the Fairfax Education Association (FEA) is making it a little easier for teachers in the Beginners United for Success (BUS) program.

Lucky members of BUS this past year networked with colleagues at events ranging from a bowling excursion to a workshop on effective teaching strategies. The program aims at giving new teachers (new in their careers or new as Fairfax County employees) a boost while showcasing the value of Association membership.

“As teachers, we’re not given an opportunity to talk with our colleagues a lot. We go to meetings, but we’re often fed a bunch of information,” said Precious Crabtree, a Fairfax art teacher who developed and helped launch the program in Fairfax. “The BUS events provide opportunities for members to talk with one another about what they’re experiencing. Even if there are no easy solutions to the challenges they’re facing, it’s nice to know that you’re not alone.”

Several of the early BUS functions focused on networking, and organizers partnered with local businesses to help underwrite the fun. For example, BUS members met at “Dinner Done” to prepare several meals together that they could enjoy when their hectic schedules allowed. The company owner and FEA pitched in to keep the cost down for participants.

More recently, professional learning has taken center stage as BUS participants attended a free workshop on effective teaching strategies and toured the National Portrait Gallery and American Art Museum to find out how art could be brought into their curricula.

Crabtree is convinced the program, which currently includes 173 members, will build commitment to the Association. “New teachers coming into the profession sometimes find it hard to connect to the Association and what it offers,” she said. “I believe BUS is going to open that door, because it gives us the opportunity to have real conversations with them about the work we do. That builds collegiality and also, eventually, earns their loyalty.”

Recently, Crabtree learned that the NEA approved her grant request to support BUS with \$9,500 over two years.

To learn more about the Fairfax BUS program, go to www.fairfaxea.org/bus. You can also find them on Facebook through their Fan page. an April BUS event.

Article from VEA website
(www.veanea.org)



FEA Committees Seeking Members

FEA Committee chairs are looking for members to join their committees and assist with activities for this year. If you are interested in adding your unique energy and talent, contact the committee chair or the FEA office at 703.352.7300 for more information.

- Credentials**
Lois Bright, Gunston ES, 703.541.3600
- Economic Services**
Bob Smith, South Lakes HS, 703.715.4500
- Elections Commission**
Adrienne White, Saratoga ES, 703.440.2600
- Education Support Professionals (ESP) Council**
Mary Anderson, Woodburn ES, 703.641.8200
- Government Relations Council**
Casey Crowe, Weyanoke ES, 703.813.5406
Kevin Hickerson, Chantilly HS, 703.222.8100
- Human and Civil Rights**
Kerdene DePriest, Transition Support, 703.924.7400
- Instruction and Professional Development**
Valeria Porter, Foundations, 703.426.9688
- Membership**
Precious Crabtree, Deer Park ES, 703.208.5000
- Resolutions**
Adrienne White, Saratoga ES, 703.440.2600
- Scholarship**
Kitty Reip, Shreveewood ES, 703.645.6600
- Social**
Lakeyta Smith, Whitman MS, 703.660.2400
Michael Clark, Lake Braddock SS, 703.426.1140

Update Your Member Profile!

It is critical that FEA has your current employment information on file, particularly if your work status has changed from full- to part-time or vice versa.

Please contact the FEA office at 703-352-7300, or email your updated information to May Ewald at mewald@fairfaxea.org.

Order Your Freebies!

Once again FEA is offering a variety of free back-to-school items to members, including the popular thank you cards and calendar handbook.

To see a list of materials and make your order, visit the FEA website at www.fairfaxea.org. Look for the "Freebies!" button on the left column.

Thank You Volunteers!

Fulfilling thousands of orders for the popular FEA member Freebies is a very tedious job that would not be possible without the good natured help of wonderful member volunteers. Many volunteers came in over the summer to prepare member packets, and we're grateful for their efforts on our members' behalf.



Maricarmen Rodriguez Marchany, Whitman MS



Cynthia Hawkins, Fort Belvoir ES



Dave Thomas, Retired member



Kelly Faughnan, FCPS graduate



Fran Jackson, Glen Forest ES



Lakeyta Smith, Whitman MS



Deb Daniels, Robinson SS



Casey Crowe, Weyanoke ES



Left to right: Cornelius Streeter, Falls Church HS; Satpal Singh, Sideburn Center; Sharon Stokes, Wakefield Forest ES; Angela Almond, Sideburn Center



Left to right: Diane Ward, volunteer; Allison Batty, Bonnie Brae ES; Fran Jackson, Glen Forest ES; Lynda Vincent, Falls Church HS

RESPECT

What's Ahead for Education Support Professionals in 2010-2011?

For the coming year, ESP Council meetings will be held on the second Monday of each month at the FEA office beginning at 5:00 p.m. When you are a member of FEA, you can be on the council. It is the goal of the council to have representatives of the various jobs that ESPs do. There is a need for a representative from transportation, office support staff, food service personnel, maintenance, and some positions in technology. If you are interested, contact the ESP Council Chair Mary Anderson. She can tell you the process.

Okay, so there's a meeting. So what?

The council does more than just meet. Issues that affect your job and working conditions are discussed. Action steps to counter the negative impacts are planned so that you can work in a more positive environment. That is why we need your voice! We want to hear from you and get your ideas on how FEA can help.

Planning Ahead...

It may seem like a long time between the hot summer months and the cold winter ones, but time passes faster than we realize. The FEA ESP Council will begin the nomination process for the next ESP of the Year in January 2011. The final decision will be made in May with the winner being announced at FEA's June Rep Assembly. Keep in mind that these nominations come from you and your colleagues for whom you choose to honor! Nomination forms and information sheets will be available on the FEA website.

Let's Make a Date!

ESP Council meetings for 2010-11: Sept. 13, Oct. 4, Nov. 1, Dec. 6, Jan. 3, Feb. 7, Mar. 7, April 4, May 2, June 6.

We are Here to Help You!

When you've been called into a meeting with your supervisor:

1. Remain calm, attend the meeting and be polite
2. Take notes so you will remember all that was discussed
3. Respond to direct questions
4. Don't offer more information than necessary
5. Remember it is okay for no one to speak at times; let the supervisor break the silence
6. When you leave the meeting, review notes and make any additions
7. Call the FEA office as soon as possible for assistance or advice



FEA ESP Council Officers

Chair: Mary Anderson

Vice Chair: Christal Tanks

Secretary: Angela Almond



2010-11 MEMBERSHIP APPLICATION

for Teachers and US Grade 20 and Above Employees

Fairfax Education Association • Virginia Education Association • National Education Association
 Please mail to: FEA • 3917 Old Lee Highway • Fairfax, VA • 22030

Please Print

703-352-7300

Name:	
Employee ID number:	
Social Security number:	
Work location:	
Job title/subject(s) taught:	
Work phone:	
Work email:	
Year of hire:	
Check one: <input type="checkbox"/> Full time	Check one: <input type="checkbox"/> Paid monthly
<input type="checkbox"/> Part time	<input type="checkbox"/> Paid bi-weekly

Home address
Street: _____ Apt: _____
City: _____ State: _____ Zip: _____
Home phone: _____
Cell phone: _____
Home email: _____

Were you a member of Student-VEA? Yes No

Are you switching unions? Yes No

From which union? _____

Teachers and US Grade 20 and Above Dues			
Monthly: 10 months - \$67.58	11 months - \$61.45	12 months - \$56.32	
Bi-weekly: 20 pays - \$33.80	22 pays - \$30.72	26 pays - \$26.00	

IMPORTANT NOTE: If your work status changes from full-time to part-time, or from part-time to full-time after filling out this membership application, you must immediately submit a new application with the correct work status indicated for continuation of member benefits.

I authorize payroll deduction of Association dues by my employer as may be determined from time to time and contributions in the amount indicated, unless I revoke this authorization in writing to the FEA and the School Board.

Member Signature _____ **Date** _____

Recruiter (if applicable): **Print Name** _____ **Sign** _____

OFFICE USE ONLY	
Membership type: _____	Option: _____
Pay schedule: _____	Amount: _____



2010-11 MEMBERSHIP APPLICATION

for Instructional Assistants and US Grade 19 and Below Employees

Fairfax Education Association • Virginia Education Association • National Education Association
 Please mail to: FEA • 3917 Old Lee Highway • Fairfax, VA • 22030

Please Print

703-352-7300

Name:	
Employee ID number:	
Social Security number:	
Work location:	
Job title/subject(s) taught:	
Work phone:	
Work email:	
Year of hire:	
Check one: <input type="checkbox"/> Full time	Check one: <input type="checkbox"/> Paid monthly
<input type="checkbox"/> Part time	<input type="checkbox"/> Paid bi-weekly

Home address		
Street:	Apt:	
City:	State:	Zip:
Home phone:		
Cell phone:		
Home email:		

Were you a member of Student-VEA? Yes No

Are you switching unions? Yes No

From which union? _____

Instructional Assistants and US Grade 19 and Below Dues

Monthly:	10 months - \$35.65	11 months - \$32.41	12 months - \$29.71
Bi-weekly:	20 pays - \$17.83	22 pays - \$16.21	26 pays - \$13.71

IMPORTANT NOTE: If your work status changes from full-time to part-time, or from part-time to full-time after filling out this membership application, you must immediately submit a new application with the correct work status indicated for continuation of member benefits.

I authorize payroll deduction of Association dues by my employer as may be determined from time to time and contributions in the amount indicated, unless I revoke this authorization in writing to the FEA and the School Board.

Member Signature _____ **Date** _____

Recruiter (if applicable): **Print Name** _____ **Sign** _____

OFFICE USE ONLY

Membership type: _____	Option: _____
Pay schedule: _____	Amount: _____

PLAN YOUR FUTURE WITH A TRUSTED PARTNER.

MAKE A CHANGE FOR THE GOODSM

When it comes to planning your financial future, you need a partner you can count on every step of the way. With over 90 years of experience and the highest ranking for trust in the financial services and insurance industries, TIAA-CREF is that trusted partner.* Take advantage of our long-term investment approach, personalized, objective advice, and commitment to strong performance.

Visit tiaa-cref.org/fcps to enroll or call 800 732-8353 to schedule a free one-on-one advice session.



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FOR THE GREATER GOODSM

*Source: The Harris Poll[®] 2010 EquiTrend[®] Study, a national brand equity study released by Harris Interactive that evaluates measures including equity, consumer connection, commitment, energy, brand behavior, brand advocacy, quality and trust. TIAA-CREF received the highest numerical trust score among financial services and insurance industry brands included in The Harris Poll[®] 2010 EquiTrend[®] Study, which is based on opinions of 19,708 U.S. consumers ages 15 and over surveyed online between January 12 and 21, 2010. Your opinion may differ. "Highest Ranked" was determined by a pure ranking of a sample of financial services and insurance industry brands. **TIAA-CREF products may be subject to market and other risk factors. See the applicable product literature, or visit tiaa-cref.org for details. Past performance is no guarantee of future results.** For current performance, please visit tiaa-cref.org/performance. TIAA-CREF Individual & Institutional Services, LLC, and Teachers Personal Investors Services, Inc., members FINRA, distribute securities products. Annuity contracts and certificates are issued by Teachers Insurance and Annuity Association (TIAA) and College Retirement Equities Fund (CREF), New York, NY. C48394 © 2010 Teachers Insurance and Annuity Association-College Retirement Equities Fund (TIAA-CREF), New York, NY 10017. **Consider the investment objectives, risks, charges and expenses carefully before investing. Visit tiaa-cref.org for a prospectus that contains this and other information. Read carefully before investing.**

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