

The Golden Rhea

Educating Our Children, Engaging Our Parents, Empowering Our Schools

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Contract Improves for 2007-2008

Votes to accept the contract were made on September 18, 2007 by the Rhea County School Board as well as the membership of the Rhea-Dayton Education Association.

Negotiations on the 2007-2008 contract opened on April 9, 2007. B.J. McCoy was the chief negotiator for the Board and Bryan Massengale was the chief negotiator for the Association. After meeting several times during the summer and signing on August 16, 2007, agreements were made on a total salary increase of 3%.

Sick Leave Bank Enrollment Will Start in the Fall

Even though the Sick Leave Bank was negotiated several years ago, it has never been implemented. Things are now in place to see this benefit for our teachers come to pass. Teachers wishing to join the Sick Leave Bank will sign up by donating one (1) day to the bank. A Committee of Trustees will administer the bank by reviewing all request. The Trustees are as follows: Dallas Smith, Cindy Smith, Katrina Casteel, Christine Cotter, and Ray Fugate. Be on the look out for enrollment forms.



Retirement Help Is Here

Last year, the Association opened up a dialogue with the school board for future negotiations regarding unused sick days and what to do with them upon retirement. Just to get the discussion started, the Association mentioned that substitute teachers are paid around \$50/day to be in the classroom. A question was then asked...Would you rather pay a sub \$50/day or would you rather pay a teacher \$50/day not to miss? That preliminary work has paid off. The Board agreed to pay teachers upon retirement \$50/day for each unused sick leave day with the following stipulations: a) 30 years of experience, b) maximum payment will be 200 days, c) prior notification to the Superintendent by March 1 of the calendar year you plan to retire. Extreme circumstances will be evaluated on a case by case basis. This action does not keep you from counting unused sick leave days towards experience with the state retirement system.

RDEA Represented at the NEA Convention

From June 30 to July 6, Bryan Massengale represented RDEA as convention delegates to the 145th Annual Meeting of the National Education Association that was held in Philadelphia, Pennsylvania. He was one of the 9,000 delegates gathered from all 50 states. The Representative Assembly is the highest decision-making body of the 3.2 million member Association. NEA members elect their peers to represent the best interests of children and students, and shape NEA's policies.

When NEA President Reg Weaver told an auditorium full of more than 9,000 educators to pick up their cell phones and call Congress about No Child Left Behind, it didn't take long for lawmakers to get the message. A few minutes later Weaver told the crowd that a congressional staff member answering the phones had joked: "If you're calling from NEA, we've already heard from everybody there."

Delegates heard from seven Democratic presidential candidates: Joe Biden, Hillary Clinton, Chris Dodd, John Edwards, Dennis Kucinich, Barack Obama and Bill Richardson. They also heard from one Republican candidate, Mike Huckabee, who was the only Republican to respond to NEA's invitation to address its annual convention.

"Delegates leave Philadelphia today knowing their firsthand experiences with NCLB were heard loud and clear by eight presidential candidates and members of Congress," said Weaver. "NEA members from all 50 states are heading home, and they're fired up to influence NCLB reauthorization and to make sure a friend of public education heads to the White House."

During his keynote address, NEA President Reg Weaver announced that the Association was



embarking on a new, national education initiative that close tax loopholes to strengthen the nation's investment in education at all levels.

Weaver also presented what he describes as an "Education Bill of Rights" as part of his keynote address. Weaver told the NEA delegation that the 10-point NEA commitment to public schools would "guarantee the basic right of every student in America to a quality education."

Weaver said of the 3.2 million membership, "They are leaders in their schools and in their communities, and this week they made it clear to the presidential candidates that they'll be taking their firsthand classroom experiences to the polls."



Great Public Schools for Every Child



from the President

As we start this year, I just want to say a big **THANK YOU** to our Association Reps that are in each of our buildings. They have such a vital roll to fulfill in making this Association be all that it can be. If you ever need any help, these are the people you can call upon. If they don't know the answer, they will know where to go find it.

CENTRAL OFFICE

❖ Sue Brown

DAYTON CITY SCHOOL

❖ Martha Hickman

FRAZIER ELEMENTARY SCHOOL

❖ Sandy Baughman

❖ Patty Henderson

GRAYSVILLE ELEMENTARY SCHOOL

❖ Jane Tayloe

RHEA CENTRAL ELEMENTARY SCHOOL

❖ Lene' Madaris

❖ Bryan Massengale

❖ June Poinsett

❖ Beverly Revis

❖ Phyllis Smith

RHEA COUNTY HIGH SCHOOL

❖ Brandon Germany

❖ Chris Hoose

❖ Thomas Rodgers

SPRING CITY ELEMENTARY SCHOOL

❖ Jewell Crist

❖ Mary Taliaferro

❖ Alma Marquardt

SPRING CITY MIDDLE SCHOOL

❖ Ronda Roberts

We will be having our monthly RDEA meetings on the first Thursday of every month -- starting at 3:45 PM in the Art Room at Rhea County High School. The meetings are open to anyone who holds membership in RDEA. If you have an issue that needs some discussion among the leadership of RDEA, come to a meeting or bring the issue to the attention of one of our Association Reps.

We are here to serve you! Call upon us if we can ever be of any help.

Bryan Massengale
RDEA President

Free Dues Give-Away won by Grant Roddy

The fall membership campaign started on August 6 and ended on September 25.

The Rhea-Dayton Education Association is happy to announce that Grant Roddy, Assistant Principal at Rhea Central Elementary, was the winner of the free dues drawing. Even though the drawing for the free dues is over, it's not too late to join the Association. When considering membership, whether as an experienced teacher or a new teacher, the liability insurance is a strong calling card but not the only thing the professional organization offers. By joining the ranks of RDEA, TEA, and NEA you will also enjoy the following: *a strong voice, job protection, professional development, legal advice, discount buying programs, publications (local, state, and national), lobbying programs (local, state and national), leadership opportunities...* just to name a few. Thanks for your membership.



The Bic Teacher Times

The Rainbow Connection: Communicate and Engage Students with Colors. Check out more ideas at www.biceveryday.com.

Ever wonder why most highlighters are yellow? The answer is simple; yellow is the color humans see the fastest. Knowledge of how colors communicate can help engage your students and improve classroom communication. Use the following facts to help you use color to communicate to your students when grading papers, writing instructions on the board, or conducting classroom activities.



Purple is a popular choice for grading papers, replacing the harsher red that teachers have used in the past. The next time you're marking up a test, try purple as a less abrasive option.

Just because **Red** is losing traction for grading, doesn't mean you can't use its strengths to your advantage. Red is a stimulating color. Use red when you want to get students to stop, pay attention, and take action on information.

Blue is a cool, calming color that has been shown to improve productivity. It communicates intelligence, wisdom, and unity. Use blue to communicate to students the core facts and information in a lesson.

Green is the easiest color for the eye to see and can help improve vision. It communicates newness, springtime, nature, and balance. Writing the instructions for your opening activity in green will help capture and focus your students' attention.

Orange is a cleansing color that is mentally stimulating and sociable. Use orange questions cards to stimulate thoughtful whole class discussions.

Pink is a warm, calming color that in some studies has been shown to dampen physical activity. Use pink to calm students down after a heated classroom debate.

New Teacher Breakfast provided by RDEA

Thanks to June Poinsett (RCES) for her untold hours of work in coordinating and planning this special event!

To help get the new school year started with a bang for our new teachers, RDEA provided a **New Teachers Breakfast** on Friday, August 3 at the Rhea County Welcome Center during the new teacher orientation. The meal was catered by Evelyn Hawkins.



An RDEA New Teacher packet was given to each new employee to the system. The following information was placed in each packet:

- RDEA Leadership Directory
- RDEA Constitution and Bylaws
- RDEA Contract
- United Teaching Profession brochure
- Previous issues of *The Golden Rhea*.

Executive Committee

2007-2008

Bryan Massengale — President
Debra Phillips — President-Elect
Emmaly Fisher — Past-President
Beverly Revis — Secretary
Brandon Germany — Treasurer
Jeff Fisher — Member-at-Large
John McPherson — Member-at-Large

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