

WELCOME TO THE 2015-2016 SCHOOL YEAR

One Quarter Down.....

As we begin our transition from long days and construction, Alaskans are busy putting away the bikes and pulling out the snowmachines. It's the time of year when we're posting pictures of the first snow and relatives in the states are asking 'Why do you live in a state where the summers are so short and the winters are so long'? For me, I walk out my door and the answer is clear. Today I was asked the question "why do we work in education?" For me, I walk into a school and the answer is clear. It is rare that I see an ESP who isn't working with a student, helping a parent, or scurrying past me focused on their next task. It is obvious to all who see you that the success of every student is in the fore front of what you do every day, or as a member explained it, "It's in your blood!"



If you see me—let's talk!!

During this first quarter my focus has been identifying building representatives for each site. I have had the opportunity to connect with many of you and to discuss how invaluable reps are to the foundation of our association, why we are lacking reps, and how to move forward from here. From those conversations, many of you rolled up your sleeves and jumped in. Currently, about half of our sites now have active building reps and several have 2 co-reps. **We are making progress!**

Be safe out there during this transition to winter and please continue to contact me. As I have said to many of you—I don't know until I know, so you need to let me know.

In Solidarity,
Karen Salisbury, CEA President

Educators - Together we make great things happen

National ESP Day is November 18th

Something BIG is happening for YOU during NEA American Education Week! In celebration of National Education Support Professionals Day this year, CEA members will be teaming up to hand deliver gifts to over 900 members. During the week of November 16th - 20th, each team will be visiting 3 sites each day. They will be at your worksite for about an hour, hoping to make a personal connection to each and every member of CEA. This is a huge undertaking, and a very different approach, that 2 of our members are taking very seriously. They believe that our members deserve personal recognition for the jobs they do every day, working to ensure the success and safety of students in our Mat-Su Valley schools.

If you see Hillary Thomas or William Crume, let them know you appreciate their commitment!

Your CEA Union will be at your worksite November 16-20, 2015

GENERAL MEMBERSHIP MEETING NOV. 12TH@5PM

Your voice is important!
There are 4 general membership meetings held each school year, where members come together to conduct CEA business. Items, such as changes to your constitution & bylaws, must come before the CEA membership. This is where your voice can be

heard on issues that matter to YOU! On the agenda for your 2nd general membership meeting of the year is updates on current rights issues, delegates to DA vote ends, and committee reports. Also, Rhonda Kitter from the Public Education Health Trust will be there to give you an

overview of changes coming to your health plan and to answer any questions you might have. We understand how busy your lives are, and we want to help...
dinner and child care are provided.

CLASSIFIED EMPLOYEES' ASSOCIATION

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www.matsucea.org



CLASSIFIED
EMPLOYEES'
ASSOCIATION

11/9/15 Joint EB/BR Meeting
5:00pm CEA Office

11/11/15 PD day—no students

11/12/15 General Membership
Meeting 5:00pm CEA Office

11/16-20/15 American Education
Week Look for your Union team
in your buildings!

11/18/15 National ESP Day!

11/18/15 School Board Meeting
6:00pm District office

11/27-28/15 Thanksgiving holiday

12/1/15 Borough Assembly Meet-
ing 6:00pm Borough Chambers

12/2/15 School Board Meeting
6:00pm District office

12/7/15 CEA Joint EB/BR Meeting
5:00pm CEA Office

12/8/15 Joint Borough Assembly /
School Board Meeting 6:00pm
Borough Chambers

12/15/15 Borough Assembly Meet-
ing 6:00pm Borough Chambers

12/21/15-01/05/16 Winter Vaca-
tion

CONNECTING WITH MEMBERS

HEALTH INSURANCE

Yesterday, A letter was mailed to members which outlines upcoming modifications to your health insurance coverage. *Changes effective January 1, 2016*

- *Emergency Room Service Deductible
- *Improved Access to Care
- *Annual Deductible Carry-Over
- *Member Responsibility for Using Out-of-Network Providers/Facilities
- *AETNA Dental Network
- *Prescription Benefits

Rhonda Kitter, Chief Financial Officer of your Public Education Health Trust, will be our guest at the **CEA General Membership Meeting on Nov. 12th**. She will be available to personally give you an overview of these changes and answer any questions you might have.

IN EFFECT NOW:

If you are considering a change to your FTE (.50 FTE through 1.0 FTE) this change could affect your insurance choices!

Employees are offered insurance when they are .50FTE and above. The amount of premium paid by the employee is dependent on that FTE and most of our part-time employees opt out of insurance due to the high cost. In the past when an employee changed FTE's (for example .50FTE to 1.0FTE) they were afforded the opportunity to enroll for coverage because the district believed this was a legal qualifying event. In September they were made aware this is not the case. From that point on, they have had to implement the following: if an employee was offered insurance previously (for example as a .50FTE employee), changing FTE's does not qualify them to make changes to their coverage. In other words, if you opted out as a part-time employee you can not pick up coverage (change plans) because you are now full-time until the next open enrollment period in June. This is huge, on many levels, for many employees. We are trying to comprehend and work through this change.

OPPORTUNITY KNOCKS

ESP CONFERENCE

The NEA ESP conference is the premier professional development opportunity for Education Support Professionals across the nation. The goal of this conference is to enhance the skills and knowledge of ESP members to positively impact student achievement, build community relations, organize members, advocate for educators, build stronger locals, and help our members do their jobs better. The conference offers more than 50 different hands-on workshops over the course of four days. Pre-Conference workshop opportunities are offered in topics ranging from social justice, membership recruitment techniques and leadership development to communication skills training, membership empowerment, and creating strategic alliances with other labor organizations.

Please submit your nomination to
matsucea@mtaonline.net

Deadline to submit your nomination to
CEA is November 30, 2015!

YOU ARE THE UNION

We have many opportunities for you to engage with your union and help make CEA a strong unified association:

CAN YOU:

- ⇒ **Be a Building Rep? It's easier than you might think!** We are planning another training soon, so if you are at all interested, let me know ASAP. The following schools have NO rep at this time: Cottonwood Creek, Fronteras, Houston Middle, Machetanz, Palmer HS, Talkeetna Elem., Trapper Creek, Admin Building, Warehouse/Purchasing, Reddington.
- ⇒ **Help with ESP Week?** We have tasks like writing cards, putting labels on, stuffing envelopes. FRIDAY NOV 6th we will be having a WORK PARTY—come join the fun whenever you can.
- ⇒ **Serve on a committee?** Some meet monthly and some only meet once a year—there is something for everyone. We have an immediate need of members for sick leave bank, sunshine, help fund.

Please contact your CEA office today!