From The Teacher’s Lounge - Health Care Benefits

There’s been a huge wave of unhappiness sweeping over the district as people face sky rocketing health care costs. Whether it’s huge deductibles, confusion over benefits, or crazy high test costs, our members have protested that we need an employee review of the health care system used by Fort Bend ISD.

So, on we now have a Federation Health Care Review committee with twelve union members dedicated to a thorough review of the problems encountered by all employees of the district. These are the first issues identified by the committee:

✦ The difficulty paraprofessionals have in paying family rates.
✦ The wellness data from the Biometric Screening and its possible use to raise rates.
✦ Confusing, unclear and lack of specifics in the Cigna plan, distrust of Cigna
✦ Prescription issues and problems with mail-order.
✦ On-going lack of coverage for medical tests and procedures requested by the physician.
   Unreasonable limits to the coverage available. High deductible costs, district and/or Cigna's refusal to consider cheaper, out of network costs as part of the deductible.
✦ No reimbursements for cheaper treatments.
✦ No consistency in Cigna's decisions.
✦ No clear line of accountability for problems in the system. No employee advocate available to represent employees.

FOCUS GROUPS! Our first round of focus groups will be at our General Meeting on February 27th at the Chamber of Commerce. This is a chance to share your story about Cigna, to start the ball rolling toward better health care, to stand up with the Federation to develop a plan that works for all of us. The feedback from this and other focus groups will help us develop a revamped health care proposal to present to the Board of Trustees for Health Care Benefits in the 2015 year. The work we do now can impact our insurance in the future. Please join us to add your experience, your knowledge, your heartfelt story to the dialogue. I promise, you will be heard and your voice will make a difference.

General Meeting - February 27th - 5:00 p.m.
Fort Bend Chamber of Commerce, 445 Commerce Green Boulevard

See you soon,

Karrie Washenfelder
New Building Representatives

Building Representatives are often the first point of contact for members and potential members at each campus, making them a crucial component of our union. We're pleased to introduce the following people who have agreed to step up and be a Building Representative at their campus:

<table>
<thead>
<tr>
<th>Building Representative</th>
<th>Campus</th>
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<tr>
<td>Altrice Anderson</td>
<td>Barbara Jordan Elementary</td>
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<td>Valder Cage</td>
<td>Ferndell Henry Center for Learning</td>
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<td>Christina Haas</td>
<td>Holley Elementary</td>
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<td>Syreeta Jones</td>
<td>Lula Belle Goodman Elementary</td>
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<td>Briquitta Lewis</td>
<td>David Crockett Middle</td>
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<td>Amber Machacek</td>
<td>Barrington Place Elementary</td>
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<td>Brian Martinez</td>
<td>William B. Travis High</td>
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<td>Shawronah McCray</td>
<td>Hodges Bend Middle</td>
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<td>Beverly McDaniel</td>
<td>Dulles Elementary</td>
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<td>Kate Mitchell</td>
<td>I. H. Kempner High</td>
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<td>Barbara Perkins</td>
<td>Dulles Elementary</td>
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<td>Tomalene Vaughn</td>
<td>Austin Parkway Elementary</td>
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<tr>
<td>Bernice Washington</td>
<td>Austin Parkway Elementary</td>
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<tr>
<td>Richerica Wolf</td>
<td>Christa McAuliffe Middle</td>
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Holiday Party Recap

We greatly appreciate everyone that came out to our fun and festive Holiday Party. Our Holiday meal was provided by Executive Board Member, Wanda Merenini, who catered a delicious feast. During the party, we began the process of exploring the Health Care Benefits Crisis in depth with our member survey of your experiences and announced the winners of the Fall Recruitment Contest. Thank you to everyone who braved the cold to make our party a warm and inviting celebration.

Executive Board News

New Vice President

Former Executive Board Member John Shilling has graciously stepped up and agreed to serve as Vice President for the remaining term of office, set to expire this school year.

Executive Board Nominations

We will hear nominations from the Nominations Committee at the General Membership Meeting on February 27th. At that time, we will also be accepting nominations from the floor until the end of the General Membership Meeting that same evening. The Executive Board consists of:

President | Vice President | Secretary | Treasurer | 5 Executive Board Members

Fall Recruitment Contest Winners

Congratulations to our Top Recruiter, Margarite Kindred from Bush High School.

Complete Winners List:

Margarite Kindred
Twila Braxton
Mifta Redi
Beverly Thomas
Getrude Simmons
Sharon Pearson
Lynn Pennington
Samuel Olivieri
Velma Frimprong
Frenchette Guient

Thank you to everyone who participated in our Fall Recruitment Contest. You make our union stronger with every new member!

February 2014

*Our November Newsletter did not include Wanda Merenini as an Executive Board Member. We apologize to Wanda for this omission.*
Professional Development

Improving Your PDAS Through Better Questioning

Are your students buying what you're selling? What roles do your students play during instructional time? What if your students lead the inquiry into new content?

This session will impart tools to maximize student investment in your curriculum. Valuable, recent pedagogical scholarship will also be made classroom-ready, as we discuss Dr. Kathie Nunley’s “Layered Curriculum”, a true model of student-centered, differentiated instruction; and introduce Bloom’s Taxonomy for the 21st Century: Dr. Norman Webb’s “Depths of Knowledge (DOK)”, a guide to cognitive complexity.

Executive Board Member Joseph Naughton and Glenda Macal will be presenting.

Thursday, February 20th - 5 to 7:30 p.m.
Sienna Branch Library
8411 Sienna Springs Boulevard, Missouri City 77459

Call to General Meeting: Pursuant to Article VI of the Constitution the Fort Bend Employee Federation is calling all members to a general meeting to secure nominations for the upcoming election of officers and members of the Executive Board. The meeting will be held at 5:00 p.m., February 27, 2014 at the Fort Bend Chamber of Commerce located at 445 Commerce Green Boulevard, Sugar Land, Texas. All members are urged to attend.

- Karrie Washenfelder, President

Nomination Committee Report
The Nomination Committee will present a slate of officers. Final nominations will be taken from the floor at the General Membership Meeting on February 27th and nominations will be closed by the end of that meeting.

Executive Board Offices Include:
President | Vice President | Secretary | Treasurer | Five Executive Board Members

Thursday, February 27th - 5 to 7 p.m.
Fort Bend Chamber of Commerce
445 Commerce Green Boulevard, Sugar Land, Texas 77478

Don’t let issues get out of hand! Contact your Union!

Phone: 281-240-1865 | Fax: 281-240-1001
Email: general@fortbendaft.org
Office: 12621 West Airport Blvd, Suite 400
Sugar Land, Texas 77478
Open Until 7 p.m. on Mondays and Thursdays

District guidelines restrict actionable items to 10 days in most cases, so don’t delay!
Late to the Fort Bend Employee Federation Party?

“History is a great teacher. Now everyone knows that the labor movement did not diminish the strength of the nation, but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them.”
- Martin Luther King, Jr.

Members enjoy:

* Direct Representation for educators and educational support staff.
* $8 million of professional and legal liability insurance.
* Local office, local staff, documented record of success, including
  - Successfully lobbied for a 2013 pay raise above original district proposal.
  - Restored jobs for members “RIF’d” in 2010 and 2011 budget layoffs.
* Additional members only benefits including insurance discounts.
  (For full list, please see aft.org/benefits)
* And many other benefits that come from being a part of a professional community

It’s never to late to join our community!

facebook.com/fortbendaft

Recuriter:

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Membership Dues and Contributions:

Teachers / Certified Employees (24 Checks) $22.49 per check
Employees Earning $25,000 or less (24 Checks) $14.19 per check
Employees Earning $15,000 or less (24 Checks) $10.78 per check
Employees Earning $15,000 or less (20 Checks) $12.19 per check

The Fort Bend Employee Federation Committee on Political Education collects voluntary contributions from members and uses them to support political candidates. Making a contribution is not a condition of membership, and members have a right to refuse to contribute without suffering any reprisal or loss of membership status, rights, or benefits. You may decline to contribute to Fort Bend Employee Federation’s COPE fund by initialing in the blank below.

“I decline to contribute $.50 per pay period to Fort Bend Employee Federation’s COPE fund and I understand that this will not affect my membership status or rights.”

Fort Bend Employee Federation Payroll Deduction Authorization

“I authorize the Fort Bend ISD to deduct from my salary my dues obligations to the Fort Bend Employee Federation. These deductions will continue for this school year and future years including any increase in dues that may occur and until written notification is given by me to the district revoking the authorization.”

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<tr>
<th>Print Name:</th>
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<tr>
<td>Campus / Worksite:</td>
<td>Date:</td>
<td>Deduct per check:</td>
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Return application to: Fort Bend Employee Federation 12621 West Airport Blvd., Suite 400, Sugar Land, TX 77478 | 281-240-1865 | Fax: 281-240-1001