



Upcoming Events

November 19

Executive Board Meeting

December 3

Community Engagement
Meeting

December 5

Holiday Party
Planning Time Petition
(See Page 3 For Details)

January 23rd

Building Rep Meeting

Executive Board

Karrie Washenfelder
President

Estella Coleman
Vice President

Marilyn Taylor
Secretary

Sharon Kuban
Treasurer

Executive Board Members:

Sheryl Lebman-Brown
Joseph Naughton
Jen Shilling
John Shilling

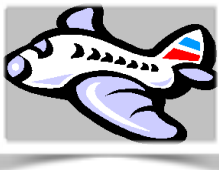
FBEF President's Speech Leads to Reversal of Pay Raise Freeze

Earlier this year, the Board voted to eliminate any future pay raises for those employees that have reached the top pay grade in their positions, after several years, sometimes decades worth of service. Once the Federation was informed, we got involved and took action, requesting that the board reverse this policy. President Karrie Washenfelder addressed the board on October 14 to let them know that letting this policy stand was simply unacceptable.

We are pleased to report that as of Monday, November 11th, via a unanimous 7-0 vote at the FBISD School Board meeting, the School Board elected to reverse this great injustice for those that have been loyal employees of the district.

Excerpt of President Karrie Washenfelder's Speech

"While we reexamine the teacher / para workday we must rethink our recent policy that has frozen the salaries of our veteran bus drivers, paraprofessionals, food service workers, custodians and secretaries. If, after 28, 30, or 35 years with Fort Bend ISD you may find yourself at the top of your grade code with no hope of a pay raise despite your years of dedicated service. New employees, your supervisor, and definitely your boss in the Admin building will get a pay raise, but not you. Every certified teacher will get a 3% raise but not you. In fact, everyone at the top of their grade code will be out of luck. No pay raise will be given to these employees even though they face a higher cost of living, just like the rest of us. This patently unjust situation feels like a slap in the face and the resulting low morale and feeling of humiliation will not serve our greater goals of building a world class institution where we teach 21st century skills to cope in the global world of tomorrow. All of us deserve to be treated with fairness, moving forward together, coping together, without leaving any of us behind. We ask that this new policy be revoked and a new pay schedule voted that will grant the same pay raise to all employees." (October 14, 2013)



Fall Recruitment Contest

As a reminder,
the Fall
Recruitment
Contest's
deadline is
rapidly
approaching on
December 5th.

**Our Top
Contenders as of
November 19th
are:**

Lara Deadrick
Margarita Kindred
Sharon Kuban
Richerica Wolf
Marilyn Taylor
Shawronah McCray
Frenchette Guient
Estella Coleman
Cynthia Bello
Samuel Olivieri
Mark Anderson
Velma Frimpong
Gretal Owens
Gertrude Simmons
Norina Pennington
Twila Braxton

Building Representatives 2013-2014

Elementary Schools

Armstrong
Agustina Olivarez

Barrington Place
Jessica McCormick
Amber Machek

Blue Ridge
Bobbie Hutchinson

Brazos Bend
Janet Graham

Briargate
Estella Coleman

Burton
Edmundo Douglas-Beltran

Colony Bend
Brandy Kelly

Commonwealth
Cynthia Kirkpatrick

Cornerstone
Janelle Moses

Drabek
Michele Rose

Fleming
Michelle Menon

Glover
Deforis Bonnor Dolford

Goodman
Syreeta Jones

Heritage Rose
Carrie Desmith

Holley
Christina Haas

Hunters Glen
Gretal Owens

E.A. Jones
Glenda Macal

Jordan
Altrice Anderson-Hobbs

Lakeview
Roy Keys

Lantern Lane
Gertrude Simmons

Lexington Creek
Kimberly Flores

Meadow
Elaine Ward

Mission Bend
Mary Schwartz

Mission Glen
Rose Patterson

Oakland
Peggy McClean

Oyster Creek
Barbara Bennett

Palmer
Traci Roth

Parks
Dorothy Whiting

Pecan Grove
Dory Townley

Quail Valley
Regan Dean

Ridgegate
Michael Moses

Ridgemont
Gladys Grays

Scanlan Oaks
Tammy Russell

Schiff
Hillary Maxheimer

Seguin
Donnell Jones

Settlers Way
Roxann Barrera Coffman

Sienna Crossing
Rodman Plummer

Townewest
Lori Buhner

Walker Station
Courtnei Brass

Middle Schools

Baines
Nicole Capo

Bowie
Malaika Eason

Crockett
Norina Pennington

Dulles
Margaret Johnson

First Colony
Sharon Kuban

Garcia
Mark Anderson

Hodges Bend
Shawronah McCray

Lake Olympia
Rebecca Barkley

McAuliffe
Richerica Wolf

Missouri City
Rita Davis

Sartartia
Ismerelda Lundstrom

Sugar Land
Lale Bilir

High Schools and Specialized Schools

Austin
Kathy Reumont

Bush
Margarite Kindred

Clements
John Shilling

Dulles
Belinda James

Elkins HS
Jackie Bickerstaff

Ferndell Henry Center
Valder Cage

Hightower
Wanda Merenini
Sheryl Lebman-Brown

Kempner
Kate Mitchell

Marshall
Velma Frimpong

Progressive
Dorothy Mayes

Ridge Point
Rachel Gutierrez

Willowridge
Lara Deadrick
Carlis Robinson

Wood
Helen Rushin
Marilyn Taylor

We currently do not have a Building Rep for: Austin Parkway; Colony Meadow; Dulles Elementary; Highlands; Mission West; Sugar Mill; Fort Settlement, Quail Valley; or Travis. If you're interested in becoming a Building Rep, please contact us at 281-240-1865.

Due to space limitations, we were not able to provide a complete listing of each campus's Leadership Team.

RSVP BY:
TUESDAY, DECEMBER 4TH AT 5 P.M.
281-240-1865

Fort Bend Employee Federation's
Annual Holiday Party
December 5th - 5 p.m. to 8 p.m.

At the Federation offices:

12621 West Airport Boulevard, Suite 400
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!



Is Your Planning Time Being Stolen?
Petition Deadline - December 5th at 5 p.m.

"Teachers report losing their state-mandated planning and prep time because Principals ignore their rights and direct them to attend data meetings, horizontal meetings, vertical team meetings, grade level meetings, and Special Ed ARD meetings.... This overload of our teachers must be investigated and corrective measures taken."

- Karrie Washenfelder

President, Fort Bend Employee Federation

Addressing the FBISD School Board on October 14, 2013

Sign the Petition TODAY!

Contact your Building Rep or our office to find out how!

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 too late to join our community!



facebook.com/fortbendaft



Recruiter:

Last Name: _____ MI: _____ First Name: _____ ID #: _____
 Address: _____ City: _____ Zip: _____ DOB: _____
 Home Phone: _____ Cell Phone: _____ E-mail: _____
 Campus: _____ Job Title: _____ Subject: _____

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."

Print Name: _____ Signature: _____ ID #: _____

Campus / Worksite: _____ Date: _____ Deduct per check: \$ _____

Return application to: Fort Bend Employee Federation 12621 West Airport Blvd., Suite 400, Sugar Land, TX 77478 | 281-240-1865 | Fax: 281-240-1001