

UniServ Link

Where do we go from here?

...Marlene Irons, WEA President

A fond farewell to all of you.

It is with mixed emotions that I write my last Link article. It has been a wonderful experience for me to serve over the last eight years as the President of the Weber Education Association. I have been so thankful to have met so many fantastic teachers/members in our district. I have enjoyed working with Dr. Jacobson and the great team of administrators we have in our district. I extend best wishes to Dr. Jacobson as he retires. We have experienced times of happiness, turmoil, anger/frustration, and sadness with the loss of colleagues, students, family members and acquaintances.

My farewell challenge to all of you as President would be to get involved in the process of the association, support the new leaders and thank them for the difficult job they do. Get to know who the policy makers are that make many of the decisions about your job, salary, benefits and policies that you teach under. The legislature tells the school districts what to do, the school board tells the principals what to do, and the principals tell the teachers what they have been told to do. There is not one part of our job that is not political. Let the legislators know what you think needs to happen to make the PUBLIC SCHOOLS/NEIGHBORHOOD

SCHOOLS great and let them know you expect them to furnish money, equipment and support to make our schools great.

Congratulations to: Jo Ege-lund, the new President. Jo will take office July 15, 2011. She will be assisted by Cynthia

Auble as the Vice President, Mary Margaret Lyon, Glen Larsen, Kirk Ottley, Cheryl Parkinson, Allison Pfister, Barbera Wayment, Joan Iver-son and an At-Large Board member to be appointed.

We wish good luck to Paul Fawson as he retires and to Terie Maxfield and Lee Claycomb as they continue teaching.

I also will return to full time teaching and look forward to the next two years at South Ogden Junior High. I will miss being able to drop in to a school to visit with many of you. I plan my visits and think OH! I can do this in just a few minutes, but I love the conversations we have shared and end up being there for much longer. You have all taught me a great deal about teaching as I have observed you in the classroom.

Negotiations Update

We settled with the district very early this year. For the coming school year there will be a 3% increase on the base salary schedule, teachers will receive their step and lane where applicable. Teachers

will pick up the entire increase in insurance. We will have three Quality Teaching/ Professional Days between quarters. These days cannot be flexed. I know I will be using mine to prepare for the coming quarter and finish up grades.

During my tenure we have gone to mediation twice to reach an agreement with the district, we have increased the number of personal days we can accumulate, we have been given \$25.00 for each day of leave issued during that year and any leftover personal or emergency leave has rolled into sick leave days. We have started a Wellness Program where we are encouraged to know our health numbers, participate in wellness activities and attend the wellness fair. You may exchange two sick days for one personal day if you fill out the Health Risk Assessment for you and your significant other if you have them on your insurance.

Times have been lean for the last three years for a salary increase, but I hope this is turning around with the settlement this year.

Thanks to you all for the great experience this has been for me. I will still be around and would love to hear from you anytime.

Have a great summer!



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Thanks for Everything

...Rick Palmer, Ogden/Weber UniServ Executive Director

In the summer of 2004 Ogden and Weber Education Association leaders took a big leap of faith and gave me the opportunity to have my "dream job". Since 1982 I had been involved in association leadership both in Idaho and in St. George and I really thought I could do association staff work (UniServ Director). I applied for almost every job that poked its head up, but always came up short, until August, 2004. The past seven years have given me the opportunity to work with a lot of great volunteer leaders in the OEA, WEA and Ogden/Weber UniServ. I wanted to take this opportunity with the year's last Link newsletter to thank some of those leaders who are leaving their positions and moving to "Life After the Association".

OEA Executive Board Members Vicki Winn and Christine Tea

Vicki was appointed to the board to fill an open space and has demonstrated her loyalty and dedication to our professional organization. Vicki's sincere approach to her position has inspired all of us in the Ogden Education Association. We will sincerely miss her and we thank her for stepping in when we needed her. Thanks Vicki.

Chris was a faithful member of the OEA Board when I was hired in 2004. Her experience and direction has helped us on the

Negotiations Committee and in her current position on the UEA Resolutions and Documents Committee. Her help at Mt. Ogden has been crucial to preserve our association membership at that school through some tough changes. We will miss Chris's quiet leadership and example of professionalism. Thanks "Coach Tea".

WEA Executive Board Members Paul Fawson and Lee Claycomb

Lee has served on WEA's Negotiation Team and Weber's Insurance Committee. These committees are two of the most important assignments because their decisions affect all of our teachers salaries and benefits. We will miss Lee's talents as a "master teacher" and his ability to see all sides of the issues before the board. Lee also uses his abilities for the Weber District Praxis Training and he teaches for the University of Phoenix in his "spare time". Thank you Lee for your time and energy.

Paul has served numerous years on the WEA and Ogden/Weber UniServ Boards and has decided to retire after many years of service to students and teachers in the Weber District. Anyone who knows Paul will testify to his dedication and responsibility. He has been an important part of the Political Action Committee and has been a county and state delegate attending the conventions and standing up for education. The past couple of years he has served as

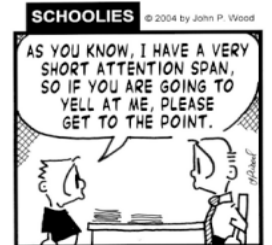
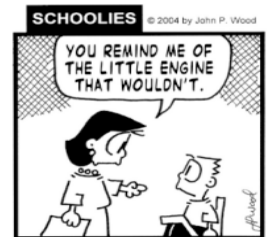
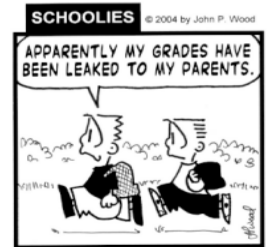
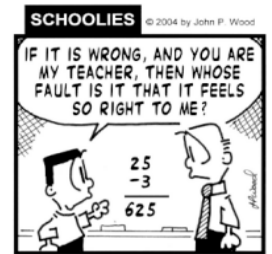
the UniServ Vice-President and has been involved in budgets and decision-making for our UniServ. Good luck in your retirement.

WEA Vice-President Terie Maxfield

Terie has worn two hats as our UEA Board of Director and has kept both locals up to date on the important issues at the state. Terie's energy and humor have kept us all going during the good times and the tough times. She has been an incredible help to Marlene and we will surely miss her. (She will still be around as our UEA Board Member for at least a year.) Thanks Terie for making our jobs a little easier.

WEA President Marlene Irons

The past seven years Marlene and I have worked here in the office together and I have grown to respect her, both for her work ethic and her dedication to our members. She is fearless in defending teachers and yet maintains a great working relationship with our district leaders. Her selflessness is contagious and she puts others before her own needs. Marlene has made my job much easier, because I always knew she had my back. Her dedication to this association has spanned several years and the WEA and the Ogden/Weber UniServ are stronger because of her hard work. Thanks Marlene. We will miss you.



Gaye Pesout Memorial Bench