

The **Detroit Teacher**

VOL. 47 — NO. 1

POSTMASTER: All forms 3579 are to be forwarded to Detroit Federation of Teachers, 2875 W. Grand Blvd., Detroit, MI 48202

SEPTEMBER 2008

Success! Union Saves Jobs, Pay Raise and Preps

DFT members returned to work with several successes despite the district's deep financial crisis. Teachers started work with the 2.5 percent pay raise negotiated for the 2008-2009 school year.

The DFT also was able to return nearly every laid off teacher to his or her job this year, thanks to eleventh-hour talks over the summer with the administration. Some 145 teachers were called back to their jobs. Retirements helped offset the number of layoffs needed.

The layoffs came to a resolution in an all-day Saturday work session in August between DFT President Virginia Cantrell and Ines de Jesus, associate superintendent of human resources.

"I feel great about saving these jobs," Cantrell said. "We will continue to work on getting every one of our teachers back."

Teachers in all but seven schools received their pay for lost prep periods. In addition, all teachers received payments for oversize classes, Medicaid, special ed differential, and National Board Certification.

A promised fifth prep period for elementary teachers had become a serious concern for the union over the past year. The fifth prep period was promised to be returned to teachers. The issue was resolved at the start of this school year. And elementary teachers are to receive the fifth prep.

"Thank heavens," said Jeanne Bunn, a teacher at Hutchinson Leadership Academy. "The children come to school nowadays with more needs. As a teacher I need the time to prepare to meet those needs."



Hundreds of DFT members attended the Aug. 22 Call to Action. The purpose of the rally was to call together all segments of the community to save and support the Detroit Public Schools.

DFT Issues a Call to Action

On a warm and sunny August day, hundreds of DFT members responded to a call to action. The DFT issued a call to parents, teachers, support staff, community and business leaders to come together to save the Detroit Public Schools.

"We are asking to work together to save the Detroit Public Schools," DFT President Virginia Cantrell said. "We are asking for every child to be educated by certified and supported teachers, in clean and safe schools, with books and supplies on day one."

Cantrell made a call to end the fighting between the school board and administration. "We are asking the school board and superintendent to work together to solve our financial crisis for once and for all," she said.

Cantrell asked the community to come together to support Detroit's public schools on this day and for the entire school year.

"We are reminding all here that with so much economic uncertainty, one thing is certain: Our students will need us more than ever," Cantrell said to the crowd of 200. "They will need the stability and discipline that our highly skilled and experienced teachers bring to the classroom."

They will need the can-do spirit that our members instill in them day by day."

Indeed, the community came out for the call to action. Several school board members and Detroit Public Schools administrators, and hundreds of members, joined the cause.



DFT Vice President Mearon Lewers and her grandson attended the Call to Action to support the Detroit Public Schools.

Three Wishes for the School Year

We are starting the 2008-2009 school year under less than ideal circumstances. The district has laid off and recalled teachers and is starting the year in deficit.



Virginia Cantrell

President's Report

Sometimes in the worst of times, however, it's important to dream and think of possibilities. Recently I was asked if I had three wishes for the district what would they be.

My first wish would be for the Detroit Public Schools to get back to their heyday. Detroit was known far and wide for its educational system. When a student left the Detroit Public Schools, he or she was educated for success in

the future.

I also wish for a certified teacher in every classroom. I wish for small class sizes so we can tend more carefully to the students who come to us with greater needs. I wish for an end to layoffs. I wish for teachers and support staff to work in unity, to be supported and to be appreciated.

I would like to see children in the neighborhood enthusiastic about coming to a clean and safe school where they will be greeted by a happy staff.

These dreams led me to issue a call to action on Aug. 22. I was delighted that people came

together to work on supporting and saving the Detroit Public Schools. We called for an end to

the bickering between the school board and the superintendent. I find that our members want to start anew and to be a positive force and role model for the children in our great city.

Here's to all of you with dreams and hopes for a rebirth in the Detroit Public Schools. Together we can, together we will.



DFT President Virginia Cantrell faces the news media during the Aug. 22 Call to Action to save the Detroit Public Schools and end the fighting between the school board and superintendent.



DFT Marches in Labor Day Parade

Once again DFT members walked the Detroit Labor Day Parade with record numbers attending in sweltering heat to hear a keynote speech from Sen. Barack Obama, the Democratic contender for president.

"I'm a labor guy," Obama told the crowd numbering

in the hundreds of thousands. He said unions are to be credited for bringing about a 40-hour work week, overtime pay, minimum wage, and safe working conditions. He said we shouldn't vote for a person who "chokes on the word union."

The Detroit Teacher

(ISSN 0011-9695)

The Detroit Teacher is the official publication of the Detroit Federation of Teachers, American Federation of Teachers Local 231, AFL-CIO. Member of the Union Teacher Press Association, International Labor Press Association and Michigan Labor Press.

The Detroit Teacher is published monthly, except for July and August, for \$4 per year by The Detroit Federation of Teachers, 2875 W. Grand Blvd., Detroit, MI 48202. Periodical Postage Paid at Detroit, MI.

POSTMASTER: Send address changes to The Detroit Teacher, 2875 W. Grand Blvd., Detroit, MI 48202.

Editor — Margaret Weertz

Updates

Chapter meetings

All chapter chairs should contact Holley Sabotchick at the DFT office (313-875-3500 ext. 779) to confirm dates for their chapter.

Retirees Chapter

We need you! The DFT Retiree Chapter is looking for ALL DETROIT RETIRED TEACHERS to come every third Tuesday of the month at 11:30 a.m. from September to June at the union hall, 2875 W. Grand Blvd. We need you for

membership, fellowship and teamwork to accomplish goals we cannot do alone. The next meeting is Tuesday, Sept. 16.

Address/work location change

Please notify the DFT office (313-875-3500) if your work location, home address or telephone number has changed. The union needs this information to keep its files current. Fax (313-875-3511) or mail the information to Sherri Patrick at the DFT office.

Building Rep Dinner A Success

The 24th annual DFT Building Representatives Appreciation Dinner was a huge success. More than 150 members attended. They kicked back, laughed and dined with friends at the Doubletree Hotel in Detroit.

“You are the leaders in the struggle to protect our union rights,” DFT President Virginia Cantrell said. “In these times, that is not an easy job. This is your night.”

On this page are more photos of our Building Reps who attended this wonderful event.



From left to right: Sherry Samuel, Marva Fletcher and Gena Porter.



From left to right: Miranda Washington, Melaine Tillman, Monesha McKenzie and Evelyn Foreman.



From left to right: Barry Cannon, Dorian Evans, Johnny Mickles and Michael Guyton.

COPE Corner

Support DFT/COPE (Committee on Political Education)

Upcoming DFT/COPE events and fundraisers:

Politics is everywhere! Our pensions and healthcare, what we teach in the classroom, are all affected by what happens in Lansing and Washington, D.C. In order to maximize our power, we **MUST** be involved in the political process. From raising COPE money, to volunteering on campaigns and keeping track of legislation that affects us, we **MUST** control our destiny. Please fill out your card today and make a contribution by cash, personal check or payroll deduction. The time is now!

The Committee on Political Education is presenting a **Candidates Night Mix and Mingle** from 6 p.m. to 8 p.m. on Thursday Oct. 9 at the Detroit Federation of Teachers Office, 2875 W. Grand Blvd. Free food and drinks will be offered. Yards signs, buttons and T shirts will be available at these convenient meetings held after the DFT membership meetings.

COPE will be participating in **AFL-CIO Walks** every Saturday in September and October and the first Saturday in November to canvass households to distribute information about our endorsed candidates for public office. The DFT must be represented as we live all over metropolitan Detroit. Let's show the AFL-CIO how the "Mighty DFT Does Our Thing!" Please fax in the "green sheet" from your building rep.

Let COPE join you for lunch. We can come to your worksite during lunch to talk about issues affecting our union. Fax a request form to the DFT office at 875-3511.

Christmas Bazaar — Shop early for the holidays. Vendors will display their Christmas wares on Saturday, Nov. 22 from 9 a.m. to 5 p.m. at the DFT office, 2875 W. Grand Blvd. Tables are available to vendors for \$50 each on a first come basis. For more info, call Sandra Ambrose, Samele Ambrose or Sidney Lee at 875-3500 ext. 779.

WHAT IS COPE?

COPE is an acronym for the Committee on Political Education. It is our union's voluntary bi-partisan Political Action Committee used for political and legislative activities. We hold politicians accountable at every level of government, and help our union build the political power to win strong contracts, better benefits and pass laws to protect our jobs.

Bennett School Opens After Fire



First grade teacher Radonna Foney and DFT President Virginia Cantrell help students work on a project the first day of school in the newly reopened Bennett Elementary School.

It's good to be home. That was the sentiment of Bennett Elementary School teachers on their first day of school. A Dec. 26 fire caused by construction work heavily damaged the building. The staff and students moved to Boynton Learning Center to finish the year.

"It's good to be back," said Marilyn Peoples, Bennett's physical education teacher. "I'm just so happy. They did a magnificent job."

Teachers and students came back to gleaming new hardwood floors in the entrance hallway, kindergarten and first grade rooms. High gloss paint, new tile and freshly coated lockers brightened the school.

First grade teacher Radonna Foney smiled in her renovated classroom. "I love it," Foney said. "I got the best room in the school."

Amid all the excitement over the refurbished school, several staff members didn't forget their Boynton colleagues.

"The Boynton staff and administration were so welcoming to us," said Barbara Kurpiel, teacher of speech and language impaired students. "They included us in everything. They got us books. They got us desks."

Kurpiel said she wants to shout out a huge thank you to the Boynton staff and administration. "I should put it on the sign out-doors."

★ Rookie Teacher Wins Award

★
Camille Burden grew up in the suburbs with college educated parents. The bilingual teacher didn't have the disadvantages that her students face.

Her parents held high expectations for her independence and education. They had regular family dinners with heated discussions. She went away to college, then further away for a job. She was able to study abroad and see interesting corners of the world.

So what makes her sympathetic toward students who don't have all that?

"My parents emphasized that sensitivity," Burden said. These days Burden is pouring that sensitivity and nurturing into her students and their parents at Logan Elementary School in southwest Detroit.

"Part of my role is not only to empower and advocate for my students but also for their parents," said Burden, a fluent Spanish speaker. "The main thing is to nurture quality relationships, to connect somehow with students."

For her impressive work, Burden was honored as 2008 Rookie Teacher of the



Spanish bilingual teacher Camille Burden, Regional Educational Service Agency

Year by Wayne RESA.

Burden's efforts go beyond the classroom. She enlists parents to heighten literacy in homes.

Even if a parent cannot read, the parent can tell a story.

Burden believes teaching is a strident advocate for students. It creates more work for her.

The 33-year-old credit her work she's done with her students' families. Her students' families are from Guatemala, Honduras, Dominican Republic and

In her first grade classroom, a majority of her students are from the majority of her students. At least 10 are reading with fluency.

Some day, Burden wants to see her students on a larger scale, perhaps at the college degree. She already has

Teacher makers



Burden won the 2008 Rookie Teacher of the Year Award from Wayne County (Wayne RESA).

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degrees in education administration and curriculum and instruction.

In the meantime, she tries to remember that some parents are intimidated by the school and teachers.

"You can still connect with parents to show them you care," she says. "The challenge is to get the parents to realize they can still do something at home."

Camille Burden's Wish List

1. Equity in education, the justice system, employment and housing.
2. Enforce a multi-lingual atmosphere for our kids. (In other countries, citizens know three or four languages).
3. Heighten the societal value of education.

Teachers Celebrate 30 Years of Special Olympics

Felicia Langford knows how important it is for students to get exposure to the world. For special education students, it's critical.

That's why Langford, a special ed teacher at Remus Robinson Middle School, gets her students out for Special Olympics outings whenever she can.

"The world does not revolve around Algonquin and Middlesex," Langford says. "Some of our students have never been off of the east side or west side. It gives them a chance to meet and greet."

Langford and special education teachers in DPS celebrated the 30 year anniversary of the Special Olympics program with an outing in June at the State Fair grounds.

Special Olympics has been an avenue for cognitively impaired students to maintain health and develop lifelong skills. The students participate in bowling, bocce, aquatics, gymnastics, track and field, and team hand ball events from October to June.

A highlight for Detroit students is the state games at Central Michigan University in Mount Pleasant. Some 32 area districts bring students for real competition.

Roger Rakowski, a teacher consultant and training director for Special Olympics, says the teachers incorporate adaptive physical education into Special Olympics. But the teachers agree an important benefit of Special Olympics is the social contact.

"They're going to places where they have to learn how to act," said Gladys Clark, a Robinson teacher. "We try to give them a taste of what the real world is like."



SPECIAL STUDENTS, SPECIAL TEACHERS – Detroit Public School special education teachers were out in force for the summer Special Olympics at the State Fair grounds in June.

NOTICE REGARDING UNION SECURITY AGREEMENTS AND AGENCY FEE OBJECTIONS

As a general matter, employees covered by a collective bargaining agreement containing a union security clause are required, as a condition of employment, to pay an agency fee equal to normal union dues. While the wording of these clauses is not perfectly uniform, none require more than the payment of this agency fee to retain employment.

Under the DFT's current policy on agency fee objections, employees who are not members of the union, but who pay agency fees, pursuant to a Union security clause, may request a reduction in that fee based on their objection to certain kinds of Union expenditures.

The policy provides an objection period each year roughly from December 1 to January 1 of the following year followed by a reduction in the objector's fee for the twelve months beginning January 1 of each year.

Briefly stated, the DFT's objection procedure works as follows:

1. The agency fee payable by objectors will be based on the DFT's expenditures for those activities or projects normally or reasonably undertaken by the Union to represent the employees in the bargaining unit with respect to their terms and conditions of employment.

Among these "chargeable" expenditures are those going for negotiations with the employer and employing departments, enforcing collective bargaining agreements, informal meetings with representatives of the employer or employing departments, discussion of work-related issues with employees, handling employees' work-related problems through the grievance procedure, administrative agencies or informal meetings and union administration. In the past, approximately 85 percent of the DFT's expenditures have gone for such activities. Reflected in this percentage is the chargeable portion of the affiliation fees (per capita) paid to AFT Michigan and the American Federation of Teachers (AFT).

Among the expenditures treated as "non-chargeable," which objectors will not be required to support, are those going for community service, legislative activity unrelated to wages, hours of working conditions of represented employees, certain public relations activities, support of political candidates, cost of affiliation with organizations (and unions) other than the AFT and AFT Michigan and members-only benefits. In the past, approximately 15 percent of DFT's expenditures have gone for such "non-chargeable" activities. The percentage of the AFT's expenditures on "non-chargeable" activities has been generally between 20-25 percent and 6 percent of the AFT Michigan's expenditures.

2. Objectors will be given a full explanation of the basis for the reduced fee charged to them. The explanation will include a more detailed list of the categories of expenditures deemed to be "chargeable" and those deemed to be "non-chargeable," and the independent certified public accountant's report showing the Union's expenditures on which the fee is based. Audited financial information relating to the chargeable, non-chargeable expenses of the AFT will be provided at the same time. Objectors will have the option of challenging the unions' calculation of the reduced fee before an arbitrator, pursuant to the AAA Rules of Impartial Determination of Union Fees. Details on the method of making such a challenge and the rights accorded to those who do so are found in the DFT's current policy on agency fee objections, a copy of which will be provided to objectors along with the explanation of the fee calculation.
3. Objections must be received by DFT between December 1 and January 1 of the following year. In addition, agency fee payers who are new to the bargaining unit may object within thirty days of receiving this notice, either in the new employee packet or in the Detroit Teacher (where necessary, retroactive to the commencement of their union security obligation and for the duration of the current agency fee year) and employees who resign union membership may object within thirty days of their resignation. Employees filing late objections for either of these two reasons should so indicate in their letter of objection.
4. The letter of objection should include the employee's name, address, and school at which employed. Objections must be sent to: Agency Fee Objection c/o DFT, 2875 West Grand Blvd., Detroit, MI 48202.

Grants

Math Teacher-Leaders

The National Council of Teachers of Mathematics (NCTM) offers grants for emerging teacher-leaders in elementary math. The purpose is to increase the scope of math content knowledge for an elementary teacher who has shown a commitment to learning and teaching. To be eligible, the applicant must have the support of the principal to become a math teacher-leader and be a current NCTM member. A maximum award is \$6,000. Deadline: Nov. 14, 2008. Contact 703-620-9840, ext. 2112 or email exec@nctm.org.

Youth Awards

Nestle is offering its Very Best in Youth awards to young people who demonstrate leadership that makes a positive difference in their communities. The purpose of the award is to showcase young people committed to their service projects. The program supports these young leaders by donating \$1,000 in the name of the winner to the charity of his or her choice. Deadline: Nov. 20, 2008. Contact: <http://www.nestle-very-bestinyouth.com>.

Carbon Footprints

Do Something, an organization that empowers young people to make positive changes in their world, is inviting middle and high schools to reduce their carbon footprint with its "Increase Your Green" competition. A \$1,500 grant will be awarded. Deadline: Dec. 8, 2008. Contact: <http://dosomething.org/increaseyourgreen>.

Arts and Humanities

The Airborne Teacher Trust Fund supports school arts and music programs that often get cut from school budgets. Airborne helps reinstate these programs in elementary and middle schools. Deadline: Oct. 31, 2008. Contact: <http://www.airbornetrust.com/index.aspx>.

We the People

The National Endowment for the Humanities (NEH) "We the People" program includes grants for the Picturing America School Collaboration. The program supports teachers and librarians with grants up to \$350,000 whose schools display the Picturing America images and make connections with courses in core curricula. These images from great American artists range from early American Indian artists to painters such as Mary Cassatt and Jacob Lawrence, photographers and architects. Deadline: Oct. 1, 2008. Contact: (202-606-8380) or http://www.neh.gov/grants/guidelines/PA_SCP.html.

Technology Award

Vernier and the National Science Teachers Association (NSTA) are offering awards for the most resourceful science

teachers in the nation. Seven \$3,000 awards will go to innovative science teachers from elementary to college level. Grants of \$1,000 are available. Deadline: Oct. 15, 2008. Contact: <http://www.vernier.com/grants>.

Music Foundation

The Guitar Center Music Foundation supports nonprofit music programs nationwide with grants up to \$5,000 to give more people the opportunity to experience the joys of music-making. Deadline: Ongoing. Contact: info@guitarcentermusicfoundation.org.

Educator Awards

The International Technology Education Association (ITEA) is looking for the technology educator deserving of the Pitsco/Hearlihy/FTE Grant. The grant honors a technology teacher at any grade level and encourages the integration of a quality technology education program within the school curriculum. Deadline: Dec. 1, 2008. Contact: (703-860-2100) or itea@iteaconnect.org.

Journalism Teachers

The Journalism Education Association (JEA) will recognize one journalism teacher, advisor or group for demonstrating commitment to cultural awareness and building a multi-cultural media approach with students. The person will be someone who has made strides in eliminating barriers of misunderstanding about cultural diversity in the scholastic media area. Deadline: Oct. 15, 2008. Contact: <http://www.jea.org/awards/diversity.html>.

Reading & Writing Teachers

The International Reading Association (IRA) is accepting proposals for the Regie Routman Teacher Recognition Grant for 2009. The IRA will honor through a \$2,500 grant an excellent elementary classroom teacher committed to improving teaching and learning about reading and writing. Eligible teachers must be IRA members and working in schools where at least 60 percent of the students receive free or reduced lunch. Deadline: Nov. 1, 2008. Contact: exec@reading.org.

Patriot's Pen Essay Contest

The Veterans of Foreign Wars & Ladies Auxiliary (VFW) is sponsoring the Patriot's Pen Youth Essay Writing Contest for students in middle schools. Students in grades six through eight may enter by writing an essay on this year's theme: "Why America's veterans should be honored." Entrants may win U.S. savings bonds ranging from \$1,000 to \$10,000. Deadline: Nov. 1, 2008. Contact: (816-756-3390 ext. 220) or swilson@vfw.org.

DETROIT FEDERATION OF TEACHERS

2008-09 SALARY SCHEDULE — 10 MONTHS (38 WEEKS)

2.5% AGREEMENT EFFECTIVE 07/01/08

Step	BACHELORS			MASTERS			MASTERS + 30			EARNED DOCTORATE		
	Annual	22 Pays	26 Pays	Annual	22 Pays	26 Pays	Annual	22 Pays	26 Pays	Annual	22 Pays	26 Pays
1	\$39,647	\$1,802.14	\$1,524.88	\$41,537	\$1,888.05	\$1,597.58	\$41,837	\$1,901.68	\$1,609.12	\$42,137	\$1,915.32	\$1,620.65
2	40,674	1,848.82	1,564.38	45,158	2,052.64	1,736.85	45,458	2,066.27	1,748.38	45,758	2,079.91	1,759.92
3	42,774	1,944.27	1,645.15	47,754	2,170.64	1,836.69	48,054	2,184.27	1,848.23	48,354	2,197.91	1,859.77
4	44,810	2,036.82	1,723.46	50,286	2,285.73	1,934.08	50,586	2,299.36	1,945.62	50,886	2,313.00	1,957.15
5	46,909	2,132.23	1,804.19	52,812	2,400.73	2,031.23	53,112	2,414.18	2,042.77	53,412	2,427.82	2,054.31
6	49,013	2,227.86	1,885.12	55,417	2,518.95	2,131.42	55,717	2,532.59	2,142.96	56,017	2,546.23	2,154.50
7	51,122	2,323.73	1,966.23	57,936	2,633.45	2,228.31	58,236	2,647.09	2,239.85	58,536	2,660.73	2,251.38
8	53,154	2,416.09	2,044.38	60,539	2,751.77	2,328.42	60,839	2,765.41	2,339.96	61,139	2,779.05	2,351.50
9	55,251	2,511.41	2,125.04	63,066	2,866.64	2,425.62	63,366	2,880.27	2,437.15	63,666	2,893.91	2,448.69
10	62,332	2,833.27	2,397.38	72,516	3,296.18	2,789.08	72,816	3,309.82	2,800.62	73,116	3,323.45	2,812.15
11	-----	-----	-----	-----	-----	-----	73,216	3,328.00	2,816.00	73,516	3,341.64	2,827.54

VARIOUS CLASSIFICATION RATES

2.5% Agreement Effective 07/01/08

Accompanist (38 Weeks)

Step	Annual	22 Pays	26 Pays
1	\$33,920	\$1,541.82	\$1,304.62
2	35,321	1,605.50	1,358.50
3	36,697	1,668.05	1,411.42
4	38,080	1,730.91	1,464.62
5	39,467	1,793.95	1,517.96

Counselor (Promoted) (38 Weeks)

Degree	Annual	22 Pays	26 Pays
Masters	\$73,916	\$3,359.82	\$2,842.92
Masters + 30	74,616	3,391.64	2,869.85
Doctorate	74,916	3,405.27	2,881.38

Work Study Assistant

Step	Annual	22 Pays	26 Pays
1	\$36,432	\$1,656.00	\$1,401.23
2	38,809	1,764.05	1,492.65
3	41,183	1,871.95	1,583.96

Assistant Attendance Officer

Step	Annual	22 Pays	26 Pays
1	\$15,387	\$699.41	\$591.81
2	15,698	713.55	603.77
3	16,012	727.82	615.85
4	16,324	742.00	627.85
5	16,637	756.23	639.88
6	16,948	770.36	651.85
7	17,261	784.59	663.88
8	17,573	798.77	675.88
9	17,791	808.68	684.27

JROTC Assistant Instructor

Months	Annual	22 Pays	26 Pays
10	TBD		
12	TBD		

JROTC Instructor

Months	Annual	22 Pays	26 Pays
10	TBD		
12	TBD		

HOURLY CLASSIFICATION RATES

2.5% Agreement Effective 07/01/08

Job Description	Degree	Step	Hourly
Accompanist			\$25.72
Adult Education - Teacher	Bachelors	1	28.90
		2	31.21
		3	32.75
Adult Education - Teacher	Masters	1	31.92
		2	34.70
		3	36.70
Adult Education - Teacher ES			28.90
Adult Education - Teacher-in-Charge	Bachelors	1	30.83
		2	33.29
		3	34.94
Adult Education - Teacher-in-Charge	Masters	1	34.06
		2	37.03
		3	39.13
Assistant Attendance Officer			12.18
Compact Technician			22.51
Counselor			28.90
Educational Technician			22.51
Psychologist			28.90
Registered Nurse			28.90
School Social Worker			28.90
Special Instructor			28.90
Teacher			28.90
Teacher-in-Charge			30.83
Work Study Assistant			28.50

WORKSHOP RATES

Assistant Attendance Officer	\$10.04
Teacher	23.82
Technicians (Compact & Educational)	12.73

SUBSTITUTE SERVICE RATES

2.5% Agreement Effective 07/01/08

Pay Class	Daily Rates
Substitute I	\$116.00
Substitute II	116.00
Substitute III	145.04

INTERSCHOLASTIC PROGRAM

2.5% Agreement Effective 07/01/08

Description	Rates Per Season
Academic Games	\$2,828
Baseball Coach	2,828
Basketball Assistant Coach	2,358
Basketball Head Coach	4,006
Cheerleader Coach	4,006
Cross Country Coach	1,884
Dance Teacher	2,828
Drill Team Leader	2,828
Field Hockey Teacher	2,828
Football Assistant Coach	2,358
Football Head Coach	4,006
Golf Coach	1,884
Music Education	2,828
Softball Coach	2,828
Swim Coach	2,828
Tennis Coach	1,884
Track Coach	3,302
Volleyball Coach	2,828



Stories Help Children Understand Respect

By Ron Seigel

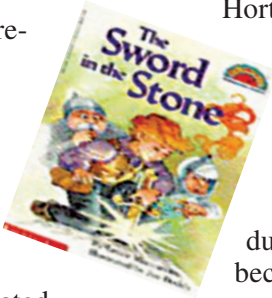
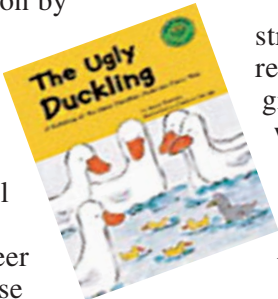
Many great children's stories deal with respect. In telling the stories, keep in mind that children have a special concern about respect. Some psychiatrists note that children face disrespect from many adults.

Dr. Thomas Harris went one step further, noting that even in the best environments, it is difficult for children to respect themselves, because they are smaller, relatively weak and helpless, and lack knowledge and experience for dealing with a complicated world.

Often children relieve their feelings of humiliation by humiliating others. Many students (such as the class clown or the school bully) are trying, through disrespectful behavior, to gain respect from their peer group. For all of these reasons, children often identify with those who face disrespect.

Many fairy tales and fables deal with individuals who have had the most crushing experiences of disrespect.

- A girl subjected to continual humiliations in her own family, where she is treated as a servant and given the mocking nickname "Cinderella."



- A boy considered so stupid his family called him "Simpleton."
- A duckling rejected because he is considered ugly.
- A reindeer named Rudolph, scorned, insulted and ostracized because he has a physical characteristic that makes him different (a red nose).
- A mouse mocked because he says some day he will do something for the lion, when it is obvious he is too small and weak to aid someone so mighty.
- A little boy named Arthur dominated by his elder brother, who pulls out a sword from a stone and becomes the King of England.

These stories also demonstrate how individuals are denied respect for foolish reasons. The giant Jack seems to disrespect those who are smaller (just as children are smaller in a world that seems to them gigantic).

Some are denied respect because they are true to their values, like an elephant named

Horton who is mocked for respecting a trust given to him (a good example of resisting peer pressure).

A beast, a frog and a duckling face disrespect because of their appearance. On the other hand, Cinderella is disrespected because her stepmother and step sis-

ters are jealous of her beauty. In the poem, "Rudolph, the Red Nosed Reindeer," the hero is ostracized because he looks different and it is assumed that what is different must be bad (a good commentary on the origins of racial prejudice).

Stories show disrespect often arises from a lack of vision. The heroes and heroines who overcome disrespect can serve as models of how to deal with it.

The Emperor's New Clothes is unique in that it encourages children to respect their own insights. While everyone else was intimidated by the swindlers, a little child was able to recognize and reveal the emperor had nothing on.

Ron Seigel is a freelance writer based in Highland Park, MI and director of the Respect Month Committee.

Lack of Respect is Root of Negative Behavior

By Ron Seigel

Youngsters with negative behavior — class disruption, teasing, bullying, or vandalism — are obviously showing a lack of respect. Often though, through this very disrespect, they are seeking respect from their own peer group.

They seek respect by taking it from others. Columbine style massacres represent crimes of respect, where people feel they have been denied respect and try to regain it by the ultimate disrespect toward other people's lives, their existence, their very being.

Can teachers get kids to give others the respect they so desperately want for themselves, to stand tall and help others stand tall instead of trying to stand tall by putting others down?

October has been proclaimed "Respect Month," a time for adults with influence over young people to talk to them about respect. The Respect Month Committee will mail free suggestions on ways teachers can bring out areas of their subjects that inherently deal with respect. Elementary school teachers can tell students stories that teach respect. For more information, write the Respect Month Committee at P.O. Box 31040, Detroit, MI 48203 or call (313) 866-1970.

Detroit Federation of Teachers 2008 Calendar for Biennial Election of Officers, Executive Board Members and Trustees	
Date of Nominations	
September 11 (Thursday)	Membership Meeting. Nominating Procedures and Schedule of appropriate dates announced. Placed on DFT Web site, <i>Detroit Teacher</i> and sent to schools.
September 22 (Monday)	Open Nominations. (See excerpt from Bylaws, Article VI, Sec. 3(b) for form). May be mailed to Election Committee, P.O. Box 02010, North End Station, Detroit, 48202. Must be in Election Committee's P.O. Box by 4:00 p.m., October 9, or hand delivered to the Election Committee at the October 9 Membership Meeting.
October 9 (Thursday)	Membership Meeting. List of nominees posted and additional nominations will be accepted from the floor. NOMINATIONS CLOSED as last order of business.