



Fall 2009

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Remember the *TELL* Survey? The results are in, and all of our schools received an individual report because of our great participation! Have you seen yours? If not, check with your AR for your code. Get involved in your school

## At press time. . .

### Membership Renewal

Please turn in your membership forms to your AR or Patty Thayn at SES as soon as possible. Be sure you have signed the continuing membership agreement so you don't have to worry about these forms ever again. And thank you for helping us with this time-consuming process.

Membership is everyone's business. The more members we have, the more we work as a collective voice for teachers. Please talk to your colleagues about joining!

Ask a Member.

. . .

Norm Bolitho

## Updating our members

### District Policies

Want to know about sick leave, evaluation procedure or other policies in RFSD?

Here's how to find them:

Go to [www.rfsd.k12.co.us](http://www.rfsd.k12.co.us) and click on "Staff."

Click on "Policy Manuals."

Click on "Section G-Personnel."

All of the policies will download in .pdf format on your computer.



### Don't be fooled!

Membership in RFCEA is membership in your professional organization. We are the only organization that represents edu-

group that wants to hear your voice. You may hear about other groups that offer to take your money in exchange for liability coverage. Don't be fooled! Liability insurance (one of the great benefits of RFCEA membership) is not the same as legal coverage (also a great benefit of RFCEA membership and not offered by other groups). When teachers need help, it is usually legal coverage they need. Please ask your AR or RFCEA officers if you have any questions.

### **Member Benefit**

## Why I am a member. . .

As a student teacher under Cathy Zippert I didn't have a chance not to be a member of RFCEA. At the time, she was the president of the association and she told me I was going to be a member, like it or not. Fourteen years later I thank Cathy everyday for getting me started in RFCEA.

There are many benefits of being a member. First, you have a voice in the district during our interest based bargaining process on salaries, benefits, and working conditions. As the district administration begins working

representation by full time attorneys trained in labor and school law. Most of us never have to worry about such things, but given the world we live in today our members can feel secure knowing they have a competent legal team behind them if needed.

Also, as a member, you have a political action team lobbying for programs that support public education at the state and national level. These lobbyists work very hard to get reforms passed and to fight legislation that could be