



THE OBSERVER

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JANUARY 2015

DATES TO REMEMBER:

GSD SCHOOL BOARD MEETING - FEB 3 7:00 P.M.

FEBRUARY AR MEETING CANCELED DUE TO PARENT/TEACHER CONFERENCES.

GEA RETIREMENT SEMINAR, JANUARY 22 5:30 - 8:30 P.M. TAYLORSVILLE HS

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President's Reflections

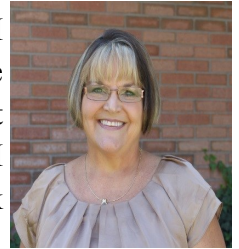
HAPPY NEW YEAR!

I can't think of anything I like better than new years and fresh starts. Personally, I am truly looking forward to the end of term and the beginning of a new semester.

I hope you have made some New Year's Resolutions that are realistic. For example:

1. Get your work/life in balance. Make sure you take time for you and leave work at work as much as possible.
2. Work smarter not harder; use the tools the District has provided and ease up on some of that pressure you put on yourself.
3. Don't let administration and school policies get you down. There is nothing you can do to change those policies that are causing such stress—unnecessary meetings or mounds of paperwork—so try to take a Zen approach about the situation rather than letting that stress-related mood affect you and your classroom. (Let GEA fight the fight for you.)
4. Take care of yourself physically. Make time to eat better, exercise, and put work into its proper place. This will help you have a happier and more productive new year.

Susen Zobel, GEA President



Having said this, I know you feel like saying, "Sure, that sounds good, but I have so much work to do." Remember, there are many ways to assess and to grade assignments. Many work checks and understanding assessments can be done quickly and painlessly instead making sure every single paper gets your attention.

The health and welfare of our members is very important to GEA. We see so many people whose lives have become too stressful to manage due to the pressures of their personal lives and the increased load in the workplace.

Despite how dedicated you all are, no job is worth the loss of your health!

~Susen

Teacher New Year's Resolution #1--
I will not let papers sit ungraded until the stack becomes an overwhelming monster on the corner of my desk.



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ADVICE FROM YOUR ADVOCATES

GEA Directors, Star Orullian and Nikki Peterson



Star Orullian



Nikki Peterson

What Does *UniServ* Mean?

The foundation of the Association, the UniServ program, was begun in the early 1970s by NEA to improve the delivery of services directly to members in the NEA locals. The word *UniServ* stands for Unified Staff Services. Our organization, the United Education Profession (UEP), has three levels.

Members in Utah are organized as local affiliates of UEA-NEA. Local affiliates are grouped into regional areas called UniServ Units. Each UniServ unit has at least one professional staff member called a UniServ Director (using 1,200 members as a base for each director), and one associate staff member. All staff members support the local affiliate (GEA) by working directly with local leaders and members. Funding for UniServ units to employ staff, have access to an office, and conduct programs is provided by UEA and NEA and by members' dues.

The Association is strengthened further because state and national programs and staff are the support for the UniServ system. Part of this support is financial. Both UEA and NEA return members' dues to the locals through UniServ subsidies. **This money, along with Local dues, is used by the locals in their UniServ units to employ UniServ staff, finance an office, and carry out the activities necessary to serve our members. The UniServ is a pro-**

gram delivery service to all members in the United Education Profession, which includes NEA and UEA. The UniServ is the life blood to all UEP members. The UniServ staff is readily accessible, well trained, and knowledgeable in all program areas of our profession.

In Granite, Star Orullian and Nikki Peterson are employed by GEA as our UniServ Directors and advocacy specialists. Granite's Administrative Assistant is Mary Jones. These folks can be reached by calling 801-266-4411.

The Granite Education Association appreciates all our members who support the work of GEA through their member dues. You make the work possible. Thank you!

Teacher New Year's Resolution #4--I will submit my lesson plans on time, every time. Oh, and make sure to include those objectives!



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Benefits Corner

Carl Sundell, GEA Board of Directors

RETIREMENT STIPENDS

How do I qualify for this benefit?

To qualify for Granite Benefits, educators must retire under the Utah Retirement Systems (URS) and have served 10 years in Granite School District. Those who retire under the provisions of the Utah School Employees Retirement Act shall be eligible for the following additional district retirement benefits unless dismissed for cause:

- $.005 \times \$65,052 = \325.26
 - $325.26 \times 30 = \$9,757.80$
- Additional \$2,227.60 on the upper lane.
Additional \$2,657.20

Contract Language

One half of one percent (.005) times the final base salary (current teacher’s salary) times the number of years of service (full credit for teaching or administrative work as defined in the current teacher’s salary schedule plus one half year’s credit for a full year of teaching or administrative work in other Utah school districts only).

Let’s look at an example from this year!

For a person on the Bachelor Lane and 30/35 years

- $.005 \times \$49,868 = \249.34
- $\$249.34 \times 30\text{yrs} = \$7,480.20$
- $\$249.34 \times 35\text{yrs} = \$8,726.90$

For a person on the Masters Lane + 40 and 30/35 years

Will I be taxed on the Money I receive from this benefit?

GEA has negotiated to have your funds deposited directly into a 403-B account. It is not until you withdraw the funds that they will be subject to income taxes. This process saves you money because the funds are not subject to Social Security taxes. (GEA is always looking to improve your benefits.) You can leave them in this account, move them to another account, or simply withdraw them.

Will this benefit be there when I retire?

GEA has negotiated this benefit for you. GEA negotiates every year to protect this benefit and all of the other benefits we have secured for you. The funds for this benefit are sound according to the actuaries. This means it is not just a promise; the money already exists! **GEA has and will continue to fight to protect this benefit!**