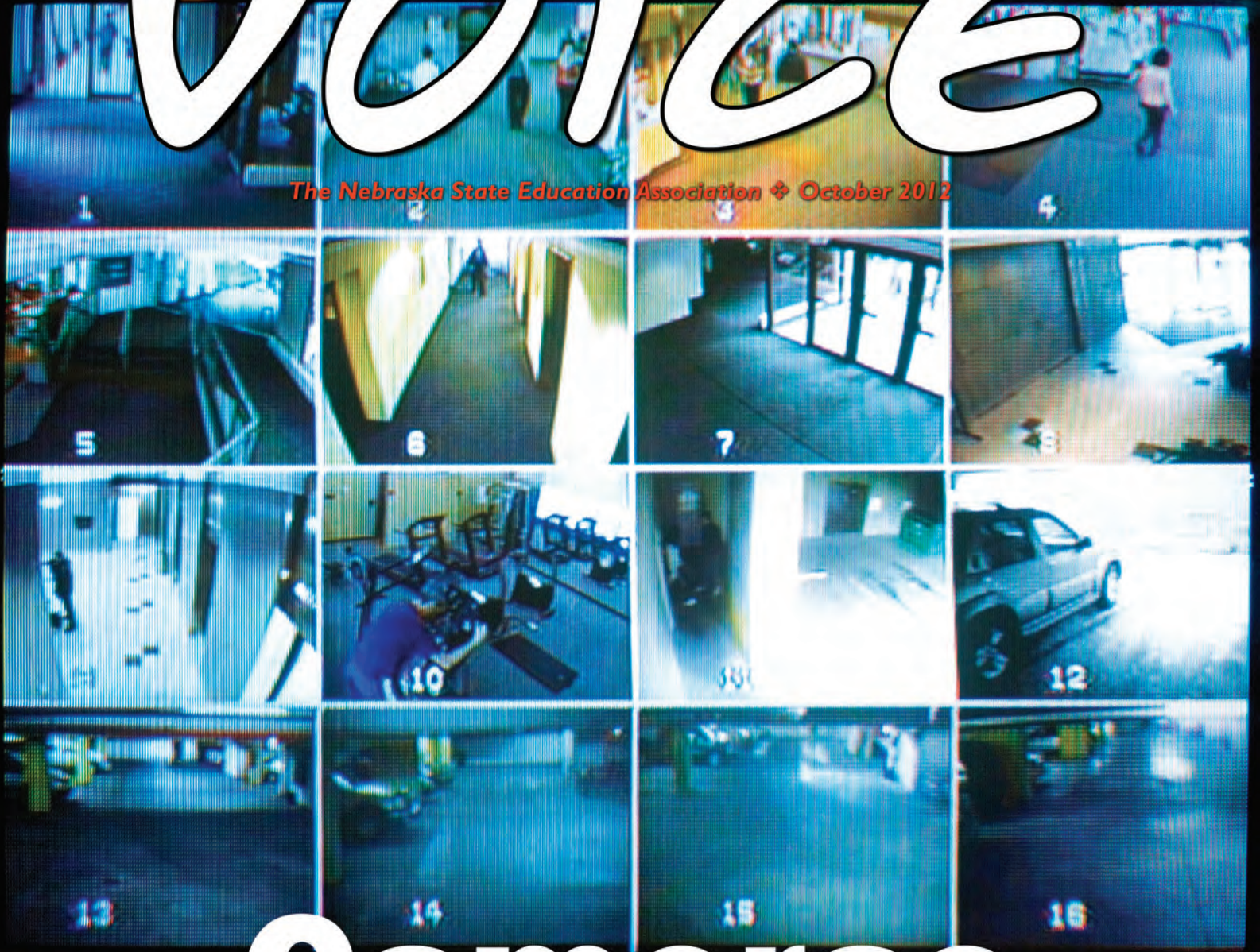


THE

VOICE

The Nebraska State Education Association ✦ October 2012



Cameras *in the* Classroom

'You have to live your life as if the whole world is watching, because it might be.'

Upcoming Assignments

Oct. 19-20

Advocacy Conference: Grand Island Edition

■ **What:** New bargaining statutes are in effect. learn what they mean for your local. This is a must for local association negotiators.

■ **Details:** Watch www.nsea.org for details, or check with your UniServ director at 1-800-742-0047.

Nov. 3

Advocacy Conference: Scottsbluff Edition

■ **What:** The same as above, conveniently located a little closer to home for NSEA's westernmost members.

■ **Details:** Call your UniServ director at 1-800-742-0047.

Nov. 6

General Election

■ **What:** Winners of the May Primary Elections square off. Remember to vote, and to consider a candidate's education platform when casting your ballot!

Nov. 11-17

American Education Week

■ **What:** See story on this page, and plan to celebrate public education in your school!

Plan Now for AEW!

American Education Week is Rapidly Approaching; Celebrate at Your School!

American Education Week — Nov. 11-17 — presents all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education.

The weeklong celebration features a special observance each day of the week. They include:

■ **Monday, Nov. 12:** Veterans Day.

■ **Tuesday, Nov. 13:** Parents Day.

■ **Wednesday, Nov. 14:** Education Support Professionals Day.

■ **Thursday, Nov. 15:** Educator for a Day.

■ **Friday, Nov. 16:** Substitute Educators Day.

President Barack Obama has reaffirmed the importance of education both to our nation's core values and to

our future success by signing a proclamation for American Education Week.

The presidential proclamation reads, in part: "Education has always been central to ensuring opportunity, and to instilling in all our citizens the

defining American values of freedom, equality, and respect for one another. Our Nation's schools can give students the tools, skills, and knowledge to participate fully in our democracy, and to succeed in college, career, and life. This week, let us reaffirm the importance of education and recognize that we all share in the responsibility to educate our

AEW Grants Available

Consider this your call to action: teachers and administrators who invite aspiring educators, community leaders, parents and friends into their classrooms as "shadow teachers" during American Education Week are eligible for grants from The Richard W. Riley College of Education and Leadership at Walden University. The college will award \$25,000 in grants to preK-12 schools that host Educator for a Day events on Thursday, Nov. 15. For details, visit:

www.WaldenU.edu/educatorforaday

students."

The U.S. House of Representatives has also issued an American Education Week Proclamation.

The first observance of American Education Week occurred Dec. 4-10, 1921, with the NEA and American Legion as the cosponsors. A year later, the then U.S. Office of Education joined the effort as a cosponsor, and the PTA followed in 1938.

On the Cover: Are there school district cameras in your building's hallways or classrooms? Do your students record your classroom activities? Learn more about this issue of concern for all educators on

Page 12.



Nebraska State Education Association
605 S. 14th Street
Lincoln, NE 68508-2742 • www.nsea.org
(402) 475-7611 • (800) 742-0047

Volume 66, No. 2
ISSN Number: 1085-0783
USPS Number: 000-369

Great Public Schools For Every Child

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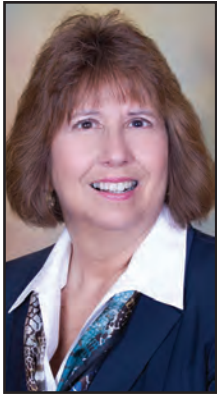
Official publication of the Nebraska State Education Association, Suite 200, 605 South 14th Street, Lincoln, NE 68508-2742. Periodical postage paid at Lincoln, NE, and additional mailing offices. Postmaster: send address changes to The Voice, NSEA, 605 S. 14th Street, Lincoln, NE 68508-2742.

Published and mailed 6 times yearly according to this schedule: September, October, November, February, April and August. Published online in December, January, March and May.

Payment of annual NSEA membership dues entitles Nebraska educators to receive The Voice. Total cost of producing 10 monthly issues of The Voice each year is about \$2.63 per member.

Advertising rates of The Voice are available from the assistant communications director. All advertisements and advertisers are screened prior to publication. Appearance of an advertisement in The Voice does not necessarily imply NSEA endorsement of either the product being advertised or the views being expressed.

The Scars of Bullying



**NSEA President
Nancy Fulton**

“
In 2008, the legislature passed a law that requires Nebraska school districts to have anti-bullying policies in place. The question is this: Has that legislation really changed the landscape?”

It is a simple statement of fact to say that educators care about children. They also care deeply about the continuing battle to end bullying.

While such behavior may target a small segment of children, the truth is that bullying affects all students. Bullies, their victims and witnesses are all scarred by such actions.

Aside from the serious physical and emotional abuse inflicted by bullying, there is another concern. We all know there is increased emphasis on student achievement and teacher and school district accountability. As a 34-year classroom teacher, I'm concerned that bullying that takes place in school buildings, off school grounds before and after the school day, and online in the form of cyberbullying or sexting, has serious implications for student achievement.

Students under stress, students walking the halls in fear, students who miss school will not fare as well in the classroom as they otherwise might.

Research shows nearly 30 percent of school-aged children are victims of bullying each month. Many of these students will experience academic, interpersonal, and physical and mental health problems as a direct consequence. So what is bullying and what is the difference between bullying, teasing and normal conflict? When does good-natured horseplay turn into bullying behavior?

The Good News

Students are more likely to bully victims in the elementary grades. Surprisingly, bullying typically decreases through the middle school and high school years. Temper that fact, however, by understanding that the older the child gets, the more reluctant they are to report bullying – especially boys. Sadly, 50 to 75 percent of our children do not report bullying to school personnel at all. Thus the need for educators to be ever-vigilant on school property.

Another hard-to-swallow fact: Bullied students who try to handle the situation by themselves are more likely to fall behind in their schoolwork, get sick and miss school. Bullied students are also more likely to consider dropping out of school. In extreme and tragic cases, we all know that some victims of bullying will try and, sadly, succeed, at suicide.

The good news is that bullying has dominated

headlines lately, brought to the fore by high profile bullying and cyberbullying cases. Despite the media frenzy around events such as school shootings, suicides and filmed beatings on YouTube, there is no definite evidence that the level of bullying is greater today than 10 years ago. There is also a greater awareness about the seriousness and consequences of bullying as portrayed in the documentary *Bully*, which includes scenes filmed in Iowa.

With the growing profile of the bullying issue, it may be time to review the policies adopted by Nebraska school districts. In 2008, the legislature passed a law that requires Nebraska school districts to have anti-bullying policies in place. The question is this: Has that legislation really changed the landscape?

Safe and Caring

In May, the National Education Association promoted Stand4Change Day. The event pointed attention to anti-bullying efforts and to positive peer pressure.

Delegates at NSEA's 2012 Delegate Assembly took action and promoted the effort by adopting a New Business item in support of Stand4Change. Bullying, delegates said, should not be tolerated anywhere in our society.

Educators and education personnel at all levels know it takes action and sometimes courage to confront bullies, to stand up for the victims of bullying. Creating a safe and caring place to live, work and learn involves a comprehensive and ongoing effort by us all. Every school district employee must be trained and ready to respond appropriately and immediately to deal with the issue wherever and whenever it occurs.

One resource at your disposal is NEA's Campaign Against Bullying. The program will provide resources that will help you put an end to bullying at your school. Find those resources at:

www.nea.org/bullyfree

Additionally, there is a set of comprehensive Bullying Prevention Training Modules at:

www.StopBullying.gov

Join me in the ongoing effort to change our attitudes and culture. Together, we can heal the scars of bullying, and raise achievement as well.



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An Auto Opportunity

Fleet Pricing Pact Will Save You Money!

NSEA Members Earn Great Discounts with Toyota, Husker Auto

The Nebraska State Education Association has entered into an agreement with Old Mill Toyota that will allow NSEA members to purchase new cars at pre-arranged, fleet corporate pricing, which falls below dealer cost.

The agreement covers all makes and models of the Toyota brand. Through an Old Mill Toyota sister company, Husker Auto Group, NSEA members will also have access to a similar pricing structure for all makes and models of automobiles in the GMC, Cadillac, Chevrolet, Mercedes Benz and BMW product lines.

Under the agreement, NSEA members will purchase at the pre-arranged, fleet corporate pricing, which is considerably less than the manufacturer's suggest retail price, or the "window sticker price" that customers see on dealership lots.

There is another great aspect of the

arrangement, as well: NSEA members will also get any incentives being advertised at the time of sale. For instance, if Toyota offers a \$500 cash back incentive, or zero percent financing at the time of purchase, NSEA members earn those price benefits on top of the fleet pricing. Standard military and recent graduate discounts will also apply.

Fricke said the prearranged pricing promises to be equally strong among all brands offered through Old Mill Toyota and Husker Auto Group. All an NSEA member needs do is show proof of membership – NSEA's current membership card, for instance – at the time of purchase.

Discounts may also be available on pre-owned automobiles, he said.

Old Mill Toyota is at 108th and West Dodge Road in Omaha; Husker Auto Group is located just south of Interstate 80 on N. 27th Street in Lin-

coln.

To learn more, or to begin the purchase process, e-mail Fricke at:

jfricke@employerprice.com

How to Save

NSEA members interested in saving on the purchase of a new vehicle through Old Mill Toyota or Husker Auto Group **must** contact Jason Fricke, corporate and business sales representative for Old Mill Toyota. Fricke can be reached at 1-402-718-8746, or through his e-mail at:

jfricke@employerprice.com

Members who contact either dealership through the respective website or business telephone lines will not receive the fleet pricing advantage.

Have You Married or Changed Address?

Have you moved? Have you changed your name by marriage? Are you planning to move?

If so, you can update your Association membership information online.

How? Log on to the NSEA web site and click on the 'For Members' button on the left side of the screen. Then click on the 'Members Only' link and look for the 'Member Update' icon in the center of the next screen, and follow directions. Keep your issue of The Voice near, as the mailing label includes your membership number, used to access your information.

The NSEA web site is at:

www.nsea.org

OEA Members: Oct 11 Is Near

Don't Forget: Cast Your Ballot in Certification Election

Eligible employees of the Omaha Public Schools, including all members of the Omaha Education Association,

are in the midst of balloting to determine whether to certify the OEA as the permanent and exclusive collective bargaining representative in contract talks with the OPS Board of Education.

In late September, the CIR mailed ballots to all eligible members of the bargaining unit. Inside the envelope from the CIR was a ballot, an envelope in which to place the completed ballot, and a postage-paid envelope to use to return the ballot to the CIR.

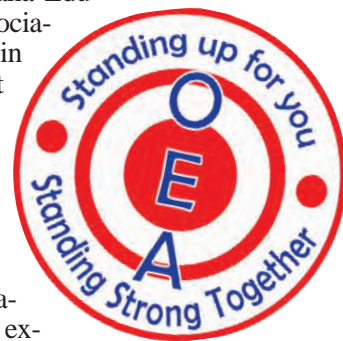
Ballots must be postmarked no later than Thursday, Oct. 11, or they will not be counted.

NSEA President Nancy Fulton urged all OEA members to remember to vote.

"It's crucial that all OEA members take a few moments to cast a ballot in this election," said Fulton. "That simple action will ensure that OEA is able to bargain salaries and benefits for years to come. It will also help to streamline the bargaining process as OEA will not have to formally request recognition as the bargaining unit representative in future years."

Fulton said all members of the bargaining unit should participate.

"Voting in favor of certification is one more step in securing your right to bargain for better salaries, better benefits and better working conditions," she said.



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No Surprise: ESPs are Underpaid

NSEA Survey Finds Many ESPs Don't Earn a Living Wage

An NSEA survey that reviewed the salaries of education support professionals (ESPs) in 18 Nebraska school districts has confirmed what association leadership, staff and members have long suspected: ESPs who are trying to raise a family are often earning a salary that falls below the living wage level.

The survey compared wages in those 18 school districts to those listed on the Living Wage Calculator, Community Economic Toolbox and Poverty in America websites. The Living Wage Calculator website, for instance, defines that a single adult living in Nebraska must earn at least \$7.06 an hour to meet "living wage" standard. That same adult would need to earn at least \$14.11 an hour to add a child to the mix, and \$18.30 an hour to support a spouse and child. A family of four would need an hourly wage of at least \$24.02 to meet the living wage standard.

Compared to the Living Wage Calculator website, most Nebraska ESP's do not earn enough to support more than themselves and one other adult or child. That makes it a necessity to have at least two incomes to support a family above the poverty level.

...most school cooks and para-professionals are earning only enough to support themselves; they do not make enough to support either a spouse or child, much less a spouse and child.

Further, most school cooks and para-professionals are earning only enough to support themselves; they do not make enough to support either a spouse or child, much less a spouse and child. Most para-professionals work only part-time, and thus do

not receive benefits such as paid vacation or health insurance.

"I think the data validates what we think we know about ESPs. The survey data is not complete, but the BLS and living wage data confirm our predictions," said Larry Scherer, NSEA's director of research. Scherer worked with Nebraska Wesleyan University senior Ryan Coufal, Seward, who collected and compiled the data.

The 18 school districts that responded to the survey request ranged from large to small, rural to suburban.

The survey will create a database and will provide more information for members on ESP salaries. The process will also result in online posting of negotiated agreements for ESP bargaining units, where they exist.

The association's ESP Committee, chaired by Omaha's Rebecca Marks, requested the survey.

Millard Student a Winner in Buffett Challenge

When a Millard student was rewarded with a cash prize and a visit with billionaire investor Warren Buffett, fifth grade teacher and NSEA member Denese Kully stood by his side as a teacher, coach or mentor who inspired him.

Russell Middle School sixth grader Jake Madsen was a finalist in Buffett's Secret Millionaire's Club 'Grow Your Own Business Challenge' and as such earned \$500. In an unexpected move, Buffett also presented each finalist with 10 shares of Berkshire B stock.

The challenge encouraged students to develop business ideas for products or services; set up a business finance plan; and then design, name and market the business. As a final step, Buffett asked participants to talk about how their new business would give back to the community.

Madsen designed a mobile paper shredding company after his father mentioned that he had forgotten to take old files to the shredder. Madsen said he would start with a full-size three-wheel bike and small trailer to pull a portable shredder, extension cords and trash bags. After plugging into the customer's electricity, he would shred papers on site.

Madsen had a sign on the bike's basket that has the face of Teddy Roosevelt and the words 'Teddy Shreddy,' he said.



Hanging out with Mr. Buffett: Omaha student Jake Madsen, and his teacher, Denese Kully, right, pause for a photo with billionaire Omaha investor Warren Buffett.

More than 3,000 kids from all over the country submitted business plans. The finalists, five individuals and three teams, presented ideas to Buffett. To see a list of all the finalists, visit:

www.smckids.com

Reading, Math Grants Available

Consider seeking grant dollars from these sources, compiled by the Public Education Network:

Reading

The International Reading Association Teacher as Researcher grants support classroom teachers who undertake action research inquiries about literacy and instruction. Maximum award: \$4,000. Eligibility: All applicants must be members of the International Reading Association (IRA) and practicing pre-K-12 teachers with full time or permanent half time teaching responsibilities (includes librarians, Title I teachers, classroom teachers, and resource teachers). Classroom teachers will be given preference.

Applicants may apply as a collaborative group or individually. Deadline: Nov. 1, 2012.

www.reading.org/Resources/AwardsandGrants/research_teacher_as_researcher.aspx

Math

The National Council of Teachers of Mathematics Professional Development Grants for Grades PreK-5 Teachers support professional development to improve the competence in the teaching of mathematics of one or more classroom teachers.

Maximum award: \$3,000. Eligibility: current (as of Oct. 15, 2012) Full Individual or E-Members of NCTM or teachers at a school with a current (as of Oct. 15, 2012) NCTM Pre-K8 school membership currently teaching at the grades PreK-5 level and with three or more years teaching experience. Deadline: Nov. 9, 2012.

www.nctm.org/resources/content.aspx?id=1312

Miscellaneous

National Gardening Association Youth Garden Grants provide support to schools and community organizations with child-centered garden programs. Priority will be given to programs that emphasize one or more of these elements: educational focus or curricular/program integration; nutrition or plant-to-food connections; environmental awareness/education; entrepreneurship; and social aspects of gardening. Maximum award: gift cards valued at \$1,000 and educational materials from NGA. Deadline: Dec. 3, 2012.

grants.kidsgardening.org/2013-youth-garden-grant-award

The Public Education Network Weekly NewsBlast is a free electronic newsletter featuring resources and information about public school reform, school finance and related issues.

For a NewsBlast subscription, go to the website and follow the instructions in the lower left-hand section of the homepage. The site is at:

www.publiceducation.org

NEA Grant Deadline Near

Earn an NEA Foundation Grant of up to \$5,000

Three times each year, the NEA Foundation awards nearly 200 grants to educators across the country in support of efforts to close the achievement gaps, develop creative learning opportunities for students, and enhance professional development.

The deadlines for those grant applications fall on Oct. 15, Feb. 1 and June 1. The grants fall into two categories:

Student Achievement Grants come in either \$2,000 or \$5,000 and should be used to improve the academic achievement of students in public schools and public higher education institutions in any subject area(s). The proposed work should engage students in critical thinking and problem solving that deepen their knowledge of standards-based subject matter. The work should also improve students' habits of inquiry, self-directed learning, and critical reflection.

Proposals for work resulting in low-income and minority student success with honors, advanced placement, or other challenging curricula are particularly encouraged.

Learning & Leadership Grants support public school teachers, public education support professionals and/or faculty and staff in public institutions of higher education for one of these two purposes:

Grants to individuals for participation in high-quality professional development experiences, such as summer institutes or action research.

Grants to groups fund collegial study, including study groups, action research, lesson study, or mentoring experiences for faculty or staff new to an assignment.

The Learning & Leadership Grants amount is \$2,000 for individuals and \$5,000 for groups.

Applications for both grants are available online. For details, go to the NEA Foundation website at:



www.neafoundation.org

Food for Thought

Educators: Food for Thought is an entertaining animated video teaching fourth-graders about how Nebraska hog farms do business. Along the way, students learn about economics, marketing, science and conservation, helping you meet certain NDE standards. The **Food for Thought** package includes a complete lesson plan and a real-life video shot at a Nebraska pig farm.

Provided **FREE** to Nebraska educators by the Nebraska Pork Producers Association and the Nebraska Soybean Board.

Quantities are limited. Order online NOW at
<http://brokawmarketing.com/food-for-thought>



Encouraging discussion: NSEA and Norfolk City Education Association member Debra Holland helped to lead the discussion at a luncheon of local merchants and educators. Holland said she purchased a new car in Norfolk, largely because of the convenience, the price and the long-term benefits it would provide to her community.

‘Local First’ Says Norfolk

Educators Encourage Buying Goods, Services from Norfolk Area Businesses

Buying goods and services from local retailers stimulates the local economy. That was the clear message the members of the Norfolk City Education Association sent this past summer with a Local First: Norfolk campaign.

The campaign encouraged area residents to shop with local merchants and retailers.

The NCEA campaign kicked off with a luncheon attended by more than 70 local merchants, city leaders and officials. Among nuggets spotlighted during the luncheon: Every dollar spent on public education locally generates an additional 81 cents in the local economy.

NCEA members and NSEA Vice President Leann Widhalm told the crowd that the Norfolk Public Schools and four nearby districts – Battle Creek, Madison, Stanton and Pierce – have a combined \$15.6 million annual payroll for teachers, generating \$28.2 million in economic activity for Norfolk businesses. That doesn’t include the resulting sales tax revenue that helps to support the City of Norfolk and other area communities.

Widhalm said that clearly indicates that dollars spent on education are dollars spent wisely.

“Good schools,” she said, “result in thriving communities.”

NSEA President Nancy Fulton agreed.

“The message is that true, long-term economic prosperity results from long-term investment in public schools, communities and small businesses,” said NSEA President Nancy Fulton.

Investment in Schools

Investment in public schools is the basic push behind the Lo-

cal First campaign, funded through an NEA pilot program on taxation, economic development and funding of schools (TEF) grant. In addition to Norfolk, local associations in Omaha, Gering, Grand Island and Lincoln received TEF grant monies for similar programs. That involvement means that each local will eventually initiate similar conversations around the economic health of their communities, schools and small businesses.

Video Spotlight on Merchants

As part of the luncheon, Norfolk middle school students played videos they had created about four local businesses. The students interviewed business owners, told the story of each enterprise and asked owners about the importance of buying locally. The videos are at:

<http://bit.ly/localfirstnorfolk>

“Clearly, investing in our schools is an investment in our community. There is little doubt that a strong economy begins with a strong, educated workforce,” said Leann Widhalm, NCEA president. “An educated workforce is the foundation of every community and the future of every economy.”

Each new high school graduate, for instance, contributes an additional \$137,932 to the nation’s economy. Further, if every American high school student graduated, the U.S. economy would grow by \$309 billion each year.

Over time, the NCEA project will bring attention to three key shopping seasons: back-to-school, Thanksgiving, and the Christmas holiday season. At each turn, the NCEA will encourage school employees and other members of the public to buy from Norfolk businesses.

“The campaign,” said Widhalm, “will promote a strong business climate for Norfolk. In turn, a strong business climate supports a quality public school for Norfolk’s families and a strong community for all of Norfolk’s residents.”

95%



95 percent of Nebraska State College System graduates are employed or working on a graduate degree. That's an "A" in anybody's book.

*Based on survey responses from the 2010 graduating classes at Chadron State College, Peru State College and Wayne State College.

The Nebraska State Colleges are equal opportunity institutions and do not discriminate against any student, employee or applicant on the basis of race, color, national origin, sex, disability, religion, or age in employment and education opportunities, including but not limited to admission decisions. Each College has designated an individual to coordinate the College's nondiscrimination efforts to comply with regulations implementing Title VI, VII, IX, and Section 504. Inquiries regarding non-discrimination policies and practices may be directed to the following Compliance Coordinator: Kristin Petersen, General Counsel/Vice Chancellor for Employee Relations, Nebraska State College System Office, PO Box 94605, Lincoln, NE 68509, 402-471-2505





On the hunt: These four members of the 2012 NSEA Leadership Institute pose after tracking down Sen. Kate Sullivan's office in the Nebraska State Capitol as part of a scavenger hunt. From left are Janet Boettcher, Ord; Emily Tobias and Jodi Sell, Valley County-Arcadia; and Lisa Hermsmeier, Lewiston.



Library of law: Pausing for a moment during a visit to the law Library at the Nebraska State Capitol were Kwin Kunkle, Omaha; and Lyndsay Hiykel, Blair.

NSEA Members Learn to be Leaders

Twenty-four NSEA members from across the state spent three expense-paid days in Lincoln enhancing leadership skills and learning more about NSEA.

The two dozen were participants in NSEA's annual Leadership Institute, held each year since 1986.

The training is open to all K-12, Higher Education or Educational Support Professional members who are currently a local leader or have interest in becoming a local leader. The program focused on developing a thorough knowledge of the Association, as well as providing training on member rights, organizing, membership and much more. Participants also developed lasting relationships by networking with other local leaders from around the state.

Any NSEA member interested in participating in the 2013 program should call NSEA or speak with their UniServ directors. NSEA's telephone number is 1-800-742-0047.

Graduates of NSEA's 2012 Leadership Institute were:

- Arlington:** Matthew Pittman
- Blair:** Lyndsay Hiykel
- Grand Island:** Michelle Carter
- Grand Island Campus of Central Community College:** Linda Wilke-Heil
- Hastings:** Benjamin Welsch
Deborah Lyons
Kim Story
- Lewiston:** Lisa Hermsmeier
- Lincoln:** Shari Anderson
- Milford:** Nick Restau
- Millard:** Cama Charlet-Sayles
- Minden:** Julie Ratka
- North Platte:** Jo Ann Shotkoski
- Omaha:** Dana Gray
Kwin Kunkle
- Ord:** Janet Boettcher
- Red Cloud:** Janice Hartman
- Schuyler:** Laurie Schlautman
- Valley County:** Jodi Sell
Emily Tobias
- Wayne State College:** Kathy Mohlfeld
- Westside:** Jeremy Stoll
Heather Weist



Smile

From District-Owned Cameras to Teachers Advised 'The Walls Have Eyes'

Surveillance cameras are everywhere.

The ever-vigilant lens watches quietly from lofty perches at shopping malls and restaurants, on street corners and under gas station canopies.

Every public place seems to have one or more cameras posted, all in the guise of safety and crime prevention. Cameras have also become commonplace in school building hallways. And now they have breached the classroom door, reaching into the teacher's previously cloistered realm.

Teachers in Winnebago have been working for nearly a year under the watchful eye of new cameras that tilt, swivel and pan the room with video and audio capability. Last spring, NSEA Director of Advocacy Trish Guinan and UniServ Director

Duane Obermier spent nearly two hours with 40 Winnebago Education Association members discussing legitimate concerns about the cameras and the resulting loss of privacy.

"They can't eat lunch in their room during their lunch hour without being watched," she said. "They can't comb their hair, touch up their makeup or call their doctor's office during a break between classes without feeling like the administration is watching."

Even during the summer months,

"There are cameras in every classroom. I've seen video evidence of inappropriate behavior by unprofessional educators. I've seen instances where surveillance has been used against teachers. So it's a problem."



Like It or Not, You're Probably Being Recorded in Your Classroom

Cameras to Student Phones, Whole World is Watching'

teachers working in their classroom will feel the presence of the camera's watchful eye, she said. The concerns are not about what teachers do when they are teaching, she said, but about the loss of those previously brief, but private, moments.

Then there is the wide variety of video and audio recording devices carried and used by virtually every student in every school district across the country. Educators have lost jobs when their classroom actions have been recorded – often unknowingly – by a student (see sidebar).

**ases where
has established
conduct by an
also had
e electronic
s exonerated
cuts both ways."**

**— Scott Norby,
NSEA Attorney**

"Almost 100 percent of the teachers are demonstrating good judgment the majority of the time," said NSEA President Nancy Fulton. "But there are infrequent lapses of

judgment that can get an educator in hot water."

So where does a teacher's expectation of privacy end and the school district's responsibility for student safety begin? Should educators fear the use of video cameras, or embrace the security and safety they are intended to provide?

Expectation of Transparency

NSEA attorney Scott Norby says that with the ubiquitous nature of surveillance cameras, cell phones and digital

audio recording devices, teachers can harbor no reasonable expectations of privacy. That's a sea change from even a few years ago.

"Many parents feel they have the right to be with their children 24 hours a day: if not physically, then virtually. There is an expectation of complete transparency," said Norby.

Rapidly developing, low cost technology has kept up with that trend, even fueling the expectation of transparency. Every smart phone has audio and video recording abilities. Digital audio recorders can be found for as little as \$20.

"Technology is developing so fast that we're now at a point for teachers in the school – fortunately or unfortunately, because it is a double-edged sword – that there is no reasonable expectation of privacy," said Norby.

That loss of privacy extends to a teacher's empty classroom during the lunch hour, he said, where teachers have previously been able to enjoy snippets of privacy. In the past, a teacher could enjoy a quick and quiet bite to eat and a short break from a classroom full of children. Now the camera watches.

Few if any parents or patrons would argue against a school district's right to monitor what goes on in the school building, Norby said. Nor would anyone argue that an administrator has the right to walk into a classroom unannounced, at any time during the day.

"Now they can do it quite cheaply, and do it 24/7 from a remote spot," said Norby.

Guinan said educators should always assume that there is a camera in the room and that it is recording.

"You have to assume that everything

Cameras, Safety & Classrooms

England's *Daily Mail* newspaper reported in mid-September that more than 106,700 cameras monitor school children across England and Wales. In some schools, the ratio is one camera for every five children. In many schools, cameras are located above "sinks and taps" in bathrooms, and in some cases cameras are in changing rooms. The primary reason for the cameras: to cut down on vandalism, bullying and theft.

A March ruling by the California Supreme Court said school districts must be responsible to reduce the risk of children being molested. Among other effects, the ruling may raise the level of employee surveillance, including the addition of cameras in classrooms.

And there are the infrequent, but sensationalized, incidents of educators caught on video in unflattering situations — which is why educators need to always be on guard.

April 2012 – An Arizona principal resigns and his assistant is fired after a student uses a cellphone to catch video of the two kissing and groping each other in the school building during school hours.

June 2012 – New York City Schools officials began the process of firing a teacher who, in March, was caught on a school district camera allegedly roughing up a student.

August 2012 – The parents of a middle school teacher in Washington state are angered after a student catches video of their child allegedly being dragged around a classroom with a sock stuffed in his mouth. The teacher and others claim it was horseplay, but the parents claim bullying, and contend that the video shows the teacher joined in.

September 2012 – A New Jersey special education teacher is fired a year after his rant against one of his students is caught on video by the student. The student said no one believed his allegations that the teacher had verbally humiliated him on a regular basis – until the student caught the incident on his cell phone.

you do as a teacher will be out there for the whole world to see,” she said. “You have to live your life as if the whole world is watching, because it might be.”

No Privacy

One NSEA UniServ director fielded a question from a member early in this school year about a transfer student known to record teachers and their classroom activities. Yes, such recording is legal, said Norby.

Under Nebraska law, “One person can call another and record the conversation without disclosing the recording. There is nothing illegal about that,” said Norby.

A student could use a cell phone or digital device to record classroom activities, or to record a conversation between two educators, for example, who might believe they are having a private conversation. The conversation remains private – until the student delivers the recording to an administrator. That has happened in Nebraska and cost a teacher their job, said Norby.

From video, to audio, to e-mails on the district-owned system, there is no expectation of privacy, said Norby. And yes, that includes student cell phones and recording devices hidden in book bags by parents.

Educators should expect to have some semblance of privacy in restrooms – as far as video goes, said Norby. But even in restrooms, a cellphone or hand-held audio recording device may be in record mode.

“You’re on stage all the time. You need to conduct yourself as if you’re on that stage.”

Guinan recalls an incident in central Nebraska several years ago. A teacher was in a hallway talking with a parent. The parent later alleged certain statements were made by the teacher – but the teacher denied those statements. The entire conversation was caught on a hallway camera with video *and* audio, and the teacher was forced to recant her denials.

Small digital audio recorders have enough battery power to run all day, said Guinan. Parents, she said – some encouraged by advocacy groups – place recorders in book bags in order to ‘catch’ the teacher at something.

Indeed, the website for the Center for Autism and Related Disorders (CARD) asks parents this question:

“Have you ever considered putting a hidden camera or voice recorder in your child’s backpack as you send them off to school?”

The website’s story on bullying says such tactics enable parents to identify who might be bullying their child, and then notes that in one case “the people bullying (an Ohio father’s) 14-year-old daughter were actually her teacher and the teacher’s aide.”

Taking it a step further, the CARD website even offers links to sites that sell inexpensive video and audio recording devices.

Teacher Absolved

As Norby said, cameras in the classroom are a double-edged sword.

Winnebago teachers, despite their hesitation, know well that cameras can provide some comfort. Before the cameras were installed, a man wandered into the Winnebago school building and assaulted a school employee. Cameras might have acted as a deterrence.

“Is it negligent for a school district not to have some kind of security in place?” said Norby.

Cameras that operate 24/7 also deter, or at least might help apprehend, school building vandals, said Guinan.

A few years ago, when the state forced the all Class I kindergarten

through eight grade schools to merge with K-12 districts, a Class I teacher was absorbed into a school district near Omaha. Shortly into the school year, said Guinan, parents began to question the teacher’s ability. Administrators videotaped her teaching sessions, confirmed she was a good teacher and convinced parents that she was more than capable.

“We never heard another question or concern about her abilities,” said Guinan. “Cameras can also work for teachers.”

Said Norby: “There are cases where video evidence has established unprofessional conduct by an educator. I’ve also had instances where electronic surveillance has exonerated teachers. So it cuts both ways.”

Guinan noted that mounted cameras used in the classroom are far less disruptive than an administrator or a camera on a tripod standing at the rear of the room.

The bottom line is that the classroom and society has changed.

“What was reasonable 10 or 20 years ago has changed because of technology and because of society’s belief of what parents can expect in terms of transparency,” said Norby. “Technology has changed all that. It’s a cultural change.”

≡

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Brown Cited as Top Student Leader

Peru State Senior Honored by NEA; Wiesen Earn Organizer Kudos

Peru State College senior Megan Brown was named the Outstanding Local Student Leader at the NEA Student Leadership Conference in Washington, D.C., in June.

“I am really, really honored,” Brown said of the leadership award. “That’s about the best honor you can get.”

The SEAN Scene – the Student Education Association of Nebraska newsletter edited by Brown – was named the Outstanding State Newsletter.

A secondary special education major, Brown was president of the Peru State College SEAN chapter last year, and was the chapter’s media officer in her freshman and sophomore years. She was vice president of the statewide organization last year.

In addition to Brown’s honors, NSEA UniServ Director Mike Wiesen was named the Outstanding State Organizer for his work as SEAN liaison.

The Outstanding Local Student Leader Award recognizes an individual who has achieved excellence throughout the year by providing leadership to the Local Student Program. The award considers professional development ac-



Brown



Wiesen

tivities the leader has attended; programs or projects implemented; and work the student leader has done to provide opportunities to others; among other items.

As president of the Peru State Chapter, Brown organized a visit to Calvert Elementary School in Auburn, where Peru State students took materials and helped students write thank-you notes to teachers during American Education Week. She also managed the annual Peru State Read Across America event, which hosts 1,500 area children as they visit interactive stations and view skits. Professional development projects included an ‘Eight to Great’ seminar on campus, and a visit by Commissioner of Education Dr. Roger Breed.

Brown’s mother and stepfather, Mary and John Robison, are NSEA members at Lewiston Consolidated. Her father, Burke, is an NSEA member at Palmyra.

The NEA Student Program Outstanding State Organizer Award won by Wiesen recognizes an individual for dedication and service to the NEA Student Program at the state level.



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Irene Burnside

Irene K. Burnside, a teacher in the Omaha Public Schools for 37 years, died in Omaha on July 11, 2012. She was 83.

Burnside was active in NSEA, as well as the NSEA-Retired affiliate, having recently served on the NSEA-Retired Board of Directors for several years.

She was also an NSEA cyber-lobbyist for many years.

Burnside was a founding member of the St. Boyd/St. James Catholic Church in Omaha. She was preceded in death by her husband and a son. She is survived by a daughter, a son and three grandchildren.

Memorial gifts are suggested to OEA Scholarship Fund or St. James Building Fund.

Bev Weiland

Bev Weiland, 55, a teacher for the Umo'ho' Nation Public Schools at Macy for the past 29 years, died unexpectedly on Aug. 2.

Born at Hastings, she grew up on a farm near Blue Hill. She earned a bachelor of arts degree in business education at Kearney State College and taught at Bushnell and Anselmo-Merna before joining the Umo'ho' Nation staff.

She was active in the Association. Her husband, George, also teaches at Umo'ho' Nation and is the newly-elected president of NSEA's Elkhorn District.

Weiland was active in the First Lutheran Church in South Sioux City where she was a Sunday school superintendent and teacher and active in the Lydia Circle. She was also an active 4-H leader in Burt County.

In addition to her husband, she is survived by a daughter and a son.

Omaha Group Feted by NEA

Dreams of Eagles Cited for Work with Kids

Every year the NEA honors America's human and civil rights heroes at a black-tie awards dinner. This year, Dreams of Eagles, an Omaha based and non-profit intertribal organization was honored with the 2012 Leo Reno Memorial Award prior to the NEA Representative Assembly in July.

Dreams of Eagles was formed to preserve the tribal customs, oral traditions, language and history of Native Americans and Alaska Natives. Organizational founders recognized the need for organized cultural activities and classes to assist Native people living in urban settings to maintain their cultural traditions and share those traditions with non-native people.

For the past seven years, the group's annual Native American/Indian Education Days event has exposed all fourth grade Omaha Public School students to Native American arts, crafts, traditions, lifestyle, and history. Fourth grade teachers prepare their students the day before and do follow-up activities the day after. Approximately 28,000 Omaha-area students have benefitted.



Regal affair: Present at the NEA Gala were, standing, Tracy Hartman-Bradley, Omaha, chair of NSEA's Ethnic and Minority Affairs Committee; Vernon Miller, Umo'ho' Nation Public Schools, and a member of NSEA's Board of Directors. Sitting are two representatives of the Omaha-based Dreams of Eagles.

BINGO!

Educators: This new two-in-one **Bingo!** card game teaches second- through fifth-graders in a fun way about the many useful items made from pig and soybean by-products – wasting virtually nothing. The “Pork” game is on one side of the card, the “Soy” game on the other. The **Bingo!** kit includes game tokens, worksheets, call-out cards, and a classroom poster.

Quantities are limited so order yours today! Go to <http://brokawmarketing.com/bingo/>

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A Facelift for nsea.org

Website Remodel Makes Significant Changes to NSEA Cyber Presence

NSEA members searching the Internet for information about their professional association have found something new in recent weeks: the association's newly designed website.

The updated design was assembled with members in mind, said NSEA President Nancy Fulton.

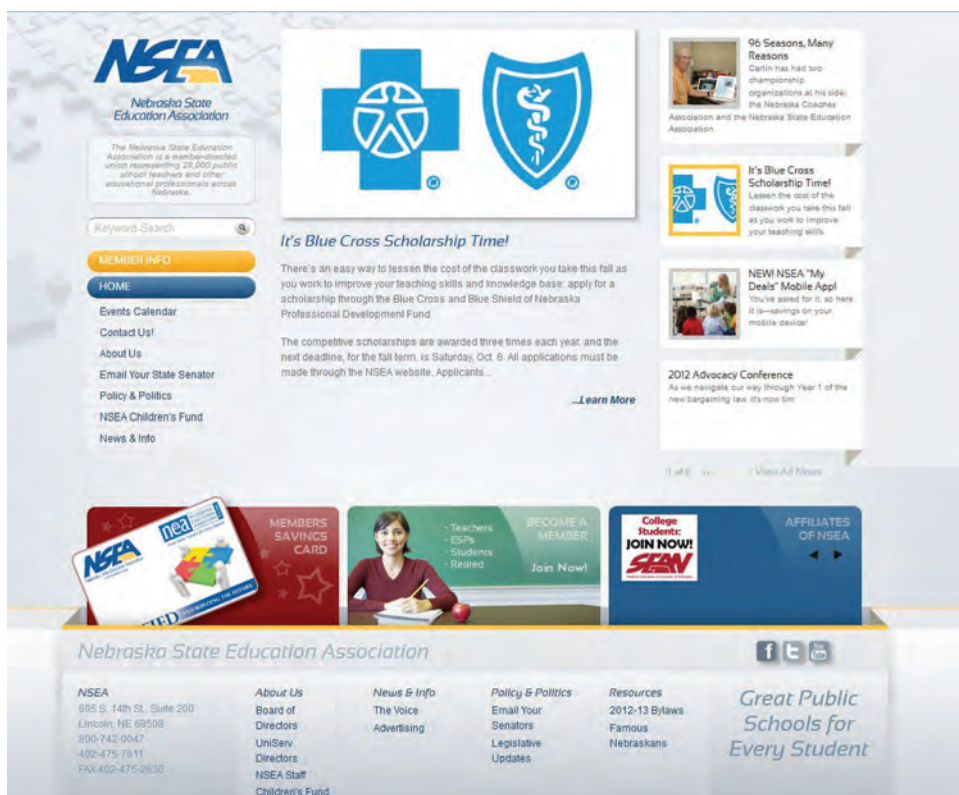
"The new design is easier to navigate, has a more robust 'search' capability and is a neater and cleaner design," said Fulton.

The site is now compatible with nearly every kind and type of mobile device, from tablets to smartphones.

"It's important to keep NSEA in step with current technology," said Karen Kilgarin, NSEA director of Government Relations and Public Affairs. "This keeps us right at the forefront in that regard."

The software used to update the site is less technical and easier to use than in the past. That will aid in keeping the information on the site current.

NSEA Graphic Artist and Webmaster Kristi Capek captained the remodeling effort.



In with the new: This snapshot of the new NSEA website shows a cleaner, neater look than the previous version.

Lancaster Co. Lawmen: Spend More on Kids

Study Shows Investment in Children Would Lower Crime Rates

Law enforcement leaders in Lancaster County have publicly thrown their support behind a tried and true method of crime prevention: spending public monies on caring for children.

A September story in the Lincoln Journal Star outlined remarks by Lincoln Public Safety Director Tom Casady, Assistant Police Chief Brian Jackson and Deputy Lancaster County Attorney Pat Condon in which they voiced support for a report from the Washington, D.C.-based nonprofit Fight Crime: Invest in Kids.

The study found that spending money on care for children before they reach kindergarten will dramatically reduce crime. Further, such spending will save cash in the long term. Casady, Jackson and Condon urged the governor and state and federal lawmakers to give young children greater access to better care.

"Many of us in law enforcement believe that it's much easier to teach a boy than turn around a broken man," Jackson told the Journal Star.

The report cites a Michigan study that followed a cohort of poor children for nearly 30 years. Some of the children attended a high-quality preschool. Others did not.

The study found that by age 27, those children who had

gone without early care were more than five times as likely to have five or more arrests. Further, by age 40, they were twice as likely to have 10 or more arrests and 50 percent more likely to have been arrested for violent crimes, reported the Journal Star.

The Journal Star reported that Nebraska spends more money incarcerating criminals than caring for young children. The Fight Crime study found the state spent \$220 million in 2010 to care for criminals, while spending \$55 million for early childhood education. The federal government kicked in another \$96 million for early childhood care and education in Nebraska, according to the report.

The story said the report called for child care workers and preschool teachers to get paid more. The median hourly wage for child care workers is \$8.66, and \$11.56 for preschool teachers, according to 2011 numbers in the report from the U.S. Bureau of Labor Statistics. Higher wages will mean getting better people to provide better care, said the report.

Further, low-quality child care has no impact on keeping kids out of trouble – and may even cause bigger problems than no care at all.

The Journal Star cited U.S. Census Bureau data that said three-quarters of Nebraska's children ages 5 and younger live in households in which all their parents work, usually leaving them in the hands of child care providers.

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The all-new NEA Cash Rewards credit card gives you more cash back for the things you buy most! The rewards include one percent cash back on purchases everywhere, every time; two percent cash back on groceries; and three percent cash back on gasoline purchases. There is a generous quarterly maximum on bonus rewards on grocery and gas purchases. The two percent cash back on grocery purchases and three percent cash back on gas purchases apply to the first \$1,500 in combined purchases in these categories each quarter. After that, the base one percent earn rate applies to those purchases.

Other key benefits include a low introductory APR offer; no annual fee; a special \$100 cash back bonus offer; and a cash rewards program that is automatic and without expiration.

Collectively, NEA members have already earned more than \$1.6 million cash back, and that number is still growing!

For more details about the NEA Cash Rewards Card, find "Credit Cards" under the Finance tab at:

www.neamb.com

For details on the rates, fees, other costs or benefits of this credit card, refer to the disclosures accompanying the credit card application.

You will qualify for \$100 bonus cash rewards if you use your new credit card account to make any combination of purchase, balance transfer or cash advance transactions totaling at least \$500 (exclusive of any transaction fees, returns and adjustments) that post to your account within 90 days of the account open date. The one-time promotion is limited to new customers opening an account in response to this offer. Allow 8-12 weeks from qualifying for the bonus cash rewards to post to your rewards balance.

This credit card program is issued and administered by FIA Card Services.

*David Glenn is Nebraska's
NEA Member Benefits representative.*



Glenn

How to Revive Your Credit Health

Improve Your Credit Profile, Opportunities

Staying on top of your finances, and particularly your credit history, is the key to getting the best deals when it comes to securing a mortgage, a car loan, or even a new credit card! Follow the tips below to improve your credit profile and your financial opportunities:

Obtain Your Credit Report Annually

By law, you're entitled to one free credit report from each of the three major credit bureaus every year. Once you receive a report, review it to make sure all the information is correct. To order and then monitor your credit report, call toll-free 1-877-322-8228, or go to:

www.annualcreditreport.com

Challenge Incorrect, Outdated Credit Report Information

Contact the reporting credit bureau (Equifax, Experian or TransUnion) and advise them of any errors. The bureau then must contact the creditor that reported the incorrect information. If the creditor doesn't respond within 30 days, the bureau must remove the item and send you a corrected report. Learn more from the Federal Trade Commission (FTC) fact sheet, "Credit Repair: How to Help Yourself," at:

www.ftc.gov/bcp/edu/pubs/consumer/credit/cre13.shtm

Take Steps to Avoid Identity Theft

When someone else uses credit in your name, your credit profile can be damaged. In addition, you may want to consider NEA ID Theft Protection, available for as little as \$19.95 per year. Go to the Member Benefits website, click on the Shopping & Discounts tab, and look under "Everyday Discounts."

The website is at:

www.neamb.com

Manage Your Credit Profile

Here's how to do that:

- Develop a realistic budget and pay your bills promptly.
- Contact your creditors immediately if you're having trouble making payments on time.
- If you miss a payment, develop a repayment plan and do what you can to stay current.
- Consider automatic payment from your bank account to ensure timely payments.
- Pay more than the minimum payment on your credit card bill.
- Take advantage of online resources to learn about how to improve your credit.

Develop a Strong Relationship with Your Bank

Make sure your banker knows you and understands your personal situation.

Seek Guidance from Reputable Sources

If you seek help to repair your credit, make sure it comes from a legitimate source and is free or at a reasonable cost. Beware of credit repair or high-fee loan advance scams. Learn how to choose a reputable credit counselor at:

www.ftc.gov/bcp/edu/pubs/consumer/credit/cre26.shtm

You may also seek assistance from NEA's partner, the National Foundation for Credit Counseling, at:

www.debtadvice.org/nea

Remember, the benefits of the NEA Home Financing Program are extended to parents and adult children of NEA members.



Inspired in Millard

MEA Follows Bellevue Format in Children's Fund Benefit

Members of the Millard Education Association – inspired by the success of the Bellevue Education Association – raised more than \$4,700 in a jeans day promotion last spring. All proceeds went to the NSEA Children's Fund.

Bellevue Education Association's Brad Wellmann visited with members of the MEA committee charged with organizing the jeans day event. Wellmann had helped coordinate several successful Children's Fund benefits at Bellevue over the years.

"We used Brad Wellmann's idea of Denim Days and it was a huge success," said Becky Scherbring, chair of the MEA project. "We sold a coupon for a jeans day for \$3, or five coupons for \$10. It went very well – especially for a first-



A gigantic check! NSEA President Nancy Fulton, left, accepts a check for \$4,700 from Millard Education Association member Becky Scherbring.

time ever fundraiser for us."

NSEA UniServ Director Jackee Wise liked the fact that two locals worked together on the fundraiser.

"I thought that was pretty cool — one local helping another local with fundraising ideas," said Wise.

The Children's Fund, founded in 1994, helps children in need of basic items that keep them in the classroom and learning: eye-

glasses, coats in cold weather, shoes and other necessities. A member who sees a child lacking a necessity only need call the NSEA. There is no red tape, and help is almost immediate. For details, call NSEA at 1-800-742-0047, or go to the website at:

www.nsea.org

Papillion-LaVista Remembers Ed Walker

PLEA Raises Money for Children's Fund in Walker's Memory

During the past school year, the Papillion-LaVista Education Association celebrated "Blue Ribbon Week" by raising more than \$4,530 in honor of one of the greatest champions of the NSEA Children's Fund: Ed Walker.

Not only did the PLEA raise a mountain of cash, they challenged other locals to do the same.

A first grade teacher at Tara Heights Elementary in Papillion for many years, Walker became a teacher after serving in the U.S. Air Force. He was a master teacher, building leader, co-work-



Walker

er, and friend to his colleagues. He was very involved in the community, working tirelessly at the Food Pantry and at his church.

Walker was also a loyal supporter of the Children's Fund in life, as well as after he passed away in July 2011. He took charge of "Blue Ribbon Week" at Tara Heights for many years. When his wife, who also worked in the district, died in a car accident, he asked for memorials to go to the Children's Fund.

Then, when Walker died last year, his family asked that memorials be given to the NSEA Children's Fund.

Friends and colleagues remember Walker as a quiet, kind, wonderful, gentle man, and a true professional. He was a mentor to

many teachers and an inspiration to many children, including his surviving two sons, daughter-in-law, and two granddaughters. He will also be remembered for the many children's books he donated to the Tara Heights school library.

The PLEA Blue Ribbon campaign included a Jeans Day, had good support from administrators, and even had some building versus building competition, said Maria Wilson, a speech-language pathologist at Papillion Junior High, and PLEA vice president.

With that competition in mind, Wilson challenged other local associations to collect as much or more than did PLEA. Meanwhile, she said her colleagues are proud to have done well in Ed Walker's memory.

"We are humbled to 'walk' in Ed Walker's giant shoes," she said.

It's Good Business

Children thrive with the strong support, encouragement, and engagement of their families in school life. I remember especially my first day of school each year. It was a big deal. The first day always significantly changed the family routine. New flannel shirts were bought (we were always prepared for winter), bus schedules were checked, and preparations were made to trek to school to meet the teacher. The whole family went.

As a child, I thought this annual parade by parents and grandparents was to celebrate having their kids back in school. As an adult, I understood the importance of establishing a connection between parent and teacher from the very first day. In smaller communities, my parents would also routinely meet my teachers in the grocery store or church. In larger communities, that routine connection between parent and teacher becomes more difficult. In today's world, the demands of the workplace may significantly interfere with the ability of parents to connect with teachers and the school.

Street-Level Reality

Recently, the U.S. Chamber of Commerce announced a national tour in conjunction with the showing of "Won't Back Down," a movie that depicts the distance between schools and parents. The Chamber's webpage describes its goal as "...supporting effective school board governance and reforms that improve student achievement." We all support efforts to raise student achievement. Parental involvement is a key factor in the success of students and their schools. Perhaps the U.S. Chamber of Commerce should pay as much attention to the street-level reality of how difficult business often makes it for parents to be involved in their children's education as it does to calls for massive reform.

Parents want their children to succeed — to have more opportunities than they had and to have a productive and enjoyable life. Many political and business leaders lament the fact that some students do not achieve proficiency in core subjects. The reality of the Ameri-

can workplace is that too few parents are allowed — and even fewer are encouraged — to attend their child's parent-teacher conferences, school events, or other opportunities to strengthen the parent-school relationship.

The Chamber reminds business leaders of their critical role in supporting effective school reforms. Yes.

Let these reforms begin with efforts to permit working parents to be the powerful force they should be in the school life of their children. Business leaders, both at the national level and in every community across Nebraska, should be asked to demonstrate their commitment in unleashing the most powerful force schools have to help children — their parents. A parent is a child's first teacher, life-long counselor, and guide. But in this economic situation, many parents are working long hours that impact family life and children's needs for support. I do not suggest that businesses give away time and productivity. What we need are creative business leaders who are committed to find flexible solutions for their employees. It is not as simple as just having teachers hold evening conferences. Not every parent works 9 to 5...or only one shift.

Make it Work Locally

A community commitment to find ways for parents to attend parent-teacher conferences is a beginning in recognizing the real and appropriate power of parents in a child's life. There is reputable research that shows a clear correlation between parent involvement and improved student achievement. It works. So, make sure it works in your community.

Ask your school to host a joint meeting of parents and business leaders to explore this issue. Ask your local chamber of commerce to recognize those businesses that support parent involvement in your local schools. Friends, family, and businesses must all support parents who need time to confer with teachers and support their children. Yes, parental involvement in a child's success is important for the family and the community. It is also just good business.



It's Good Business: NSEA Executive Director Craig R. Christiansen going to work on his first day of third grade, 1955, in Colorado. Pikes Peak is in the background and an ornery little brother in the foreground.

Early Retirees and Medicare

EHA, NSEA-Retired Seminars to be Held in October

NSEA-Retired and Blue Cross Blue Shield of Nebraska will be holding seminars in October to provide important information about changes to the EHA Direct Bill/Early Retiree plans and the Medicare Supplement plan.

In each case, Medicare/Medicare Supplement sessions are from 9:30 a.m. to noon. All EHA Direct Bill sessions are from 1-3 p.m.

The morning session covers the basics of Medicare, changes to Medicare's deductible and coinsurance amounts, our NSEA-Retired, BlueSenior Classic Medicare Supplemental Plan (with optional dental coverage), changes to the Medicare Part D prescription drug plans and how to use the Medicare website to research prescription drug plans will be covered.

The afternoon covers the differences between the three BCBSNE benefit options available to Direct Bill members younger than 65. Information will be shared about how to change to a different deductible. Health Saving Accounts (HSA) will also be explained.

The three plan options available to retirees younger than 65 are:

- \$600 deductible PPO Plan.
- \$1,500 Deductible PPO Plan.
- \$2,850 Deductible, HSA eligible High Deductible Health Plan (HDHP).

Seminars will be held:

■ Monday, Oct. 15, Kearney Holiday Inn.

■ Wednesday, Oct. 17, Lincoln, Blue Cross Blue Shield of Nebraska, 1233 Lincoln Mall.

■ Wednesday, Oct. 24, On-Line Webinar.

■ Thursday, Oct. 25, Omaha, West-side Community Center, 3534 South 108th St.

There is no on-site parking available at the Lincoln location. Please park on the east side of the Trinity Lutheran Church parking lot at 12th and H streets.

To participate on the Oct. 24 Webinar, it's recommended that you log onto the webinar about 5-10 minutes before the session begins at 1 p.m. CST. For



Having a good time! This trio of members smiled for the camera in advance of a session at the NSEA-Retired Spring Conference held at Boys Town. From left are Janet Blake, Andi Brown and Jan Heady.

Health Care, Fur Traders and Jazz at Funerals!

Health care, history, herbal tea and holiday treats are among items on the agenda for the NSEA-Retired Fall Conference.

The conference will be at the St. Benedict Center at Schuyler on Tuesday, Oct. 23, from 8:30 a.m. until 3:30 p.m.

Keynote speaker Dr. Richard O'Brien, MD, will look at "Health Care Reform: Where Are We Now and Where Are We Going?" In the Spotlight on Nebraska segment, Darrel Draper will portray Peter Sarpy, pioneer, fur trader, and namesake for Sarpy County.

Breakout sessions will look at wills and estate planning; yoga and tai chi for seniors; "It's my funeral and I'll have jazz if I want to"; herbal teas; holiday treats; using the U.S. Census to trace your family tree; From Moonshine to Chase Vodka; and health options and Medicare transition after retirement.

St. Benedict Center is at 1126 Road "I", about five miles north of Schuyler.

There is no cost for members; non-members and guests pay \$10 per person. On-line registration begins after Monday, Oct. 1 at:

www.nsea.org/retired

You may also call Rebecca Smith at 1-800-742-0047 or e-mail her at: rebecca.smith@nsea.org

first time participants, there will be a short software download (less than a minute) before you can join the session.

To join the Webinar go to this site:

<http://bit.ly/EHAOct24>

If requested, enter your name and email address. This meeting does not require a password. Click "Join."

More Details on Affiliates

Last month, we featured the details of the Bellevue, Lincoln, Millard, Platte Valley and Elkhorn/Sandhills associations. We continue our salute to locals this month with details from the Nebras-

ka Panhandle.

As always, the NSEA-Retired officers and members of the Board of Directors thank these volunteers, and ask that you add your thanks as well.

Nebraska Panhandle Education Association-Retired

Officers: President is Jadie Giorgis. Officers are Joann Dietz, vice President; Earladeen Walker, secretary; Gordon and Shirley Whartman, treasurers. Send comments or questions to Jadie at:

gior65jw@embarqmail.com

—Tom Black, Editor



Recovery aid: NSEA President Nancy Fulton and NSEA UniServ Director Maureen Nickels were at Blue Hill in September to hand over a check to help with the recovery from a tragic Sept. 5 bus accident. From left are Dan Muth, Blue Hill Education Association president; Blue Hill Superintendent Supt. Joe'l Rubybalid; Fulton; and Nickels.

NSEA Aids Blue Hill Recovery

When a school bus and hay-laden semitrailer collided near Blue Hill on Sept. 5 killing four people, it put the school community into shock. The tragedy put NSEA UniServ Director Maureen Nickels into ‘help mode.’

The accident killed bus driver Marla Wentworth, 59; semi driver Travis Witte, 21; and students Caroline Thallman, 10, and Dustin Tesdahl, 18.

Though she was traveling out-of-state, Nickels quickly sent word to Blue Hill Education Association President Dan Muth and negotiator Tim Streff. Nickels’ query of the two local leaders: “Please let me know what and how NSEA can be of assistance to all of you most importantly, the students. We are here for you.”

They responded that BHEA members suggested silicone bracelets for all staff and students, with the words “Bobcats Remember 9.5.12” etched into the band. Nickels provided funding toward the cost of the bracelets from her UniServ unit budget.

“This isn’t a typical use for our budget, but this is a tough start to the school year in Blue Hill,” said Nickels. “The community is in mourning, and this is one small step in the healing process.”

Metro’s Hoover to NEA Academy



Hoover

RC Hoover, an English instructor in the Division of Communications and Humanities at Metro Community College in Omaha, has been selected to participate in NEA’s Higher Ed Emerging Leaders Academy.

The Academy is a three-session training program over a nine-month period, open to all categories of higher education members who meet eligibility requirements. Candidates can apply for the program directly but must be endorsed by their state association or higher education affiliate.

The Academy provides hands-on training to new and future leaders of higher education locals to strengthen the long-term viability and effectiveness of these locals and their state associations. The Academy also provides emerging leaders an opportunity to become part of a national network of ELA participants and graduates.

Academy members met in Washington, D.C., in June, and will meet again in November and at a later date. NEA covers expenses allowable.

The application deadline for the new class is Feb. 20 each year. Application packets can be downloaded from the NEA website at:

www.nea.org/he

Brown Named to Serve on PPC

Dr. Sarah Brown, a teacher with the Wilber-Clatonia public Schools and vice president of NSEA’s Capitol District, has been appointed to the Nebraska Professional Practices Commission.

The PPC holds hearings and makes recommendations to the State Board of Education concerning alleged violations of standards or of professional ethics and practices by educators who hold teaching certificates. Brown will serve a three-year term and is eligible for a second three-year term, as well.

Other NSEA members on the 12-member PPC include Susan Johnson, North Platte; Raymond Keller, Papillion-LaVista; Joy Schott, Burwell; Cindy Serfass, Westside; Karen Shelton, Lincoln; and Jodi Kupper, Peru State College. Five administrators from across the state make up the balance of the commission.

Harmful, Costly and Largely Useless

Writing in *American Educator*, Richard Mendel says that America’s heavy reliance on juvenile incarceration institutions — training schools, reformatories, and youth-corrections centers — is unique among the world’s developed nations, though our juvenile-violent-crime rates are only marginally higher.

The latest count of youth in custody found 48,000 Americans — disproportionately minority — confined in facilities by court order, despite overwhelming indication that incarceration of juvenile offenders is counterproductive. A small number of youth offenders are a threat and must be confined, but a broader swath are no danger. Yet, says Mendel, we waste vast sums of tax dollars and often increase the recidivism of those locked up. Strikingly, research finds juvenile rehabilitation programs work if, and only if, they focus on developing skills and addressing challenges.

“For the first time in a generation, America has the opportunity to redesign the deep end of its juvenile justice system,” Mendel writes. “The open question is whether we will seize this opportunity, whether we will not only abandon the long-standing incarceration model but also embrace a more constructive, humane, and cost-effective paradigm for how we treat, educate, and punish youth who break the law.” Read more:

www.aft.org/newspubs/periodicals/ae/index.cfm

Advocacy Conference is at Hand!

Local Negotiators Will Get Up-to-Speed on Bargaining Statutes

With the ink on the state's new bargaining statutes barely dry, now is a good time for local association negotiators to gather and get the latest news and updates on contract issues.

The place to do that is Grand Island on Oct. 19-20, site of NSEA's annual Advocacy Conference. For those a bit further west, the Panhandle Advocacy Conference is set for Saturday, Nov. 3, at the Hampton Inn & Suites Convention Center in Scottsbluff.

The Grand Island conference opens Friday, Oct. 19, with a review of the new bargaining calendar and recognition process, followed by breakout sessions on coordinated bargaining trends.

Saturday morning sessions will feature dual sessions looking at resolution officer proceedings and data collection.

Tentatively scheduled afternoon breakouts will look at salary schedule structure, certification elections, using comparability data, bargaining ground rules, a review of annual financial reports, and bargaining reopener clauses in multi-year agreements.

The Scottsbluff offerings will be similar to those in Grand Island, but will be held on a single day.

All Grand Island sessions will be held at the Grand Island Holiday Inn.

To register for the conference at either site, call NSEA at 1-800-742-0047, or go to the NSEA website at:

www.nsea.org

For more details, contact your NSEA UniServ director at the NSEA telephone number above.

Speaking of Teaching

"The irreducible part of education, without which it doesn't happen, without which there is no education, is a teacher and a student."

—*Sir Kenneth Robison, Author, Speaker, Creativity Expert*



More than 400 years, several states: In addition to more than four centuries of combined teaching experience, a dozen of these educators also coach students at the pre-school to college levels.

From left are: Kevin Thomas, superintendent at Potter-Dix; Dave Garsow, coordinator of residence halls at Iowa State University; Hayli Kenzy, a substitute at Elkhorn; Kelli Larsen, math and science at Gering High School; Susan Eggleston, kindergarten at Marshalltown, IA; Kathy Pramstaller, retired German language teacher, Scottsbluff; Sandra Hanson, eighth grade science at Kearney's Horizon Middle School; Erin Valerio-Garsow, an advisor at East High in Des Moines; Jodene Burkhart, nursing education at Western Nebraska Community College, Scottsbluff; Kim Moore, who holds a master's degree in special education and counseling; and Dan Boster, English teachers at Ralston High.

Seated, from left, are: Ann Thomas, retired school social worker, Lander, WY; Marilyn Valerio, associate dean of nursing education, Methodist College, Omaha; Mary Thomas, retired K-8 teacher, Henry, NE; Jennifer Thomas, K-12 art, Potter-Dix; and Michael Eggleston, elementary physical education, Marshalltown, IA.

Sitting in front are Vance Valerio, vice president of student affairs, Angelo State University, Angelo, TX; and Marni Valerio-Boster, social studies, Omaha Mercy High School.

Not pictured are Chad Larsen, Bluffs Middle School, Scottsbluff; Dan Moore, math and physical education, North Platte; Bill Thomas, substitute, York; Kylee Moore, para educator, Omaha; Debbie Vitera, kindergarten, Grand Island; John Hanson, history, Temecula, CA; and Cindy Hanson, kindergarten, Temecula, CA.

The Bell Game

Lynn Cashell, a teacher in Springfield, PA:

When I taught kindergarten, one activity the kids enjoyed, as it taught them the importance of silence, was what I called the "Bell Game." Take a small handheld school bell, and tell the kids they have to pass it around the circle without letting the bell ring. First have them pass it to the person next to them, and then challenge them to get up and walk with it across the circle to another person.

It is amazing how focused and quiet they become. Giggles ensue when someone rings the bell, so restart the game and challenge them to see how long they can go without it ringing. When teaching, I reminded them they need to be as silent as the bell. It seemed to keep their attention and the noise level down.

We also talk about using "6-inch voices," meaning they cannot talk louder than someone to hear them from 6 inches away. Sometimes they need to use "3-inch voices." It does help keep the volume down.



For more Works4Me tips, go to:
<http://www.nea.org/tools/Works4Me.html>