



# 15-B INSIDER



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## MICHIGAN EDUCATION ASSOCIATION

**2008**

### **Damien Has Left the Building!!!**

Damien Nelson, NEA UniServ Director is no longer in the Cadillac office. His work here ended at the end of November. We are sorry to see him go; he did an excellent job advocating for MEA members. We know he will be moving on to bigger and better things for himself. We would like to thank him for all the help he gave us over these last few months. He will be greatly missed. If you would like to contact Damien his email address is [damien.nelson@ymail.com](mailto:damien.nelson@ymail.com).



Damien Nelson & Marty Lankford

### **YOU are the Mandated Reporter for Suspected Child Abuse or Neglect!**

School personnel play an important role in the lives of children. As a public school employee, you are in a unique position to observe and interact with children on a daily basis. Michigan law requires that you must file a report when you have reasonable cause to suspect abuse or neglect. However you must keep in mind that you are not required to determine where abuse or neglect has actually occurred. If you fail to file a report of suspected abuse or neglect, you will be subject to both civil and criminal liability. Notifying your supervisor or other agency administrator does not satisfy your legal obligation to file a report. You may feel uncertain that the abuse or neglect has actually occurred, but this will not discharge your legal obligation to file a report. Even if you contact your supervisor, it is still your responsibility to make sure it is followed through. When you file a report you cannot be held liable to any person for filing. Furthermore, you cannot be dismissed, or otherwise penalized for making the report. If you have further questions about reporting, you can find information on the MEA website at:

[http://www.mea.org/legal/duty\\_to\\_report.html](http://www.mea.org/legal/duty_to_report.html)

### **MEA Recommended Candidates Win!!!**

MEA recommended candidates won big in November's election, including President-elect Barack Obama and a Michigan Supreme Court candidate who upset an incumbent justice. Ninety-three of the 103 candidates recommended by MEA won. MEA President Iris K. Salters stated, "MEA members should be proud of this historic election. From volunteering to running for office to voting, we helped elect Democrats and Republicans to guide us forward."



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**The IRS Extends 403(b) Written Plan Requirement**

IRS Newswire, December 11, 2008-The IRS issued a notice announcing relief for certain retirement plans that do not have a written plan in place by January 1, 2009. The new guidance is for retirement plans covering employees at public schools, colleges, and universities, and other tax exempt organizations. These retirement plans are often referred to as 403(b) plans after the relevant section in the tax code.

The IRS is extending the deadline for plan sponsors to adopt new written plans or amend existing plans to satisfy the requirement of the final 403(b) regulations because of difficulties expressed by numerous plan administrators in meeting the current deadline of January 1, 2009. This extension will give plan sponsors additional time to put their plan documents in place.

**Contracts for Two Groups!! Others Remain Unsettled.**

Three months after the expiration of their contract, teachers in Cadillac have a tentative agreement. Just one week before the involvement of a State mediator the two sides met and resolved the final issues. After ratification by the teachers and the board more details will be available. The Evert Education Support Personnel settled their reopener on salary and insurance for the 2008-09 school year. Their full contract will expire at the end of this school year.

**UNSETTLED CONTRACTS 08-09**

- Evert Transportation
- Manton ESP (salary only)
- Manton EA (salary only)
- Mesick ESP

**\* MARK YOUR CALENDAR\***



- Dec 24-Jan 2 Christmas Holiday-MEA office Closed
  - Jan 9 (BFCL) Crtical Issues Conference-East Lansing
  - Jan 19 Martin Luther King Day-MEA office Closed
  - Jan 20 Coordinating Council Meeting (OPIE Packets will be handed out)
- \*Note: Jan 22<sup>nd</sup> President’s Council meeting is being rescheduled for Feb 12th**

