

# 15-B INSIDER

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## MICHIGAN EDUCATION ASSOCIATION

2009

### Will Knowledge Have Value With State Legislators?

Public school employees certainly hope so. If knowledge really truly has value to them, they would NEVER seriously consider the highly reported and politicized "Dillon Plan".



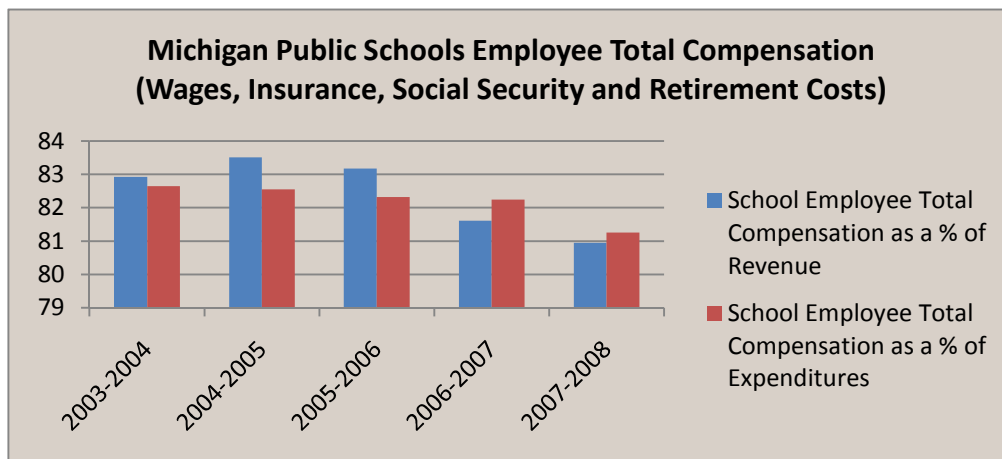
The "Dillon Plan" is predicated on the belief that public employee health care costs are creating an ever-increasing drain on the precious revenues given to run our public schools and other public services. This is where the picture and reality get blurred by political wrangling and single-issue reporting.

It is true that public school employee health benefits have increased over the years. What one has to look at, however, to determine if this trend has cause an ever-increasing drain on our schools, is the total compensation costs of school employees as a whole. Total compensation costs include wages, insurance, social security contributions, and retirement contributions paid by the schools. If insurance costs go up, but the amount of a school's budget contributing to retirement or wages goes down, then the total effect is NO DRAIN on the overall revenues given to operate our schools.

From 2003 until 2008 (the most recent audited figures we have for Michigan's public schools), school employee total compensation as a percent of the revenue given to school districts peaked at 83.51% in 2004-2005, and is currently at an all-time low with the 2007-2008 of 80.95% of revenue.

The highest percentage of expenditures by Michigan's public schools dedicated to employee total compensation in the past 5 years is 82.65% from 2003-04. The lowest just happens to be the most recent audited year of 2007-08. Employee total compensation as a percentage of expenditures for that year is only 81.26%.

It is true Michigan is in a tough economic environment. Let's hope that our legislators use knowledge to create real legislation that solves real problems, and encourage them to leave the local decision-making of how to divvy up the resources allocated to schools to the very people that are there performing the services to our students and communities. Local control and collective bargaining for wages and benefits has worked very well for many decades. There is no fix needed, because the problem simply doesn't exist.



## NEW UNISERV DIRECTOR IN THE OFFICE!!

We are pleased to announce that we have a new UniServ Director, Frank Mongene. Frank brings a solid background to the new position. He received training in Regions 17B and 16A, MEA Bargaining/PAC/PR Conferences in 2005-2007, NZ Bargaining Training in 2007, MEA Arbitration Skills Training, MEA UniServ Basic Skills Training, MEA Statewide ESP Conference, UP Leadership Conference, NEA Minority Leadership Training, MEA Summer Leadership Conferences, MEA Labor Relations Practicum Advanced and Basic Conferences, and MEA CORE Training.

For the past two years, Frank has been the UniServ Director for the 13-CD Shoreline Coordinating Council, out of the Spring Lake office. He has helped local ESP and EA units with contract negotiations. He has also advised MEA members on a variety of issues such as employment rights under state and federal law, tenure rights, contractual rights, retirement, FMLA, and ADA. He also has bargaining experience as a SNAP bargainer for both EA and ESP units in the Upper Peninsula. Frank enjoys hiking, hunting, boating, and traveling, and we are sure he will be a nice addition to our Cadillac office!



### CASH FOR KIDS (PAC)

By now you should have been approached by one of the “Cash for Kids” delegates. If not, it will happen. Forty cents of every dollar comes back to the local coordinating council PAC account. This means the coordinating council can contribute to local issues, i.e., school board elections, millages, bond issues, trainings, local, state elections, judges, etc. So if not a “Cash for Kids” contributor yet, be one. A little help goes a long way!!!!!!

#### SETTLED CONTRACTS 09-10

	<u>BA Base Increase</u>
Cadillac EA	2.0%
Cadillac ESP	4-5%
Cadillac PACE	2.0%
Evert EA	2.0%
Evert Trans	1.3%
Manton	0%
Marion ESP	2.8-3% (new schedule)
McBain EA	2%
McBain ESP	3%
Mesick EA	2% + Formula
Mesick ESP	Formula

#### UNSETTLED CONTRACTS 09-10

Evert ESP  
Marion EA  
Marion ESP  
Pine River EA  
Pine River ESP  
WMISD

#### \*\*\*\*\*KNOWLEDGE HAS VALUE ITEMS FOR SALE\*\*\*\*\*

See your local president or coordinating council representative to place an order for the items listed below.

Polo shirts: S-XL = \$18.50, 2XL = \$21.00, 3XL = \$23.75, 4XL = \$26.75

Denim shirts: S-XL = \$28.50, 2XL = \$30.50, 3XL = \$31.50, 4XL = \$32.50



#### \* MARK YOUR CALENDAR\*

October 16  
October 19

BFCL Advocacy Academy  
15-B Coordinating Council

Traverse City  
Cadillac MEA office 7:07 p.m.