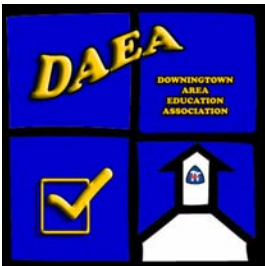




Solidarity

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www.daeateachers.org

ALL ABOUT LEAVES by Lisa Anderson

Often I have questions about the different types of leaves that we are afforded under the law. To make these issues clearer I have jotted a few lines about several leaves and some of the guidelines for each.

Childbearing Leave

Childbearing can be accomplished only by women, and it is thus sex discrimination to treat childbearing differently than any other temporary illness or disability. Pregnancy – related disabilities are experienced to varying degrees during childbearing. The determination for regular employment/duty, childbearing leave or childrearing leave is made by the OB-GYN. Neither the individual nor the school district has the authority to make this determination.

Childrearing Leave

There is a legal distinction between childbearing and childrearing. While childbearing is unique to women, childrearing is not, therefore, treating childrearing leave differently from other leaves is not, per se, discriminatory. This means that you can not take sick days for this unpaid leave unless you have a doctor certifying your need for medical leave.

Family and Medical Leave Act

The Family and Medical Leave Act entitles eligible employees to receive 12 work weeks (60 days) of unpaid leave to care for a child after birth or adoption, or for serious health conditions of the employee or the employee’s spouse, parent, or child. You are only allowed to use your sick days if you are certified by a doctor as having an illness. These sick days would be concurrent to the 12 work weeks eligible under this law.

Sabbatical Leave

In June 1996, the governor amended the sabbatical leave act eliminating travel sabbaticals. The reasons for sabbatical now include professional development leaves, classroom occupational exchange leaves, and restoration health leaves. Sabbatical guidelines can be found in our current collective bargaining agreement.

If you have other questions regarding your eligibility for any of the above leaves, please contact me at daeaanderson@yahoo.com.

DAEA Officers

President:

Lisa Anderson
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Elementary Vice-President:

Peggy Barnes-
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Secondary Vice-President:

Craig Krusen-
daea_krusen@yahoo.com

New Teachers!!!!!!

Please make sure that you complete and return the website database information sheet as soon as possible. We need to be able to contact you throughout the year.



Holiday Baskets for Families in Need



DAEA has been very fortunate in the past to have the support of many of the members of our community. We would like to show our support for the community in return by supplying the ingredients for a holiday meal to district families in need. Your building representatives are organizing baskets and need help filling them with the following ingredients:

Turkey, Stuffing, Cranberries, Potatoes, Yams, Gravy, Dessert, Vegetables, Bread/rolls, Butter, Spices, Any other “goodies” you would like to include.

To help, please contact a Building Representative or Anne Davidheiser, Community Outreach Chair, at daea_davidheiser@yahoo.com

Blue Shirt Wednesday-Unity Day!!!!

In the spirit of solidarity the DAEA would like everyone to continue wearing our blue DAEA shirts the first Wednesday of every month. We'd like to show our unity especially when we are assembled together at our after-school building meetings the first Wednesday of the month. If you need a short sleeve shirt or want to order a special long sleeve shirt, please contact your building rep.

DAEA Website

www.dacateachers.org

The website contains contract information, action on statewide education issues and contact information for all your building representatives.

Be sure to check in on Association updates by logging onto the Members Only section of our website. Last year you should have received a user name and password. If you forgot your login or password then use the "forgot info" button on the home page.

Please remember to update your member profile so that your profile is complete.



Sub Problems?

Many of us have been there... We call out and leave instructions for a substitute teacher expecting adequate coverage. We return to school to discover the instructions have not been followed or the substitute never arrived! When this happens please remember to submit a STS complaint form. This form is available on the district's website on the HR page. It is important for the district and the DAEA to have documentation of this problem. The district needs the documentation to enforce its contract with STS for substitute services. The association needs the documentation for when we meet with the district over this issue. When you fill out the form, please make a copy for administration, the association (send it to your building rep) and keep a copy for yourself.

Save Money This Holiday Season!



Many people are concerned about saving money during the holiday seasons. Your association can help you save hundreds of dollars during the next few months. How? You can save money in 5 easy steps:

1. Login at www.psea.org.
2. Click on the member benefits symbol/button.
3. Click on the PSEA Access Program.
4. Enter your membership number, located on your PSEA card.
5. Type in our zip code and start shopping.

There are over 330 discounts listed for the 19341 zip code (the Exton region). Stores from FYE to Ann Taylor LOFT offer deals, discounts, and/or coupons for our PSEA members. Just take your holiday shopping list and align it with the discounts, and you'll be saving in no time. Take a little time and save a lot of money.

Happy Holidays from your Association!

DAEA Building Representatives

School Year 2008-2009

BC: Jackie Conner, Sherry Disney, Mary Beth Scott

BH: Randy Croft, Susan Quigley

BW: Christine Lombardo, Catherine Sachs

EW: Kristi McEntee, Doug Prescott

LE: Kelly Colquitt, Joanne MacBrine, Keri Shaw

PV: Jacki Laird, Gloria Burgos

SC: Lottie Adams, Tom Conroy

SM: Meg Dennis, Susan Deluca, Natalie Brogna

UH: Ted Cutrona, Precious George

WB: Mary Fran Giunta, Megan Kay

DMS: Christina Cave, Gary Gittis, Dawn Hand, Amanda Losanda, Ryan McLaughlin

LMS: Cyndi Austin, Kristina Clegg, Deb Kearney, Judy Kroboth, Barb Mainello, Kathy Murphy, Guy Raines, Sallie Riggins

DEHS: Sue Dillon, Sean Farrell, Janet Hash, Barb Lathroum, Michelle Podolak, Bob Pyle, Sarah Raub, Adam Sekellick, Steve Smith, Thad VanGilder, (one vacant position)

DWHS: Charlene Bigelow, Kai Coleman-Morris, Susan Draus, Kathy Kissell, Donna Kneisly, Annette Lupoli, Nancy Perez, Amy Schott, Susan Tancredi, Vince Trombetta

Sue Dillon: Organ, Eye and Tissue Donation Activist and DAEA Member

DEHS Learning Support teacher, Sue Dillon will be raising national awareness for organ, eye and tissue donation next month during the Rose Bowl Parade. Families of loved ones who have saved numerous lives through organ, eye and tissue donation will be joined by organ recipients on this year's *Stars of Life* float at the Rose Bowl Parade. After Sue's son, Michael McVey suffered a severe head injury in 1995, he became the first donor after cardiac death (DCD) since previous brain death laws made the procedure obsolete. Sue will ride on the *Donate Life* float underneath her son's "floragraph". Sue advocates nationally for *Donation After Cardiac Death*, which is now common practice across the U.S. Look for Sue next month and for more information on organ, eye and tissue donation go to Donate Life America at www.donatelife.net.