



# FEAdback

By Danette L. Peterson • Dec 22, 2023

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*Volume 42, Number 10*

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# President's Message



I was recently telling an educator that I was so excited for Winter Break my first year of teaching. I didn't have plans of traveling home, skiing, baking or even sleeping. Oh no. I was a first-year teacher who made a big rookie mistake.

'Twas the night before Winter Break and not a student was stirring. Yet visions of Spring lesson planning danced in my head. It's not that I was a Scrooge you see. I just wanted to get ahead and avoid all of the panic and dread.

As soon as the dinner was eaten, the gifts were unwrapped, and the guests had departed, I sprang from my bed next morning to get lesson plans in order. I spoke not a word, but went straight to work. Chugging down coffee, I filled all the lessons with activities and resources. I aligned state standards and paced out each unit. The lessons were differentiated, assessed, and enriched with care. The assessments were written with the hope that all was done and that May would soon come. I did it! All was tidy and neat. Indeed, I had accomplished a major feat. It might have been time to celebrate and cheer. But no. When what to my wondering eyes did appear, oh no, it couldn't be, but it was as I feared. My calendar said that the next day classes were to resume. I worked through my break. I hadn't had fun, darn what a fool.

I had forgotten to recharge and renew. And, by March I was about to become unglued. I was running on empty and worked in a haze, just getting by counting the days. As you can see because I am still here, I made it to the end but it was a bear.

I forgot about self-care and refueling myself. I needed a bit of holiday magic and to care for my health. So this winter break, please don't do what I did. Set aside work and play with your kids. Take a walk, read a book, sing a song, learn to cook. It's time for a break and time for you. So find something that brings you joy whatever you do.

Wishing you and your loved ones a joyous winter break. It is well deserved and indeed needed.

Happy holiday! See in in the new year.

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Ho ho ho....

Teachers leaving the building on the last day before winter break. (1)

# 'Teachers leaving the building on the last day before winter break.



**WE ARE  
TEACHERS**



Whoever left  
the copy machine jammed  
in the middle of **500** copies  
needs to be put on  
the naughty list.

Showing Up for Students: Red for Ed  
Rally - January 13, 2024

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Delegates will also be participating in a state-wide rally on Saturday, January 13th to raise awareness about the need to increase the BSA (Base Student Allocation). If you have friends or family in the Anchorage area who can attend the rally, please share the information with them and ask them to register using the QR Code.

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 Seeking educators for evaluation improvement

<p><b>Domain 1: Planning and Preparation</b></p> <ul style="list-style-type: none"> <li>• 1a Demonstrating Knowledge of Content and Pedagogy</li> <li>• 1b Demonstrating Knowledge of Students</li> <li>• 1c Setting Instructional Outcomes</li> <li>• 1d Demonstrating Knowledge of Resources</li> <li>• 1e Designing Coherent Instruction</li> <li>• 1f Designing Student Assessments</li> </ul>	<p><b>Domain 2: Classroom Environment</b></p> <ul style="list-style-type: none"> <li>• 2a Creating an Environment of Respect and Rapport</li> <li>• 2b Establishing a Culture for Learning</li> <li>• 2c Managing Classroom Procedures</li> <li>• 2d Managing Student Behavior</li> <li>• 2e Organizing Physical Space</li> </ul>
<p><b>Domain 4: Professional Responsibilities</b></p> <ul style="list-style-type: none"> <li>• 4a Reflecting on Teaching</li> <li>• 4b Maintaining Accurate Records</li> <li>• 4c Communicating with Families</li> <li>• 4d Participating in the Professional Community</li> <li>• 4e Growing and Developing Professionally</li> <li>• 4f Demonstrating Professionalism</li> </ul>	<p><b>Domain 3: Instruction</b></p> <ul style="list-style-type: none"> <li>• 3a Communicating with Students</li> <li>• 3b Using Questioning and Discussion Techniques</li> <li>• 3c Engaging Students in Learning</li> <li>• 3d Using Assessment in Instruction</li> <li>• 3e Demonstrating Flexibility and Responsiveness</li> </ul>

The Educational Excellence for Teachers and Students Committee is seeking educators who want to work in conjunction with the District to help improve the educator evaluation process. In particular, we are seeking input from early-career educators who are in their first three years of teaching. If this opportunity is of interest, [please let us know](#). Your input and perspective will be valuable as we work towards creating a more effective and supportive evaluation system for all educators in the District.

## Upcoming Professional Development



Thanks to a grant received, FEA is able to offer some unique professional development opportunities to members.

FEA is offering the Alaska History course required of educators who are on an initial certificate. The cost of tuition will be covered by the grant with minimal fees for field trips. The course will begin on January 31st and conclude on April 3rd. Priority will be given to military-affiliated educators and remaining seats will be filled on a first-come-first-serve basis.

The second opportunity is to attend a training on our upcoming building PD Day, February 21st, put on by the Medal of Honor Society. This is a great training that focuses on character in addition to providing excellent materials for educators teaching US History, World History, English, JROTC, or Leadership classes like student council.

Please indicate your interest in attending either or both of these training by clicking on this link. [FEA Upcoming PD](#).

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## Community Help Needed





*Clothing Drive for FMH*  
Organized by the Alaska Native and American Indian Caucus of FEA



The Door Needed Items: If you are traveling this holiday season and happen to have acquired extra shampoo, lotion, mouthwash, lip balm or other toiletries, please consider dropping them off at our FEA Offices. The Door is also currently requesting the following items: Hygiene products and toiletries New socks and underwear New or gently used winter gear Phone blocks and chargers We will donate those needed items to The Door. The Door provides vital services to so many of our students and this is such an important and easy way for us to give just a little back to them.

### **FMH Clothing Drive:**

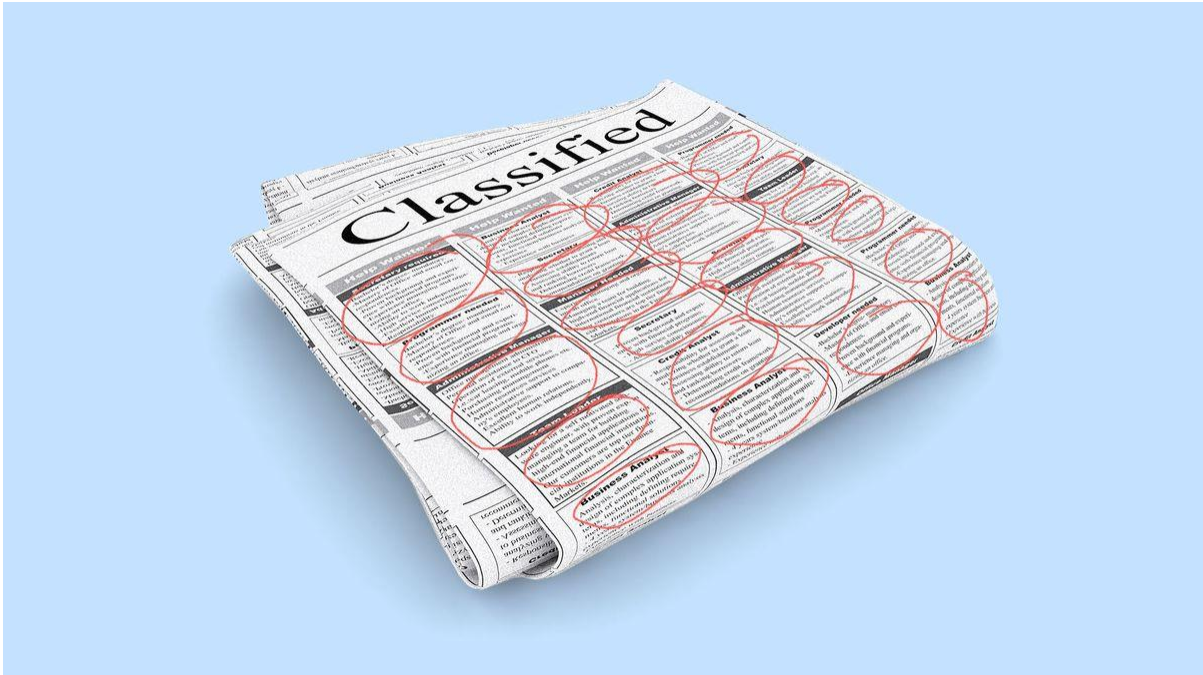
FMH 2 South's Clothing Closet is in need of gently used men and women's clothing and shoes. The clothes and shoes will go to patients who will otherwise discharge without any.

If you would like to donate gently used clothes this week the AN/AI Caucus will pick them up from your school on Friday, 12/22. You can also drop off at the FEA office.

Contacts: Kristen Dullen (907)378-8744 or Karen Dullen (907)590-1363

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## FEAdback Classified Ads



*All ads are run for two FEAdbacks, unless notified to remove. To view previously posted ads, visit our website: [fairbankseducators.org](http://fairbankseducators.org) and check the previous electronic editions.*

Classified ads are included on a "space available" basis. ***IMPORTANT included classified ad in your subject line.***

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Still time for holiday cheer



Please help FEA Members support each other during the holiday season.

If you have crafts or holiday goods to share with others, [please let us know](#).

- **Crochet stuffed animals, hats, blankets, etc.** \$5-\$40  
[erikamarshal@yahoo.com](mailto:erikamarshal@yahoo.com) or facebook page: Crochet by Erika
- **Prints and cards of Alaskan birds.**

These are made as a collaboration with my daughter Claire Granger. I make botanical contact prints and Claire uses the prints as the canvas for painted birds. I also make Moravian 3D star ornaments out of handprinted papers.

Prints \$50, cards \$6, card set of 4 for \$21. Nearly 20 birds to choose from.

Text Becky Hammer: 9074604603

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and more.....



- **Honey and Kimchi**

Honey = \$25 a pound (comes in 1 or 2 lb. containers), kimchi = \$ 25 per 1 quart jar

Please contact Garrett Armstrong at [garrettarmstrong86@gmail.com](mailto:garrettarmstrong86@gmail.com) or 907-987-3900

- **Raven's Eyes and Ook-Wicks**

Raven's Eye: large and small \$20.00 Ook-Wicks: \$100.00

The Ook-Wicks are made with driftwood and beads from various places. However, if you have a plethora of beads or necklaces that you no longer use but treasure, send me pictures of what you have, and we can discuss ideas. I can take those treasured pieces and create an Ook-Wick for you. Prices would vary, and I do have diamond willow that I can use as well.

Please contact Laverne Haakanson at 907.388.5653

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# Why Your Contract Matters



FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT  
HUMAN RESOURCES DEPARTMENT  
520 5TH AVENUE, FAIRBANKS, AK 99701

## Notice of Resignation / Retirement

*This form serves as official notice in lieu of or in addition to written notice.*

<b>Employee Group:</b>	<input type="checkbox"/> Certified Staff (FEA / FPA)	<input type="checkbox"/> Classified Staff (ESSA)	<input type="checkbox"/> Non-Represented (Exempt)
	<input type="checkbox"/> Student / Intern	<input type="checkbox"/> Substitute Teacher	<input type="checkbox"/> Temporary

**Please print clearly. Complete Parts A and B and return form by email or hand deliver to HR.**

**Employee Name:** \_\_\_\_\_ **F #** \_\_\_\_\_

**Work Location:** \_\_\_\_\_

**Position:** \_\_\_\_\_ **DOH:** \_\_\_\_\_

Part A ENDING EMPLOYMENT	
<input type="checkbox"/> Resign	<input type="checkbox"/> Retire
<input type="checkbox"/> PERS	<input type="checkbox"/> TRS
Retirement Effective (select box below):	
<input type="checkbox"/> First of month after last work day <input type="checkbox"/> July 1 <sup>st</sup> <input type="checkbox"/> Other	
Check retirement tier, if known:	
<input type="checkbox"/> I <input type="checkbox"/> II <input type="checkbox"/> III <input type="checkbox"/> IV	
Last Work Day is:	
I plan to work for a summer program? i.e. SPED, After School Program, etc.	
<input type="checkbox"/> No <input type="checkbox"/> Yes	
Will your health benefits be delayed at retirement due to age?	
<input type="checkbox"/> No <input type="checkbox"/> Yes	

**Part B ADDRESS / EMAIL / PHONE NUMBER:** Please provide information for benefits and year-end tax information  
**Inactive employees must notify the District and the Division of Retirement & Benefits (DRB) when updating contact information.**  
**DRB updates must be sent directly through [address changes](#) after final pay is issued.**

Address: \_\_\_\_\_  
Street City State Zip Code

Phone Number: (new primary) ( ) \_\_\_\_\_  Home  Cell

Personal Email: \_\_\_\_\_ @ \_\_\_\_\_

Initial the following options, if applicable to your employee group and status. Deadlines are dependent on member agreement / employee contract.

\_\_\_\_\_ (initials) **Retirement Stipend.** I acknowledge the Retirement (R-Step) Stipend is issued per member agreement / employee contract.

\_\_\_\_\_ (initials) **Leave Cash-in.** I acknowledge the leave cash-in option is issued per member agreement / employee contract.

\_\_\_\_\_ (initials) Cash-in forms are on the Payroll website [Payroll Forms & Documents](#) and must be submitted by the applicable deadline.

**Employee Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

Office use only. HR will complete this section and return to the employee.			
<b>District Access &amp; Electronics</b>			
K12 account access ends:			
Return laptop / district electronics to the Help Desk, 1 <sup>st</sup> floor, ADC Building by:			
<b>Employee Benefits. Questions about district health benefits can be directed to: <a href="mailto:benefits@k12northstar.org">benefits@k12northstar.org</a></b>			
Health/DVA benefits end:			
<b>Payroll and ESS account. Once inactive ESS pay detail is accessible from: <a href="http://employee.k12northstar.org">http://employee.k12northstar.org</a></b>			
Final Pay Issued on:		Eligible for Retirement Stipend \$	
<b>Retirement. Forms and information are on the Div. of Retirement &amp; Benefits site: <a href="http://doa.alaska.gov/drb">http://doa.alaska.gov/drb</a></b>			
Div. of Retirement & Benefits @ (907)465-4460 or (800)821-2251		Empower Retirement @ (800)232-0859	
403b – Omni @ (877)544-6664			
	<b>Desk Initials</b>		<b>Desk Initials</b>
Certified Desk		Employee Benefits	
Classified / Non-Rep. Desk:		Date to Payroll	
Sub / Temp		Employee Supervisor Notified	

**If you are planning to retire and give notice by January 15th, you are entitled to a \$1,500.00 payment. Article 101 of the**

negotiated agreement states, *“A teacher who gives irrevocable written notice of retirement effective at the end of the school year to Human Resources on or before January 15 will receive a one-time payment of fifteen hundred dollars (\$1,500) in the final paycheck at the end of the year.”* Please send an email to Human Resources or use the [Notice of Resignation/Retirement Form](#).

If you are placed on a Plan of Improvement, please reach out to FEA immediately so that we can help you navigate this. It is important for all parties involved to ensure due process that a representative be involved at the beginning as the goals and timelines are being established. Pursuant to Article 409 of the negotiated agreement, the role of the FEA representative is to consult with the teacher in setting clear, specific performance expectations, to take notes, and to ask clarifying questions during meetings, as needed.

The negotiated agreement between FEA and the District has some new contract language in Article 518 regarding visitor expectations. The language was a collaboration between all three unions and the District. You should expect to see these visitor expectations in your buildings - possibly by the front office, visitor sign-in log, or in rooms where IEPs and SSTs are frequently held. While we hope you don't need to reference these expectations, please refer to these guidelines as needed and report violations to your building administrators so appropriate documentation occurs.



FEA members talk to Representative Mike Prax. FEA music teacher, Jay Millon, getting ready for Salch's Winter Concert.

Thank you to the Salcha Staff for such a warm welcome and for allowing me to get a sneak peek at your winter music concert.

Thank you to the staff at Pearl Creek for inviting me to join them for cookies, cocoa, and holiday stories.

Thank you to the Hutchison staff for inviting me to discuss safety concerns with them.

Thank you to the military educators who met on December 14th to start our newest FEA group.

Thank you to all of the educators who attended the Interior Legislative Open House on December 7th and spoke on behalf of students!

Thank you to Dave Devaughn, Jessica Iglesias, and Patrick Frymark for the work that they are doing for all of us as FEA Representatives on the Healthcare Committee.

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## Upcoming Events and Important Dates



**FEA Offices will be closed from the afternoon of December 22-January 1, 2024. NEA Alaska staff will return on January 2nd to assist you.**

**Monday, January 8th at 5:00 p.m. at FEA Offices**

Pre-Delegate Assembly Information Meeting

**Tuesday, January 9th at 5:00 p.m. at FEA Offices**

FEA Rep Council Meeting

**Saturday, January 13th at 12:00-1:00 p.m. in Anchorage**

#REDFPREDRALLY

**Monday, January 15th**

Deadline to give irrevocable notice of retirement to receive \$1,5000

[Notice of Resignation/Retirement Form](#)

**Tuesday, January 23rd at 5:00 at FEA Offices**

FEA Board of Directors Meeting

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## Fairbanks Education Association Value Statement

*The diverse voices of our members are the strength of the Fairbanks Education Association. We are the teachers, the counselors, the librarians, the therapists, and the psychologists that prepare students to succeed and contribute to a changing society.*

*Recognizing that a teacher's working environment is a student's learning environment, the Fairbanks Education Association is tirelessly dedicated to attracting and retaining the best quality teachers by strongly advocating for its members, improving salary, benefits, retirement with dignity, and increasing funding for quality public education for all students. We support our members by offering life-long learning opportunities for growth through mentorship and meaningful professional development.*



*We empower our members to make professional decisions that positively impact our classrooms, community, and daily lives of our students.*

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## FEA Board Members

*FEA Officers:*

President - Danette Peterson

Vice President - Patrick Frymark

Recording Secretary - Paula Addis

Membership Secretary - Pepper McFarland

Treasurer - Melodee Sonnenberg

Immediate Past President: Sandi Ryan

NEA-Alaska Directors: Kristen Dullen and Jessica Iglesias

*FEA Board of Directors by Region:*

East Region: Robyn Capp, Wendy Demers, Robin Feinman, Kelly Scanlon

West Region: Garrett Armstrong, Natasha Carlson, Dave Devaughn, Kim Wallingford

NEST Region: Sarah Dimmick, Shelby Hooper, Mariko Kinikin, Ed Paxson

Ft. Wainwright: Laverne Haakanson, Julie Lougee

*Advisory:*

Retired Member Representative: Leslie Conner

NEA-Alaska UniServ Directors: Michael Wenstrup and Grier Hopkins

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In solidarity,

Danette L. Peterson

President

Fairbanks Education Association

## Feedback

Anonymously tell us what you thought of this edition. Your responses will help us create better content for you!

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