



FEAdback

By Danette L. Peterson • Jan 11, 2024

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President's Message



Hello FEA Family. Happy New Year and welcome to a new semester!

Hopefully, you took time during Winter Break to renew and rejuvenate yourself. Maybe you enjoyed a staycation while reading a good book or skiing. Maybe you traveled to spend holidays with family and loved ones on a warm beach. Whatever you did, I hope you are excited about the upcoming semester.

The beginning of every year provides a fresh start, a sense of renewal, and fills us with hope for new and better things to come. It is an opportunity to let go of the past and look forward to the future. The beginning of a new year is an opportunity to symbolically reset time. And in doing so, there is an implied sense of forgiveness that releases people from their past mistakes. Author Michael Meade says, “The presence of forgiveness brings a sense of grace and mercy that can release us from the burdens of guilt and shame that keep us bound to the past. Forgiveness of oneself and others turns out to be an essential ingredient in all attempts to rejuvenate and restore life and be able to imagine a better world.” We are great at forgiving our students. We

assure them each day is a new start and wipe their slate clean. However, we are not so great at doing this for ourselves. Practice self-compassion and remember that growth often takes risks and we learn from our mistakes. So, please put any of your past mistakes, failed lesson plans, or time-crunched units in the past as we move into the new semester.

We also look forward to the future and find ourselves setting new goals to “improve” ourselves: exercise more, lose weight, eat healthier, or spend more time with family. We also set professional goals. Maybe there are new strategies that you want to implement in your classrooms. Maybe you have new resources that you are eager to try. These are laudable goals and I encourage you to pursue them. However, New Year’s goals often add to our overflowing plates and feel like a burden; one more thing to remember to do. Instead, consider an alternative approach. Consider what it would feel like if your New Year’s goal were to take something off your plate rather than add to it. Lessening your obligations might just be the right goal. Whatever you choose to do, celebrate the good stuff and be kind to yourself and others.

Showing Up for Students: Red-for-Ed Rally and Red-for-Ed Shirts Tuesday, January 16th



Tuesday, January 16th is the start of the new legislative session. FEA and ESSA members are being asked to wear RED that day. It symbolizes

solidarity and raises awareness amongst ourselves, students, and the public. Make no mistake about it, we are all in this together for our students. **PLEASE SHARE YOUR RED FOR ED PICS ON TUESDAY at fea@alaska.net. I WILL SHARE THOSE PICTURES AT THE STATE LEVEL, POSTING THEM ON OUR WEBSITE, AND ENTERING PARTICIPANT BUILDINGS IN A DRAWING.**

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.

Looking For a Few Good Educators: Educational Excellence for Teachers and Students

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

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.

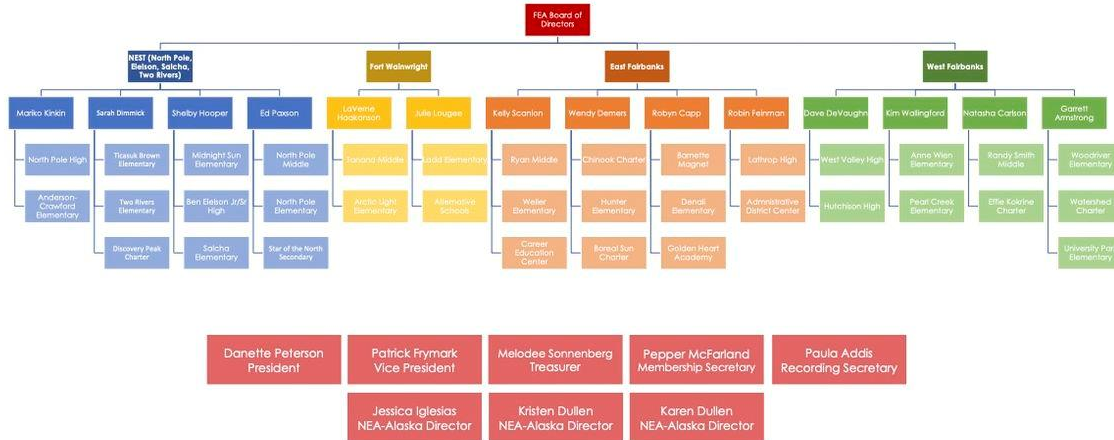
ONLY SIX SPOTS REMAIN!!! FEA is offering the Alaska History course required of educators who are on an initial certificate. The cost of tuition will be covered by the grant with minimal fees for field trips. The course will begin on January 31st and conclude on April 3rd.

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 professional development that we are engaged in collaboration with the District and will be held in the District's Board Room. It is an excellent training that focuses on character development 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 trainings by clicking on this link. [FEA Upcoming PD](#).

Building Representative-to-Board Director Contact Sheet:

FEA Building Representative-to-Board Director Contact Sheet



You don't have to do it alone. We all get by with a little help.

If your building needs a bit of support running a building meeting, electing a building rep., addressing specific concerns, or connecting with FEA leadership generally, please reach out to the Board Member who is assigned to your Region and building. Please see your FEA Bulletin Board for detailed information.

Why Our Contract Matters: Retirement and Leave of Absences



Retirement Notification: January 15th Deadline

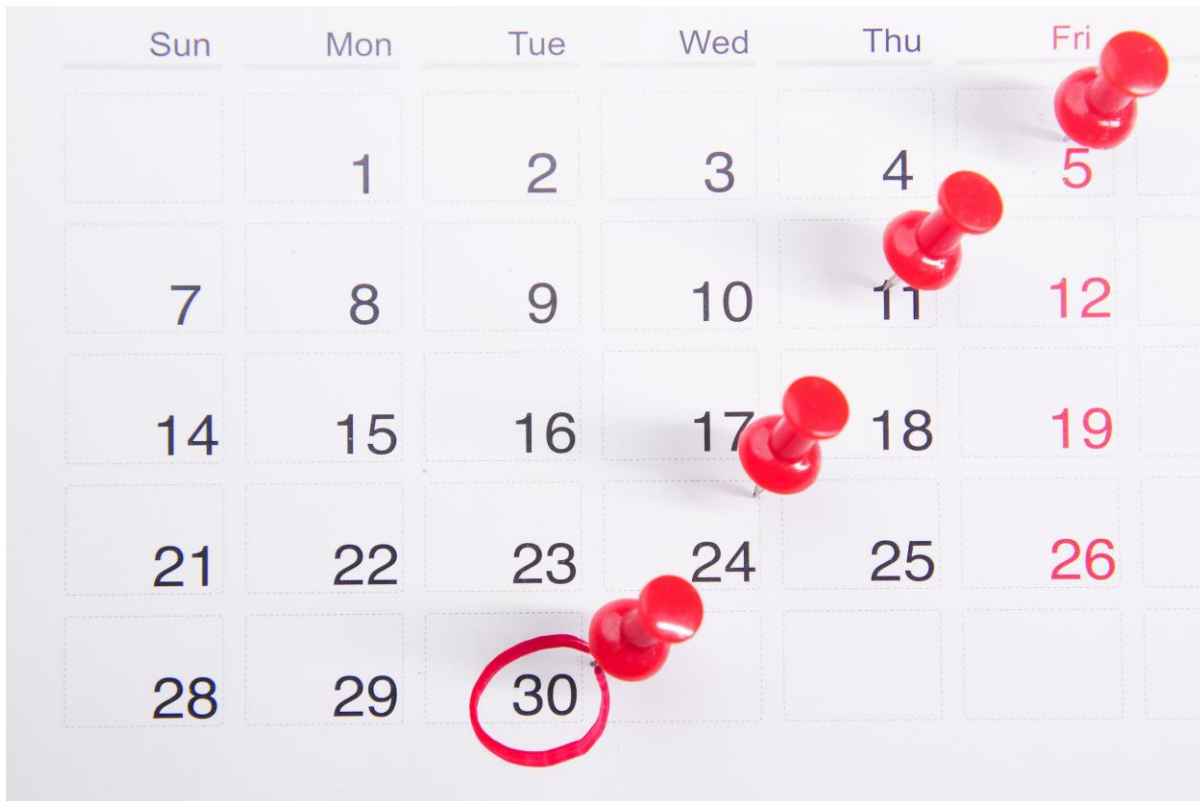
If you are planning to retire and give notice by January 15th, you are entitled to a \$1,500.00 payment. Article 101 of the negotiated agreement states, “A teacher who gives irrevocable written notice of retirement effective at the end of the school year to Human Resources on or before January 15 will 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](#).

1-Year Leave of Absence: February 15th Deadline

If you are planning to take an unpaid leave of absence next year, please give your notice no later than February 15th. Article 205 of the negotiated agreement states, “A teacher with three (3) years of consecutive employment with the District may request leave for a period of one (1) full school term or for a semester. The request for a full school term or for a fall semester must be submitted no later than February 15.” A change of status form must be completed. Once the form is completed, it needs to be emailed to labor.relations@k12northstar.org.

[Change of Status Form](#)

Save the Date:



FEA Offices will be closed January 11-12, 2024 for NEA Alaska Delegate Assembly. FEA Offices will also be closed Monday, January 15th in recognition of Martin Luther King Jr's Holiday. FEA Offices will reopen on Tuesday, January 16th.

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

#REDFPREDRALLY from Noon to 1:00 PM

Monday, January 15th

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

[Notice of Resignation/Retirement Form](#)

Tuesday, January 16th - Picture Day

Wear your Red for Ed Shirts and send those pictures!

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

FEA Board of Directors Meeting

Thank you and Gratitude



I want to thank all of the FEA Delegates that are attending NEA Alaska's Delegate Assembly this Thursday, Friday and Saturday. These members are selflessly giving up part of their holiday weekend to do this important work at the state level to improve our lives and the lives of our students at the local level. With gratitude.

FEAdback Classified Ads



All ads are run for two FEAdbacks, unless notified to remove. To view previously posted ads, visit our website: 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.***

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.

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, Jessica Iglesias, Karen Dullen

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

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!

Was this edition useful?



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