



## Upcoming Events

School Board Recognition Month.....	January 2010
GRPS School Board Meeting.....	January 4, 2010
GREA Executive Board Meeting.....	January 5, 2010
Martin Luther King, Jr. Day (MEA offices closed).....	January 18, 2010
GREA Representative Assembly Meeting.....	January 19, 2010
GRPS School Board Meeting.....	January 19, 2010
Black History Month.....	February 2010
American Heart Month.....	February 2010
GRPS School Board Meeting.....	February 1, 2010
GREA Executive Board Meeting.....	February 2, 2010
MEA Bargaining/Political Action/PR Conference.....	February 4-16, 2010
GRPS School Board Meeting.....	February 15, 2010
GREA Representative Assembly Meeting.....	February 16, 2010
MEA Lobby Day.....	February 17, 2010

## Nominate Your Representatives

### GREA SPRING ELECTION

Nominations will open for the GREA Executive Board on Tuesday, January 19, 2010.

The following positions are open:

- (1) Senior High Representative
- (2) Elementary Representatives
- (2) Special Ed. Representatives
- (1) Ancillary Representative
- (5) MEA RA Representatives
- (5) NEA RA Representative



**Nominations will close at the February RA meeting on Tuesday, February 16, 2010. Spring Elections will take place April 12-16, 2010.**

### Gripe or Grievance?



The grievance procedure is designed as a process to constructively resolve disputes and questions regarding contract interpretation. A grievance is a claim by a member(s) that there has been an alleged violation, misinterpretation or misapplication of a specific article or section of the contract.

All grievances are gripes, but not all gripes are grievances! Grievances address specific violations of contract language or contract practice. Filing a grievance may not necessarily be the best first step to take. Many situations can be resolved without filing a grievance. The approach you take and the tone you use may determine how quickly a situation can be resolved or if resolution is possible without a grievance being filed.

Some members may feel that grieving is “unprofessional.” Others may feel that grieving is unnecessary because they can take care of themselves. Still others may feel that grievances could strain relationships between employees and administration.

However, the terms of the contract must be upheld. Terms and conditions of employment must be applied equally to all in a fair and consistent manner. A grievance may be a necessary tool to employ in order to ensure this is done.

[www.grea.org](http://www.grea.org)

Our progress as a nation  
can be no swifter than our  
progress in education  
~ John Fitzgerald Kennedy

**\$1,000 each to 7  
GRPS Seniors!**



**Deadline is  
January 22, 2010**



A number 2 pencil  
and a dream can  
take you anywhere.

—Joyce A. Myers,  
Author



**Take Proactive  
Steps to Improve  
School Safety!**



## **GREA Scholarships!**

The GREA is offering:

**Seven (7), one-year scholarships of \$1,000 each  
to graduating GRPS seniors.**

The scholarships may be used at any university or college in the 2010-2011 academic year.

Applications for these scholarships will be available from the head high school counselors, or by calling the GREA office (616-957-4732).

All student applications must be completed and submitted to the **HEAD COUNSELOR by February 12, 2010.**

## **Assistance with National Board Certification**

The Michigan Education Association is once again providing assistance to members who are either pursuing or interested in pursuing National Board Certification as awarded by the National Board for Professional Teaching Standards (NBPTS). The assistance comes in the form of an organized support system to help teachers prepare and submit documentation of their competence as a classroom teacher to the NBPTS. The MEA actively sponsors collegial meetings and mentoring to assist the teachers throughout the process.

The MEA also provides financial assistance to teachers needing to retake portions of the assessment exercises. The financial assistance is limited to up to two retakes by the same teacher. However, any teacher seeking financial assistance must contact the Frank Ciloski and Laura McGhee by email ([fciloski@mea.org](mailto:fciloski@mea.org) and [lmcghee@mea.org](mailto:lmcghee@mea.org)) **prior to January 22, 2010** to be eligible for funds during the current cycle.

Additional funding is available for a teacher or group of teachers wishing to explore the National Board Certification by completing the "Take One" exercise which provides an opportunity to determine readiness to commit to finishing the entire process. Further information on the "Take One" exercise is available on the NBPTS web site: [www.nbpts.org](http://www.nbpts.org). Interested individuals should also contact Frank and Doreen.

***For those teachers in need of financial assistance,  
please act soon because the deadline is quickly approaching.***

## **New Resource on Addressing Violent Behavior**

NEA is pleased to announce that a new resource is now available at the NEA Health Information Network School Crisis Guide website to help educators prevent violent behavior (<http://www.neahin.org/crisisguide/before/index.html>).

All educators want students to learn and be successful academically, behaviorally and socially in the school and they know that students learn more when they feel safe. Educators also want to work in a safe environment.

***Preventing and Addressing Violent Behavior: Taking Proactive Steps to School Safety*** focuses on taking a proactive prevention approach to making the working and learning environment safe and violence free for students and educators. This guide provides an overview of effective classroom management strategies, describes evidence-based whole school approaches, such as school-wide positive behavioral support programs and teaching social skills, provides guidance on what to do when an educator is assaulted and offers excellent resources to learn more about preventive strategies.

The guide was developed as a collaborative project of the NEA and **NEA HIN** in consultation with the **National Association of School Psychologists (NASP)** and the **American Psychological Association (APA)**.

Visit (<http://www.neahin.org/crisisguide/before/index.html>) for more information.