



MAYFIELD
EDUCATION ASSOCIATION
Quality Education Quality Staff

News and Views



www.mayfieldea.ohea.us

Mission Statement

Protect the contractual rights of all its members and to build an effective partnership in an environment of professionalism and mutual respect



February 2016

First, let me start by thanking the following MEA Members who represented the Mayfield Education Association at last week's Ohio Education Association Collective Bargaining Conference. The MEA is fortunate to have valuable members who give so freely of themselves to advance our union.

Deb Frank
JoAnna Lamparelli
Marty Mackar
Vickie Moses
Kerri Setlock
John Sullivan
Kim Zanell

As a union, we have many challenges ahead. We are continuing to see attacks to dismantle unions and collective bargaining rights at the federal and state level. One such challenge is the current

Supreme Court case *Friedrichs vs. the California Teachers Association*. This court case is attempting to eliminate the ability of local unions to collect Fair Share Fees. Many members often ask me about Fair Share Fees and how they apply to them. I often explain it to them like this. Since all workers enjoy the benefits, job security, and other protections the union negotiates, it is only fair that all contribute to the cost of securing those benefits and protections. It's not fair for some to pay more for the benefits all workers enjoy. The current Fair Share system is a good compromise and common sense. Losing this case will have high stakes for the MEA. It will mean "open season" for attacks on bargaining and we will see a revisit of Senate Bill 5 tactics. The Supreme Court was expected to rule on this case by July 1st, but with the passing of Justice Scalia and the appointment of a new justice in question, the future is uncertain.

What is certain is that the MEA has to begin to rethink how we, as an organization, do business. We have to reconnect with all members and begin to ask important questions, such as how the MEA can be more relevant to you as a member. As a local union, we have to examine our core principles, recommit to our mission, engage members differently and seek to communicate with members in unique ways. What we can't do is sit back and let special interest groups take away our power. As the OEA President said recently, "Now is the time to face the challenges before us and to find new opportunities to ensure that our union is strong and powerful."

OEA has recently conducted a series of focus groups and surveys. Some of you may have been involved with this process. What OEA discovered were three common themes:

- ▶ Build local capacity to be more relevant to members, while maintaining professionalism and bargaining gains.
- ▶ Improve the image of educators through intentional programming.
- ▶ Build OEA as a member resource for professional issues, including professional development.

These themes need to become our themes as a local union. I've charged the officers of the MEA and the Executive Committee to come together in different ways so we can become more relevant to you, while maintaining our rich history of excellence, dedication, and professionalism. Together, we're going to end up stronger and more deeply connected. I'm energized to face these challenges and have never been more excited to be your MEA President.

Keep inspiring the lives of your students!

John Paydo

MEA President

Officer elections for the MEA Executive Committee will take place during the month of March. If you are interested in nominating a member, please email Jeanne Assing Schroeder by 3 pm on Monday, February 29. The slate of candidates will be announced at the March 2 MEA Executive Committee meeting.

The Officers of the MEA Executive Committee are listed below.

- President
- Vice President-Certified
- Vice President-Classified
- Treasurer
- Corresponding Secretary
- Recording Secretary

Regular nomination deadline –February 29th

Nomination for Mayfield Education Association Executive Office



I, _____, nominate

for the office of



(Please Print)

All nominations are due to
Jeanne Assing-Schroeder at the MMS
by 3:00pm on
Monday, February 29, 2016.

<https://www.irs.gov/Affordable-Care-Act/Questions-and-Answers-about-Health-Care-Information-Forms-for-Individuals>

Questions and Answers about Health Care Information Forms for Individuals (Forms 1095-A, 1095-B, and 1095-C)

Because of the health care law, you might receive some new forms this winter providing you with information about the health coverage you had or were offered in 2015. The information below is intended to help individuals understand these new forms, including who should expect to receive them and what to do with them.

2. When will I receive these health care tax forms?

The deadline for the Marketplace to provide Form 1095-A is February 1, 2016. The deadline for insurers, other coverage providers and certain employers to provide Forms 1095-B and 1095-C has been extended to March 31, 2016. Individual taxpayers will generally not be affected by this extension and should file their returns as they normally would.

3. Must I wait to file until I receive these forms?

If you are expecting to receive a Form 1095-A, you should wait to file your 2015 income tax return until you receive that form. However, it is not necessary to wait for Forms 1095-B or 1095-C in order to file.

Some taxpayers may not receive a Form 1095-B or Form 1095-C by the time they are ready to file their 2015 tax return. While the information on these forms may assist in preparing a return, they are not required. Individual taxpayers will generally not be affected by this extension and should file their returns as they normally would.

Like last year, taxpayers can prepare and file their returns using other information about their health insurance. You should not attach any of these forms to your tax return.

9. Will I get a Form 1095-C from each of my employers?

Not necessarily. You will only receive a Form 1095-C from your employer if that employer is an applicable large employer, meaning it had 50 or more full-time employees (including full-time equivalent employees) in the year before the year to which the form relates. Most employers have fewer than 50 employees and therefore are not applicable large employers required to provide Form 1095-C to their full-time employees.

Even if your employer is an applicable large employer, you will only receive a Form 1095-C for that employer if you were a full-time employee for that employer for at least one month of the year or if you are enrolled in an applicable large employer's self-insured health plan, even if you are a part-time employee.

14. Can I file my tax return if I have not received any or all of these forms?

You do not have to wait for either Form 1095-B or 1095-C from your coverage provider or employer to file your individual income tax return. You can use other forms of documentation, in lieu of the Form 1095 information returns to prepare your tax return. Other forms of documentation that would provide proof of your insurance coverage include:

- insurance cards,
- explanation of benefits
- statements from your insurer,
- W-2 or payroll statements reflecting health insurance deductions,
- records of advance payments of the premium tax credit and
- other statements indicating that you, or a member of your family, had health care coverage.

You will not need to send the IRS proof of your health coverage. However, you should keep any documentation with your other tax records. This includes records of your family's employer-provided coverage, premiums paid, and type of coverage.

16. Should I attach Form 1095-A, 1095-B or 1095-C to my tax return?

No. Although you may use the information on the forms to help complete your tax return, these forms should not be attached to your return or sent to the IRS. The issuers of the forms are required to send the information to the IRS separately. You should keep the forms for your records with your other important tax documents.



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END OF THE YEAR MEA SOIREE

3rd Annual

Come celebrate the completion of the school year as we
also raise money for
Senior Scholarships!

SAVE THE DATE:

The MEA 3rd Annual Soirée

May 13, 2016

5:30PM @ La Vera

Mark your calendars!

All Proceeds are donated to
Mayfield H.S. Senior Scholarships.

Any questions please contact Marty Macker or Kerri Setlock:

mmacker@mayfieldschools.org

ksetlock@mayfieldschools.org

How Scalia's death may save teachers unions -- for now...

Check out this article:

<http://www.latimes.com/local/lanow/la-me-ln-scalia-death-teachers-unions-20160214-story.html>

Supreme Court Justice Antonin Scalia died over the weekend, potentially affecting cases before the court, including an attempt to limit the financial reach of teachers unions. (Manuel Balce Ceneta / Associated Press)





Mayfield Education Association

How Your 2015–2016 MEA Dues Dollars Are Allocated

MEA 2015-2016 BUDGETED FULL TIME DUES.....\$70.00

AWARDS & GIFTS.....\$9.15

Support and sponsorship for Academic Boosters, Athletic Boosters, HS Yearbook, Alumni Association, Staff Charity Game, Harvest for Hunger, Green Tie Gala and Afterprom. This also funds the Graduation Yard Signs, MEA Making a Difference Awards, OEA Holiday Gift and MEA Retirement Gifts.

GOVERNANCE.....\$1.10

This includes Tax Preparation, Negotiation Funds, New Leader Recruitment and Budget Committee Meeting.

SOCIAL.....\$1.79

This includes Public Relations, ESP Meeting and Monthly Meeting Refreshments for the Executive Committee.

TRAVEL.....\$22.13

This includes sending members to conferences and representative assemblies. The trainings and meetings that we attend enable us to better represent the members of the MEA as we learn strategies, talk to other locals and gain valuable information.

COMMUNICATION.....\$4.35

This includes the New Member Luncheon, MEA Technology, Election Mails, Web Site Manager Stipend, Newsletter Editor Stipend, Survey Monkey, Cards, Stamps and the MEA Members Retirement Social.

OFFICERS.....\$30.63

Elected MEA Officers & Building Representatives receive a \$15 stipend for each executive committee meeting attended. That stipend is also given to members who represent the MEA at various conferences and representative assemblies. The officers receive a stipend to perform the duties for which they were elected.



How Your 2015–2016 OEA Dues Dollars Are Allocated

OEA 2015-2016 BUDGETED FULL TIME DUES.....\$509.00*

DIRECT ASSISTANCE TO MEMBERS AND LOCAL ASSOCIATIONS.....\$241.09

Professional assistance to members and affiliates, bargaining assistance, grievance processing, local crisis assistance, political, research, computerized help in bargaining and communications assistance, cost of UniServ staff and UniServ field office operations. On-site organizing assistance to school employees seeking representation rights. Coordination and administration of the organizing plan, promoting membership expansion and membership maintenance; and statewide research assistance.

ADVOCACY PROGRAMS.....\$75.69

Publications to members and leaders; crisis assistance, campaigns, public relations training of leaders, new media activities, and membership recruitment materials; minority involvement and women’s programs; representation before legislative and governmental bodies; costs of informational materials; governmental services and professional development; costs of shipping and mailing informational materials related to these programs.

EDUCATION POLICY RESEARCH & MEMBER ADVOCACY.....\$5.63

Identifying, clarifying and monitoring educational and professional issues. Influencing policy related to educational and professional issues and initiatives. Communicating educational and professional issues and state and federal initiatives and their impact on public education to staff, leaders and members. Helping to design organizational responses and strategies for dealing with current issues and initiatives; building the professional capacity of members and assisting with school improvement efforts; development of and participation in partnerships to advance organizational goals. Organizing professional and association leadership training cadres, programs and conferences.

ORGANIZATION ADMINISTRATION.....\$78.74

Business operation, including fiscal programs, taxes, printing and mailing operations, accounting and membership records. Accounting of membership and dues mailing lists and labels, enrollment forms and processing of membership. Headquarters building operations, including taxes, utilities and security.

ASSOCIATION COUNSEL & PERSONNEL.....\$46.47

Legal assistance, liability coverage and insurance protection to individual members and local associations in defense of their rights, and legal support for locally negotiated contracts. Legal services to members and local associations are rendered by various attorneys throughout the state. Provides support and training to field staff, other divisions and governance groups. Coordination and administration of the organization’s personnel and pre-entry intern program.

ASSOCIATION GOVERNANCE.....\$37.18

OEA Representative Assemblies, Executive Committee, Officers, NEA Convention, Committees and Commissions, Appeals Board, Special Committees, Coalitions and task forces.

ASSOCIATION ADMINISTRATION.....\$10.54

Executive Offices Operations

CONTINGENCY.....\$13.66

Funding for Contingency Reserve and Contingency Debt Reduction

**Staff payroll and benefit costs are prorated to service areas. The dues dollars are based on the sum of OEA annual dues of \$432.00 plus a \$77.00 UniServ Service Fee.*

Send News items to:
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