

MARK YOUR CALENDARS...



Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
Turn clocks back		Healthcare Open Enrollment Begins & Election Day!	Membership Meeting Beverly Cleary @ Fernwood 5:30pm - 7:30pm	Classified Connections	Veteran's Day Schools and Offices Closed	
13	14	15	16	17	18	19
			E-Board Meeting PFSP Offices 5:30pm - 7:30pm			
20	21	22	23	24	25	26
← Conferences →				Thanksgiving	Schools and Offices Closed	
27	28	29	30	November 2011		

Sun	Mon	Tue	Wed	Thu	Fri	Sat
December 2011				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
			E-Board Meeting PFSP Offices 5:30pm - 7:30pm	H&W Trust Open Enrollment Ends		
18	19	20	21	22	23	24
	First day of Winter Break (190, 200, 210 and 225 employees off)	← WINTER BREAK →				
25	26	27	28	29	30	31
All Schools and Offices CLOSED	← WINTER BREAK →					

MORE VALUE FOR YOUR MEMBERSHIP

MEMBERS KNOW...
BE PREPARED FOR ANYTHING



AFT + ENDORSED INSURANCE

Term Life*

Voluntary term life insurance is designed to provide financial protection for your loved ones in the event of a premature death. Term life coverage with MetLife is available in amounts up to six times annual base earnings (maximum of \$1 million). Limited amounts are also available to spouses/domestic partners and eligible dependent children.

For more information about this and other savings, go to:
aft.org/members



* New York State United Teachers members have insurance programs through NYSUT Member Benefits Trust. To obtain more information about these plans, members can call 800/626-8101.

AFT + is your advocate. For information on all AFT + programs, call 800/238-1133, ext. 8643, or e-mail atplus@aft.org. The AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to disclosureinfo@aft.org; or visit www.aft.org/benefits/disclosure.

Portland Federation of School Professionals

(FORMERLY PFTCE— PORTLAND FEDERATION OF TEACHERS AND CLASSIFIED EMPLOYEES)

"A Union of Professionals... Working with Children"

PFSP • 1919 - 2011 • 92 YEARS STRONG!

PFSP LOCAL 111 • AFT • AFT-OREGON • AFL-CIO • CHARTERED 1919

Nov. & Dec. 2011

SPEAKING MY MIND

BELINDA REAGAN
PFSP PRESIDENT
BELINDA@PFSP111.ORG



The
 PROFILE

I hope all of you were able to take advantage of your time off this past week to relax a bit! November and December are such scattered months for school district employees, and there are so many things going on, in both our work and personal lives. Thanksgiving flew by, and the only memories of its visit at my house are the few tiny shreds of turkey left in the fridge! Once the stuffing is gone, that old turkey just doesn't seem to have a purpose any longer!

I've heard from so many of you of your plans to retire this year; some to take advantage of the grandfathered (out-of-state) tax advantages that will end on December 31st, and others simply because "it's time!" Most of you will be working through the end of the school year under the PERS "bubble", with your final work date landing in June. The Memorandum outlining the bubble can be read on the next page.

Every year, at about this time, I feel pangs of sorrow at saying 'farewell' to so many wonderful Classified employees, many of whom are colleagues I've known for so long. Of course, I'd be lying if I didn't admit that some of this sadness emerges solely from jealousy, knowing, with certainty, that I'll be 113 years old before I can retire!

If you are scheduled to retire, and PERS will not be utilizing your unused sick leave in your benefits, please consider donating those hours to the PFSP Sick Bank. Those suffering through a critical or life threatening illness will be so appreciative! A donation form appears on the inside of this newsletter.

We've heard that there is some confusion surrounding a date indicated in the Legal Notices page in the Health & Welfare Open Enrollment packets regarding the government's Early Retiree Reinsurance Program. This is NOT information pertaining to the **PFSP Early Retiree Insurance** coverage, which is outlined in the PFSP contract. The PFSP Early Retiree Insurance will remain available until **June 30, 2014**, to those with 15 years of service with the District.

Don't forget... if you wish to make any health insurance plan changes, those Open Enrollment packets you've received in the mail at home need to be submitted by Friday, December 16th. If you want to continue on your current plan, with the same level of coverage, and do not wish to add or remove anyone, there is no need to submit the paperwork.

If you've been reading your District email, you may have heard that the **PPS Fall Giving Campaign** is being extended until Friday Dec. 16th to give everyone more time to give. Even if you've given through payroll deduction in the past, you must **RE-ENROLL** online, as the system has changed. Simply go to the Giving site at: www.giveattheoffice.org/pps. If you'd prefer to complete a paper form, one can be found at:

http://inside.pps.k12.or.us/files/inside-links/PPS_pledge_form2011.pdf. Every donation, no matter how small, will help someone in need.

And, while I'm asking for your holiday spirit to shine through, please remember that PFSP continues to collect **NEW, UNWRAPPED, UNUSED toys for boys and girls**, which will be distributed to disadvantaged children at the Labor's Community Service Agency Christmas Party on December 17th. Toys can still be sent to our office, by December 15th, via PONY. Just address the box/package To: PFSP.

As usual, I have begun doing my annual snow dance daily, so when those flakes begin to fall, you'll have no one to blame but me. That's okay. I can handle the pressure---as long as I can go outside and make snow angels in the powder! Come join me!

Happy Holidays to you, one and all!



**PERS RETIREMENT "BUBBLE" -
MEMORANDUM OF UNDERSTANDING**

Each year, PFSP and PPS jointly sign a Memorandum of Understanding (a copy of the MOU is below) that allows employees to retire mid-year, and work through the end of the school/work year. This is commonly referred to as working in the "PERS Bubble." For the 2011-12 school year, eligible PFSP employees may retire at the end of any month (starting November 30, 2011), and continue to work until the end of their school/work year. This agreement was signed by both PFSP and the District on October 12, 2011.

If you are eligible to retire, congratulations!! Please complete an Employee Resignation Form located on the "Inside PPS" site. Other "PERS Bubble" information is available at "Inside PPS", as well as a link to PERS. If you wish to contact PERS by phone, you may call 503-603-7777 to order a PERS retirement packet or ask questions.

We hope this announcement will assist employees when making important decisions about retirement. If you have any questions or concerns, please contact **Terri Burton, Compensation & Benefits Director, at 503-916-3046.**

**MEMORANDUM OF UNDERSTANDING
CONTINUED EMPLOYMENT FOR RETIREES
PORTLAND FEDERATION OF SCHOOL PROFESSIONALS
AND PORTLAND PUBLIC SCHOOLS**

The following represents the terms and conditions of employment for Portland Federation of School Professionals (Federation) bargaining unit members who retire on or after **November 30, 2011** and prior to the end of the work year, and continue working through the end of the work year or **June 30, 2012** (whichever comes first) where ALL of the following conditions are met:

- The employee elects to retire between **November 30, 2011** and the end of the work year; and
 - The District decides to continue the position; and
 - No internal transfer options are identified; and
 - There is no one on layoff status that is qualified for the position.
1. The employee must resign and declare in writing his/her desire to continue working to the end of his/her work year or **June 30, 2012** (whichever comes first).
 2. Such notification must be given to the District no later than thirty (30) days prior to the employee's retirement date. An employee wishing to retire on **November 30, 2011** and continue working until the end of the year must provide notice on or before **October 31, 2011**. An employee wishing to retire on **January 31, 2012** must provide notice by 5:00 PM on **January 3, 2012**.
 3. Payroll will report all earned sick leave to PERS.
 4. Those whose employment will continue will:
 - Be maintained on District medical/dental insurance through July 31, 2012. Effective August 1, 2012, if the retiree is eligible, early retiree medical insurance will commence for the period specified in the parties' Collective Bargaining Agreement.
 - Be paid at his/her pre-retirement salary rate, less the 6% PERS pickup.
 - Retain a day of sick leave for each month worked, beginning the first month after his/her resignation date, until the end of the work year or **June 30, 2012** (whichever comes first), but not be eligible for any other paid leaves.
 - Not have access to career development or professional improvement funds.
 5. Promise of employment after the end of the contract year is neither stated nor implied.

FOR THE DISTRICT

By: 

FOR THE FEDERATION

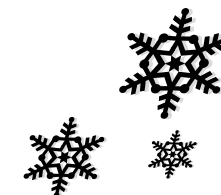
By: 

DATED this 12th day of October, 2011.

Season's Greetings!



From your PFSP staff, Belinda, Michelle, & Allison, along with
your E-Board: Frank Acosta, Louise Curran, Michael Fried,
Thea Stayton, Tim Taylor, & Becky Wright



Have a wonderful Winter Break!

Please join PFSP in supporting the

Labor's Community Service Agency

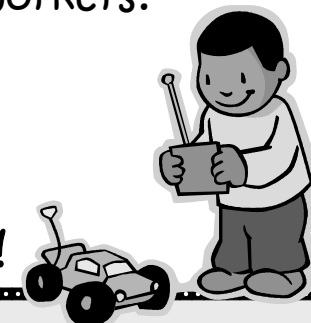
CHRISTMAS TOY DRIVE

We continue to collect new, unopened, unwrapped toys from now until December 15th, when we will deliver those toys to LCSEA to be distributed to the children of out-of-work Union workers.



Toys may be sent to PFSP via the PONY

**Thank you for helping to
make a child's holiday a little brighter!**



SICK BANK DONATIONS NEEDED...

PFSP Sick Leave Bank Donation Form

I wish to donate _____ hours to the
PFSP Classified Employee Sick Leave Bank
(Minimum of 4 hours, with no maximum)

Date: _____ Employee ID #: _____

Printed Name: _____

Home Address: _____

City/State/Zip: _____

Home Phone: _____

Worksite: _____

Employee Signature: _____



Please consider donating
some of your unused
Sick Leave hours to the
PFSP Classified Employees Sick
Bank for those in need. These
hours will be used to help our
brothers and sisters whose serious
illness has depleted their personal
sick leave.

Please FAX the form to 503-236-3694
or PONY to the PFSP office