

# Rapping Paper

What you **NEED** to know...



What you **WANT** to know...

**Information for YOU December 2010**

**Work Load Reduction**

As of November 30th, all MOU: Work Load Reduction forms must be signed by DCF Building Reps and turned into HR by Administrators. We will be reading through each school's reductions and connecting with Building Reps the mid-December with any questions that arise.

**Wellness Incentive**

The deadline to finish the two Wellness Incentive modules and the online pledges is December 15th to receive the money in your HSA or as taxable income on January 20, 2011. If the Dec. 15th deadline is missed, you will have until April 15th to finish and be paid out on May 20th.

**Calendar for '11-'12**

The Board of Education approved the 2011-2012 Calendar on November 16th. The Calendar is located on the DCSD Website for you to access. Next years calendar looks similar to our current one. The Calendar Committee will begin meeting in April to discuss the 2012-2013 school year.

**Google Docs Update**

The transition to Google Docs will take



place at the end of January. Each school or site will have a designated "Ninja" who will help train the staff and aid in any troubles you may have.

**AFT President Visit**

American Federation President Randi Weingarten joined AFT members across the Denver area for last minute campaigning Halloween Weekend. Many DCF members took the opportunity to connect with Weingarten and discuss the state of education across the nation.

**Task Force Update**

Tuesday Nov. 23rd, the BOE stated they will turn over the recommendations from the Choice Task Force to Dr. Fagen and DCSD administration. As the letter stated, the board will continue to engage it's stakeholders, but Dr. Fagen's team will be evaluating any further steps proposed by each of the 7 sub-committees.

## Skills Blocks: ER&D Classes

AFT and the DCF have provided staff development for years in the district. Look for these skills blocks in the DCSD Course Catalog.

**ER&D in DCSD**

Education Research and Dissemination classes began in 1981 at a national level through the American Federation of Teachers. The magnitude of classes that exist now emerged from one class at 3 pilot sites across the country. Douglas County Federation began incorporating ER&D classes into the DCSD staff development in 1996. Since then, the number of classes offered in our district has grown significantly. Currently, the DCF offers 16 high-quality professional development ER&D classes. These are union sponsored classes and are taught through what is called the Train the Trainer Model. District employees



spend time at the AFT Summer and Winter Institute learning and implementing these courses to bring them back to our district. These trainers then teach our own staff in ER&D classes the research and content using best practices. If you are interested in learning more about ER&D classes, contact the office.

**Current ER&D Classes offered to employees by the DCF:**

- Beginning Reading
- Managing Antisocial Behavior
- Managing Antisocial Behavior for Support Staff
- Thinking Math Volume 1
- Thinking Math Volume 2
- Thinking Math Volume 3
- Thinking Math for Middle School: Journey to Algebra
- Thinking Math Foundations of Effective Teaching I
- Foundations of Effective Teaching II
- Reading Comprehension Instruction (Elementary and Secondary)
- Making Data Work for You
- Making Classroom Assessments Work
- Instructional Strategies that Work
- ELL Toolbox

Other AFT/DCF Sponsored Classes:

These classes are not typical Skills Blocks

- AFT You as a Leader
- AFT's Conflict Resolution
- AFT's Problem Solving
- AFT's Training of Trainers
- AFT's Speaking to Others
- AFT's Do your words Nurture or

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# Grant Opportunities

## **Fiskars**

*Project Orange Thumb Garden Grants and Makeovers*

**Eligibility:** School, church and master gardener groups, and community organizations working on a gardening project

**Amount:** Ten applicants will be awarded \$5,000 each in cash and tools; one applicant will receive a complete garden makeover

**Purpose of Grant:** To help organizations and communities reach their goals for neighborhood beautification, community collaboration, and healthy, sustainable food sources

**Contact:** <http://www2.fiskars.com/Activities/Project-Orange-Thumb/>

**Deadline:** December 31, 2010

## **Nickelodeon**

*The Big Help Grants Program*

**Eligibility:** Elementary and middle schools (K-9 public and private, not for profit) and after school community-based organizations with 501(c)(3) status serving kids ages 5 through 15

**Amount:** \$2,500 to \$5,000  
**Purpose of Grant:** To support projects that inspire kids to (1) take care of the environment; (2) lead active, healthy lives; (3) engage in community service; or (4) improve their educational experience

**Contact:** <http://pro-social.nick.com/grant-application/>

**Deadline:** December 31, 2010

## **Walmart Store and Sam's Club**

Walmart Store and Sam's Club Giving Program

**Eligibility:** 501(c)(3), (4), (6), or (19) of the Internal Revenue Code that are listed in the most current IRS 50 State Master File at the time of application; recognized government entities such as state, county and state agencies, including law enforcement and fire departments; volunteer fire ; K-12 public schools/districts, charter schools, community/junior colleges, state colleges and universities; private schools and colleges with current tax-exempt status under Section 501(c)(3) of the Internal Revenue Code; churches and other faith based organizations with projects that address and benefit the needs of

the community at large

**Amount:** Varies

**Purpose of Grant:** To improve the lives of individuals in Walmart communities, including customers and associates

**Contact:** <http://walmartstores.com/CommunityGiving/203.aspx>

**Deadline:** Applications accepted now through December 31, 2010

## **Waste Management Corporation**

*Charitable Contributions*

**Eligibility:** Nonprofit organizations with 501(c)(3) status and public organizations in geographic areas where Waste Management has a presence.

**Amount:** Varies.

**Purpose of Grant:** Waste Management is most likely to support environmental causes, environmental education

and efforts to make communities cleaner.

**Contact:** <http://www.wm.com/wm/community/giving.asp>

**Deadline:** Ongoing.

## **Jimmy Buffet**

*Singing for Change*

**Eligibility:** Nonprofit organizations with 501(c)(3) status across the U.S.  
**Amount:** \$500-\$10,000.

**Purpose of Grant:** Areas of interest include children and families, the environment and disenfranchised groups.

**Contact:** <http://www.margaritaville.com/index.php?page=sfcare>

**Deadline:** Letters of interest are accepted on an ongoing basis.

Proposals are by invitation only.

small token of appreciation to celebrate their continued support of education in Douglas County.

## Wellness: Horizon Health Services

*We all know how important mental well being is to our lives.*

For most, this time of the year seems to be extremely stressful. Holidays, conferences, family, shopping and high expectations placed on ourselves or on us by others. Douglas County School District has a confidential service provided free to employees and their families to help with everything from counseling to support with finances, legal services and even travel called *Horizon Health*.

The *Horizon Health* website provides information on health, time, family and child care. The site also has a page set up to help you save using coupons and ideas for when you travel to a new city or are looking for fun ideas in the one you live. There are articles, advice and ideas to help YOU!

The website is not the only resource Horizon Health offers. For those who want to talk to someone on the phone about anything from handling emotions, family issues or health related financial or legal advice, call 1-877-851-1631. The line is open 24 hours a day, 7 days a week. **It is free and confidential.** You can also access free face to face local counseling, for up to 6 six sessions. These are convenient, confidential have no affiliation with DCSD. For information and so many resources, check out the website at [www.HorizonCareLink.com](http://www.HorizonCareLink.com).  
Login: douglas county sd Password: eap



## In the Office

President - Brenda Smith  
Vice President Classified - Andy Pippin  
Treasurer/Field Rep - Cindi Leitch  
Field Representative - Courtney Smith  
Field Representative - Amanda Sheets  
Office Manager/Classified Field Rep - Julie Weatherman  
Professional Development - Kathy Leeser  
Professional Development - Peggy Mueller

## Important Dates

School Board Meetings:

December 7th: Wilcox Board Room

December 14th: Wilcox Board Room (Special Mtg)

December 21st: Wilcox Board Room

## FYI: Pedometer Readers Refund

The Douglas County Education Foundation is offering to reimburse employees who purchased a Sonic Boom Pedometer Reader or a pedometer for a family member not employed in Douglas County after July 1st. You will need to do this before Dec. 9th and have the method of purchase and date you purchased the pedometer or reader.

Also, the district will be recycling used pedometers. Send them to the DCEF by Dec. 9th to help our earth.

## **METLIFE WILL DISCONTINUE THE SALE OF NEW LONG-TERM CARE INSURANCE COVERAGE**

### **Current LTCI Policyholders and Certificateholders Are Not Impacted By This Business Decision**

#### **New York, NY - November 11, 2010 –**

Following an extensive review of its Long-Term Care Insurance (LTCI) business, MetLife today announced that it will discontinue the sale of new LTCI coverage. MetLife will continue to accept new applications for individual LTCI policies received on or before December 30, 2010. In addition, in 2011, MetLife will be discontinuing new enrollments into existing group and multi-life LTCI plans. The timing will vary based on existing contractual obligations.

MetLife's decision to stop writing new LTCI business will have no impact on existing insureds' coverage. As long as premiums are paid on time, coverage cannot be cancelled. All current insureds can continue to make coverage changes per the terms of their policy or certificate, including inflation protection offers and requests to increase or decrease coverage.

"MetLife remains committed to our current LTCI policyholders and certificateholders and will continue to ensure that they receive quality service, particularly when needed most – at time of claim," says Jodi Anatole, vice president, Long-Term Care Products, for MetLife. "While this is a difficult decision, the financial challenges facing the LTCI industry in the current environment are well known."

Many Americans remain at risk for needing long-term care services at some point in their lives. MetLife is committed to exploring potential solutions, including combining LTCI with other products, which the company believes can effectively address the long-term care financing needs of the public as well as its business goals.

MetLife, Inc. (NYSE: MET) is a leading global provider of insurance, annuities and employee benefit programs, serving 90 million customers in over 60 countries. Through its subsidiaries and affiliates, MetLife holds leading market positions in the United States, Japan, Latin America, Asia Pacific, Europe and the Middle East. For more information, visit [www.metlife.com](http://www.metlife.com).

#### Note Regarding Forward-Looking Statements

These materials may contain or incorporate by reference information that includes or is based upon forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements give expectations or forecasts of future events. These statements can be identified by the fact that they do not relate strictly to historical or current facts. They use words such as "anticipate," "estimate," "expect," "project," "intend," "plan," "believe" and other words and terms of similar meaning in connection with a discussion of future operating or financial performance. In particular, these include statements relating to future actions, prospective services or products, future performance or results of current and anticipated services or products, sales efforts, expenses, the outcome of

contingencies such as legal proceedings, trends in operations and financial results.

Any or all forward-looking statements may turn out to be wrong. They can be affected by inaccurate assumptions or by known or unknown risks and uncertainties. Many such factors will be important in determining MetLife's actual future results. These statements are based on current expectations and the current economic environment. They involve a number of risks and uncertainties that are difficult to predict. These statements are not guarantees of future performance. Actual results could differ materially from those expressed or implied in the forward-looking statements. Risks, uncertainties, and other factors that might cause such differences include the risks, uncertainties and other factors identified in MetLife, Inc.'s filings with the U.S. Securities and Exchange Commission (the "SEC"). These factors include: (1) the imposition of onerous conditions following the acquisition of American Life Insurance Company ("ALICO"), a subsidiary of ALICO Holdings LLC ("ALICO Holdings") and Delaware American Life Insurance Company ("DelAm") (collectively, the "Acquisition"); (2) difficulties in integrating the business acquired in the Acquisition (the "Alico Business"); (3) uncertainty with respect to the outcome of the closing agreement entered into between ALICO and the United States Internal Revenue Service in connection with the Acquisition; (4) uncertainty with respect to the making of elections under Section 338 of the U.S. Internal Revenue Code of 1986, as amended, and any benefits therefrom; (5) an inability to manage the growth of the Alico Business; (6) a writedown of the goodwill established in connection with the Acquisition; (7) exchange rate fluctuations; (8) an inability to predict the financial impact of the Acquisition on MetLife's business and financial results; (9) events relating to American International Group, Inc. ("AIG") that could adversely affect the Alico Business or MetLife; (10) the dilutive impact on MetLife, Inc.'s stockholders resulting from the issuance of equity securities to ALICO Holdings in connection with the Acquisition; (11) a decrease in MetLife, Inc.'s stock price as a result of ALICO Holdings' ability to sell its equity securities; (12) the conditional payment obligation of approximately \$300 million to ALICO Holdings if the conversion of the Series B Contingent Convertible Junior Participating Non-Cumulative Perpetual Preferred Stock ("Series B Preferred Stock") issued to ALICO Holdings in connection with the Acquisition into MetLife, Inc.'s common stock is not approved; (13) change of control provisions in the Alico Business' agreements; (14) effects of guarantees within certain of the Alico Business' variable life and annuity products; (15) regulatory action in the financial services industry affecting the combined business; (16) financial instability in Europe and possible writedowns of sovereign debt of European nations; (17) difficult conditions in the global capital markets; (18) increased volatility and disruption of the capital and credit markets, which may affect MetLife's ability to seek financing or access its credit facilities; (19) uncertainty about the effectiveness of the U.S. government's programs to stabilize the financial system, the imposition of fees relating thereto, or the promulgation of additional regulations; (20) impact of comprehensive financial services regulation reform on MetLife; (21) exposure to financial and capital market risk; (22) changes in general economic conditions, including the performance of financial markets and interest rates, which may affect MetLife's ability to raise capital, generate fee income and market-related revenue and finance statutory reserve requirements and may

require MetLife to pledge collateral or make payments related to declines in value of specified assets; (23) potential liquidity and other risks resulting from MetLife's participation in a securities lending program and other transactions; (24) investment losses and defaults, and changes to investment valuations; (25) impairments of goodwill and realized losses or market value impairments to illiquid assets; (26) defaults on MetLife's mortgage loans; (27) the impairment of other financial institutions; (28) MetLife's ability to address unforeseen liabilities, asset impairments, or rating actions arising from any future acquisitions or dispositions, and to successfully integrate acquired businesses with minimal disruption; (29) economic, political, currency and other risks relating to MetLife's international operations; (30) MetLife, Inc.'s primary reliance, as a holding company, on dividends from its subsidiaries to meet debt payment obligations and the applicable regulatory restrictions on the ability of the subsidiaries to pay such dividends; (31) downgrades in MetLife, Inc.'s and its affiliates' claims paying ability, financial strength or credit ratings; (32) ineffectiveness of risk management policies and procedures; (33) availability and effectiveness of reinsurance or indemnification arrangements, as well as default or failure of counterparties to perform; (34) discrepancies between actual claims experience and assumptions used in setting prices for MetLife's products and establishing the liabilities for MetLife's obligations for future policy benefits and claims; (35) catastrophe losses; (36) heightened competition, including with respect to pricing, entry of new competitors, consolidation of distributors, the development of new products by new and existing competitors, distribution of amounts available under U.S. government programs, and for personnel; (37) unanticipated changes in industry trends; (38) changes in accounting standards, practices and/or policies; (39) changes in assumptions related to deferred policy acquisition costs ("DAC"), deferred sales inducements ("DSI"), value of business acquired ("VOBA") or goodwill; (40) increased expenses relating to pension and postretirement benefit plans, as well as health care and other employee benefits; (41) exposure to losses related to variable annuity guarantee benefits, including from significant and sustained downturns or extreme volatility in equity markets, reduced interest rates, unanticipated policyholder behavior, mortality or longevity, and the adjustment for nonperformance risk; (42) deterioration in the experience of the "closed block" established in connection with the reorganization of Metropolitan Life Insurance Company; (43) adverse results or other consequences from litigation, arbitration or regulatory investigations; (44) discrepancies between actual experience and assumptions used in establishing liabilities related to other contingencies or obligations; (45) regulatory, legislative or tax changes relating to MetLife's insurance, banking, international, or other operations that may affect the cost of, or demand for, MetLife's products or services, impair its ability to attract and retain talented and experienced management and other employees, or increase the cost or administrative burdens of providing benefits to employees; (46) the effects of business disruption or economic contraction due to terrorism, other hostilities, or natural catastrophes; (47) the effectiveness of MetLife's programs and practices in avoiding giving its associates incentives to take excessive risks; (48) other risks and uncertainties described from time to time in MetLife, Inc.'s filings with the SEC; and (49) any of the foregoing factors as they relate to the Alico Business and its operations.