



# Upsilon Update

## President's Message Generation X, Y, Z - A Review In Today's Workplace

By President Monica Wertz

**T**he Generational Divide: Baby Boomers were born between 1946 - 1964, Gen X – 1965-1976, Millennials (Gen Y) – 1977-1995, and Gen Z – after 1996.

Today's "new normal" estimates that 42% of all employees are now working from home full time. Many have been dealing with family stressors while adapting to a "tech-centri" workstyle.

Some may see benefits

from working at home (lack of commute, not needing to dress professionally, being more comfortable) others find it to be frustrating (feeling disconnected from colleagues, lack of separation from work & home, technical issues).

Work-life balance since the onset of remote work has declined more among the millennials and Gen Z compared to the Baby Boomers. Approximately one-half of the Baby Boomers feel disconnected from their colleagues and are more

likely to consider the lack of a commute as a key benefit to working remotely.

Mental Health concerns are on the rise with 85% of employees receiving training in this area. Millennials, in particular, women, are more likely than Baby Boomers to request this information. Baby Boomers, on the other hand, were more likely to engage in reskilling or new technologies compared to other generations.

Violations are also

*(Continued on page 2)*

## Membership Meetings Scheduled

**A**s we are all too aware, our meetings have been put on hold for the time being. Hopefully, we will begin to resume a regular schedule in the near future. Rest assured that the chapter officers are meeting to discuss this very thing.

However, just because we haven't been meeting, in person, doesn't mean that nothing has been happening. The 86th Annual Louisiana (Epsilon) State convention

was held virtually on Saturday, September 12. 10 members of Upsilon chapter attended. Awards were presented and reports were delivered. Be sure to read all about it on page 3.

The next state convention is scheduled for March 12 -14, 2021, in Lafayette, Louisiana at the .Doubletree Hotel.

The 2020 District Meeting, hosted by Beta Lambda, has been rescheduled to October 2,

2021 at the Four Columns, East Room in Harvey. Upsilon will host the District Meeting in 2022.

Our next chapter meeting will be via Zoom on October 10. You should have gotten virtual meeting invitation from Judy Rongey.

Hopefully our first in-person meeting will be November 7 - details on back page.

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### Convention Dates

*Louisiana State Convention*  
March 12-14, 2021

*DKG International Convention*  
July 20-21, 2021

## President's Message (cont')

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observed in the remote workplace. The top violations include not muting the microphone during conference calls, using an inappropriate background, calling into a meeting while in bed or traveling and having kids, pets or family members appear during a video call.

### Returning to work... Let's take the pulse

More and more employees are being asked to return to their workplace and pick up where they left off prior to the pandemic. Many people are expressing their concerns with regards to their own safety and well-being. Whether it's the corporate world or the school system as we knew it ...we must now make decisions, provide reasonable accommodations and support to the

individuals we work with.

There are two schools of thought... Many see an early return as a favorable mark by management while others take issue with being tested by the employer for the virus.

According to a recent survey, the vast majority (86%) would support a staggered work week to limit the number of people in the office. Likewise, 69% of those surveyed trust that their coworkers will respect their personal space and boundaries in regard to COVID-19. When it comes to testing, most prefer to be tested weekly, versus daily.

Many precautions that seem to be supported include: No handshakes, hugs, or fist bumps, limiting the number of people in the office, keeping all furniture and workstations 6 feet apart, limiting

the number of people in the elevator, daily in house screenings upon arrival to work, transparent shields and barriers between workspaces and finally wearing masks at all times.

So with all this being said ... how are you with "the change", have you "learned" anything new? Are we in uncharted waters? What would our founders say? As key women educators we must continue our mission ... unfortunately, no one ever told us we would be virtual, hybrid, brick and mortar or a combination thereof. We stand proud to say we are key women educators and we will always do whatever it takes to educate our children in this ever-changing world. Stay healthy and safe ... *you* are on the *front line* and everyone is depending on *you*.

## Legislative Update - Act 337, HB 8

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### Bourriaque - Retirement/Teachers

Provides relative to the rehire of retired teachers in the Teacher's Retirement System of Louisiana. Provides that any retiree that returns to active service with an employer covered by TRSL on or after July 1, 2020, shall choose one of the

following options:

1. Return to work with an allowable employment earnings cap of 25% of his final average compensation with a reduction in the retirement benefit if the cap is exceeded;
2. Suspend his benefit, return to work with no employment

earnings cap, and begin to accrue a supplemental benefit for the duration of service after employment. Provides for a conversion from option 1 to option 2 once the allowable employment earnings cap of 25% has been met.

## Loretta Persohn Brehm Memorial Scholarship Recipients

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Every year Epsilon State awards Loretta Persohn Brehm scholarships to students who are doing academic work towards a teaching career. Each applicant must write a letter describing their career goals and why they want to be a teacher.

The scholarship is named after

Upsilon member Loretta Brehm's mother, who was herself a member of Upsilon chapter. Upsilon members Gay Young and Dana Perilloux are both members of the scholarship awards committee.

The awards were presented to five recipients at a Drive-Thru ceremony on May 14, 2020. Each received a

check for \$250.00 and a framed certificate. The recipients were:

1. Devon Eberle
2. Mikeala Gros
3. MacKenzie Rattrie
4. Madison Coludrovich
5. Amber Croly

## Virtual State Convention Recap

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*Reprinted from Louisiana Deltion*

*As we have stated in the past unusual times calls for an unusual meeting. So on September 12, 2020 for the first time in Louisiana DKG history we held our state meeting virtually.*

*At 9:30pm sisters from all over our great state loged onto ZOOM. Most of us had not even heard of ZOOM before the Covid-19 pandemic hit. With a click of a few buttons on their iPad, cellphone, desktop/laptop computer, tablet, or even their home phone many of us saw/heard each other for the first time since last FALL.*

*All districts were represented and many members found ways to be*

*together to watch/listen to our meeting. I saw many friends together on the back porch, living rooms, and yes even a school library.*

*Although we missed the wonderful in-person state meeting that Donna, Jennifer, and central district team had organized for us, I was glad to meet at least virtually to hear everything going on in Delta Kappa Gamma.*

*Now if by chance you missed the meeting don't worry; Lori Myers recorded the event and will soon be posting the link so you may watch it at your leisure. Look for the information soon through our state updates.*

*End of Reprint*

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Ten members of Upsilon chapter attended the State meeting: Monica Wertz, Grace Beane, Mary LeBlanc, Loretta Brehm, Judy Rongey, Faith Moran, Fay Champagne, Jane Spengler, Erika Spengler, and Dana Perilloux.

We, as a chapter, continue to excel! Upsilon is one of two South District winners of the Gold Key Chapter Award. The Upsilon Update newsletter won the 2020 newsletter award. Finally, John Alario, who was nominated by Upsilon won the Friend of Education Award!

## Help To Get You Where You Want To Go

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Epsilon State has funds that can be used to assist the personal and professional development of its members. The Jubilee Stipend was established in celebration of Delta Kappa Gamma's 75th Anniversary. This stipend can be used for non-classroom educators, active and retired, regardless of years of membership, area of expertise, certification, or assignment! Funds for the presentation of stipends are made available through the generosity of members who purchase Jubilee Roses and through memorial donations to the fund.

Classroom teachers are eligible to apply for the Vivian Bourgeois

Special Stipend. Members wanting to become better teachers/professors are afforded the opportunity to present at or attend regional, national, or international conferences/conventions or workshops/seminars within their discipline. Those meetings are to be those of significant educational organizations other than DKG. Funding is provided by interest accrued from the generosity of Miss Vivian Bourgeois. Following her death, this fund was established to encourage professional development of our members still teaching on the classroom level.

The Want Gunn Live and Learn Special Stipend, established in May 2011, honors past Louisiana State -

Epsilon President Wanda Gunn. Mrs. Gunn believed in professional development for classroom teachers/professors. She devoted her life to education, and one of her greatest joys was seeing teachers grow professionally. This special stipend of \$200 or less will assist teachers/professors in attending professional development trainings not sponsored by the Society. All recipients are expected to share the information acquired with other educators and provide an explanation of how that information can be used in the classroom.

## Care and Fellowship

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One of the initiatives of the Epsilon State Membership Committee is to recognize the needs and achievements of our members with Sharegrams and

Caregrams. During the past seven months when we have not seen each other, events surely have happened that need to be acknowledged. Please contact South District representative

Mary LeBlanc with any such information [mleblanc43@cox.net](mailto:mleblanc43@cox.net) or 504-236-8509.

## The Delta Kappa Gamma Society International Purposes

### UPSILON UPDATE

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### MISSION STATEMENT

The Delta Kappa Society International promotes professional and personal growth of women educators and excellence in education.

1. To unite women educators of the world in a genuine spiritual fellowship.
2. To honor women who have given or who evidence a potential for distinctive service in any field of education.
3. To advance the professional interest and position of women in education.
4. To initiate, endorse, and support desirable legislation or other suitable endeavors in the interest of education and women educators.
5. To endow scholarships to aid outstanding women educators in pursuing graduate study and to grant fellowships to non-member women educators.
6. To stimulate the personal and professional growth of members and to encourage their participation in appropriate programs of action.
7. To inform members of current economic, social, political, and educational issues so that they may participate effectively in a world society.



## Save These Dates!

**W**e all get so busy that it's easy to let important dates slip through the cracks if we don't write them down in our calendar right away.

So to make sure that we don't miss any wonderful opportunities to get together with our sisters at any upcoming events, be sure to mark these dates.

October 10, 2020, 10am - 11am, Zoom Virtual Meeting

November 7, 2020, 10am, St. James Community Church, Paulina – Meeting & Early Christmas Boutique

December 12, 2020, 9:30am Tournament Players Club, Avondale - Decorations for All Occasions auction

March 12-14, 2021, Doubletree Hotel, Lafayette – State Convention

July 7-11, 2021, San Antonio, TX, PA – DKG International Convention

July 12-16, 2022, New Orleans, LA - DKG International Convention

