

---

January/February 2015

---

## *Etiwanda Teachers Association*

---

### Message from the Vice President

---

Greetings to all the hard working teachers out there,

I don't know about you, but this year is just flying by. It is hard to believe that March is just around the corner which means SBAC Testing too! When discussed with the district, they have NO intention of using test scores as part of teacher evaluations, which was of major concern to many.

I am not the most techie person, but I have been using 2 websites with awesome outcomes. First, Kahoots! is a learning based website. Teachers can input multiple choice questions, project the questions on your screen, and students use their chrome books as a transponder to respond. After each question, the number of students responding to the correct answer is shown on the screen, as well as the top 5 quickest responders. I've used this for Social Studies and Science reviews, and my test scores have improved drastically. Students love the game format too. Since you can share your questions with others, grade levels could break it up by chapter, and share with teammates. Thank you to Jamie O'Hara, Vicky Johnson and Tania Lautenslager for sharing this with me.

A second website is Socrative. We give our weekly spelling test using this multiple choice format. You can make any multiple choice quiz/test. We haven't figures out how to use it for short answers, but it is a great way to quiz your students on curricular material. It's a great tool to use after you have reviewed the material using Kahoots!

If you have found an awesome website that you would like me to share, please email it to me with a brief how to.



Until next time...respectfully, Julee Barry

---



### *Upcoming Events*

**ALL Site Rep meeting @ DCIS @ 3:30**

March 10, 2015

April 14, 2015

May 12, 2015

**Snacks and water provide**

---

### **School Board Meetings**

**The following are the dates of our school board meetings. We invite ALL teachers to attend at least one board meeting to show support for the board and for Etiwanda Teachers. Below is a suggested schedule, BUT PLEASE FEEL FREE TO ATTEND ANY MEETING!**

March 12th: Intermediate School Personnel

April 2nd: Preschool - 2nd Grade  
and PDC and Library Staffs

April 16th: 3rd Grade - 5th Grade  
and special ed/speech/sdc and PE

May 14th: Intermediate School Personnel

Again...if the date doesn't work for you, plan on attending one that does. I apologize if any group was not listed....we tried to include ALL!

## *American Fidelity Income Protection Plan*

*February 26<sup>th</sup>..... Last day to make any changes to your disability plan... don't get caught unprepared. You may sign up during this window even if you have a preexisting condition. This will not be available during open enrollment!*

### *Stipend Committee Update*

It was not a surprise to discover that Etiwanda Teachers excel in their dedication to the students of Etiwanda through a wide variety of programs, which are either considered an adjunct duty or a stipend position. A stipend committee made up of teachers and administrators, analyzed the data from teacher responses collect by site during December and January. Administration also polled principals as to how long many of the adjunct or stipend duties take at individual sites.

As we looked at the data, we recognize that ALL of our teachers work hard to bring the best possible quality program to our children each and every day. Everyone's time is valued, and we realize that each school site may have programs that are a priority based on the culture of the community it serves. In looking at the addition of stipends at the elementary level, we agreed that we needed to keep it simple, establish a starting point, and continue to reevaluate it each year. Both teachers and administrators agreed on two very basic points.

There are duties that are **absolutely necessary** for the smooth running of an effective school and take a large amount of time at most sites, which are: Grade Level Chair and SST or CST. We all agreed that this would be the most appropriate place to start. (Just to clarify.....when I say ALL it means both the teachers and the administrators on the committee.

As a team, we were excited to have a plan and which we respectfully shared these ideas with the bargaining chair, along with the charts of data collected. Our hope is that what our committee has done, will be helpful during negotiations and add to the discussion of Article 9. This is not the end of it, but at least we feel, we have a place to start. We reserve the right to reconvene the team, to continue the discussion on stipends. This will be an ongoing process.

Thank you to Mark Anglin, John McCormack, Stacy Haroutunian, Linzee Schmitt, Sandra Paniagua and Michelle Carney for all of your time and input into the stipend committee. You are an awesome team!

### *Negotiations Update*

Carl Strub, as our lead negotiator, will continue to keep the teachers updated on the progress they are making. Tomorrow, Tuesday, February 24<sup>th</sup>, the negotiations team will meet with the district to continue the process. Updates will be shared via the Site Rep Meeting, but since negotiations is a process of give and take, specifics cannot be shared. Please show your support of our dedicated Negotiations Team by wearing purple on Tuesday.

## Questions and Answers

*Taken from site concerns voiced and written down at the Dec. Site Rep Meeting.*

- 1. Why are substitutes that have been set up in advance, being pulled for someone who calls in that morning? When there is a shortage of substitute teachers in the district the personnel office has to balance the shortages across the district so that one site is not more adversely affected compared to other sites.**
- 2. If a sub is required but not available, and the students are dispersed to other classrooms, why are the teachers who are taking the additional students not getting paid? The sick teacher is still getting docked for being out, but no one is getting paid for the additional work. This year has been extremely difficult providing 100% coverage for teachers out of their classrooms. This is due to the amount of training provided by the Professional Development Department and the shortage of substitute teachers throughout the county. This year we have added an additional 70+ substitute teachers and we are continuously interviewing and adding sub teachers. The past practice and culture of the district has been a give-and-take. When teachers have arrived late or leave school a little early for an appointment or leave their classroom to watch their child's performance the district has allowed for coverage without requiring teachers to take leave. This year, more so than previous years, the district has not been able to provide 100% coverage and have asked administrators and teachers, on occasion, to cover classes or take additional students.**
- 3. (A) We have been told by our grade level chair that we may not use our PE prep time to make copies or be seen prepping or else we might lose it next time we negotiate? The contract states the time may be used for, "planning of lessons, preparation of materials for instruction, review and evaluation of work of students, and conferring and counseling with students, parents, staff, and administrators, maintaining student records, ..." Teachers may prep during their prep time.**

**(B) We are also being asked to meet as a grade level every week during our PE prep time. Does this count as part of our 10 that the principal can use? Please clarify. The contract states, "The site administrator may reserve no more than (10) of these periods for required staff meetings, grade level meetings, trainings or in-service." If a site administrator asks teachers to meet during their PE prep time then this time would count as part of the 10 days.**
- 4. We are having an ant issue on our field, which means our weekly PE is on an inclement weather schedule and we are only getting 40 minutes. Is this happening at other sites? We hear that everyone else is getting 50 minutes. Clarification needed please. This did happen the last two weeks prior to winter break at one site. Each of these two weeks the teachers received 40 minutes of prep time. Contractually teachers are required to receive thirty – 40 minute prep periods during the year. This year it is projected that teachers will receive forty-three 50 minute prep periods, over 900 minutes above contractual requirements. At the site discussed above, in the event of a future ant infestation, plans have been developed to group grade levels to provide 50 minute blocks of time for PE. The district has contracted out with a company for weekly treatments of ant infested sites.**
- 5. AT EIS, a Special Ed teacher is out on leave and their students have been dispersed for IEP's. Who is responsible for the IEP and the compliance issues? An additional temporary teacher (with a special ed credential) has been hired to assist with the case load at EIS. Once the teacher on leave returns, the temp teacher will remain for a while to assist with services.**

6. **Will cable TV be returning at the sites?** Cable TV is returning but not as it was in the past. The cable companies have converted to a digital signal which requires a digital to analog converter. The cable company is supplying one converter per site that will be placed at the media rack in or around the library. Unfortunately, this will only allow for one channel to be distributed throughout the school at a time. The library staff or designee will have to tune in for a channel which will be available on a channel throughout the school designated by the installer. We suggest maybe a general selection of PBS Channel 28 or 24 and change when needed for a class to another selection.
7. **When setting up an Independent Contract at the middle school, does each teacher get to time card for the work prepped and corrected upon the students' return?** A Short Term Independent Study (STIS) contract is available to students who are absent from school for 5 or more days. Teacher(s) will be paid one hour for prep and evaluation for each 5 days that a student is on independent study. At the Intermediate level, teachers share the one hour if both prepare and evaluate the assignments.
8. **Are the hours we are being trained during common core grade level trainings, counting towards the hours of training that is required to evaluate teachers using SBAC as per Ed Code?** Professional development provided to teachers is not required by Ed Code. The professional development is supported by the one-time Common Core money provided by the state in 2013-14 for new academic standard implementation and LCFF funds, including LCFF funds targeting the needs of Free/Reduced Meal Plan and English Learners. California does not have a provision for using state standardized test results in teacher evaluations. So the district has NO plans to use SBAC as part of teacher evaluation.
9. **Concerns were voiced about the Certificated Absence and Leave Form, since once signed no changes may be made. Is this a legal document?** Per our collective bargaining agreement, "On the day the unit member returns to active service, he/she shall complete an employee absence report, and shall submit it to the immediate supervisor."

Employees have two opportunities to verify reason for absence:

- 1) When the employee request an absence in SEMS the employee selects a reason for the absence.
- 2) When the employee signs the Absence Verification Form once returning from absence they again verify the reason for the absence.

10. **How many teachers took advantage of the retirement package offered to al district employees?** 25 teachers, 4 certificated administrators, 11 classified employees and 1 classified management.
11. **The start date and end date for the 2015-16 school year was shared by the district with ETA.**  
Teacher report back date is Monday, August 3<sup>rd</sup>. First day of school is Thursday, August 6<sup>th</sup>. Last day of school is May 24<sup>th</sup>. The entire calendar, with teacher conference dates is in the process of being finalized. It is exciting to see that teachers input and concerns about reporting back in July as well as not wanting a full first week of school, were addressed. Once the School Board has ratified the calendar, it will be sent to everyone via email.

### *Did you know.....*

**\*\*Most cell phone companies give discounts to teachers? All you need to do is ask.**

**\*\*Most insurance companies give discounts to teachers?**

**\*\*Joanne Fabrics, Michaels and Barnes and Noble give teachers a 15% discount. You must show a School ID or an ETA card that is for this school year.**

I googled companies that offer discounts to teachers...and found an amazing list of sites to visit with over 50 companies that offer some sort of discount. It also includes clothing stores. Many also offer additional coupons. Below are a couple of sites that offer a large list for both in store and online shopping.

<http://www.rather-be-shopping.com/blog/2014/03/19/discounts-for-teachers/>

<http://www.giftcardgranny.com/blog/the-complete-list-of-66-teacher-discounts/>

<http://www.bestcollegesonline.com/blog/2012/12/18/100-stores-that-give-a-teacher-discount/>

NEA offers many discounts that can be found at this site....I had no idea I could be getting a discount at DSW shoes....and many other sites.... It's easy....just use the NEA click and save at this link.

<http://www.neamb.com/shopping-discounts/10-everyday-deals-you-are-missing.htm>

If there is anything you would like to share or have me add to the newsletter, please let me know. We are meeting with the district in the upcoming week, so the next newsletter will follow shortly. Any input is greatly appreciated! Until next time....

#### 100 Ways to Praise

\* Wow \* Way To Go \* Super \* You're Special \*  
\* Outstanding \* Excellent \* Great \* Good \* Neat \*  
\* Well Done \* Remarkable \* I Knew You Could Do It \*  
\* I'm Proud of You \* Fantastic \* Super Star \* Nice Work \*  
\* Looking Good \* You're On Top Of It \* Beautiful \*  
\* Now You're Flying \* You're Catching On \*  
\* Now You've Got It \* You're Incredible \* You're On Target \*  
\* You're On Your Way \* How Nice \* How Smart \*  
\* Good Job \* That's Incredible \* Hot Dog \* Dynamite \*  
\* You're Beautiful \* Nothing Can Stop You Now \*  
\* Good For You \* I Like You \* You're A Winner \*  
\* Remarkable Job \* Beautiful Work \* Spectacular \*  
\* You're Spectacular \* You're Darling \* You're Precious \*  
\* You're Unique \* Great Discovery \* Super Work \*  
\* You've Discovered The Secret \* You Figured It Out \*  
\* Fantastic Job \* You Mean A Lot To Me \* Awesome \*  
\* Hip, Hip Hooray \* BINGO \* Magnificent \* Marvelous \*  
\* Terrific \* You're Important \* Phenomenal \* You're Sensational \*  
\* Creative Job \* Super Job \* Fantastic Job \*  
\* Exceptional Performance \* You're A Real Trooper \* You Are Right \*  
\* What An Imagination \* That's A Listener \* You Are Fun \*  
\* You're Growing Up \* Outstanding Performance \*  
\* You're A Good Friend \* I Trust You \* You're Important \*  
\* You Make Me Happy \* You Belong \* You've Got A Friend \*  
\* You Make Me Laugh \* You Brighten My Day \* I Respect You \*  
\* You Mean The World To Me \* That's Correct \* You're A Joy \*  
\* You're A Treasure \* You're Wonderful \* You're Perfect \*  
\* A+ Job \* You're A-OK My Buddy \* You Made My Day \*  
\* That's The Best \* A Big Hug \* A Big Kiss \*  
\* Say "I Love You" \*