

# Etiwanda Teachers Association

...representing the teachers of Etiwanda School District

## INSIDE THIS ISSUE:

Important Dates	1
Tentative Agreement	2
FAQ's	2
ED Code Briefs	3
Professional Records	3
Member Benefits	4
Teacher Appreciation	5

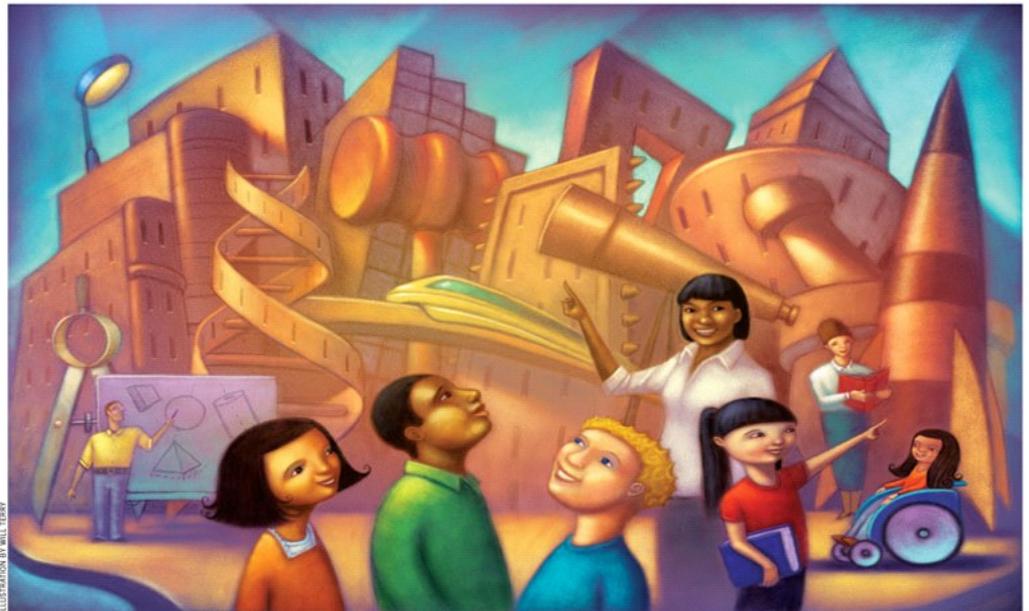
## ETA EXECUTIVE BOARD

President  
Michele Jacks

Vice President  
Sonya Scott

Secretary  
Susan Ralston -Williams

Treasurer  
Pat Horton



CALIFORNIA TEACHERS: CREATING BRIGHTER FUTURES  
DAY OF THE TEACHER, MAY 12, 2010



*This year's Day of the Teacher theme is "California Teachers: Creating Brighter Futures." It's important to remind the public that California's future depends on today's students succeeding. And if we are to ensure the success of those students, we must have the resources needed to provide a quality education.*

Visit [www.cta.org](http://www.cta.org) for more information



## IMPORTANT DATES TO REMEMBER

ETA Voting	May 11,2010	Grapeland
Step in Column Advancement	May 15, 2010	District Office
RIF Hearings (cont.)	May 18,2010	Board Room
ESD Open Enrollment Forms	May 24,2010	District Office

Teacher last workday May 24,2010

## Brief Summary—Tentative Agreement

Excerpt from Michele Jacks email sent to all teachers on May 7, 2010



### Salaries:

The total cut that was negotiated for salaries was 2.97%. This figure INCLUDES the 1.89% we took for the 2009-2011 school year. So we would be taking an additional 1.08% for 2010-2011 school year.

Most excitingly, there would now be additional steps to our Salary Scale for those of you who have been or will be (which includes all of us at one time or another) “frozen” on a step. We added steps 16 & 17, steps 19 & 20, steps 22 & 23, step 25 and 26 and step #27 (which we have never had before). This will also help those teachers who were “frozen” on a step and received a full 1.89% pay cut to their salary, because they will now be moving down.

### Work Year Calendar:

This cut is for 2 more full days of school, but they will be student days (NOT prep). Student days would be reduced to 175 and teacher prep days would be 4.5. Teacher work calendar would be 179.5 days.

### Absence Leave and Differential Pay

This section states that there will be NO change in differential pay. Things will stay “status quo”. In other words, the district will be absorbing the “supersub rate”. This is a very good thing.

### Evaluations

There will be a reduction in evaluations. There was a 50% decrease. Instead of 2 evaluations every other year, it is now 1 evaluation.

**What about Stipends listed on the Salary Article- what will happen to those?** The district will be recommending to the Board that each Middle School be given \$6,000 per site, to decide which stipends they would like to maintain.

**Have any teachers/steps been “exempted” from the salary reduction?**

Due to the additional steps added to the salary schedule, everyone will be making movement, so there were no exemptions.

**Have the student days off been decided?** At this time, the Tentative Agreement needs to pass first and then the days will be decided later.

**When will the 5 student days come back?** By state law, the student days are to be reinstated by the 2012-2013 school year.

**How long is this agreement good for?** This Tentative Agreement will complete the 2010-2011 year, and then we can bargain for salaries and another article (which can be any contract article) for the 2011-2012 year and for the 2012-2013 school year- we can bargain salaries, benefits and any article.



F  
A  
Q  
'S

# California Ed. Code Briefs

## Safe Environments

Since students spend most of their time in classroom under the supervision of teachers, the burden to provide a safe and peaceful environment falls on the teachers shoulders. As employees of a school district, public school teachers have a statutory duty to supervise their students in order to maintain this safe and welcoming environment. The “safe and welcoming environment” extends to the areas outside the classroom as well. Teachers are required to “hold pupils to a strict account for their conduct on the way to and from school, on the playgrounds, or during recess,” and may impose reasonable necessary physical restraint in order to maintain a safe environment. (Ed. Code § 44807.)

**Ed. Code Section 44807.** Every teacher in the public schools shall hold pupils to a strict account for their conduct on the way to and from school, on the playgrounds, or during recess. A teacher, vice principal, principal, or any other certificated employee of a school district, shall not be subject to criminal prosecution or criminal penalties for the exercise, during the performance of his duties, of the same degree of physical control over a pupil that a parent would be legally privileged to exercise but which in no event shall exceed the amount of physical control reasonably necessary to maintain order, protect property, or protect the health and safety of pupils, or to maintain proper and appropriate conditions conducive to learning. The provisions of this section are in addition to and do not supersede the provisions of 49000.

## START YOUR PROFESSIONAL RECORDS FILE

Have you put together a professional records file? If not, don't make the mistake of waiting until you need a vital record or document before attempting to find it. Your records file should include documents that pertain to your employment, including the following:

- Your teaching license(s)
- Transcripts of degrees and credits, professional developing certificates and attendance records
- Letters of employment and your individual employee contract
- Supplemental contracts for extra duty responsibilities
- Your local association's negotiated contract/collective bargaining agreement
- Annual salary information and payroll notices
- Records pertinent to your retirement, accrued and used leave
- Evaluation records and plans for professional growth
- Commendations, awards and honors
- Thank-you notes from students, parents, or supervisors
- Records of visits or conversations with parents
- Records of incidents involving student discipline
- Records of referrals of students with special needs
- Copies of all correspondence from your supervisor(s)
- Proof of Association membership
- Copies of Association liability policies, other member benefits programs and contact information for Association leaders/member services/staff



## Automobile Insurance Rates Reduced for CTA Members.

CTA and California Casualty were able to achieve a reduction in rates for the CTA endorsed automobile insurance program averaging 11.7%! CTA Members who use this program will continue to receive the outstanding service that they have come to expect from California Casualty for over fifty years.

### California Casualty Offers Other Benefits Exclusively for Educators

- Zero-deductible coverage for collision or vandalism to vehicles parked on or within 500 feet of school property. This covers vehicles parked at school, school offices, education association offices, and off-campus during school authorized activities.
- \$500 personal property coverage if any belongings are stolen from your car, including school supplies.
- Convenient payment plans including holiday and summer skip, and other payment options in the event of a layoff or CTA-sanctioned strike.



Please contact California Casualty for a quote, as well as encouraging other members to do so. Quotes can be obtained by phone at 1-866-680-5142 or online at [www.calcas.com/cta](http://www.calcas.com/cta).

For more information, contact the CTA Member Benefits Department at 1-650-552-5200.



## THEME PARKS & ENTERTAINMENT

TSA special services offers discounts to our members on a majority of entertainment tickets. There are so many venues and attractions offered that we won't list them all here. Be sure to check the special member services *Buying Guide* for a full listing available on [www.cta.org](http://www.cta.org).

Check out some highlights:

**Disneyland** - What will you celebrate? There's so much in life worth celebrating and the Disneyland Resort is the place to celebrate it all! With two magical Theme Parks, plus one of Southern California's most spectacular entertainment, dining and shopping districts, this is the place to be!

**Medieval Times Dinner & Tournament** - North America's #1 dinner attraction. Experience spectacular pageantry, dramatic horsemanship, breathtaking swordplay and falconry while feasting on a four-course banquet served in true medieval, pre-silverware fashion. The evening is highlighted by six Knights of the Realm riding magnificent Andalusian stallions.

**San Diego Zoo and Wild Animal Park** - Span the globe in one afternoon, viewing rare and intriguing wildlife from nearly every region of the world, in just one location - the San Diego Zoo. The Zoo is renowned as one of the best zoos in the world, with such wildlife as mandrills, clouded leopards and pygmy hippos.

Also: Great America, LEGOLAND, Monterey Bay Aquarium, SeaWorld, Six Flags Discovery Kingdom, Universal Studios and Movies, movies, movies.

## A Teacher for All Seasons



*A teacher is like Spring,  
Who nurtures new green sprouts,  
Encourages and leads them,  
Whenever they have doubts.*

*A teacher is like Summer,  
Whose sunny temperament  
Makes studying a pleasure,  
Preventing discontent.*

*A teacher is like Fall,  
With methods crisp and clear,  
Lessons of bright colors  
And a happy atmosphere.*

*A teacher is like Winter,  
While it's snowing hard outside,  
Keeping students comfortable,  
As a warm and helpful guide.*

*Teacher, you do all these things,  
With a pleasant attitude;  
You're a teacher for all seasons,  
And you have my gratitude!*

*By Joanna Fuchs  
[www.poemsource.com](http://www.poemsource.com)*

## To all Retiring Teachers

*Thank you teacher  
You're the best  
Now it's time for  
You to rest!*

*Now that you're retiring  
After so many school years  
It's now onto pastures new  
With new hopes, dreams and fears.*

*You taught me well  
You gave so much  
I have so many memories  
I wish you good luck.*

*Have a happy retirement  
With many fulfilling years  
So I say goodbye teacher  
Before I fill with tears.*



*"Appreciation can make a day, even change a life. Your willingness to put it into words is all that is necessary." - Margaret Cousins*

*Message from  
ETA Vice President*



*The 2009-2010 has proven to be a very challenging year for everyone. The impact of state's budget cuts affected all of our lives leaving us with the need to make very tough and difficult decisions. Sometimes, when a person is faced with complicated situations, it can be hard to stay focused and remain positive. However, when you have the genuine concern and support of your colleagues... it makes work just a little easier. Thus, I would like to express my deepest appreciation to School Site Rep Council Members, Bargaining Committee Members, Negotiation Team Members, the ETA Executive Board ~ Susan Ralston Williams, Pat Horton, especially our diligent leader Michele Jacks and all Etiwanda Teachers. Thank you for all your hard work and continuous efforts to impact the lives of children.  
Sincerely, Sonya Scott*