



ETA ETIWANDA TEACHERS ASSOCIATION

....representing the teachers of the Etiwanda Elementary School District

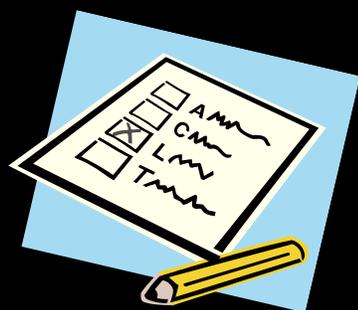


CALIFORNIA DAY OF THE TEACHER

May 9th will mark the 30th anniversary of California's Day of the Teacher. This year's theme is "California Teachers: Building a Better State for Public Education".

Legislation for "Day of the Teacher" was co-sponsored by CTA and the Association of Mexican American Educators and adopted in 1982 (Senate Bill 1546). California has patterned its celebration after the traditional "El Dia del Maestro" festivities observed in Mexico and other Latin American countries.

Be sure to Thank a Teacher!!



Remember to VOTE!!

Elections ~ May 14th

Solorio Elementary School

6:30am to 5:00pm

(Photo ID Required)

Article XIV ~ Unit Member Evaluations

A program of regular, periodic evaluation involving all unit members shall be designed to achieve these purposes:

- (A) To identify standards and condition of professional service in ESD
- (B) To upgrade through professional counseling the job performance of all unit members
- (C) To provide a simple permanent record of the quality of each unit member's service.

Frequency of Evaluations

The performance of each certificated employee with permanent status shall be evaluated and assessed on a continuing basis as follows:

1. At least twice each school year for probationary and temporary personnel.
2. At least once every other year for personnel with permanent status

(excerpt from contract , please see contract for details)

ETA Executive Board

President

Sonya Scott

Vice President

John McCormack

Secretary

Jennifer Uhalley

Treasurer

Christine Sabala

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"It's good to have an end to a journey toward; but it is the journey that matters, in the end" ...

Ernest Hemingway

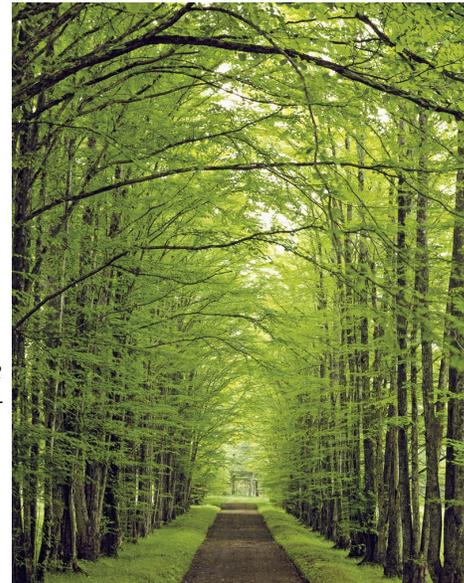
Dear Etiwanda Teachers,

A few years ago, I set on a journey to do more to help improve the teaching profession in Etiwanda and be a resource to my Etiwanda colleagues. It has been an amazing 6 year journey from being a site rep to bargaining team member to vice –president and finally president. I have learned many things along the way despite the...many highs and many lows serving in different capacities. But I must say that my greatest joy has been serving you as the ETA President.

As I juggled being your president, an SDC teacher and a 2nd year doctoral student...(plus family obligations)... I couldn't have done it without your support. Indeed, I had a full plate and often wondered how I was able to balance so many different things. Well, the only justifiable conclusion that I can come up with is the fact that ... Etiwanda Teachers are the BEST! Your integrity, support and dedication to your students, the district and association is what made my time as president a pleasure. I have enjoyed representing the esteemed caliber of Etiwanda Teachers. YOU are the BEST!

As I end my journey, I want to THANK all Etiwanda Teachers for supporting me and allowing me to serve you! I am forever grateful to each and every one of you for the many learning experiences along the way. I truly THANK YOU for your encouragement throughout the years. THANK YOU!

*Sincerely,
Sonya Scott*



Seeking School Site Representatives for the 2012-2013 School Year!

Are **you** interested in getting more involved in the Etiwanda Teachers Association?? We are looking for a few good teachers to play an active role in the union affairs. **You** can be a valuable resource for your school site by being a School site representative. Responsibilities include

- Regularly attending ETA meetings and reporting back information to your sites.
- Conduct constant and ongoing liaison between the Rep Council and school site
- Serve as the official channel through which written communication is transmitted between ETA and teachers
- Represent the views and input of teachers in votes taken in the Rep Council meetings
- Perform additional duties as prescribed by the Executive Board

One school site representative for every ten teachers at a site

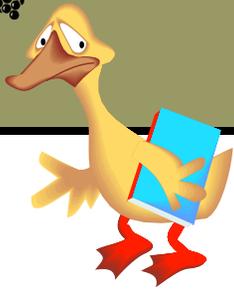
(site elections may be required in the fall)

Stipend ~ \$25 per Rep Council Meeting attended up to \$250 per year

Please send interest email to Jennifer_Uhalley@etiwanda.org



THE FACTS ABOUT THE BYLAWS



One of the goals for the association was to update the bylaws and elections standing rules. The purpose for the bylaw revision was to ensure compliance with CTA and to ensure changes were made which reflected the site rep's input over the past few years.

As the Rules Committee and the Executive Board diligently worked on the updates and revision of the bylaws, there were several unforeseeable changes within the bylaw language that revealed an issue for some of our members.

In response to the concerns brought forth, the Executive Board as well as Ex-Officio's have been in constant communication with CTA over the past 4 weeks. In this process, not all our questions to CTA have been answered and more clarification and guidance is necessary. At the present time, our current bylaws is still in effect until the proposed bylaws are adopted by 2/3 vote of the Site Reps.

With such concerns brought forth by our members, the Executive Board determined that the proposed bylaws would be put forth to a vote by the general membership. Since the current bylaws state that amendments can only be made by a 2/3 vote of the site rep council, the general membership vote will be an advisory vote for the site rep council to take action in the fall. Thus, each member is asked to participate in the upcoming election to ensure your voice is heard regarding the proposed bylaws.

Your input will enable the Site Reps to make the final vote in the fall to adopt or reject the proposed bylaws. Your vote will also inform the Executive Board of the next steps to take with regards to the bylaws and proposed local standing rules.

During the next school year, the Executive Board will continue to make the associations governing documents a priority. General membership meetings will be held to keep you informed.

In the meantime, the current bylaws, proposed bylaws, election standing rules and local standing rules will be available on www.etiwandateachers.org for your review.



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.

The ETA Executive Board would like to thank the Rules Committee for all the meetings, time and efforts in updating the Association's governance documents!



***MaryCarol Hunt,
Kathleen Bertell and
Carl Strub!***

EMAIL ETIQUETTE

Etiwanda School teachers are expected to abide by acceptable rules of network etiquette as outlined in ESD Acceptable Use and Rules and Regulations Policy. These rules include, but are not limited to the following:

(A) **Be Polite** - never send or encourage others to send abusive messages.

(B) **Use Appropriate Language** - Never swear, use vulgarities, or any other inappropriate language. (C) **Privacy** - Do not reveal your home address or phone number or the addresses or phone numbers of students or colleagues. Do not reveal other personal information, such as your age, marital status, financial information, your work address or telephone number, nor your parent's work address or telephone number.

(D) **Electronic Mail** - The use of the district's technology resources shall constitute express consent to being monitored.

(E) **Disruptions** - Do not use the network in any way that would disrupt use of the network by others. Do not read other users' mail or files or attempt to interfere with other users' ability to send or receive electronic mail. Do not attempt to read, delete, copy, modify, or forge other users' mail.

(F) **Messages/ Bulletin Boards** - Never respond to messages or bulletin board items that are sexually suggestive, obscene, belligerent, threatening, or make you feel uncomfortable.

(G) **INFORMATION** Do not place unlawful information on any network system.

It's that time of year to remember to add to your Professional Teacher 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 credentials
- 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
- ETA and ESD 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

CTA Vendor Notice

Do you ever receive solicitations from companies claiming to be a CTA endorsed vendor? If so, you're not alone. Many vendors target school district employees for sales of their products and services. In order to gain access to you, they sometimes give the impression that they are approved or endorsed by CTA. Because so many vendors misrepresent themselves in order to garner your trust, it is good for you to understand whether they have been endorsed by CTA.

CTA does endorse the following companies:

- The Standard Insurance Company - Life and Disability Products
- California Casualty - Auto and Home Insurance Program
- First Financial Credit Union (branches in Southern California) - Financial Services
- Provident Credit Union (branches in Northern California) - Financial Services
- TSA Special Member and Insurance Services, Inc. - Travel, Entertainment and Discount Services
- Bank of America - Credit Card Services
- VSP - Discounts for vision services - for retired members only

CTA also has agreements to recommend the following companies:

- NEA Member Benefits
- Mayo - Well-Baby Program
- Enterprise Rent-A-Car - Rental Car Program
- CalSTRS 403(b)Comply



Companies endorsed by CTA must go through a rigorous screening and review process, and must be approved by the Vendor Evaluation and Screening Committee and the CTA Board of Directors. Those companies who receive endorsement by CTA must agree to be subject to the processes of the CTA Advisory Panel on Endorsed Services. The Panel provides advocacy for our members should they have a concern or be unhappy with the products or services of an endorsed vendor.

If you receive information from a company claiming to be CTA endorsed and want to verify whether it is true, or just want to know what companies and products and services are endorsed, visit the Member Benefits section of the CTA website at www.cta.org, or call the Member Benefits Department at (650) 552-5200.

If you have been contacted by a vendor representing themselves as CTA endorsed or approved and they are not, please refer this information to the Member Benefits Department at (650) 552-5200. We take our endorsements very seriously. Vendors should not take advantage of your trust in the CTA endorsement.