



ETA ETIWANDA TEACHERS ASSOCIATION

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

Seasons Greetings and Warm Wishes for the New Year ~ 2011

REPRESENT CTA AT THE NEA REPRESENTATIVE ASSEMBLY

Represent CTA at the NEA Representative Assembly this summer! The 2011 NEA RA State Delegate Declaration of Candidacy form will appear in the next issue of the California Educator magazine and will be available to be downloaded from the CTA website on December 16.



Do you know that you can Go Green with your EFT paystub?

The BESTNET Employee Self Service Site gives you direct access to your personal payroll data via the Web. You can review, print, or save your latest pay stub or annual W-2 tax form at your convenience from work or at home. Once you register, you must determine whether you wish to have your EFT Stub printed and delivered or mailed to you, or if you wish to NOT print the EFT Stub and access their Earnings information on ESS only. To register, visit the ESD website, click on Payroll and Benefits and then look for Payroll Self Service Site.

We are always open to your comments and suggestions. Please feel free to let us know what you would like to see in the newsletters and on the websites. We want to provide you with the most useful information as possible.

Please send your feedback to Sonya_Scott@etiwanda.org

ETA Executive Board

President

Michelle Jacks

Vice President

Sonya Scott

Secretary

Shay Pearsall -Lee

Treasurer

Christine Sabala

In this issue:

BESTNET Services	1
Message from the Pres	2
Warm Wishes	3
CTA Scholarships	4
Financial Clutter	4
Ed Code Briefs	5
Know your Contract	5

Message from the President



Dear Etiwanda Teachers,

It is amazing to think that we will have completed just about HALF of the 2009-2010 school year, as we begin our Winter Holiday!! I have become convinced that time is truly moving faster than when I was in my twenties. With our second district benchmark completed, second trimester progress reports almost due, and plans for the holidays and new year just around the corner- I am afraid to even "blink" because I might just miss something!

I know how busy everyone has been in making sure we are all doing what it takes to be the best educational professional we can be. And in doing this, we often lose track of what your local union has been doing. Please consider this as your Reader's Digest Version of the current events concerning your Etiwanda Teachers Association:

Site Rep Meetings

ETA has already had 3 Site Rep Meetings this year and we have successfully resolved several Site Concerns with very positive outcomes. Your specific Site Representatives have been doing a fabulous job of maintaining open lines of communication, relaying specific concerns as they arise, and getting back to their teachers with resolutions/answers, as they become available. A BIG "Thank you" goes out to all of the ETA Site Reps and as always, everyone is welcome to attend these meetings and we look forward to seeing you there!!

Your ETA Executive Board

As your President, I want you to know that every member of your Executive Board has been busy working for you.

Shay Pearsall-Lee has been doing a wonderful job in her position as ETA Secretary. She has been putting in many hours getting CTA cards to all members, going through address/name/status changes for those who are in need, working on new memberships, and reinstating those memberships put on hold due to lay offs.

Sonya Scott continues to be the Crusader of Communication by consistently publishing our fantastic Etiwanda Teachers Association Newsletter. Her commitment to producing, editing and circulating needed information to our teachers is commendable. She is currently working on re-vamping, maintaining and improving the ETA website for our teachers. We should also give Sonya a huge "thank you" for continuing to filter through the vendors that want to put flyers in your box (it is because of her, your staff box isn't full of flyers that are many times put directly in your circular file J).

Christine Sabala has been extremely busy with preparing our organization for the 2010 tax year. She has taken on the position of Treasurer with a real sense of responsibility. Christine continues to give updates to our members regarding the financials and is currently researching many ideas towards our organization's financial future. She continues to be an asset to the Board.

As for me, I have been going to the San Bernardino and Los Angeles County President's Meetings, to make sure I am privy to any upcoming legislation and/or union concerns that are affecting many around us. I still feel communication is key to an effective organization and always work hard to make sure I get back to each and every email I get within a 24 hour turn-around time. I continue to work for you, individually and collectively, in the hopes of producing positive results in both your professional and personal lives.

It is my sincerest wish that each of you have a safe and fun-filled holiday break and that you all make an effort to stop for a moment and relax and maybe even get a second to "blink" (because if you don't, your eyes will get really dry and crusty and that is just gross J)

Have a wonderful end of 2010!!

Michele



Warm Wishes from
ETA Executive Board

Thank you all for your support this year as I acclimate as your new treasurer. Shortly, we will be taking a well deserved break, enjoy the time with your loved ones. My wishes to you and your family over this holiday season are health and joy. Celebrate with one another!

Seasons Greetings!
Christine Sabala
ETA Treasurer



We are approaching the end of another successful year. I appreciate the support that I have received from all of you as your new secretary. Soon we will have time to reflect on the footprints that 2010 left us as we look forward to a brand new year in 2011. I wish you the best as we approach a well deserved Winter Break.

Happy Holidays!
Shay Pearsall-Lee
ETA Secretary

In this season of gratitude, I just want to take the opportunity to let you know how much I appreciate Etiwanda Teachers. Thank you so much for your continued support of me as your Vice President. I have learned so much over the last 4 years but more importantly, I have enjoyed representing the esteemed caliber of the Etiwanda Teachers. You all work so hard and go above and beyond everyday to make an impact on students. Enjoy your time off ..get plenty of R&R!

Wishing you and your family, peace, good health, happiness, love and prosperity in the new year!

Happy Holidays!
Sonya Scott
ETA Vice President



www.etiwandateachers.org

The Etiwanda Teachers Association Website has a new look. Over the past year, we have searched for a webhost service provider that would ensure that all documents were accessible from the school sites. We have now converted our website to be user friendly for you. Please use the website as a resource to locating and obtaining helpful information on ETA activities.



Know Your Contract!



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)



Ed Code Briefs

With Flu season just around the corner, number of questions have been raised regarding the actions school districts may take in response to the spread of flu (specifically Swine Flu). This updated CTA advisory is intended to answer those questions per California Ed Code.

Can schools be closed to contain swine flu? Recently, the California Department of Public Health and the Centers for Disease Control and Prevention ("CDC") has revised its guidance, and now advises that school closure is not recommended "unless there is a magnitude of faculty or student absenteeism that interferes with the school's ability to function."

If a school is closed, how long will the closure last? The California Department of Public Health and the CDC initially recommended that schools that are closed resume their normal operations only after there were no confirmed cases of swine flu among staff or students for fourteen days time. As noted above, CDC no longer recommends school closures in response to swine flu except if student and/or staff absenteeism interferes with the school's ability to function.

What happens to the school district's ADA funding if a school closes? The Education Code contains a hold harmless provision specifying that in the event a school is closed due to an epidemic, or an emergency order by a federal, state, city or county official, the district is credited for the estimated ADA the school would have had if not for the epidemic or emergency order. Educ. Code Secs. 46390, 46392. The Code further specifies that a district that is unable to operate a full day school year due to an epidemic or an emergency order by a federal, state, county or city official, is to receive "the same apportionment from the State School Fund as it would have received" if it had operated for the full school year. Educ. Code Sec. 41422.

Will schools that are closed have to make up the days at the end of the year? The Education Code excuses districts from complying with the full school year requirements in the event of an epidemic or an order by a federal, state, city or county official in response to an emergency situation. Educ. Code Sec. 41422. See also Educ. Code Sec. 37202 (excusing such schools from the "equal time" requirement).



CTA Scholarship for Dependent Children

CTA is pleased to announce that applications are now being accepted for the 2011 CTA Scholarship for Dependent Children. Up to thirty-five (35) \$5,000 scholarships are awarded.

Deadline: Feb 4,2011

Del A. Weber Scholarship for Dependent Children attending Continuation High School/ Alternative Programs

CTA offers one scholarship in the amount of \$5,000 to a dependent child of a CTA member for the purpose of attending continuation high school or an alternative education program.

Deadline: Feb 4,2011

CTA SCHOLARSHIP FOR MEMBERS

This program offers up to five scholarships in the amount of \$3,000 each to current CTA members completing college coursework. **Deadline: Feb 4,2011**

MARTIN LUTHER KING JR. MEMORIAL SCHOLARSHIP

This CTA scholarship is given in memory of Dr. Martin Luther King, Jr. to aid members of ethnic minorities in preparation of teaching related careers in public education. Applicants must be active CTA members, Student CTA or a dependent of a CTA member.

Deadline: March 4,2011

Please visit www.cta.org for more information and application

IS FINANCIAL CLUTTER OVERWHELMING YOU?

TAKE THESE SIMPLE STEPS TO GET ORGANIZED.



How can you identify if you have financial clutter? Ask yourself these questions:

1. Do you have multiple bank accounts?
2. Do you have multiple credit cards?
3. Do you receive too many bank and other business type statements monthly?

If you answered "yes" to any of these questions, you may be suffering from financial clutter.

You can free yourself of financial clutter—similar to having a garage sale or donating unwanted items to charity—and gain a rewarding payoff. Your payoff can be lowering banking fees (and/or eliminating fees), reducing your exposure to identity theft, and saving time and the environment. Below are some simple steps to take to reduce your financial clutter.

1. **Identify the clutter** – make a list of all of your financial accounts, credit cards, and other assets and debts. This will show you what you own and what you owe, helping you figure out what you don't need.
2. **Consolidate bank accounts** – review your list of the accounts (see above); research which accounts offer the best services at the lowest cost and stop or transfer any automatic deposits or payments on the less attractive accounts, and instruct the financial institutions to close those accounts.
3. **Get rid of high-rate credit cards** – use only credit cards with a low interest rate and close other accounts to free yourself from paperwork, advertising catalogs and identity-theft risk.
4. **Shred bank statements and use online banking** – most banks and credit unions offer online banking, bill payment and eStatements at no cost. Not only is online banking environmentally-friendly, it also greatly reduces identity theft from occurring.