
October 2015

Etiwanda Teachers Association

Message from the Vice President

Greetings to all the hard working teachers of Etiwanda.

October is National Bullying Prevention Month

Our District has implemented a new procedure for collecting information when a student or family member says they are the victim of bullying. I had the opportunity to investigate using the new procedure and found it very helpful. If you wish to add in preventative lessons, check out the link below from the NEA Website.

<http://www.nea.org/tools/lessons/teaching-students-to-prevent-bullying.html>

October is Breast Cancer Awareness Month

Cancer has touched the lives of so many of our families in Etiwanda. Think Pink this month and hope for a cure for this and all the other horrible forms of cancer.



Although women are far more likely to die from heart disease, breast cancer is the most common cancer in women and remains the single most feared disease, according to a survey commissioned by the [Society for Women's Health Research](#).

Fortunately, October's Breast Cancer Awareness Month may be dispelling some of those fears through its extensive educational outreach. From special merchandise in grocery and department stores to pink ribbons worn on lapels, the campaign to raise awareness of the disease that affects millions has grown dramatically since it was first established in 1985.

For the past 20 years, thousands of female public school educators have been involved in the [California Teachers Study](#), a comprehensive study which revealed



Upcoming Events

ALL Site Rep meeting @ DCIS @ 3:30

October 13, 2015

November 10, 2015 ** Site Rep Training

December 15, 2015

January 12, 2016

February 9, 2016

March 8, 2016

April 12, 2016

May 10, 2016

Snacks and water provide

Executive Board Goals

#1 Improve Communication

#2 Increase membership involvement

that California teachers have a higher-than-expected rate of breast cancer and other forms of the disease.

Continuing to monitor the situation, researchers have gathered data from more than 133,000 teachers in grades kindergarten through community college – both retirees and those currently in the classroom.

Suggested risk factors include:

- Higher level of education – partly because women who delay having their first child are at increased risk
- Use of hormone replacement therapy
- Alcohol consumption – two or more alcoholic beverages a day

Although no one can prevent cancers from occurring in the population, people can take steps to lower their risks. General recommendations include:

- Regular self-breast exams
- Regular mammograms for women over 40
- Avoiding smoking
- Eating a healthy diet
- Exercising

NATIONAL HISPANIC HERITAGE MONTH



From September 15–October 15 – and all year round – join CTA in celebrating the vibrant and historical tributes of Hispanic heritage and culture during National Hispanic Heritage Month.

In CTA's [Family Involvement section](#), you'll find a wealth of tips and resources in Spanish and various languages to help children and youth learn and prosper in school and at home.

Learn about our [César Chávez Education Awards](#) program and view the winners of the 2014–15 [César Chávez Essay](#) and [Visual Arts](#) competitions. These programs provide recognition for teams of students and their teachers who demonstrate an understanding of the vision and guiding principles by which César Chávez lived his life.

For additional resources and information on National Hispanic Heritage Month, check the [NEA website](#) and the website for the [Library of Congress](#).

My goal is to get the newsletter out to you the week after we meet with the District Cabinet where we shared your concerns. This year we are asking that Site Reps come to the monthly meetings with the site concerns, but also with a positive that we may share with the District. We all know how it feels to always hear the negative side of life. We also need to see what is going well, and recognize and share that too! If you have something you would like to see in the newsletter, please let me know. Thanks and have a great rest of October.

Julee Barry
ETA Vice President

Visit our website to download a copy of the current contract, read minutes from each ETA Rep Meeting and much more:

<http://www.etiwandateachers.org>

Questions and Answers

Taken from site concerns voiced and written down at the September Site Rep Meeting

1. Clarification: GLC to attend district meetings or rep from each grade level. Are they one in the same or is this a site by site decision? **The Instruction Department uses site representatives to build a bridge between the school sites, the instruction department, and instructional practices. It has been the culture of the district to have teachers deeply involved in the instructional decisions and instructional direction of the district. The practice of site reps serving on committees began prior to any cabinet member joining the district. A few examples of committees include – core lit list, report card, writing assessments, benchmarks, IRP, lesson planning, scope and sequence, textbook pilots, family life, math pathways, and credit recovery are just a few of the committees.**

Many teachers started serving as “Common Core” site reps in the first phase in 2012-13, helping to develop the “just one – CCSS lessons”. As we moved into the implementation phase of the new standards in 2013, site reps were called again to serve on a committee to help develop scope and sequence for math and ELA. Sometimes it was the same teacher and sometimes the site reps were new to us.

Last year during negotiations, it was decided that teachers serving as Grade Level Chairs (GLC) would receive a stipend. Per contract, GLCs receiving the \$500 stipend “will still be responsible for non-instructional professional responsibilities described in Article IX – Unit Member Work Hours and Responsibilities, Section C.” Article IX – Section C states, Non-instructional responsibilities, “will be distributed by the site administrator as equitably as possible.”

The selection of the site grade level chairs and the role and responsibilities of site grade level chairs is determined by the site administrator. The selection process did not involve the Instruction Department. The intent however, was NOT to give Grade Level Chairs additional responsibilities just because they now received a stipend.

At the beginning of the year, we asked administrators to provide us with names of teachers willing to serve as site reps, STEM site reps, and ELA textbook pilot site reps. We did not ask administrators for their Grade Level Chairs. Some sites gave us the name of their GLC for site reps and some gave us different names. Some prior site reps have asked to be textbook pilot site reps instead this year and some are serving in both roles. We have noticed

that some of our site reps serve in more than one capacity or represent their school on more than one committee and some sites have different teachers serving separate roles on separate committees.

- Our Site Reps this year will only be meeting twice this year – once in the fall and once in the spring
- Our ELA textbook pilot site reps will be meeting approximately 4-5 times beginning in January or late December
- Our STEM site reps will be meeting 3 times this year
- Our Math Pathways site reps will be meeting twice this year

The strength of the district’s instructional program is built on our teachers who serve on our committees and collaboratively build programs that support teachers and students. The District is grateful for the wonderful teachers who regularly give us their valuable time to help make Etiwanda the great place it is. These teachers, our site reps, have built our educational programs from the ground up by respecting the contributions of others, considering varied perspectives, and keeping us focused the goal of student achievement. People ask how we “do it” in Etiwanda; how can you explain the incredible system of dedicated teachers who willingly come together to build excellence within our own institutions.

2. Thank you for considering changes to decrease the amount of time it takes to complete annual notifications and trainings. Could they be sent out after July 1 to complete? The personnel department will try to complete the ASN by July 1st.

*clarify- part time employees were allowed to time card to complete notifications (HIS)
Certificated part time employees were not compensated for completing ASN.

Classified employees working less than 3.5 hours were compensated for their time. For the most part, these employees are 180 day employees assigned to classrooms or student support and are not at a work station with a computer. Next year, the district is looking at adding one additional day to their calendar to complete ASN.

3. East Heritage would appreciate any suggestions...severe behavior issues....student who cries loudly consistently, another child with severe anxiety.....at least 9 severe behavior issues. Where can they go for resources to help the teacher(s)? The District has been working closely with EH administrators and teachers. The sites are being provided with support from PDC (Cari Stanley), the District’s two contracted Behavior Specialists (hired from the Least Restrictive Environment grant supporting inclusion), and Carla Stephens, the Special Education Coordinator for that site. Teachers are also receiving ongoing training through the Intensive Behavior Team training and 5 day Autism trainings, as well as classroom management trainings. Teachers have a planned visit to Frost EEC to see strategies/supports for students that can be implemented in their classes.

4. Training Days....teachers signed up without knowing what day it was going to be....once published they will be out 3 days in a row....do not feel it is educationally sound practice to do that to their young students (Grade 2) Any suggestions? (Oct. 27-29) It is a unique coincidence that the three professional development sessions this teacher signed up for all fall within the same week. If this should happen, let your principal know or the Instruction Dept. to ask for schedule adjustment. School administrators and the Instruction Dept. do not want our teachers out three days during the week. We scheduled over 600 teachers into three PD sessions over the course of 140 days, the chances that someone is out more than once a week, is possible, but three days is special! It may also occur if someone is a Site Rep for ELA/Math, STEM, and ELA Pilot. We should be notified if a teacher is scheduled for three days in a row, we would like to adjust their schedule

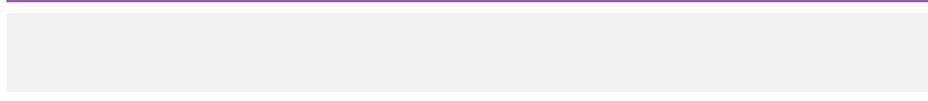
if possible or cancel one session if needed.

5. TK is not in a Kindergarten room..which means no bathrooms.....3 hour aide time is split between 2 teachers. If parent help is not available, the second teacher is losing prep time for potty runs. Short of walking the entire class for restroom breaks.....any additional ideas? **Each site has handled this situation in different manner. Teachers should begin by contacting their site administrator for support and a solution.**

6. Curiosity Question....on inclement weather days PE is done by 11:45. The aides stay, but where do the teachers go??? Inquiring minds want to know. **Best if you ask the teachers directly. It has not been the practice of the District to ask teachers what they do on their prep time.** I checked with Michele Jacks on this. There are currently 5 teachers and 26 or so aides needed to implement PE so that everyone has 2 prep days per week. Our PE teachers signed a waiver as they do not get guaranteed prep time each week. They are also responsible for the planning, implementation of, supplies needed as well as training the aides who have changed already during the short time we have been back. Since the aides are 3.5 hours, all training for them must be done within their regular time, with no overtime. The PE Teachers also had a grade book set up to input grades for over 1000 students per week per teacher. Since we did not want to open up our grade books for the teachers, they had to use a different system to keep track and report to teachers so that we could input grades into the grade book ourselves. Add in 100+ degree temperatures, flexible schedules, inclement weather days due to air quality and/or heat and only 1 prep per week. I believe that it was insensitive of us to question what these dedicated professionals do. Michele Jacks has offered to attend a Site Rep meeting if further clarification is needed.

7. Is there a plan for chrome book cleaning? **At this time, there is no schedule for cleaning the chrome books. The following is the recommended procedure for Chromebook cleaning that gets the students involved in the care of the individual technology they use daily.**

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| Keeping Your Chromebook Clean |
| · Never use any product containing any alcohol, ammonia, or other strong solvent to clean your Chromebook. |
| · Recommended Cleaning Solution & Steps: |
| 1. Create a gentle cleaning solution comprised of 50% water and 50% white vinegar. |
| 2. Disconnect the Chromebook from power and ensure it is off – this means shut down. |
| 3. Apply the solution to a cotton cloth, lint free microfiber, chamois, or some other very soft cloth. Never use paper towels or tissues. Never apply the solution directly to the Chromebook. |



4. Wipe the cloth against the screen of the Chromebook in a circular and consistent motion. Rapid circular movements tend to eliminate streaking. Ensure that you apply even pressure to the cloth but not so much as to cause damage to the screen.

5. Repeat these steps for cleaning the outer case and keyboard of the Chromebook.

6. Use a can of compressed air to blow any dust or foreign particles from under the keyboard.

8. At Terra Vista, diapers for Clouds and SDC students are being changed in the same room used by the speech teacher. Please HELP! This matter is being looked into as it pertains to the privacy of those students who are being changed in a public area with screens.



DID YOU KNOW???

*As a CTA member you get discounts on rentals through Hertz, Alamo and Enterprise?

*As a CTA member you get Theme Parks and Entertainment discounts?

*As a CTA member you get discounts on travel?

Visit the CTA Website to see how you can take advantage of these discounts. Every little bit helps!

Educational Opportunities offered through CTA.

<http://www.cta.org/en/Professional-Development/Events.aspx>

CTA's many conferences - like the Good Teaching Conference or the Equity & Human Rights Conference - provide a place for learning, collaboration and networking for education colleagues from around the state. Take advantage of the many opportunities for professional growth by attending the multitude of conference sessions offered by experts in the field of education. Policy is made at our Governance conferences - the CTA State Council of Education and the NEA Representative Assembly.

Visit the CTA Website to access details of each of the conferences, trainings or workshops. Many have Grants that will pay for 100% of your conference accessed under the Professional Development tab. Scroll down and find 2015 Statewide Incentive Grants to get information and deadlines to apply for each grant.

We would love to see teachers willing to go to any of these conferences and share the information with our membership. If a grant is not available for a training you wish to attend, please contact Julee Barry and fill out the form that is found on the ETA website.

The Good Teaching Conference South is on February 26-28th at the Hyatt Regency Orange County in Garden Grove.

The Good Teaching Conference North is on April 15-17th, 2016 at the Fairmont Hotel in San Jose, CA.

