

Santa Ana
Educators' Association



www.sateach.org

Issue Number 1, Fall 2007

Letter from the President:

The 2007-08 school year marks the sixtieth anniversary of the Santa Ana Educators' Association. No one could have predicted the changes that have taken place in the world since that first group of teachers got together in 1948. Neither could anyone have foreseen the enormous changes in education.

Ambrose Bierce, one of America's more cynical writers, once defined a year as, "a period of three hundred and sixty-five disappointments." Anyone who has ever taught a class of recalcitrant students, huddled with baffled parents to recraft an IEP, picketed an out-of-touch school board, or worked late into the night to write lesson plans that work for the students but not for the administrator, knows what disappointment means. But being a teacher, if nothing else, also means having hope in the future. Students come and go, years go by, but you and your colleagues are always there to welcome the students and to celebrate their every success.

Chalk Talk is SAEA's latest effort to put aside cynicism and celebrate your efforts in the classroom and in the community. Together with our newly designed website, www.sateach.org, this publication is designed to give you the tools you need to have as a fully-engaged professional educator.

With each edition of **Chalk Talk**, you will receive the latest information on issues that directly impact your life in the classroom. You will also get to hear about the successes of your colleagues and the opportunities available to you through SAEA and our affiliated organizations CTA and NEA. While we feel we have done a better job in recent years of keeping you informed when issues such as salary and benefits are at stake, we know there is so much more to your professional life and we want you to have a forum for that as well.

So, sixty years on, we have yet another new beginning. I look forward to hearing from you. I look forward to seeing your efforts celebrated in **Chalk Talk**. I know you won't be disappointed.

Sincerely,

Dave Barton, President SAEA

IMPORTANT TELEPHONE NUMBERS

• SAEA		
	Tel:	714-542-6758
	Fax:	714-558-7333
• SAUSD		
	Personnel	714-558-5792
	Benefits	714-558-5681
• OCTFCU		
	Information	714-258-4000
	Teller Phone	714-258-4100
• OC Dept of Ed		
	Tel:	714-966-4000
	Fax:	714-662-3570
• Credentialing		
	Tel:	888-921-2682

SAEA Executive Officers

David Barton	President
Ron Shepherd	1 st Vice President
Jeff Goldberg	2 nd Vice President
Susan Mercer	Treasurer
Alice Borelli	Secretary

SAEA Staff

Gladys Hall-Kessler	Executive Director
Rue Chijimatsu	Office Staff
Paul Hatton	Office Staff

Office Hours

8AM – 5PM, Monday-Friday



SAEA NEWS

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Scott Miller, Editor

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Questions, comments, suggestions:
saea.news@yahoo.com

Not An SAEA Member Yet?

When you become an SAEA member, you also become a member of the California Teachers Association (CTA) and the National Education Association (NEA). The benefits of becoming an SAEA member far outweigh the costs. Full membership offers legal protection and representation regarding job-related matters, \$1,000,000 in liability insurance, access to group insurance and discount purchases (which includes voluntary life insurance and disability insurance, and CTA health information and well-baby program), accidental death and dismemberment insurance, CTA home auto and home insurance, and CTA travel, entertainment and purchasing discounts. Additionally, members are able to vote for SAEA officers and the Contract. Agency fee payers are not members of SAEA, they are not be able to hold local office or vote in local elections. Moreover, they also forfeit access to CTA and NEA member benefits.

120-Day Open Enrollment Period for Newly Hired SAEA-CTA-NEA members

Newly hired SAEA-CTA-NEA members have 120 days from their hire date to enroll in life and/or disability coverage. Members can enroll for up to \$200,000 in life insurance and/or enroll in disability insurance without having to provide evidence of good health. As an added bonus, CTA Health Information and Well-Baby Program is available free to members who participate in the CTA endorsed Voluntary Life or Disability Benefit Plan. The Standard Insurance application forms will be sent out to all newly hired certificated Santa Ana Unified employees.

Catastrophic Leave Bank Open Enrollment

DEADLINE: OCTOBER 31, 2007

Enroll now to donate three (3) sick days (1 day per year for 3 years) to SAEA's catastrophic Leave Bank. Ask your SAEA Site Rep. for a Catastrophic Leave Bank form. Fill it out and return it to the SAEA office.

Quality Education Investment Act

CTA's Quality Education Investment Act (QEIA), passed into law last year, will help schools that are serving a higher percentage of low income, minority and English learners to close the achievement gap. Nearly \$3 billion will go to K-12 schools with Academic Performance Index (API) scores in the bottom two deciles over the next seven years to reduce class sizes, improve teacher and principal training, hire more school counselors, and give local school districts the flexibility to support programs that best fit the needs of their students. Community colleges will also receive a portion of the funding to expand career and vocational education. This legislation settles the lawsuit that CTA won against Gov. Arnold Schwarzenegger after he refused to repay the billions he borrowed from schools in 2004-05 and repays public schools all the money owed under Proposition 98. The California Department of Education announced the 488 schools that were approved for funding by unanimous vote of the State Board of Education in May 2007.

SAUSD Schools receiving QEIA money are:

ELEMENTARY
Davis
Diamond
Edison
Garfield
Kennedy
Lowell
Martin
Monte Vista
Wilson
INTERMEDIATE
Lathrop
Sierra
Spurgeon
Willard
High School
Century



Contractually Speaking...

By Jennifer Isensee, Grievance Chair

Our contract is what protects our rights, wages and working conditions as employees. Take time to acquaint yourself with the various Articles contained in the contract. If you do not have your own copy, you may view the contract on the SAEA website.

As we begin a new school year, you need to be aware of two important contract sections. First is Article V: Evaluation. Probationary I & II, 1st year temporary and categorically funded teachers may be evaluated no more than twice annually. Permanent unit members with a satisfactory evaluation the preceding year, including ROP teachers and categorically funded unit members who have been employed in SAUSD at least three (3) consecutive years, shall be evaluated every other school year.

There are several important dates contained within this Article. Grievance Committee member, Tyrone Borelli, developed a checklist to assist unit members. Additionally, I have created a PowerPoint presentation about evaluation. Your Site Rep was given the same information at the September 18th Rep Council. If you would like to see the PowerPoint presentation, please join us at the SAEA office on Wednesday, October 10th at 3:45 p.m.

The second important section is Article IX: Class Size. The District has until September 21st to balance class sizes. After that date, the Association may begin filing grievances on behalf of unit members whose class size is above those outlined in the contract. Your Site Rep was given the class size grievance template and formula at the September Rep Council meeting. Speak to your Site Rep if you feel your class or classes have more students than written in the contract. If your Site Rep is not familiar with the formulas, please call the SAEA office and we will send you the templates.



...(Con't)

If you have any questions about the contract or the grievance process, contact any Grievance Committee member. Committee members are: Tyrone Borrelli (Valley HS), Jeff Goldberg (Sepulveda), Luz Martinez (King), Scott Miller (Walker), Louise Settino-Sobieski (Mitchell) and I. Beginning grievance training was provided to the following Site Reps on September 26th: Greg Czaja (McFadden), Hector De La Torre (Lathrop), Maureen Dougherty (Jefferson), Dee Gupta (Sepulveda), John McGuinness (Spurgeon), Hank Montelongo (McFadden), Juan Ozuna (Chavez) and Nicole Stultz (Chavez.) These Site Reps will be able to assist you as well.

Educators Summer Saver Dividend Rate 5.83% APY 6.00%

Attention former YEAR ROUND teachers. Your last paycheck will be issued approximately June 30, 2008. OCDE will **NOT** extend the 12-month pay option after June 2008. Having the summer off will mean having no paycheck. If you bank with OCTFCU, you'll be prepared with their **Educators Summer Saver** account. The Educators Summer Saver account ensures you will have sufficient funds to get you through the months you don't receive a paycheck. Or, if you prefer, you can use the account to save for that summer vacation you've been daydreaming about. If you already bank at OCTFCU you can simply open your Summer Saver with one easy phone call.

Summer Saver Features

Variable rate account

Available to all school employees

Flexible withdrawals—penalty-free withdrawals allowed anytime during the summer months or throughout the year

Monthly deposits through payroll deduction or direct deposit only

Minimum monthly deposit is \$50; maximum monthly deposit is \$2,000.

Choose any date between June 1 and August 31 of each year to have funds automatically transferred to your share account.

No minimum opening balance.

\$50 minimum monthly deposit by payroll deduction or payroll direct deposit only.



Call to Action by David Sanchez, CTA President

I'm here to talk to you about a major challenge we are facing – a major challenge that will impact our members and students for years to come. That challenge is the Reauthorization of No Child Left Behind. CTA is calling on all members of Congress to Vote NO on the reauthorization proposal by Representatives George Miller and Nancy Pelosi.

When this deeply flawed law was passed five years ago, CTA was at the forefront in the both drawing attention to problems with the law, and in working to minimize, the extent possible, its negative impact on our members and students.

We were there providing training to local chapters and providing direct assistance to affected schools. I won't take time now to go through in detail everything that's been wrong with this law up to this point: the overemphasis on test scores, the lack of funding and support, the huge increase in paperwork, the punitive measures taken against struggling schools. Most of you are familiar with it and many of you are living with it every day.

But since ESEA/NCLB's enactment, we have been determined to do everything we can to make congress turn a bad law back into a good law that will help schools. Earlier this year, CTA launched a campaign to Erase, Rewrite and Reauthorize the Elementary and Secondary Education Act or President Bush's No Child Left behind Act. We organized and met with congressional representatives in their local districts. It was through the hard work of member throughout the state that many member of Congress began to really hear and understand our message. Many representatives were very receptive to our concerns. Unfortunately Congressional leaders – Education and Labor Committee Chairman George Miller and Speaker Nancy Pelosi – are now proposing language that CTA cannot support. We are calling on all members of Congress to vote NO on the Miller/Pelosi NCLB reauthorization proposal as it is currently written.

Here is the new challenge, and it's an urgent one. California Congressman Miller was and continues to be one of the key architects of No Child Left Behind. He and speaker Nancy Pelosi have now included merit pay and teacher evaluation based on student test scores. Their proposal mandates these changes on local school and districts, undermining our collective bargaining rights. As bad as this law has been, their proposals would only make things worse.

Paying and evaluating teachers based on test scores is a terrible idea. There are simply too many variables that affect scores. Research shows that merit pay tied to student test scores has no improved student achievement anywhere and it's been abandoned in many states where it's been tried. We even attempted a form of it here in California where teachers were paid bonuses at schools that met their achievement targets. That program was quickly abandoned because so many teachers were getting the bonuses, the state couldn't afford them.

And it's not fair to the kids who need the most help. Kids at risk need teachers who are eager to meet those challenges, not teachers driven away to line up instead for high achievement classes simply because the test scores will be higher. We are all dedicated and hard-working. We all go the extra mile every day in our classrooms. But this proposal is a disincentive to teach in hard-to-staff schools.

We've been saying for years that it's wrong to judge a school based on a single snapshot of two tests given on the same day. Well, if it's wrong to judge a school that way, it's certainly wrong to judge the teachers.

And let's face it, the reality is that Congress is trying to scapegoat teachers for their own failure to provide the resources and support our schools need. It's not their fault we have struggling school; apparently it's our fault. So rather than making good on the more than \$56 billion they've shortchanged our schools under NCLB so far, or actually giving schools the support for proven reforms that work, they're redirecting attention towards teachers with a scheme that is doomed to failure.

The Miller-Pelosi proposal doesn't go far enough in addressing our other concerns. It continues to measure student and school success based primarily on student test scores and fails to include multiple measures such as: attendance rates, graduation rates, a rigorous curriculum and the number of students participating in honors or advanced placement courses.

Their proposal continues to punish struggling schools rather than provide the assistance and resources to help them improve. It actually creates four new levels of program improvement. It requires that each school not making adequate yearly progress for two consecutive years be designated a *Priority School* or a *High Priority School*. If these schools don't make their AYP, they become designated as *Priority Redesign School* or *High Priority Redesign Schools*.

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High Priority Redesign School must close the school and reopen as a charter school or with a reconstituted staff, or be turned over to an outside administrator. Studies show that these steps have not improved schools that need help, and could in fact place them on an endless cycle of redesigns and continuous staff turnover.

In addition to being bad for students and schools, the Miller-Pelosi proposals undermine collective bargaining. These proposals are anti-labor. Compensation, evaluation, transfer, assignment: all these areas are steamrolled under the mandates of these new proposals. Let's be clear: CTA will vehemently oppose any law that takes away your right to bargain collectively around these crucial issues.

CTA is saying "Enough!" We have lived for five-and-half years with NCLB. We can't afford five more.

We're reaching out to our labor allies, running internet ads and cranking up the pressure on our Congressional leaders. But they need to hear from you. We need you to call Speaker Pelosi and Representative Miller, and your own member of Congress. Tell them to support students, teachers, and public schools. Tell them to vote NO on the Miller/Pelosi reauthorization bill.

Time is of the essence; Miller and Pelosi want to fast-track this for a vote as early as October. But if anyone can rise to the challenge, CTA members can. Let's get out there, let's make those calls, let's talk to our friends and neighbors and get them to call. We can defeat this thing. Let's get rid of these bad ideas and get a version of ESEA that actually helps schools and protects your rights. Our members are counting on us; our students are counting on us, and we're not going to let them down. Thank you.

**TELL CONGRESS TO VOTE "NO" on
Miller/Pelosi ESEA/NCLB Reauthorization Proposal**

1. Call your member of Congress from the CTA Hotline!

1-888-268-4334

If you are calling from a cell phone enter your home phone number at the prompt and you will be connected to your congressional office.

2. Call House Speaker Nancy Pelosi

Speaker Nancy Pelosi

San Francisco Office Phone	(415) 556-4862
Washington DC Phone	(202) 225-4965

3. Call House Education and Labor Committee Chairman George Miller

Congressman George Miller

Concord Office Phone	(925) 602-1880
Washington DC Phone	(202) 225-2095

Sample Phone Script:

Hi, I'm _____, a teacher at _____ school in the _____ School District. I'm calling to ask you to vote NO on the current proposal by Representative George Miller and Speaker Nancy Pelosi to reauthorize the No Child Left Behind Act. Teachers support accountability, but this reauthorization proposal makes a bad law worse. Its one-size-fits-all approach is hurting students, and it will make it harder to attract quality teachers into our public schools. Support classroom teachers and vote NO on the Miller-Pelosi NCLB Reauthorization proposal.

Instructions:

Ask to speak to the Congressperson. If not available leave a message with staff or record a message on the answering machine.

Be sure to identify yourself as a constituent living in the district as well as a classroom teacher.

Be sure to give contact information so they can get back to you.

There's little time left. Tell your Congressional Representative to VOTE NO on the Pelosi/Miller NCLB reauthorization proposal.

If it passes, take a look at what's at stake...

- A Federal mandate to pay and evaluate teachers based on test scores in high need schools (virtually all of Santa Ana Unified). This means that your pay and evaluation, and that of your administrators, will be based solely on student test scores.
- A Federal cap on what you can earn in these schools.
- Mandated peer evaluation.
- The bill requires redistribution of teachers (as measured by salary) between Title One and Non-Title One schools.
- The bill limits transfer language, sets Federal transfer dates and conditions.
- AYP to be determined entirely by math and reading scores.
- The bill requires two new categories of sanctions. If a school fails to meet its AYP after two years, it must reopen as a charter, have its entire staff reassigned, or be turned over to an outside company.
- The bill establishes a state-run test data bank that will link students scores to the teacher for the teacher's entire career.
- Retiring teachers must inform districts by March 15.
- Schools must consider external candidates at the same time as internal candidates, largely gutting contractual rights of seniority.
- The bill mandates teacher evaluations based entirely on test scores.

**TELL CONGRESS TO VOTE "NO"
On Miller/Pelosi ESEA/NCLB
Reauthorization Proposal**

Call Today!

Speaker Nancy Pelosi (415) 556-4862

Congressman George Miller (925) 602-1880

10 Things You Should Know About Using Workplace **INTERNET Access**

1. Read SAUSD's computer use policy, follow it and re-read it during the year.
2. If you have questions about your policy, ask for clarification.
3. Assume you have no privacy regarding e-mail you send and receive on your district's computer system. Only send e-mails that you would feel comfortable reading on the front page of your local newspaper.
4. A "deleted" computer file, including e-mail, can often be accessed by an experienced IT person.
5. There is a trail on computers showing what Internet sites you accessed.
6. Assume that what you see on your computer screen is what your employer gets.
7. Copyright law applies to material on the Internet.
8. What you post on personal blogs and Web sites may be seen by many people, including your employer, and it could result in adverse employment action.
9. Unless your school policy provides otherwise, do not give away your password, do not let others see your password, and change your password often. Turn off or lock your computer when you leave your work area.
10. For more information about technology and computer issues in education go to: www.nea.org/he/techno.html.



Race For The Cure



In honor of SAEA's executive director, Dr. Gladys Hall-Kessler, who is currently undergoing radiation treatment for breast cancer, teachers from across the district raised \$2391 for the Susan G. Komen's Race For The Cure. This breast cancer fundraising event is the world's largest and most successful awareness program. The local Komen Orange County Race for the Cure® has raised over \$15 million in the fight against breast cancer.

THANK YOU to the following donors: Vernon Anderson, Rosemary Ball, David Barton, Carlene Blackler, Alice Borelli, Tyrone Borelli, Karisa Botch, Brenda Call, Pam Campbell, Rue Chijimatsu, Annemare Condia, Gail Dasno, Maureen Dougherty, Tom Duffy, Marylou Eggena, Lynne Erspamer, Mary Anne Ford, Carina Garcia, Ilian Guzman, Judy Harrington, Maggie Hampton, Jennifer Isensee, Thom Isensee, Elaine Karman, Julia Leonard, Susie MacPhee, Dolores Mason, Teresea Mendez, Susan Mercer, Scott Miller, Alma Núñez, Kathy O'Connor, Roxana Owings, Juan Ozuna, Carol Pelosi, Suzanne Powell, Gary Reynolds, Olga Reynolds, Irene Schuell, Margaret Schwanke, Ron Shepherd, Louise Settino-Sobieski, Ramiro Torres, Billy West, CSO Region 4 Staff, and Wash N'Dry Coin.



Memorial Celebration for Lorna Karagiozov

Sunday, October 7, 2007

10 AM – Noon

San Juan Capistrano Library

31495 El Camino Real

San Juan Capistrano, CA 92675

Have Your Coffee and Drink it Too

For most people, it's simply a part of their morning routine. For others, it's a social commodity, but regardless of its use, coffee is a major staple in the American diet. In fact, approximately 130 million Americans drink an average of two to three cups of coffee a day.

Many health professionals agree it's not necessarily a bad thing, especially if you go for the decaffeinated variety. Antioxidants, for example, abound in coffee, which can reduce inflammation and prevent chronic diseases. However, what about the pesky short-term effects of coffee such as stomach pain and heartburn?

Coffee drinkers, especially those prone to stomach pain and heartburn, can feel the burn after their daily coffee intake. The cause—coffee's acid levels. That's right, most coffees contain acid, which can damage the lining of your stomach and result in unpleasant side effects such as acid reflux. Giving up coffee is out of the question for most people, so antacids have become a popular ally.

More than 60 million Americans experience heartburn at least once a month, and many rely on the neutralizing effects of antacids on a regular basis, however, this can be a concern in the long-term.

Antacids affect the balance of acid in your stomach by reducing it. However, natural acids found in your stomach are necessary in the prevention of illness. These acids kill bacteria as they try to enter the body through the digestive track. Long-term use of these products may negatively affect this balance.

So, what should those coffee drinkers who take a side of antacid with their coffee do? Acid-free coffee may be your best solution. Acid-free blends are roasted through a computer-based process, which eliminates the acid.

And aside from a settled stomach, acid-free coffee promotes dental health. "The worst thing anyone can do is sip beverages with a high acid level," said Dr. Richard Ziehmer. "A coffee beverage that is free of acid, sugar or non-dairy creamer could decrease a person's risk of developing cavities."

Now coffee drinkers can have their coffee and drink it too.

On the Go . . .

Special GROUP RATES available for Santa Ana Educators on select cruises.

Don't miss a great opportunity to Travel & Save.



7 Day Mexican Riviera

Depart Long Beach, CA

June 22, 2008 Carnival Pride

Inside Cabin (4A)	\$1035, Includes ALL Tax
Outside Cabin (6A)	\$1075, Includes ALL Tax
Balcony (8A)	\$1155, Includes ALL Tax

Per Person Rates, Passports required
 \$275 Deposit Due October 10, 2007
 Full Payment Due April 1, 2008
 Full REFUND if Cancelled by April 7, 2008

7 Day Western Caribbean

Depart Port Canaveral (Orlando, FL)

July 12, 2008 Carnival Glory

Inside Cabin (4B)	\$844, Includes ALL Tax
Outside Cabin (6B)	\$984, Includes ALL Tax
Balcony (8B)	\$1194, Includes ALL Tax
Overnight Hotel Included	

Per Person Rates, Passports required
 \$275 Deposit Due October 11, 2007
 Full Payment Due April 1, 2008
 Full REFUND if Cancelled by April 20, 2008



12 Night Mediterranean

Depart Barcelona, Spain

August 9, 2008 Brilliance of the Seas

Inside Cabin (Q)	\$1799, Includes ALL Tax
Outside Cabin (H)	\$2849, Includes ALL Tax
Balcony (E2)	\$3049, Includes ALL Tax

Per Person Rates, Passports required
 Airfare From LAX \$1639, Includes Transfers

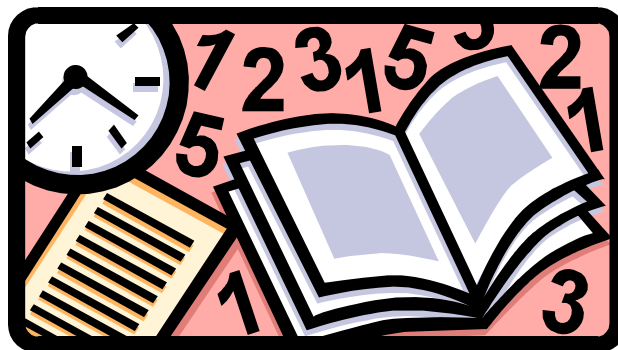
7 & 12 Day Alaskan Cruise

June 23, 2008 June 29, 2008

Princess - 12 Days	Celebrity - 7 Days
Starting From \$2854	Starting From \$962

Call for Details

 Travel Services	Bonnie Christy 714-541-3318, EXT 222 Bonnie.L.Christy@aexp.com
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School Dates

College Night	Oct 10
1 st Quarter Ends	Nov 2
Veterans Day Holiday	Nov 12
American Education Week	Nov 12-16
Thanksgiving Holiday	Nov 21-25
1 st Trimester Ends	Nov 30
Winter Recess	Dec 17-Jan 6
Return to School (2008)	Jan 7

SAEA Board of Directors (4PM)

October 9
 November 13
 December 11
 January 15
 February 12
 March 11
 April 22
 May 13
 June 10

SAEA Rep Council Dates (4PM)

October 30
 November 27
 January 29
 February 26
 March 25
 April 29
 May 27

Newsletter Dates

<u>Publish</u>	<u>Submission Deadline</u>
October 8	October 1, 2007
January 14	January 7, 2008
April 7	March 31, 2008
June 9	June 2, 2008
September 2	August 25, 2008