

Santa Ana
Educators' Association



www.sateach.org

Issue Number 3, Winter 2008

Books! Books! And More Books!

Every year the California Teachers Association and the National Education Association sponsor activities for Read Across America. While in the past, SAEA has done its part to foster reading, this year we've decided to go all out.



Thanks to the efforts of our Grievance Chair, Jennifer Isensee and her committee of volunteers, SAEA has arranged for the distribution of thousands of books to the students of Santa Ana. At no cost to our members or to the District, SAEA will be giving away new quality edition paperbacks (abridged classics) to virtually every middle school student who wants one. That is over 8,000 books! They include such titles as Tom Sawyer, War of the Worlds, Frankenstein and Captain Courageous.

In addition, we will be donating a variety of books to elementary libraries, including three Dr. Seuss books, two books to each grades 6-12 library, two pop-up books to each elementary library and three books for each pre-school/ early intervention classroom.

All of this is in addition to our annual distribution of pencils, stickers, reading material and Cat in the Hat hats.

At a time of diminishing resources, when state and local funds are rapidly drying up, we believe it is important to remember that we are a professional organization dedicated to the betterment of our students as well as union dedicated to a fair and equitable contract.

By taking the time and effort to make arrangements with various publishers and by taking the time and effort to organize and distribute thousands of books, SAEA asserts once again that we care about the education of our students. Reading the right book at the right time can change a person's life. We want as many of our students as possible to have the chance to have that life-altering experience.

Read Across America is March 3.

Sincerely,

Dave Barton, President SAEA

IMPORTANT TELEPHONE NUMBERS

• SAEA

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• SAUSD

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• OCTFCU

Information 714-258-4000

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• 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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Social Security Offset & Retirement

By Mary Anne Ford

Have you ever worked a job where Social Security was withheld from your pay? Do you think you might work such a job after you retire? Does your spouse work a job like that? If you answered yes or maybe to any of these questions then you need to inform yourself about the NEA's campaign to repeal the Government Pension Offset (GPO) and the Windfall Provision (WEP). These two federal laws are both extremely unfair and punitive because they deprive public employees—teachers, school bus drivers, school cafeteria workers, and police officers—of Social Security benefits they have earned. These two unfair laws only apply to 15 states including California.

The GPO reduces Social Security benefits due to spouses or dependent children of a retired, disabled or deceased worker who herself/himself would have been eligible for Social Security benefits.

The WEP reduces the earned Social Security benefits for retired or disabled workers who receive government pensions from non-covered employment. It can cut the federal benefit in half under some circumstances. In particular, the WEP reduces the factor used to calculate the federal social security benefits. The repeal of the GPO AND WEP is one of main legislative issues concerning the NEA and its members. Congress can fix the problem and you can help. Inform yourself! Check the current situation and get all the background information and history you need at www.nea.org. Congress will respond to your pressure. At www.nea.org you can send an email to your senator and congressman. You can talk to your family and friends and get them to send emails. It is your retirement—protect it!!

SAEA Chapter Elections

Ask your local SAEA Site Rep. for a Declaration of Candidacy form, Job Description, and Election Timeline or call the SAEA office for details.

- President
- 1st Vice President
- 2nd Vice President
- Ethnic Minority Director
- 2 High School Segment Directors
- 1 Intermediate Segment Directors
- 3 Elementary Segment Directors
- 3 State Council Delegates

DEADLINE: January 25, 2008, @ 5PM

Teachers & The Law Seminar-March 26

CTA lawyers Marianne Reinhold and Carlos Perez will speak to SAEA members concerning issues in work or union activities. Members will also learn to determine which concerns are reasonable (and which are not) and how to protect ourselves from litigation. As time allows, topics will include harassment, temporary vs. probationary vs. permanent status, acceptable use of district technology, vulnerability to lawsuits arising from school and field trip assignments, discrimination issues, hazardous working conditions, student or parent threats, and protection in state and federal law for educators' rights. This informative seminar will take place at the SAEA Offices at 4PM. Please plan to attend!

César E. Chávez Education Awards

César E. Chávez, the founder and president of the United Farm Workers of America, dedicated his life to improving the plight of American farm workers and pointing out the dangers of pesticides on food. His deep belief in the principles of non-violence and the teachings of Dr. Martin Luther King, Jr. won him the admiration and respect of leaders throughout the world. He believed strongly in public schools stating, "The purpose of all education should surely be service to others."

The César E. Chávez Memorial Education Awards Program will provide recognition for students and their teachers who demonstrate an understanding of the vision and guiding principles by which Chavez lived his life. The Awards Program will honor the memory of this great man and ensure that the spirit of his work continues in California classrooms.

Awards must focus on one or more of the following principles: Non-violence, Self determination through unionization, Social Justice for farm workers, Safe food, health or environmental issues, Human & Civil rights, Teamwork & service to other, Empowerment of the disenfranchised, and Innovation & education.

Application are due February 29, 2008, and are available online at www.cta.org.



Contractually Speaking...

By Jennifer Isensee, Grievance Chair

Happy New Year! Traditionally the new year is when one makes resolutions. That tradition dates back to the early Babylonians. Popular modern resolutions include promises to lose weight or get physically fit. As SAEA members, our collective resolution should be to “know the contract.”

Surprisingly, teachers rarely refer to the contract when they have questions. I understand...you have more than enough to do managing your classroom responsibilities. Many of the Articles of the contract are extremely complex. And sometimes, it is just easier to call and get a fast, simple answer.

A great deal of confusion appears to be occurring throughout the District concerning Hours of Work and dress code. I have visited several schools during the past few months. Susan Mercer, SAEA Treasurer and Bargaining Team member, created the template used by the District to calculate Hours of Work. We should be proud that one of “our own” has developed this easy to use spreadsheet to determine if sites are using their flex minutes appropriately and working within Ed Code and/or contractual minutes.

The dress code issue is hotly contested by administrators throughout the District. When David Barton spoke to the Principals/Human Resources Institute in late November, the dress code was a topic of discussion. Additionally, SAEA has received a myriad of comments, faxes, phone calls, letters and e-mails from teachers and principals concerning the dress code. One principal stated “the dress code is Board policy; the union has nothing to do with it and should stay out of it.” As optimistic as the principal may be, anything that changes the contract *is* SAEA’s business. We will **not** stay out of proposed actions that impact our members.

There is a chronology of events that occurred which impact many people’s interpretations of the “alleged” dress code. In 1998, PERB (Public Employee Relations Board) made its decision. To comply with that decision, SAUSD rescinded its June 24, 1997 Board of Education dress and grooming policy. In 2002, the Board of Education again made a dress code policy. However, SAEA took the matter to an arbitrator who ruled that SAUSD **may** have a dress code if it does the following **two** actions: (1) bargain the effects of the dress code at the bargaining table; **and** (2) enforce the dress code uniformly throughout the District. The District has not done this; hence SAEA’s position that there is no enforceable dress code.

Is SAEA supporting jeans, shorts and flip-flops? We do support a Kinder teacher working with art materials or instructing students on the floor of her classroom wearing jeans. Realistically, the cleaning costs of an expensive dress or pants covered in paint are not reasonable compared to wearing jeans occasionally.

There is a reasonable safety concern about wearing flip-flops. Any number of injuries could occur as a result of wearing flip-flops at a school site. Common sense says if you have another pair of shoes, it is probably a better choice to wear them. Personally, my old feet do better in a pair of running shoes. Reasonableness should apply to your choice of footwear.

In these days of teachers being scrutinized, it is reasonable to dress as a professional. However, what constitutes “professional dress” needs to be determined at the bargaining table, not by administrators at individual school sites or District administrators. Let changes to the contract be resolved at the appropriate place and time.

Some site administrators and/or District administrators distribute copies of the 1997 Board policy. Others share the later Board policy. Either way, administrators are not being transparent with teachers. It is nice to assume that an individual may dictate a dress code; however, in the spirit of honest and open communication, all relevant facts need to be shared with all affected parties.

If your site administrator still issues a “memo” or “directive” about a dress code, your site reps should have a conversation with that administrator. If the site administrator refuses to change the directive, SAEA will file a grievance on behalf of unit members at the site. The District stated loud and clear it wanted to reduce the number of grievances this year. However, SAEA will remain vigilant protecting your rights.

I’d like to share a Japanese new year tradition. Bells are rung 108 times to chase away 108 troubles. The people all laugh after the gongs because laughter will drive away the bad spirits. With all the bad spirits gone and troubles and enemies forgiven, they enjoy a day of celebration. As of January 7th, approximately 105 duty days remain in this school year. Let’s laugh away 105 troubles and get back to the important work of educating Santa Ana students.



On the Go . . .

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

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

Christmas 2008 Cruise



7 Day Mexican Riviera

Depart Long Beach, CA

December 21-28, 2008	Carnival Pride
Inside Cabin (4A)	\$840
Outside Cabin (6A)	\$990
Balcony (8A)	\$1140

Per Person Rates, Passports required
 \$275 Deposit Due July 15, 2008
 Full Payment Due October 1, 2008

New Year's Eve 2008 Cruise



7 Day Mexican Riviera

Depart Long Beach, CA

Dec. 28- Jan. 4, 2009	Carnival Pride
Inside Cabin (4A)	\$1040
Outside Cabin (6A)	\$1190
Balcony (8A)	\$1340

Per Person Rates, Passports required
 \$275 Deposit Due May 29, 2008
 Full Payment Due October 1, 2008



7 Day Western Caribbean

Depart Port Canaveral (Orlando, FL)

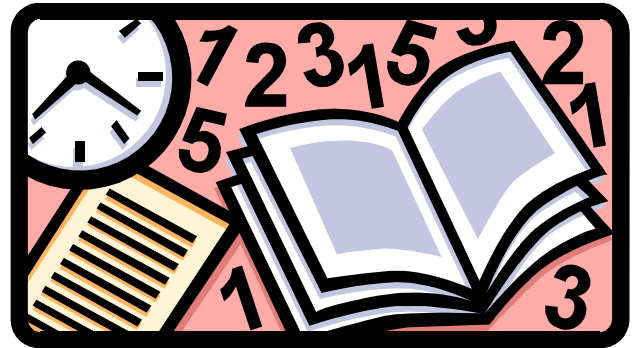
Dec. 27 – Jan. 3, 2009	Liberty of the Seas
Inside Cabin (N)	\$1410
Outside Cabin (I)	\$1890
Balcony (EI)	\$2190
Airfare to Miami	\$754

Per Person Rates, Passports required
 \$275 Deposit Due March 6, 2008
 Full Payment Due September 11, 2008



Travel Services

Bonnie Christy
 714-541-3318, EXT 222
 Bonnie.L.Christy@aexp.com



School Dates

Return to School (2008)	Jan. 7
Martin Luther King Holiday	Jan. 21
First Semester Ends	Feb. 1
Second Semester Starts	Feb. 4
Lincoln's Bday Holiday	Feb. 11
Washington's Bday Holiday	Feb. 18
Third Quarter Ends	April 4
Spring Break	April 5-11

SAEA Board of Directors

(4PM)

January 15
 February 12
 March 11
 April 22
 May 13
 June 10

SAEA Rep Council Dates

(4PM)

January 29
 February 26
 March 25
 April 29
 May 27

Newsletter Dates

<u>Publish</u>	<u>Submission Deadline</u>
April 7	March 31, 2008
June 9	June 2, 2008
September 2	August 25, 2008

Does SAEA have your UPDATED:

Email Address?	Don't Miss Out!
Home Address?	Contact SAEA with
Phone Number?	your current INFO!