



Santa Ana
Educators' Association



www.sateach.org

In my experience, organizations as large as SAEA, like Gaul, can be divided into three parts. One part will snipe and bicker no matter what we do. Another part will support the union as a matter of principle, but the vast majority recognize that this is an organization only as good as those who volunteer to do the work.



Recently I attended an awards dinner at which a CTA staff member, not associated with Santa Ana, attempted to take credit for the dedication and efficiency of a revitalized SAEA. It's not unusual for CTA types to self-aggrandize, but to distort and/or dismiss the long hours put in by dozens of SAEA members is so wrong that it is breathtaking.

SAEA is a CTA local, and most of our dues go to CTA, which frequently leaves us scrambling for resources and looking for help where we can get it. Luckily, we have a great team of local leaders who willingly take up the tasks that need to be done. This organization belongs to them and to you.

As I leave office I can't help but get philosophical. In an ideal world, there would be no need for unions. Administrators would put the interests of students and teachers ahead of empire-building and half-baked schemes that rarely survive. Teachers wouldn't have to struggle to maintain their livelihoods. Benefit costs wouldn't go up, and class sizes would always conform to the needs of the students. Alas, that is not the world we live in. We do the best we can with the people and resources that we have.

SAEA has been around for over sixty years. In good times and bad, it tries to resolve what can be resolved, and fight what must be fought for. Join in helping us succeed.

David Barton
President, SAEA

Chapter Elections Conclude

Results of the 2009 Chapter Elections are as follows:

Susan Mercer – President

Jennifer Isensee – Secretary

Scott Miller – Treasurer

Billy Castanha – High School Segment Director

Hank Montelongo – Intermediate Segment Director

Rhonda McKanna – Elementary Segment Director

Julie Meneghini – Elementary Segment Director

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IMPORTANT TELEPHONE NUMBERS

• SAEA	
Tel:	1714-542-6758
Fax:	1714-558-7333
• SAUSD	
Personnel:	1714-558-5792
Benefits:	1714-558-5681
• SchoolsFirst Credit Union (OCTFCU)	
Information:	1714-258-4000
Teller Phone:	1714-258-4100
• OC Dept of Ed	
Tel:	1714-966-4000
Fax:	1714-662-3570
• Credentialing	
Tel:	1888-921-2682

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	CTA Staff
Rue Chijimatsu	Office Staff
Paul Hatton	Office Staff

Office Hours

8AM – 5PM, Monday-Friday



CHALK TALK

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

Observation/Evaluation Issues

By Jennifer Isensee, Grievance Chair

If you having issues regarding your evaluations, please photocopy your observations and final evaluation and send them to me at the SAEA office. You may use District mail or fax them to my attention. Please provide me with a cell or home phone number and a personal e-mail address so that I may contact you if I have any questions. Complete the SAEA Evaluation checklist. You will indicate either "yes" along with the date or "no." Once you have completed the checklist, please send me a copy. Prepare a written response to the observation(s) and/or final evaluation report. You have 10 duty days from the date you received the observation OR final evaluation to respond in writing. SAEA recommends you remain factual and objective and avoid opinions.

The following is merely a suggestion. You may modify this as you see fit if you like. If you would like me to assist you with a written response, please e-mail me your draft at jennisaea@hotmail.com.

TO: Name of your Evaluator
FROM: Your Name
DATE:
RE: Response to (Observation OR Final Evaluation) dated _____

I would like to respond to the (observation OR final evaluation of _____, 200_ as well as the corresponding Evaluation Form and attachments. I disagree with the following statements:

Quote exactly what your administrator wrote on the observation or final evaluation that is below standard.
I disagree with this comment because State why you disagree with the below standard evaluation. List as many concrete examples as possible (I attended the Open Court training from ____ to ____; I had the lesson objectives and standards posted on the whiteboard, etc.)

Quote exactly what your administrator wrote on 2nd observation that is below standard.
I disagree with this comment because...
*Exact quote from your observation OR final evaluation
I disagree with this comment I respectfully request this written response be attached to my final evaluation form dated _____ and be placed in my file at the school and my personnel file located in the Human Resources Department at the District Office.*

Thank you,
YOUR NAME

cc: Chad Hammitt, Executive Director of Human Resources
Jennifer Isensee, SAEA

Keep a copy of this written response for your records. Place your written response in an envelope and put it in your administrator's mailbox or give it to your Office Manager to forward to your evaluator.

After I have had a chance to review your documents, including the SAEA Evaluation checklist, I'll contact you to discuss your options.

Online Transfer Requests

To request a site transfer, please follow these simple steps to initiate the process.

- ☞ Go to saUSD.us and click on Human Resources, Certificated Personnel.
- ☞ Click on Job Opportunities. Click on the EdJoin link.
- ☞ Log in - either "create an account" or "log-in" if you already have an account and complete the following information:

- Page ❶ - Complete personal information
- Page ❷ - Complete credential(s) information
- Page ❸ - Employment: current - SAUSD
- Page ❹ - References: in the Reference #1 field, type "IN-DISTRICT TRANSFER"
- Page ❺ - Education: in the first available field, type "IN-DISTRICT TRANSFER"
- Page ❻ - Attachments
- Page ❼ - Signature: complete and save

September 27, 2009
Fashion Island,
Newport Beach



Its June...but **NOW** is the time to begin thinking about the annual Susan G. Komen Race for the Cure. This year the Orange Service Center Council Equity Team has agreed to sponsor a CTA-Orange County team. All of the various associations within the Orange Service Center Council are encouraged to find a "team captain" at each school within their association. With more than 60 schools within our district, that seems like a LOT of team captains!!! But, actually what SAEA needs at each school is a Race for the Cure contact person. SAEA has sponsored one team in the past. What we have learned is that many of you were already participating in the Race for the Cure. Some of you have colleagues at your site who are dealing with breast cancer and your site has chosen to create their own team. Awesome!!!

A "Build A Team for the Cure" booklet has been given to every Site Rep. If you're interested in being your site's contact, please review the booklet. If you'd like me to send you a copy of the booklet, please contact me at: jennisaea@hotmail.com.

Safe Place to Learn Act (AB394)

Current law prohibits harassment and other forms of discrimination on the basis of actual or perceived sexual orientation and gender (including gender identity), disability, nationality, race or ethnicity, religion and other characteristics in California schools, but many districts are failing to address this critical safety issue or adequately comply with the law.

PURPOSE OF THE PROPOSED LAW

The Safe Place to Learn Act requires the California Department of Education to regularly monitor school districts regarding what steps have been taken to ensure compliance with the California Student Safety and Violence Prevention Act of 2000, AB 537 (Kuehl). This legislation will help to ensure that current school safety standards regarding harassment and discrimination are fully and properly implemented.

WHAT WOULD THE SAFE PLACE TO LEARN ACT DO?

This legislation would require the California Department of Education to:

- Regularly monitor whether school districts have taken legally required steps to implement and comply with the Student Safety and Violence Prevention Act of 2000
- Make available information on trainings, curricula, and other resources that specifically and effectively address bias-motivated discrimination and harassment in schools
- Develop and post on appropriate department websites a model handout describing schools' obligations to ensure a learning environment and best practices to address bias-related discrimination and harassment.

WHY IS A NEW LAW NECESSARY?

The Student Safety and Violence Prevention Act went into effect January 1, 2000. This Act prohibits harassment and other forms of discrimination on the basis of actual or perceived sexual orientation and gender (including gender identity), disability, nationality, race or ethnicity and religion. However, since this law was enacted, unlawful bias-motivated discrimination and harassment continue to be pervasive in California schools and many schools districts are not in compliance with the law.

IS HARASSMENT AND DISCRIMINATION STILL A PROBLEM?

Numerous studies point to an ongoing problem of discrimination and violence that has severe consequences for students and schools. One such study, The Safe Place to Learn Report, issued by the 4-H Center for Youth Development at the University of California, Davis and the California Safe Schools Coalition, cites findings from the 2001-02 California Healthy Kids Survey, which found that:

- 14.3% of all students report harassment because of their race or ethnicity
- 9.1% of all students report harassment because of their religion
- 7.5% percent of all students report being harassed on the basis of actual or perceived sexual orientation

This means that over 200,000 students are harassed because they are gay or lesbian or someone thought they were, and nearly 400,000 students are harassed because of their race.

Discriminatory harassment is a serious problem because it is linked to higher levels of academic, health and safety risk. Students who reported discriminatory harassment were twice as likely to be depressed, were more likely to use and abuse alcohol and other substances, and reported significantly lower grades than students who reported no harassment.

WHAT ARE SCHOOL DISTRICTS DOING TO ADDRESS THE PROBLEM?

The California Safe Schools Coalition recently conducted the Safe Schools Policy Survey. This Survey was completed by school districts from across the state and illustrates the successes and challenges that districts face in creating safe schools and reducing harassment. The survey found that:

- 60% of school districts do not have policies preventing discrimination and harassment based on gender identity, appearance or behavior as mandated by state law
- Less than half of districts require that all their teachers are trained to address discrimination and harassment based on sexual orientation
- 14% of districts do not train school site administrators to address discrimination and harassment based on sexual orientation
- 17% of districts are not aware of the resources available to conduct teacher trainings that would address discrimination and harassment based on sexual orientation and gender identity

These data clearly demonstrate that school districts and the State must reaffirm and strengthen their commitment to ensuring that all California schools continue to work to reduce violence and harassment, improve student safety at school, and improve students' connections to school, to the community, and to supportive adults. Moreover, these data illustrate the need to outline and clarify the basic steps necessary to ensure that California schools address this critical safety issue, such as adopting and publicizing a nondiscrimination policy; providing training and curriculum resources; and properly documenting and addressing complaints.

2009 NEA-Representative Assembly

Delegates will gather July 1 through July 6 in San Diego, CA for the Association's 147th Annual Meeting and 88th Representative Assembly. This year's theme is "HOPE STARTS HERE". Volunteers representing SAEA this year include: David Barton, Robert Chavez, Carmen Childress, Anna Colombo, Dianne Fleming, Nora Garcia, Sherry Garcia, Craig Johnson, Margery Johnston, Elizabeth Leyva, Rosa Marino, Greg Marzilli, Donna, Meade, Susan Mercer, Robin Scott, Louise Sobieski and Elena Wise. Scott Miller will serve as Co-Chair of Communications for the 10,000 delegate assembly.

Keep up to date with the activities from the floor at:

www.saeaneews.wordpress.com

Feeling overwhelmed? Stressed? Need someone to talk to?

If you are a member of the Blue Cross PPO or HMO, you have access to United Behavioral Health. UBH provides the following confidential services to members:

Face-to-Face Assessment and Counseling:

Members facing stressful or emotional issues have 24/7, year-round access to prompt face-to-face counseling services. Beginning with their first toll-free call, our experienced staff will listen carefully to assess their needs and refer them to one of the credentialed practitioners in our extensive national network.

Extensive Work/Life Services: These services help by reducing the time-drain and hassle caused by overlapping home, work and life demands. We do the legwork to find the right services, information and qualified resources to address everyday life challenges. Summary of resources and referrals services:

- Childcare
- Eldercare
- Adoption Services
- Chronic Condition Support
- Retirement/Aging
- Parenting Issues
- Household Services
- Pet Care
- Child/Adult Special Needs Assistance;

Life Event Issues: Members may also turn to UBH for help with non-clinical issues, such as mounting credit card debt, divorce, child custody matters, and shelter from abusive relationships. The effect of these and other practical concerns can be just as detrimental to an employee's health and well-being as a clinical issue.

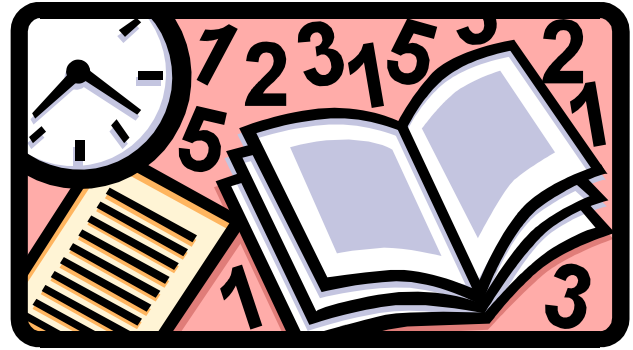
Life Coaching: When face-to-face counseling is not required, our team of experienced, clinically licensed coaches are available via telephone or the Internet to provide assistance to your members.

Online Cognitive Behavioral Therapy (CBT): Members have unlimited access to a password-protected Web site www.liveandworkwell.com. Here they will find interactive self-guided programs designed to empower your members in taking an active role in making positive life changes.

Innovative Web-based Services: Our member Web site, www.liveandworkwell.com, offers a wealth of information. The site includes thousands of articles, interactive learning tools, financial calculators, and helpful resources for members to use to develop their own self-improvement strategies. If you are not a member, but would like to access the articles and tools, you may do so by logging on using code: 00356. However, non-members are unable to store any information entered such as a Health Risk Assessment or the calculators.

Call 1-800-788-5614 to speak to a United Behavioral Health specialist. Your privacy is respected at all times.

If you are a member of Kaiser, please contact them directly for Kaiser's Employee Assistance Program.



School Dates	2009
Last Day of School	June 18, 2009
Final Duty Day	June 19, 2009
First Duty Day	August 28, 2009
First Day of Instruction	August 31, 2009
Labor Day	September 7, 2009

SAEA Board of Directors	(4PM)
August 25 (2PM)	
September 8	
October 13	
November 10	

SAEA Rep Council Dates	(4PM)
August 25	
September 22	
October 27	
November 24	

Newsletter Dates	2009/10
<u>Publish</u>	<u>Submission Deadline</u>
September 4	August 28, 2009
November 6	October 30, 2009
January 15	January 11, 2010
April 2	March 29, 2010
June 7	May 31, 2010

Does SAEA have your UPDATED:	
Email Address?	Don't Miss Out!
Home Address?	Contact SAEA with
Phone Number?	your current INFO!
School Site?	

