



ALVORD EDUCATORS ASSOCIATION

THE PODIUM



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PRESIDENT'S MESSAGE

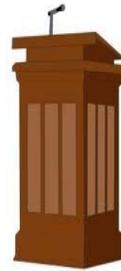
West Virginia, Oklahoma, Arizona, Kentucky, North Carolina, Los Angeles, Oakland....these are but a few of the movements taking place around the country and our state among our colleagues who have grown weary of large class sizes, inadequate facilities, budget cuts, and outdated material. These are not political movements. These are fights for our students and our profession! Wearing a #RedForED button or t-shirt is showing a bond of solidarity with all educators throughout the country. It is a statement that our students deserve better and so do we.

At some point all educators must take a stand that whether it is a strike, a march, a button, a shirt or showing support for your local, state and national professional associations, we want what is best for our students. Having well-paid, fully qualified educators is mandatory to sustain our profession and the promise of quality education for all of our students.

Our solidarity has been seen in the November elections when hundreds of educators were elected to public office. It has been seen here in California during the recent disasters when CTA members responded with immediate support to educators affected by the fires and floods. They assisted educators in temporarily housing students when schools burned down and members lost their homes. CTA's Disaster Relief Fund gave immediate support to our members and continues to do so.

All of these things have shown the power of educators, the power of our voice and our associations. #RedForEd has shown that we are not going sit on the sidelines and be at the mercy of politicians. It says that we are unified in our collective voice and desire to give our students the best education possible.

It is time for all of us to stand up for our students and for public education. It is time to stand for our profession in solidarity. It is time not to be a spectator in your professional associations, but instead to be a participant and voice for change. *Leigh*



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CALENDAR OF EVENTS

3/13	Exec Board meeting	4 pm
3/14	AUSD Board Meeting	7 p.m.
3/20	Rep Council Meeting	4 p.m.
3/25-29	Spring Break	

News from AEA

- Your #REDFORED buttons represent your DEDICATION to education; your BELIEF that students deserve quality teachers, well-maintained facilities and ample resources; your SUPPORT of educators throughout the state and country who struggling for a living wage, reasonable class sizes, and proper school funding; and your DETERMINATION to provide a quality education to our students. *The only consequence of wearing this button is a show of unity within our profession. AEA, CTA, and NEA appreciate your participation in the Red for Ed movement.*

- AEA IS PLEASED TO ANNOUNCE THE SELECTION OF THE MEMBERS OF THE **BARGAINING TEAM:**
 - Mike Kolonics** - Chair and At-Large Rep

 - Stephanie Weber** - Elementary Rep

 - Kaja Stoll** - Middle School Rep

 - Betrand Eckelhofer** - High School Rep

 - Aaron Huntington** - Auxiliary/SPED

The Bargaining Team welcomes all members to an open meeting on **April 4 & 9 from 3-5 pm** at the AEA office.

Always Time for Change at the Equity and Human Rights Conference

By Natasha Kohls

CTA hosted the 2019 Equity and Human Rights Conference on March 1-3 in San Jose. The conference featured more than 30 workshops on diversity, equity and social justice, including the presentation “SHE is YOU!” by AEA members Natasha Kohls and Riverside County Counselor of the Year Lisa Pynn.

The keynote speaker at Saturday’s lunch was Kalonji Saterfield, Assistant Professor of Communication Studies at Santa Ana College. His dynamic address discussed being black in education -- what that means for our students and how to approach it as educators. He shared his own childhood experiences, the foundation provided by his parents, and the moments when teachers both betrayed and

supported him. He included the Five E’s of Education-- Equality, Equity, Empathy, Empowerment, and Enthusiasm—and touched on the critical need for all in the classroom.

Saturday night’s awards dinner featured inspiring educators throughout the state. These dedicated teachers helped change the landscapes of their campuses and transform the lives of their students. Their work with LGBTQ, special needs, immigrant, and other students in need should be recognized by all CTA members.

AEA members are encouraged to nominate the incredible teachers in our district who are doing above and beyond for our students, community, and profession.

César Chavez “Si Se Puede” Human Rights Award	Sandra Martinez-Galván	Unified Association of Conejo Teachers
CTA Member Human Rights Award	Leigh Cambra	Association of Carmel Teachers
CTA Peace and Justice Human Rights Award	Shane Parmely	San Diego Education Association
Leadership in Lesbian & Gay Issues Human Rights Award in Honor of Nancy Bailey	Kurt Dearie	Carlsbad Unified Teachers Association
Physically/Mentally Challenged Students’ Issues Human Rights Award	Darci Gibson	Garden Grove Education Association
Women’s Issues Human Rights Awards	Kyna Collins	UTLA/NEA
CTA Service Center Council Human Rights Award	Student California Teachers Association	N/A

WORK ON CONTRACT CONTINUES

From your Bargaining Chair and AEA Vice President, Mike Kolonics

It has been the intent of your Association Leadership to keep you informed regarding ongoing negotiations with the District. We have sent out email blasts via your site reps that we feel have relevance to our negotiations. We heard from many of you last year and our goal is to be more proactive with the information you receive rather than reactive.

Recently, you have seen information regarding strange anomalies in the District's presentation of our budget, comparisons of funding per student over the past years, and the alarming amount of money the District is spending on legal counsel. All these factors come into play when we sit down to negotiate our contract, salary, and benefits.

This brings me to this point--we plan on returning to the negotiating table this spring.

Usually, both sides decide on two articles to open and discuss as well as salary and benefits. This year, our entire contract is up for negotiation. Our contract is a valuable part of our job security. It not only protects us from unilateral decision making, but entitles us certain rights that make our job less stressful.

When we negotiate any item in our contract, we discuss how it will affect our membership as a whole, then analyze the cost, and lastly prioritize the item among items under negotiation, including salary and benefits.

We are anticipating that the District will be try to remove some of the most recent changes we made in our contract. Your \$500 supply budget, AEA time during staff meetings, and class size language are most likely on top of their list. It is items like these that forced our fellow UTLA members to go on strike.



We will be sending out surveys and holding informational meetings soon to get your input. We want to know if there are any parts of our contract that can be strengthened to help you perform better and feel safe at the same time. We want to know if any parts of our contract need to be deleted, revised or preserved.

Finally, I would like to explain

what we call "total compensation". Before going into negotiations, we look at the revenues and expenditures of the District. We come up with a figure that we feel is OUR fair share. This lot of money is what we consider our total compensation package (TCP). Anything we discuss at the table that costs money, we must consider what it would mean if that cost was from the TCP. The removal of adjunct duties a couple years ago is a prime example. We weighed the cost of the District to pay for said duties with the removal of that amount from our TCP of that year and then moved forward with the proposed change.

We always keep in mind that the TCP is for our entire bargaining unit. There would have to be special circumstances, and of course an approving vote from the association, to allow any of the TCP to be used for certain groups within the membership.

I hope this helps clarify the negotiation process. Your voice is important in this decision-making process. I look forward to hearing from you in the near future and will proudly continue to represent you at the negotiation table.

Q & A ABOUT TEACHERS RIGHTS IN IEPs

What should I do if I do not agree with the IEP and I attended the IEP meeting?

When an educator does not agree with the IEP, they can dissent from the IEP.

1. Verbalize to the IEP team what part with which you do not agree.
2. Next to your signature write the word Dissenting.
3. Lastly, write a brief report stating your objections and asked that it be attached to the proposed IEP.

What should I do if the administrator has reprimanded me for information and recommendations I made at the IEP?

Immediately after the reprisal, the educator should document the incident and notify her/his local association president. California Ed Code 56046 protects educators from retaliation, coercion, and intimidation from district administration.

What should I do if a student with an IEP is not making progress in the educational setting and/or their behavior is having a negative impact on their learning and the learning of others in the class?

The teacher would request in writing that the IEP team meet to review and revise the IEP as necessary to ensure students' academic needs are met.

How much of the IEP should the general education teachers be familiar with?

As a general education teacher, you are required by law to have knowledge regarding the contents of the IEP for each special education student enrolled in your classes, and you are legally obligated to implement any portions of an IEP that apply to you. You should read the IEP in order to completely understand your student and their educational needs.

Who makes inclusion decisions for the students with disabilities?

Federal law requires that a full continuum of placement options be available to each special education student and that placement decisions be made by the IEP team to include students in the general education classroom be based on the unique needs of the student. General educators play a vital role in determining the extent to which students with disabilities can be successful in general curriculum.

AEA Scholarships

Applications now being accepted!

Please see your guidance counselor for application and procedure, and requirements.

Applications are due to the AEA Office by 4:00 p.m. on Thursday, April 18th

