

# NEWSBREAKER

Volume 5. Issue 2

October 2008

## Calendar

- 10/20 4pm Rep Council
- 10/25 School Board
- 10/27 4pm Eboard
- 11/2 Daylight Savings Time Ends
- 11/3 4pm Rep Council
- 11/4 4pm District Finance Subcommittee
- 11/11 HOLIDAY (Veteran's)
- 11/13 7pm Governing Board
- 11/18 4pm Communications Subcommittee
- 11/18 6pm Human Resource Subcommittee
- 11/20 6pm District Facilities Subcommittee
- 11/27-11/28 HOLIDAY (Thanksgiving)
- 12/9 4pm District Finance Subcommittee
- 12/11 7pm Governing Board
- 12/16 4pm Curriculum Subcommittee



## PRESIDENT'S CORNER

*By Melanie Driver*

It is amazing how quickly the year is going. I have enjoyed my visits to the school sites. Many of you have had the opportunity to meet our new CTA Primary Contact Staff, Doug Appel. We will continue to visit schools until we have made it to all sites.

I would like to spend a little time addressing an issue that has been coming up at a number of sites in the District. Several Site Administrators have added instructional minutes to the workday. This is a change in your working conditions. When Administration makes changes to your workday, the proper procedure is to have an informal conference with your immediate supervisor. Remind your Administration that any changes to the workday need to be bargained through the Association. If your administrator is unwilling to work with you to resolve this issue and you need assistance, contact Clara Lilyblade, the Grievance Chair. We are currently focusing on this matter at several sites.

Article 19.3 of the contract allows administrators to hold two meetings each month. One meeting is a staff meeting and the other is a department or grade level meeting. Any other meetings are to be counted toward adjunct. The contract does not allow administrators to call extra meetings during the workday. This is your prep time. If you are having weekly meetings that are not part of a restructuring plan that has gone through the restructuring process, you need to contact Clara Lilyblade. Administrators may have voluntary meetings, but if you are required to attend these meetings, it is a violation of the contract.

Article 17 addresses safety. There should be a schedule posted at each school site regarding the cleaning of unit members' work areas, which includes tasks to be performed and the frequency of such tasks. If your room is not being cleaned according to this schedule or the listed tasks are not being performed, you need to report this to your administrator immediately.

F-SUTA and the District are working together to address concerns in the classroom. Each month schools in the District will be targeted to complete a Classroom Checklist. Every school will have the opportunity once each year to complete the checklist. This will be your opportunity to highlight issues and concerns that you have about your classroom. Please take this opportunity to point out odors, discolored ceiling tiles, moisture problems and any other concerns. These are some things that start small but may lead to bigger problems later. Once the checklists are completed and returned, they will be evaluated for necessary immediate action. A team will then conduct a walk-through evaluation in order to further determine the need for immediate action.

*(Continued on page 2)*

**PRESIDENT'S CORNER** (Continued from page 1)

We will be in the rainy season soon. It is very important that if there is water damage in a classroom, that the water is removed within 24-48 hours. Putting a bucket under a leak in the ceiling does not solve the problem. Report any leaks to the appropriate person immediately. At most sites this person is the custodian, the principal or the secretary. If there is no response to a leak, please contact Joan Gaut, Chair of the F-SUTA Health and Safety Committee. Proper clean up of water damage is the only way to prevent mold growth. This is a concern that requires a proactive approach.

I want to encourage all unit members to work together to address issues and concerns you may have at your site. If you are relying on your site representative to do all of the administrative contact, you are missing out on the impact that you can have if you work together. Take the time to talk with teachers at your site and make a list of issues that you would like to address with your administrator. Call a meeting and discuss these issues with your administrator in order to come up with plausible solutions. I have been to sites where teachers are expressing concerns but there has not been an attempt to collaborate with the administrator. I encourage you to work together and make that contact because sometimes administrators are unaware that a problem even exists.

# GREETINGS!

As many of you may already know, Vera McGiffert has recently retired from her position as the Solano Education Coalition Office Manager. She will continue her role as Membership Secretary through August 2009.

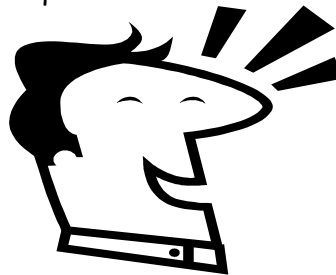
My name is Stephanie Wall and I am the new SEC clerk. I have enjoyed learning about the components of SEC and the Teacher's Union. I have two children, both boys and both at the elementary school level. This has given me the opportunity to see first hand how hard teachers work to ensure students receive quality education.

I moved to California eight years ago from Hawaii and majored in criminal justice administration from CSU East Bay. My intentions were to become a law enforcement officer. After much contemplation, I decided that while my children are young, my time with them is precious. Needless to say, I instead pursued a position that not only provided a flexible schedule but also had variation and growth potential. Thus, here I am and I am very thankful. I hope to serve you with as much grace as Vera!

**New SEC Office Hours:**  
**Monday – Friday**  
**10:00a.m. – 2:00p.m.**  
[soeducoal@sbcglobal.net](mailto:soeducoal@sbcglobal.net)

## TEACHER TALES

Are you a teacher or school staff member with a funny or amusing school story to share? We'd love to hear about it and post it the F-SUTA Newsbreaker. All stories will be posted anonymously unless otherwise requested.



E-mail your story to:  
[soeducoal@sbcglobal.net](mailto:soeducoal@sbcglobal.net)

## **SCHOOLIES**

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## California's Educators Say Lawmakers Turned Their Backs On the Public and Passed a Reckless Budget that Hurts Students and Public Schools Now and in the Future



**BURLINGAME -- David A. Sanchez, president of the 340,000-member CTA, released the following statement in response to the state budget package passed by lawmakers that was sent to the governor for signing:**

September 19, 2008

"The governor and lawmakers have passed a rushed and shameful 'get out of town' state budget that leaves the state's millions of students in their dust. This gimmick-filled budget, which is more than 81 days late, will hurt public schools, colleges, health care, working families and communities for years. This disastrous spending plan still does nothing to solve the state's structural deficit. It sets our schools and students up for more funding shortfalls and sets California up for the same budget problems next year.

"This budget cuts \$3 billion from public education this year and never restores those funds. It gives the governor new powers to cut funding for some education programs mid-year, undermines Proposition 98, the minimum school funding law, and will certainly guarantee that the amount California spends on its students remains locked at the bottom nationwide.

"Failing to provide any ongoing new revenues, this 'new deal' budget is no real budget at all. It continues to rely on borrowing money from the lottery and future state revenues in order to close the \$15 billion budget deficit. It takes \$1.4 billion from hospitals and human services for the elderly, disabled, and children. It means a quarter-million children will be denied health insurance. It eliminates the eight-hour workday for some workers, while providing new tax loopholes for corporations that will cost the state billions. Working families will suffer.

"Our elected officials missed their opportunity to lead. This is not the responsible state budget plan that our public schools, educators and voters have been waiting for. CTA will be looking into all options available to ensure that our budget process better serves California students and their right to a quality education."

## Quality Education Investment Act

**Q**EIA came about as a settlement of a lawsuit filed by CTA to force the state to repay \$2 billion the Governor borrowed from the education fund. The amount grew to nearly \$3 billion because the State failed to appropriate additional monies for schools when the revenue picture improved.

There were more than 1,400 public schools that qualified for the funds. In May 2007, 488 schools were approved by the State Board of Education to receive funding under this program. The funding is to be paid out over seven years.

### **The Quality Education Investment Act:**

- \*Maintains a class size maximum of 20 in grades K-3.
- \*Reduces class sizes to an average of 25 in grades 4-12.
- \*Provides a credentialed counselor for every 300 high school students.
- \*Establishes a teacher quality index to ensure the average teaching experience at these schools is equal to or exceeds the district average.
- \*Provides that all instructional staff and administrators are provided with high-quality professional development aligned to the State standards (including collaboration time for teachers to work together to develop curriculum, analyze student data, mentor new teachers or improve teaching practices).

### **Accountability:**

- \*This Quality Education Investment Act requires fiscal and instructional accountability.
- \*The program creates no new sanctions for schools failing to meet academic growth requirements. Instead, the program provides added resources for these schools to improve student achievement.
- \*The program clearly articulates the shared and unique responsibilities for monitoring and support by the Superintendent of Public Instruction, the California Department of Education, County Offices of Education, local school districts, and local schools.

\*By the end of the first three years of the program, funded schools must exceed their Academic Performance Index growth targets. Schools failing to meet these academic targets are not terminated from the Quality Education Investment Act program, but will be subject to the same review requirements that already exist under the state's High Priority Schools Grant program.

FSUSD currently has three schools in the QEIA program. They are Fairview Elementary, Bransford Elementary and Suisun Elementary.

## The 411 on Grievance Processing

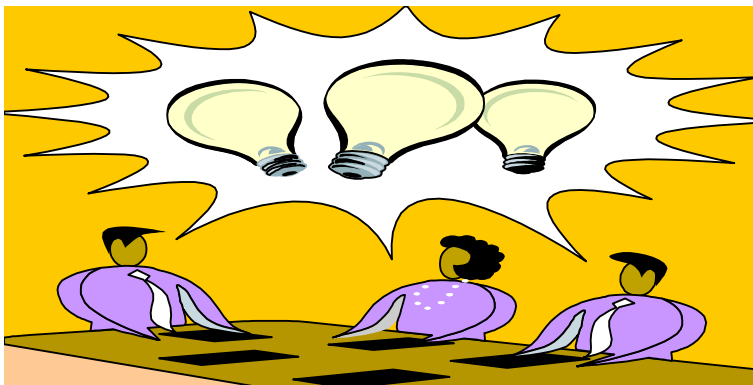
Without the Education Employment Relations Act (EERA), which was passed in 1975 and provided for "Collective Bargaining" between school employees and their employer, there would be no need for grievance training. Since July 1977, school employees have had the right to negotiate contracts which spelled out their "Terms and Conditions of Employment" and which can be enforced by the use of a grievance procedure that culminates in binding arbitration.

***"It must be remembered that employee rights are negotiated away from management-they don't just happen"***

The law generally places the final say on most issues of importance to our members in the hands of the District School Trustees. However, when the legislature passed the EERA, the relationship between Districts and employees changed forever. The right of management to make the "RULES" without regard to the opinion of its staff came to a screeching halt. It must be remembered that employee rights are negotiated away from management-they don't just happen. These rights are codified into a formal contract covering the wages, hours, and working conditions of the employees in a school district. These agreements are only as comprehensive as the Association has the power and stamina to negotiate. Once negotiated it is the Associations responsibility to insure Management follows it bilateral agreements. That's where the Grievance Procedure comes in play.

**If you feel that there has been a violation of the contract, it is important that you follow the Grievance Procedures in Article 9:**

1. Determine if the complaint is "grievable"
2. Identify which Article(s) of the contract has/have been violated
3. Gather any supporting data
4. Informal Level: Discuss the problem informally with your immediate supervisor in order to reach a settlement.
5. Formal Level: In the case that a settlement cannot be reached, the written Level 1 grievance must be presented within thirty (30) days after knowledge of the occurrence of the act or omission giving rise to the grievance.



**California Teachers Association**  
**2009 Good Teaching Conference**  
**Ready! Set! Teach!**  
**January 9-11, 2009**

The CTA Good Teaching Conference is designed to support excellent teaching and learning practices for classroom teachers. Offering a variety of diverse workshops in curriculum content areas for K-12 teachers, the conferences provide opportunities for professional development and offer time to network and share ideas with colleagues and experts in the field.

The Northern California Good Teaching Conference will take place from January 9-11, 2009 at the Hyatt Regency San Francisco Airport. F-SUTA is pleased to announce a raffle to select 10 teachers to attend the Good Teaching Conference. F-SUTA will pay the registration fee for 5 teams of teachers to attend. Each team is made up of a veteran teacher and a new teacher. A new teacher is identified as someone who has taught for 5 years or less. The 5 teams of teachers will need to pay for their hotel, food and travel expenses. Each selected teacher will be reimbursed for hotel, food, and travel expenses upon receipt of reimbursement paperwork and a one-page report. The form will be provided for each participant.

If you would like to be entered in the raffle to attend the Good Teaching Conference, please complete the information below. All entries must be received at the **SEC office at 4735 Central Way, Suite C by Monday, November 3rd at 2:00 p.m.** Entries may also be turned in at the F-SUTA Rep. Council meeting on November 3.



**Name** \_\_\_\_\_

**Phone (w)** \_\_\_\_\_ **(h)** \_\_\_\_\_ **©** \_\_\_\_\_

**School** \_\_\_\_\_ **Grade Level** \_\_\_\_\_

**Email** \_\_\_\_\_

**Experience (Please check one)**

\_\_\_\_\_ **5 years or less**      \_\_\_\_\_ **More than 5 years**

**You may put completed registration through District Mail to F-SUTA. Registration must be received by Monday, November 3rd.**

### Fairfield - Suisun Unified School District Governing Board

<b>President</b>	Charles B. Wood	(707) 421-1590 cwoodcpa@sbcglobal.net
<b>Vice President</b>	Dave Gaut	(707) 428-4323 (707) 290-5288 (707) 435-1776 (fax) gauts@sbcglobal.net
<b>Clerk</b>	Pat Shamansky	(707) 426-1833 (707) 330-3959 (cell) patsham@fsusd.k12.ca.us
<b>Acting Clerk</b>	Helen Tilley	(707) 427-8373 (707) 426-9650 (fax) helent@fsusd.k12.ca.us
<b>Member</b>	Anne Griffin	(707) 864-1372 (707) 864-1607 (fax) annerussg@sbcglobal.net
<b>Member</b>	Susan Heumphreus	(707) 429-1911 (707) 399-5154 susanhe@fsusd.k12.ca.us
<b>Member</b>	Kathy Marianno	(707) 374-2735 (707) 529-9891 (cell) kathyma@fsusd.k12.ca.us

### EXECUTIVE BOARD & Chair Positions - 2008-2009

POSITION	NAME	SITE	SITE PHONE	CONTACT #
<b>President:</b>	Melanie Driver	F-SUTA Office	864-6193	707-290-0153
<b>Vice-President:</b>	Art Aronsen	Armijo High	422-7500	707-694-5114
<b>Recording Secy:</b>	Laurie Thompson	Richardson	421-4190	707-425-9298
<b>Corr. Secy:</b>	Stacie Ryan	Cordelia Hills	864-1905	707-864-1905
<b>Treasurer:</b>	Debra Back	Nelda Mundy	863-7920	707-429-4462
<b>Member-at-Large:</b>	Monica Brown	Green Valley	646-7000	707-646-7001
	Earl Handa	Anna Kyle	421-4105	707-372-9277
	Bill Hendrix	Armijo	422-7500	707-631-8499
	Clara Lilyblade	Root	421-4240	530-908-3556
	Stephanie Cobb	Laurel Creek	421-4291	707-427-1833
<b>State Council:</b>	Monica Brown	Green Valley	646-7001	707-864-8416
	Joan Gaut	Rolling Hills	399-9566	707-290-5627
	Janet Robertson	Suisun Elem.	421-4210	
<b>Past President:</b>	Mike Oxley	Fairfield High	422-8672	707-386-7455
<b>Bargaining Chair:</b>	Stephanie Cobb	Laurel Creek	421-4291	707-427-1833
<b>Comm. Outreach:</b>	Stephanie Cobb	Laurel Creek	421-4291	707-427-1833
<b>Comm. Outreach Co-Chair:</b>				707-421-4350
<b>Elections Chair:</b>	Liz Osburn	Richardson	421-4190	707-372-3105
<b>Grievance Chair:</b>	Clara Lilyblade	Root	421-4240	530-908-3556
<b>Health &amp; Safety Ch:</b>	Joan Gaut	Rolling Hills	399-9566	707-290-5627
<b>Membership Chair:</b>	Regina Williams	Media Center (Dover)	421-4145	707-330-6915
<b>PAC Chair:</b>	Monica Brown	Green Valley	646-7000	707-646-7001

