



Your Union, Your Voice *Your Newsletter*

www.hesperiateachers.com

Hesperia Teachers Association

November 2016

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Phoebe Gutierrez

DO

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Tina Viayra

Cypress

Russ Reinhart

Carolyn Stayton

Hollyvale

Marla Baty

*"Just because you do not take an interest in politics
doesn't mean politics won't take an interest in you."*

— Pericles

President's Message

Several years ago CTA put together a work group to develop a plan for the future of CTA and all of the local association. What came out of the work group and was approved by the State Council is a document called The Long Term Strategic Plan.

One of the Strategic areas of focus is Transforming Our Profession. This area supports establishing the highest standards of quality in student-centered education and increases the capacity of educators to help determine the most effective teaching methods, curriculum, and evaluation systems. It recognizes all education professionals as experts in their fields.

We can begin to take back our profession by becoming involved in the leadership at our sites. Becoming a member of your school site council, leadership team or HTA site rep and using the position to advocate for our profession and students is a great place to start. The greater the number of voices speaking in harmony, the greater the strength of our message!

Dates to Remember:

November 7

School Board Meeting

November 11

Veteran's Day – No School

November 21- 25

Thanksgiving Break

Hesperia High School

Ellen Stephen
Devon Bostock
Maq McNair
Stacy Barnes

Hesperia Junior High

Cheryl Franks
Cindy Walker

Joshua Circle

Lorelei Bibler

Juniper

Cynthia Greenlee

Kingston

Todd O'Neal

Krystal

Jamie Barnhardt

Lime

Penny Hale
Christine Robinson

Maple

Virginia Marquez

Mesa Grande

Kim Kelly

Mesquite Trails

Louise Oliekan

Elizabeth Krall

Mission Crest

Susana Castillo

Teri Jo Muzquiz

Mojave

Evlyn Puentes

Oak Hills

Steve Trudeau

Sean Shea

Jim Kutch

Victoria Morse

Cely Echevarria

Ranchero

Noella Harrie

Allison Baughman

Shadow Ridge

Kelly Ford

Sultana

Shane Haldeman

Seta Ghazarian

Brett Simmons

Joe Ardito

Topaz

Marcia Rhodes

Wendy Spears

Contract Highlight

Had a PN Denied Lately?

Article 12 Section e states that:

8. Personal Necessity Leave/Urgent Personal Affairs

- a. A maximum of eight (8) days of a Unit Member's sick leave may be used, at his/her election, for personal necessity in any school year (Ed Code 44981). Documented proof may be required. The request is made to the site supervisor. (This applies to numbers 1, 2, 3 and 4 below).
- b. Personal necessity leave shall be limited to:
 - (1) Death or critical illness of a member of the Unit Member's immediate family (critical illness shall be interpreted as an illness in which a physician is needed and is of such emergency nature as to require the presence of the Unit Member during the working day). The request is made to the site supervisor.
 - (2) Accident involving the person or property of the Unit Member or the Unit Member's immediate family. (See definition of "Immediate Family" in Article 12A)
 - (3) Appearance in court as a subpoenaed witness or as a litigant. Proof of the need for court appearance must be furnished in the event of leave for this purpose.
 - (4) Necessary business that cannot be conducted at any other time.

It appears that HTA and the district disagree on what is considered to be "Necessary business that cannot be conducted at any other time." We have been hearing that an alarming number of PN requests have been denied and that members are required to provide proof of the necessary business even though this is not to be found in the contract. If you have been denied a PN day it is important that you let your rep know as soon as possible so that we can take the necessary steps to fight it.

If you have not yet voted and live in Hesperia, remember that we are supporting **Lee Rogers** and **Rusty Caldwell** for school board. Also, if you want more information on Election 2016 (especially on Prop. 55) go to www.cta.org.

Negotiations

On October 19th HTA's Negotiating Team met with the District Office's team and came to a Tentative Agreement. The details of the agreement can be found on www.hesperiateachers.com. Membership voted and approved the agreement and it will be on Monday's board agenda.

While HTA Leadership is mostly pleased with the terms of the agreement, there was one thing that we had been asking for that we were unable to negotiate. Other districts that are of similar size to ours have full-time release for their President. We settled on increasing release days from 15 to 30 because we didn't want this to hold up our agreement. We knew that settling on a salary increase was important to membership.

What does this mean and why is this important?

The duties of the Association President are far greater than most people realize. For a district as large as HUSD it is a full-time job and when Presidents are only granted a limited number of release days it both creates an unfair workload on the President and diminishes his/her capacity to fulfill the presidential duties. This matters to membership because our organization would be more efficient and effective with this structure. Here is a list of nearby districts that currently have full-time release

District	# Students	Release
Hesperia	23988	30 Days
Chaffey	24361	Full
Colton	23288	Full
Chino Valley	29314	Full
Ont Montclair	21952	Full
Redlands	21264	Full
Rialto	25994	Full
Alvord	19466	Full
Coachella	18861	Full
Desert Sands	28719	Full
Hemet	21480	Full
Jurupa	19282	Full
Lake Elsinore	22285	Full
Murrieta Valley	22825	Full
Palm Springs	23348	Full
Val Verde	19862	Full

These are all districts in Riverside and San Bernardino with enrollment +/- 5000+/- from Hesperia DataQuest enrollment. **No omissions.**

Ours is the ONLY district our size in San Bernardino and Riverside County that does not have full time president release.

The current days allowed by the district mean that it is very difficult for any member to serve as President. Thirty days of sub plans are burdensome and certainly not in the best interest of our students to have their teacher absent almost 20% of the school year (not counting trainings, illnesses, planning days or any other reasons that teachers are out of class each year)

It is also in the best interest of membership to have a President that can be available whenever needed, have the time to network with area presidents to be sure that our contract, salary and benefits are reasonable in comparison, and to further strengthen our organization.

Reasons for release time include:

- The ability to schedule regular meeting at sites with members,
- To be available to represent members,
- Regularly attend CTA and local presidents meetings,
- To develop and organize community relations for negotiations,
- Schedule and develop professional development for members

How does Full Time Release get funded?

Some districts share the cost of the President with the Association. Others are fully paid through the association. This is what we proposed, so we are perplexed as to why we were unable to put this through. When we negotiate a raise, according to CTA we can ask that one tenth of a percent of our raise goes to paying for president release. This way members still receive their raise (only it would have been 3.4% instead of 3.5%), our president will no longer be expected to do two full time jobs and therefore be more effective. Once we have agreed that the .1% of our raise will be applied to paying for the President this will continue and the position will continue to be funded from this one time agreement to give up this small portion of our raise this one time.

Typically, when we negotiate a raise, the percentage is agreed upon and then the team decides a fair way to distribute that raise between salary and benefits. **It is OUR money... we should be able to distribute in a manner that best meets the needs of membership.** We do not understand why the district and/or board feels compelled to deny us this choice to distribute OUR money. We were not asking for extra money for president release, we were simply asking them to create the structure to pay our President using the funds that they had already agreed to.

If you agree that our association deserves to be represented by a full time president like every other district our size in San Bernardino and Riverside counties, we encourage you attend Monday's board meeting and/or contact our current board members. Their email and phone numbers can be found at www.hesperiausd.org/wps/?page_id=115



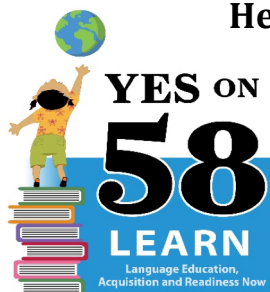
Support Students, their Families and Our Communities



Help our children
THRIVE!

PROPOSITION 55 – PREVENT FUNDING CUTS TO PUBLIC SCHOOLS

California students, schools and colleges can't afford to go back to the days of massive budget cuts, educator layoffs, larger class sizes and tuition hikes. Prop. 55 does not raise taxes on anyone; it simply maintains the current income tax rates on the wealthiest Californians. Prop. 55 prevents \$4 billion in funding cuts to public education and protects other vital services, like children's health care. Money goes to local schools and colleges and the Legislature can't touch it. Prop. 55 contains strict accountability requirements to ensure funds designated for education go to classrooms, not to bureaucracy or administrative costs.
Help our students thrive. Vote YES on Prop. 55!



PROPOSITION 58 – ENSURE ALL STUDENTS LEARN ENGLISH QUICKLY

Prop. 58, the California Language Education, Acquisition and Readiness Now initiative, helps all students learn English as quickly as possible and expands opportunities for kids to learn other languages to help them succeed in our global economy. Research shows that students who learn more than one language attain higher levels of academic achievement. Prop. 58 also gives parents, educators and school districts local control to choose the most effective instruction methods for their



PROPOSITION 52 – MEDI-CAL FUNDING & ACCOUNTABILITY ACT

Prop. 52 helps maintain billions of dollars in federal funding to support health care for low-income children and seniors. It extends the current Medi-Cal hospital fee program that generates more than \$3 billion a year in federal matching funds, which helps provide health care services to over 13 million Californians. Prop. 52 also strictly prohibits lawmakers from using these funds for any other purpose without a vote of the people.