



Your Union, Your Voice Your Newsletter

Hesperia Teachers Association

April 2014

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"It is not what is poured into a student that counts, but what is planted." –Linda Conway

President's Message

The pendulum has swung and we are in a new/old era of education. For those who have been around this looks familiar to our early days. This adoption of the common core standards gives us the opportunity to break from the direct instruction of content teaching. It allows us the time address the depth of knowledge issue we have sought but were hindered in achieving by the regiment of testing. But with this change come the need for materials and time.

The passage of Prop 30, the Local Control Funding Formula (LCFF) and the improving economy has made available to the state and the district resources for implementation. The Local Control Accountability Plan (LCAP) has opened the door for us to use our expertise to acquire the skills and resources to successfully implement the new paradigm.

We, as the educational professionals, can take this opportunity and play a major role in directing this change. By becoming a member of your school site council or leadership team you will have the voice that will guide this change to support our students achievement.

Did You Know...

AB 9 – Also known as "Seth's Law" (for 13 yr. olds Seth Walsh who tragically took his own life after years of relentless harassment based on his sexual orientation and gender expression) has tightened the anti-bullying laws in California Schools?

For the first time, teachers are now considered mandated reporters not only of child abuse cases but also of bullying cases. It is not okay to ignore students who are being bullied and should a case end in tragedy such as the case of Seth Welsh, and it can be proven that teachers knew of the bullying and failed to act, teachers can be held liable in the child's death.

We encourage members to review the Bullying and Discrimination Issues on the following page and to be proactive in preventing this behavior on our campuses.

Your Rep.
Council

Canyon Ridge
Tanalee Jackson

Carmel
Barbara
Beechum

Cedar
Krista Rodriguez
Renee Singer

Cottonwood
Robert Balder

Cypress
Russell Reinhardt

DO
Katrina Jackson

Eucalyptus
Phoebe Gutierrez

**Hesperia High
School**
Ellen Stephen
Devon Bostock
Jeremy Topete
Stephanie Seitz

**Hesperia Junior
High**
Cheryl Franks
Debbie Herndon

Hollyvale
Kathy Brawthen

Joshua Circle
Andrew
Hammons

Juniper
Cynthia
Greenlee

Kingston
Todd O'Neal

Krystal
Vernette Hansen

Bullying and Discrimination Issues

When students feel unsafe at school, they are also unable to learn. It is imperative that adults in the school community stop bullying whenever, and wherever, it happens.

Three Key Points to Remember:

1. **Don't ignore discriminatory behaviors:** Unchecked behavior will repeat itself again and again.
2. **Don't excuse discriminatory behaviors:** They need to be addressed.
3. **Don't be immobilized by fear:** Not taking action can endanger kids and make the classroom unsafe.

Managing Harassment DOs . . .

DO deal with the situation immediately.

DO confirm that the particular type of abuse is hurtful and harmful and will not be tolerated.

DO value everyone's feelings by listening carefully.

DO take those involved aside and discuss the incident.

DO impose consequences consistent with school or classroom policy.

DO use it as a "teachable moment" if appropriate, so all students learn what is acceptable and what is not in your classroom.

... and Managing Harassment DON'Ts

DON'T let harassment pass unchallenged.

DON'T overreact with a put-down to the offender.

DON'T impose consequences before finding out exactly what happened from all involved.

DON'T embarrass either party publicly.

DON'T assume the incident is isolated.

HELPFUL HINT: Casual comments can have unintended consequences. While young people may use phrases such as "that's so gay" or "faggot" in circumstances where they are not meant to be destructive, other students receive such remarks with offense. Regardless of whether there is a specific target, or a specific, malicious intent, behind such words, it is important that adults step in, stop their use and explain why they are harmful.

- See more at: <http://community.pflag.org/page.aspx?pid=1018#sthash.1RvVL2rX.dpuf>

Your Rep. Council
(con't)

Lime

Penny Hale
Christine
Robinson

Maple

Virginia Marquez

Mesa Grande

Kelly Denny

Mesquite Trails

Louise Oliekan

Mission Crest

Susana Castillo
Teri Jo Muzquiz

Mojave

Susan Gaus

Oak Hills

Steve Trudeau
Sean Shea
Jim Kutch
Ron Clabo
Mike Stayton

Ranchero

Irma Campos
James Carter

Shadow Ridge

Kelly Ford

Sultana

Ron Bonner
Mike Egan
Shane Haldeman
Brett Simmons

Topaz

Gina Graham

CTA Offers FREE Training

As a service to our CTA/HTA Members, CTA offers trainings with knowledgeable presenters any time we request it. In the past, we have hosted trainings on Sped. Issues, Bullying, and are planning a session on the **Common Core on Thursday, May 8th**.

Our CTA trainers have the latest information from Sacramento and can provide great insight and great resources to our members.

We hope you will attend some of the sessions that we offer and if you have a topic that you are interested in, please let us know.

Due to the conflict with Clue-Me-In, the training on Common Core will be geared to our Secondary members. We look forward to scheduling and Elementary Common Core training in the fall.

Topic requests can be sent to hta.secr@gmail.com

Dates to Remember

April 25th

HTA Social – Marie Callender's in Victorville
3 pm – 6 pm

May 5th

School Board Regular Meeting @ 6 pm

May 8th

FREE Common Core Training by CTA
CTA Building - 9329 Mariposa Rd
3:45 pm – 5 pm

CLUE ME IN

Sultana HS @ 6 pm

HTA Mission Statement

The Hesperia Teachers Association exists to protect and promote the well-being of its members; to improve the conditions of teaching and learning; to protect and advance the cause of quality public education; and to ensure that the human dignity and civil rights of all children and youth are protected.

Contract Highlight...

As sites start preparing for the 2014-15 school year, here is what the current contract says about assignments for the successive school year.....

Reassignments for the Successive School Year

- a. Once the educational program needs of the school have been established, the site administrator will meet with the faculty to discuss the master schedule, teacher positions, and other pertinent information for the coming school year.
- b. Individual preference forms will be distributed to all unit members in the District. On these forms unit members will indicate their preferred subjects, grade level/subject level as applicable.
- c. The administration will allow a reasonable and specified period of time for the return of the preference forms.
- d. At the middle school/secondary level, unit members will meet by departments and mutually attempt to agree on their individual positions in order to meet the instructional needs of their departments. The department chair will present the department's recommendations to the site administrator and, upon review of the suggestions; the site administrator will meet with the department chair for the purpose of reaching a consensus.
- e. At the elementary level, the Leadership Team shall be chosen mutually by the staff and administration at each site. The Team will meet with the site administrator to assist and advise in grade level assignments in order to meet the educational needs of the school, as well as the needs of each Unit Member. The Team shall review individual preferences and work with the site administrator for the purpose of reaching a consensus on a staffing plan.
- f. If mutual agreement is not reached within the department at the secondary level, or between the site administrator/Leadership Team at the elementary level, the following criteria are to be considered:
 - 1) Teaching Credential: A Unit Member in possession of a credential which lists the subject(s) which is pertinent to the desired teaching assignment will receive the position over a Unit Member possessing a credential which has no such listing. Likewise, a major in the pertinent subject area will take precedence over a minor. Only if two or more applicants are equally qualified to this point shall special certification be considered in order to break the tie.
 - 2) Special Certification: A Unit Member in possession of special certification in an area directly relating to the desired position will receive the position over a Unit Member not possessing such certification. Only if two or more applicants are equally qualified to this point shall recent experience in the subject area be considered in order to break the tie.
 - 3) Experience: The Unit Member with the most teaching days, dating from the present, in the subject area in question will receive the position over all other applicants. Only if two or more applicants are equally qualified in all areas to this point shall District Seniority be considered in order to break the tie.
 - 4) District Seniority: The Unit Member with the greatest amount of District seniority will receive the position over all other applicants
- g. If the Unit Member does not agree with the decision of the department chair or Leadership Team, he/she may appeal to the site administrator. In no instance will a Unit Member be required to teach in any field for which he/she is not credentialed, nor will and Unit Member be require to apply for, or teach under, an emergency credential.
- h. Every effort will be made to inform Unit Members of their assignment by may 1. It is normally assumed that Unit Members will continue in their assignment of the previous year unless the Unit Member or the District expresses a need or desire for a reassignment.

Members Benefits

NEA Click & Save Program:

Our most popular discount program for NEA members and their families. This exclusive shopping service offers savings on brand name merchandise from hundreds of top retailers, online stores, and local merchants. Save on clothing, electronics, restaurants, jewelry, movie tickets and more!

Great Savings Have Never Been Easier!

Take advantage of hundreds of exclusive offers available every day through NEA Click & Save. Just register or sign in to start shopping! New offers are added every day—from cell phones to Disney Cruises—and you can set email reminders for your favorite merchants so you'll be notified in advance of upcoming sales and discounts.

Overwhelming Offers: Black Friday Deals, Every Day!

Planning a trip and need a great rate on a hotel? Looking for a big discount on the latest gaming console? These deep, limited discounts change every day. You never know what you'll find—don't miss out!

Share the Savings with Your Friends and Family

Give the gift of NEA Click & Save to your friends and family. Click & Save members can invite 4 friends to join. Just register or sign in and click on the "Invite a Friend" button.

<http://www.neamb.com/shopping-discounts/nea-click-and-save-retail-discounts.htm>

