



ASTA Action

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Dean Elder, President



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President's Report

Campaign season is in full swing! We are fortunate that both of our ASTA-endorsed incumbent Board of Trustees candidates had no challengers step forward and, therefore, have won re-election. That allows us to put our full focus on another important issue for this campaign: Proposition 55.

Proposition 55 is a 6-year extension of an income tax on the wealthiest Californians, those individuals with annual earnings of more than \$250,000 or families with earnings more than \$500,000. This tax was initially enacted during the financial meltdown, with a package of other temporary taxes, to keep the state running until the economy recovered. Three of those original taxes were extended by Proposition 30 in 2012 and Prop 55 represents the final extension of the last remaining tax. The state's loss of income from the expiration of this revenue source would

translate into a substantial loss of funding to the AUHSD. For those who had the opportunity to attend the District's recent budget presentations, you have seen the large gap in income that occurs in the 3-year projections as a result of losing the income that will be continued by Proposition 55.

It is critical that we, as teachers, reach out to our friends, families, and neighbors and explain the importance of voting yes on Proposition 55. From its inception, Prop 55 has polled very favorably among likely voters and a recent poll shows 58% of voters responding that they will be voting yes. The concern is that there are many propositions on the ballot this year and, as ads start to hit the media, there may be a lot of confusion as to which proposition is which. It is up to us to help voters remember that they are in favor of Proposition 55 by taking a few moments to

speak with our friends, families and neighbors.

Additionally, Anaheim Educators is conducting precinct walks on October 22 and November 5, starting at 8:45 AM at the ASTA office. Precinct walks are a great way for us, as teachers, to interact with the community whose children we teach. I am always pleasantly surprised at the positive way that community members react to me when I tell them I am a teacher. These are easy conversations to have and they not only ensure a victory for Prop 55 but they help strengthen the bond between us and our community. Please join us – an investment of a couple of hours on your part can make all the difference.

by James Goran,
Vice President (Dale)

Bargaining Update

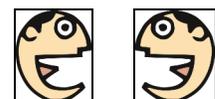
ASTA and the District have submitted their respective initial proposals to the Board of Trustees and they were accepted at the October 13 Board meeting. There were no public comments, so that means bargaining for 2016-2017 school year is ready to roll.

One of the most important factors in our negotiations for the next few years is the passage of Prop 55. Please urge your friends, family, and

neighbors to vote "yes" on Prop. 55. Besides preventing furloughs for students, Prop. 55 will have a profound effect on health benefits and salaries. California currently funds education far below the national average, so there is a lot of work to do in funding education. Remember that Prop. 55 doesn't raise any taxes on anyone.

Currently, there are six scheduled days for negotiations. We hope we are done earlier, but

the dates are reserved. The first day is October 25th. There are also two days in November and three days in December. Keep an eye open for bargaining updates in your mailbox and in your personal email. If you do not receive the ASTA weekly update or bargaining updates, please contact your site rep.



Top Teacher Jahana Hayes Speaks at NEA

by Meg Elder,
Contributor (Anaheim)

In this ugly election season, it's refreshing to focus on the most influential people in education: teachers. Hayes credits a strong union as the way to deliver quality public education, especially to the most vulnerable students. Excerpts of her inspirational speech:

"What comes out of school districts that are identified as underperforming, where 100 percent of the students receive free or reduced lunch? What comes out of destructive neighborhoods where multiple generations of the same family live in poverty and are surrounded by persistent violence? What comes out of the cycle of teenage pregnancy where a grandmother, mother and a daughter are all parents before the age of 18?"

A NATIONAL TEACHER OF THE YEAR!

Teachers provided me with the support and encouragement to be a student. Teachers exposed me to a different world by letting me borrow books to read at home and sharing stories about their college experiences. Teachers challenged me to dream bigger and imag-

ine myself in a different set of circumstances. Teachers made me believe that I was college material, planted a seed of hope and left such an impression on me that I knew that I too wanted to be a Teacher.

I remember myself at various points in my journey and imagine how hopeless I must have seemed to teachers who continued to work with me. They saw something in me and did not give up even when I didn't see anything in myself. Because of this, I celebrate every milestone, no matter how big or small

and support students through the learning process because I know that where they begin does not determine where their journey will end.

A profound trust exists between us and our students. We have an enduring presence and make a lasting impact. Teachers are not visitors in the lives of students. You are somebody's hero.

If you ever question the work that you do, or the impact you have on kids... think of me!"



2016 NATIONAL TEACHER OF THE YEAR

Jahana Hayes

"I strive to meet students where they are, and not dwell on where they should be."

CalSTRS: Alive And Well

by Dean Elder,
President

CalSTRS was founded in 1913. Over the years, CalSTRS financial outlooks have varied. Thirty-year projections for CalSTRS in 1970 showed the fund having only 28% of the assets necessary to cover its liabilities by the year 2000. By the year 2000, CalSTRS was actually 110% funded.

The CA Legislature, in 2000, enacted three changes to reduce the STRS overage: 1) increased payouts to retirees; 2) reduced the

state's contribution by half; and 3) formed a defined benefit supplement (DBS) account. For several years, 2 of the 8% in contributions made by individual teachers were diverted to the new supplemental accounts. By 2004, CalSTRS management realized the fund would begin to show a deficit under the new rules and began lobbying to review the contribution structure. Then CalSTRS lost \$11 billion in the 2008 financial meltdown.

The CA Legislature came up with a plan, enacted in 2013, to make the adjustments necessary to avoid shortages in the fund thirty years into the future. Individual contributions to STRS increased to 10.25%. In addition, the District's contribution will be increasing each year until it reaches 19%. Despite reports in the media, CalSTRS is not in danger of imploding. STRS is healthy and has a healthy future.

CTA Summer Institute Report

by Christie Bettendorf,
State Council Rep. (Kennedy)

In August, I attended the "Essentials of Bargaining" track at the CTA Summer Institute. Newly appointed to the ASTA Bargaining Team, I was ready to learn new skills and avoid looking too much like fresh meat at the bargaining table. Through the course of the week, I learned about the "Ten Steps to Successful Bargaining" and participated in a number of hands-on activities that provided opportunities to learn and practice my newly acquired bargaining skills.

The final bargaining activity of the week was the most impactful and provided a great foundation for my work this fall on the Bar-

gaining Team. We were divided into teams and given contract articles to bargain. The twist was that I was on the district's bargaining team! It was interesting as well as a challenge to see the negotiations from an administrative side and actually bargain against the teachers. The "teachers" were rather stubborn and unwilling to see things from our side. Although we knew we were simply going through an exercise, I learned how fraught negotiations can become, and that both sides can get easily frustrated.

Another key takeaway from my training was the importance of members communicating

their priorities to the Bargaining Team. Each spring, ASTA asks members to take a survey regarding their priorities for bargaining a new contract. The Bargaining Team uses the results of that survey to plan our proposal. Although there is a Bargaining Team, the bargaining starts with you, the ASTA member, when you fill out the survey. We are all bargaining for our contract, and it is crucial for members to communicate with the Bargaining Team. We are fortunate to have the voice to negotiate better wages, benefits, and working conditions. It is important that we hear all voices.

Know Your Contract: Maternity/Paternity Leave

by Dean Elder,
President

There are several contract articles that provide leave time for baby bonding for new mothers and fathers. If you are planning to apply for a leave you should weigh your options carefully.

Article 8.1 Personal Leave Without Pay provides for leaves for up to one year with an option for the unit member to apply for a one semester extension. The unit member sacrifices pay, but maintains the right of return to the site from which the leave was taken.

Article 8.6 Maternity Leave allows for accumulated sick days to be used for maternity leave, but does not provide the same for paternity leave. Upon exhaustion of sick leave, Article 8.20 allows the unit member to continue the leave, with a doctor's note, for up to 5 school months with differential pay. With differential pay, the teacher receives regular salary and benefits, minus the cost of a substitute, (about \$140 per day). This deduction applies whether or not a substitute is required.

Article 8.8.1.5 Personal Necessity Leave of Absence allows for the use of up to 10 personal necessity days, to be deducted from accumulated sick leave, for maternity or paternity leave.

Article 8.12 Short Term Personal Leave Without Pay can be used for up to 10 days with permission of the Superintendent. The unit member would maintain health insurance benefits and right of return.

Article 8.16 Health/Welfare Benefits While on Leave allows a unit member on an unpaid leave to continue to participate in the Dis-

trict's insurance programs at the unit member's own expense, provided advanced payment of premiums is made.

Article 8.21 Family Care and Medical Leave allows for up to 12 weeks of unpaid leave while maintaining health insurance benefits and right of return. It is important to note that this type of leave runs concurrently with other types of leaves available in the contract.

And finally, there is a new law that added Section 4497.5 to the CA Education Code beginning January 1, 2016. This section allows up to 12 weeks of maternity or paternity leave with differential pay. Even though we do not currently have a contract article defining this benefit, the statute requires that the District honor requests for this type of leave.



Governor Vetoes Charter School Transparency Bill

by Dean Elder,
President

CA Governor Jerry Brown recently vetoed CTA-sponsored AB 709, which would require all charter schools to be transparent and accountable to parents and taxpayers. Specifically, the bill would have required charter school governing boards to comply with laws with which all other public school boards must comply, but from which charter schools have up to this point been exempt. Some of the laws included in AB 709 were:

- The Brown Act (which guarantees the public's right to attend and participate in board meetings)
- The Public Records Act (which requires public agencies to have open books)
- The Political Reform Act (which requires board members to declare financial interests)
- Government code 1090 (prevents board

members from profiting financially from school business)

The CA Charter Schools Association, which opposed AB 709, described the bill as "*places restrictive Conflict of Interest requirements on charter schools*"! As recipients of public tax money, privately-managed charter schools should be required to have the same accountability and transparency as any other public school.

CTA President Eric Heins responded to the veto with the following: "It is unfortunate that given all the reports showing fraud, waste, mismanagement and unequal access to students, Governor Brown would veto such important legislation that simply required the same standards of accountability and

transparency that apply to all neighborhood public schools. With so much evidence documenting the waste, fraud and abuse by privately-managed charter schools, which have cost taxpayers millions at the expense of our students, we hoped the Governor would have signed such an important bill. The impact is far too widespread. Educators, parents and civil rights groups will continue to support and push legislation to ensure accountability of all charter schools, transparency of taxpayer dollars and equal access for all students."

For more information on how charter schools operate, recent reports and the multimillion dollar industry behind them, go to www.KidsNotProfits.com.

Operation L.E.E. Underway!

by Juan Álvarez,
Director-at-Large (Gilbert)

It has been a little over year since Operation L.E.E. got off the ground in the city of Anaheim. Thanks to the collaboration between many community members, AUHSD teachers and parents, we now have 5 book stations functioning throughout the city of Anaheim. Of those 5 stations 3 of them are located at homes of ASTA members. Since the stations went live this past spring we have been afforded the opportunity to give away hundreds

of books and spread the joy of reading to countless AUHSD students and their families. ASTA has proudly been working with Operation L.E.E. and will continue to help by collecting books and spreading the news about the project. A fun fact about Operation L.E.E. is that the name for the project is actually bilingual. The word "lee" means "to read" in Spanish and is pronounced "leh eh". Our partnership with South Junior High

School will lead to the building of more book stations in the spring. We already have a waiting list of Anaheim residents that are looking forward to hosting a station at their homes. To find more information about the program visit the Facebook page at <https://www.facebook.com/operationlee> or email me at operationleeoc@gmail.com. Stay tuned for some awesome news in the near future!

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ASTA is an affiliate of CTA/NEA

Mark Your Calendar!



-AE Neighborhood Walks for Prop 55, Oc-
tober 22 and November 5

-Election Day: November 8

Remember to **Vote!**

-CTA Good Teaching Conference
(Garden Grove) March 3 to 5, 2017

-NEA Representative Assembly (Boston, MA)
June 30 to July 5, 2017

-CTA Summer Institute (UCLA) July 30 to August 3,
2017

Any ASTA members can receive weekly updates to
keep you informed of current issues and events.

If you are interested in receiving the ASTA Weekly
Update, please inform your site reps.

Mandatory Reporting

by Lisa Eck,
CTA Staff Person

As educators, our professional duty extends well beyond instruction and academic achievement and includes the daily responsibility of caring for the safety and well-being of our students. As a part of that responsibility, educators are included in California's Child Abuse and Neglect Reporting Act ("CANRA"), part of the state's Penal Code, created to protect children from abuse and neglect. CANRA defines child abuse and neglect, creates procedures for reporting and investigating, and requires individuals in certain professions ("mandated reporters"), including education, to report *suspected* abuse and neglect. Being fully prepared – with knowledge of the law's requirements and rules for submitting a report – can ease the stress and difficulty associated with making a report.

"Child abuse or neglect" is defined by law as: non-accidental physical injury or death inflicted by another; sexual abuse, assault and exploitation; neglect, including endangering the child's health and failure to provide adequate food, clothing, shelter or

medical care; willful harming or injuring of a child; and unlawful corporal punishment or injury.

A mandated reporter must make a report whenever he/she "in his or her professional capacity or within the scope of his or her employment, has knowledge of or observes a child (a person under the age of 18) whom the mandated reporter knows or reasonably suspects has been the victim of child abuse or neglect." "Reasonable suspicion" does not require absolute certainty that abuse or neglect has occurred. No mandated reporter can be held civilly or criminally liable for any report authorized by CANRA. The District's website (auhsd.us/support-programs-services/child-abuse-reporting) contains helpful information regarding CANRA and the resources needed to make a report.

Reports may be made to any police or sheriff's department or the county welfare department. Reporting to an administrator, counselor, or coworker is not a substitute for making a mandated report to the ap-

propriate agency. The initial report must be made immediately, or as soon as possible by telephone. Afterward, a timely written report must be completed using the agency provided form. Any mandated reporter who fails to report an incident of known or reasonably suspected abuse or neglect can be found guilty of a misdemeanor, which is punishable by minimums of six months in a county jail, a one thousand dollar (\$1,000) fine, or both. Failure to report can also leave you vulnerable to disciplinary action by your employer and/or the California Commission on Teacher Credentialing. Protect your students and yourself by following the required procedure whenever you suspect abuse or neglect.

Sources: Penal Code
sections 11164-
11174.3

