



# ASTA Action

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Dean Elder, President



## President's Report

I am proud of the active role ASTA members are taking in promoting public education through work with ASTA, CTA, and NEA.

- Karen Ridley (Loara) was recently elected to the NEA Board of Directors and will continue to serve as the co-chair of the TLC (Teachers for Local Control) PAC through the Orange Service Center.
- Ryan Ruelas (Anaheim) is serving as the Curriculum and Professional Development Committee Chair on CTA State Council and recently served as one of two NEA representatives to the ESSA Authorization Committee.
- Julie Nielsen (Cypress) is in her last year (due to term limits) on the Curriculum and Instruction Committee and Grant Schuster (Dale) is beginning his first term on the Finance Committee for CTA State Council.
- Geoff Morganstern (Brookhurst) recently accepted an appointment as Treasurer of the TLC PAC through the Or-

ange Service Center.

At the District level there are 61 ASTA members on LCAP committees, 5 in the PAR Work Group, 3 in the Student Discipline Work Group, 6 in the Special Ed Work Group, 5 on the Bargaining Team, about 15 in TAPE, 2 on the Budget Committee and 3 on the Insurance Committee.

If you would like to be a part of the ASTA team that works with the NEA, CTA, and the District in advocating for public education, you can:

- Become a Site Rep. Work with teachers and administrators to resolve issues at your site. Several sites have open positions.
- Run for the ASTA Executive Board. We are currently accepting nominations for Vice President, Treasurer, Director at Large, CTA State Council, and CTA State Council Alternate. The nomination period closes March 2 and nomination forms are included in this newsletter.

- Run for NEA delegate. Travel to Boston this summer and work with teachers from every state to set a national policy to improve education.
- Attend CTA Summer Institute. Get the best training in leadership, school budgets, health care, legal issues, bargaining, and much more. Last year 6 ASTA members attended.
- Represent ASTA on a district committee. ASTA has members on the Budget, Insurance, LCAP, and several others as listed above.
- Join in the next political campaign. In 2018, we will have 3 AUHSD Board of Trustees and 2 OC Board of Education seats open.

If you are interested and would like more information, contact me at: [astapres@gmail.com](mailto:astapres@gmail.com).

by James Goran,  
Vice President (Dale)

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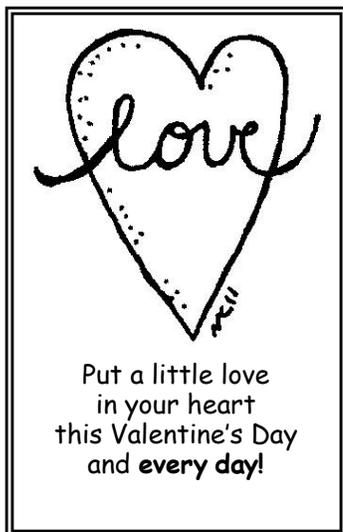
## Bargaining Update

The topic of school calendar was brought up at the last day of negotiations. The District is interested in continually having three years out of school schedules. We told them that we would have to survey our members before we could negotiate such matters. Please keep an eye out for a calendar survey in the upcoming weeks.

Bargaining so far has been going pretty slowly this year. This is primarily due to the fact that the budget stabilization plan has not been completed and shared

with the School Board, despite notification this summer that it must be completed by March. ASTA is unable to make money offers until we have seen what the District is proposing. The last session was primarily spent on Peer Assistance and Review. The process of overhauling a whole article is quite time-consuming. In the weekly update, Dean Elder outlined the work done by the PAR workgroup, which consisted of ASTA and District personnel. Many meetings later, some new contract language was cre-

ated by that workgroup. One word can make a big difference in contract language, and it took four drafts before we could share our proposal with the District team. They are analyzing the language and will get back to us with a discussion when we meet next in the middle of the month. We will also spend time going over other language issues that have been put on the back burner. You will be updated on any other negotiation related topics as they arise.



## CTA State Council: A Rookie's Perspective

by Geoff Morganstern,  
Treasurer (Brookhurst)

Last weekend I had the opportunity to attend CTA State Council in L.A. I have been to many CTA conferences, events, trainings and rallies but my experience at State Council was completely new. Unlike conferences, where teachers go to be trained on everything from bargaining to teaching using common core, State Council was a group of over 800 teachers elected by their local associations from all around California. These teachers, along with hundreds of experts and guests, meet four times a year to develop CTA policy, review California legislation, hold elections and take the lead in promoting public education and the teaching profession in California. It was very encouraging to me in these difficult times in public education to see such a large, determined group of teaching professionals working extremely hard to look out

for the well-being of our students and communities.

I spent most of my time helping Karen Ridley, one of our own ASTA members, get elected to become one of CTA's delegates to NEA (our national union). While taking a break from campaigning for Karen, I spent an hour listening in on CTA's Retirement Committee. As guests we don't get to participate but we can sit in the back and listen. A member from the CalStrs Teachers Retirement Board gave a report on our retirement fund including current investment returns, divestment issues, changes to district and employee contribution rates and the many the current challenges to our pension. From this committee, CTA appoints three teachers to sit on the CalStrs Board, which is responsible for main-

taining our defined benefit retirement. Although I only attended one committee meeting there were about 20 committees meeting over the weekend.

Another great feature of CTA State Council is being able to meet teachers from all over the state. Having spent all my teaching years in Anaheim it was surprising to me the diversity of issues facing teachers and schools in California. I had a great conversation with a teacher from Bakersfield whose school board recently voted to allow employees to carry concealed weapons on campus. Lastly, I would like to thank Julie Nielsen (Cypress), Ryan Ruelas (Anaheim), and Grant Schuster (Dale) for their time and effort in representing ASTA teachers on CTA State Council.

## GLBT Issues Conference: Brave Spaces

by Jamey Flynn,  
Contributor (Katella)

As the new advisor for the Katella LGBTQ/Straight Alliance, I took an opportunity to attend the CTA GLBT Issues Conference, this past December, and I came away with great information to share.

First, when a student comes into your room, having seen your "Safe Space" poster, don't worry about anything but listening to that student. Supporting, without judgement, is the best approach. This is something we do all the time. With any student, it is considered appropriate to ask them which pronouns they prefer (her, his or 'they'). Never assume a student's identity. It is also important to know that it is illegal

to "out" a student. AB 329-California Healthy Youth Act provides for the anonymity of a student who discloses their sexual orientation. A teacher that tells someone runs the risk of legal action against themselves. However, what's next? It is suggested that each school have a person to whom the student can be directed to speak. An MTSS person is a good choice to be your 'go to' for the students. Never send a student to a teacher because of a correct (or incorrect) belief that they are gay. It can create a new set of problems for both teachers since you could be wrong (or right) on their orientation and open yourself up to legal action. Finally, teachers need to address harassment

immediately. Sections 200-220 of the education code include passages that state, "(students) can't be harassed for being LGBTQ, for people thinking you are LGBTQ, or for having friends or family members who are LGBTQ. It also means that transgender and gender nonconforming students can't be harassed for gender-related appearance and behavior, such as a boy wearing a skirt or makeup (California ACLU).

Rather than "Safe Spaces", maybe we could have "Brave Spaces".

## Best Practices for Using Technology on the Job

by Lisa Eck,  
CTA Staff Person

- Ensure that you have read, understand and follow the District's use of technology policies. (AUHSD Board Policy 6209: <http://new.auhsd.us/district/index.php/school-board/board-policies>)
- Conduct and keep personal business on personal devices. Access personal accounts using *your* computer/cell/internet provider.
- Use District provided communication tools for District business.
- Best not to provide students, parents or administration access to personal accounts or cell numbers.
- Electronic records are permanent. Think

carefully before you click, send or post. Service providers can provide records as legal evidence.

- Electronic communications can be forwarded, misquoted, or misconstrued. Default to a phone call or meeting when communicating lengthy and/or complex messages.

*As the Supreme Court has held (Garcetti v. Ceballos, 2006) that speech about work place matters made pursuant to a position as a public employee is NOT protected from employer discipline, it is important to be thoughtful and professional in all areas of communication. Our quick and easy access to, and familiarity with our efficient technology tools, makes it much too easy for us to forget*

*the risks and responsibilities that are associated with using them.*



# Know Your Contract: Posting of Openings

by Dean Elder, President

An opening is defined by the contract as a position at a school or administrative department location which the District has determined is to be filled by a regular probationary or permanent unit member rather than a substitute or temporary teacher. Openings can be for full time teaching positions or extra-service pay positions. An opening is not created when a teacher is on a paid or unpaid leave of absence, a one semester opening



exists, or when a surplus unit member is available with an appropriate credential.

While the contract (Article 9.2) reads that the District must post a notice of each opening at each school location as it occurs during the regular school year or summer session, for the most part the District posts online. Each notice must state a deadline for applications which must not be less than seven (7) days after postings in the summer, or three (3) days during the school year. An opening

cannot be filled prior to the deadline for applications. When a teaching position opens the District sends an email to notify employees of an "Opportunity to Transfer." The District will also post open teaching positions on EdJoin: <https://www.edjoin.org/>.

The District sends regular email notifications of "Extra Service Vacancies" to teachers by way of the principal's administrative assistant. Extra-service positions are also posted on the District website: <http://jobs.auhsd.us/>. Every open extra-service pay position must be posted before interviews begin or the job is filled.

# Hey Science, VAPA, World Language Teachers!

by Julie Nielsen, CTA State Rep (Savanna)

With the confirmation of the new Secretary of Education, our role as educators is now in question. All the efforts made to put teachers back into the national conversation on what happens in our classrooms may go away. Thankfully, we live in a state that is clear that teachers should have voice in how we teach our students.

writing new content standards for Visual and Performing Arts (VAPA) and World Languages. You and I both know that teachers should be the major influence on the guiding tool we use to engage our students. Your pedagogical expertise and experience are the best combination to write the standards that will affect students across the state.

with standards will help your colleagues be more effective in their teaching of their students. Also, the state is piloting the new NGSS assessment in grades 5, 8, and one selected grade in high school.

The California Department of Education will be accepting applications for teachers and other stakeholders to begin the process of

Applications are also being accepted for reviewers of science textbooks. Your experience with students and how a text aligns

Put your knowledge to work at a different level by applying for one of these opportunities. Go to [www.cde.gov](http://www.cde.gov) between and April and July to apply and learn more details.

# TAPE: Do Charter Schools Target Socioeconomically?

There are currently 27 active charter schools in Orange County. The following is a listing of how many charter schools there are at each local school district: Anaheim Elementary (1), Anaheim Union (2), Capistrano Unified (6), Huntington Beach City (1), Orange Unified (2), Saddleback Valley Unified (2), Santa Ana Unified (13). Every school district will likely be affected at some point.  
<http://www.cde.ca.gov/ds/si/cs/ap/lists.asp>

Findings

	Santa Ana	Anaheim	San Juan Capistrano
Housing: median price	\$360,800	\$431,400	\$541,400
Persons per household	4.4	3.42	3.02
Education: Bachelors or higher	11.7%	24.7%	34.9%
Mean Household Income	\$52,253	\$60,752	\$72,472
Persons without health insurance	29.3%	21.1%	20.2%

**Myth:** Charter schools are only being approved and implemented in low socioeconomic areas.

**Conclusion:** Charter schools are being approved in all areas of Orange County regardless of the socioeconomic and or racial makeup of the community.



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### Executive Board

President: Dean Elder

Vice President: James Goran, Dale

Secretary: Judy Yeaton, Katella

Treasurer: Geoff Morganstern,  
Brookhurst

Director-at-Large: Juan Álvarez,  
Gilbert

Director-at-Large: Dale Miller, Loara

### CTA State Council Representatives:

Julie Nielsen, Savanna

Ryan Ruelas, Anaheim

Grant Schuster, Dale

Christie Bettendorf (alternate),  
Kennedy

### CTA Staff Person:

Lisa Eck

### Administrative Services Manager:

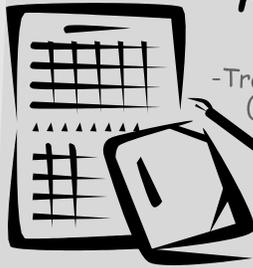
Debbie Knapp

### Newsletter Layout Editor:

Ann Rice, Brookhurst

ASTA is an affiliate of CTA/NEA

## Mark Your Calendar!



- Transparency and Accountability in Public Education (TAPE), March 2
- District Insurance Committee, March 7
- ASTA Executive Board, March 7
- AUHSD Board of Trustees Meeting, March 7

-SPRING BREAK March 13 to March 17

-CTA Good Teaching Conference (Garden Grove)

March 17 - 19, 2017

-ASTA Representative Assembly, March 23

-District Budget Committee, March 24

-CTA State Council, March 24 to March 26

-ASTA Executive Board, March 30

-CTA Summer Institute (UCLA) July 30 - 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.

## Well Done! Wellness Program Update

by Kimberly Vallée,  
Human Resources

Research from the Journal of School Health shows that a healthy school community benefits employees, students, and the community as a whole. Building a culture of health and a healthy school community is a lengthy and labor-intensive process, but is a necessary component to creating thriving communities. To that end, the Well Done! program is making every effort to contribute to this process and has been gearing up for a semester full of activities and learning opportunities to improve employee wellbeing.

Beginning February 23, all employees are welcome to participate in a three-part stress-management workshop series to reduce stress and improve resiliency. In partnership with the Illumination Institute, the curriculum for this workshop was designed specifically for AUHSD employees (classified and certificated) and will teach participants how to manage emotions and improve coping skills under stress. Workshops will be held February 23, March 2, and March 9, from 4:30pm to 5:30pm, at the District Office. Teachers especially are encouraged to take time for self-care due to overwhelming demands on their physical and emotional energy and ASTA unit members are encouraged

to attend this important series with friends and/or family.

Additionally, there are opportunities for physical activity beginning with the OC Heart Walk (March 3) and the Districtwide walking challenge (March Into March). Details for these events will be posted on the Well Done! webpage ([welldone.auhsd.us](http://welldone.auhsd.us)).



The wellness program also continues to offer fitness classes at the District Office, South JHS, Sycamore JHS, Walker JHS, and Kennedy HS. The class schedule for Yoga, Bootcamp, Resistance Training, and High-Intensity Interval Training (HIIT) is always up-to-date on the website along with additional helpful information for participants. Beginning in April, we are looking forward to Employee Wellness Week, the District's annual Health Fair, the second annual biometrics screening and a repeat of the ever-popular MetLife Financial Management Workshop series. More details will be announced in the March edition of the Wellness Wednesday Newsletter (distributed by email the first Wednesday of each month). All these services are provided for free and employees are welcome to bring family or friends to physical activity programs and workshops.

For more information, go to [welldone.auhsd.us](http://welldone.auhsd.us) or contact the Well Done! Coordinator, Kimberly Vallée (714-999-1512 / [vallee\\_k@auhsd.us](mailto:vallee_k@auhsd.us)).