



Dean Elder, President



ASTA Action

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President's Report

Recently, a member asked me if ASTA's economic proposal to the District might be too greedy and possibly put the District in financial jeopardy like the auto workers unions did in Detroit years ago. In its glory days of the 1950's, 65% of auto industry workers were unionized. When the car companies went belly up in 2008, less than 10% of their workers were unionized [*Robert Reich]. It's tough to make a case for blaming non-existent union members for the car companies' financial disaster. Furthermore, it's ok, as teachers, to ask for a fair living wage. It's ok to expect to be compensated at a similar level as other highly educated professions. It's important that the District continue to value what teachers do and to make us a

financial priority.

I got my teaching credential for the purpose of teaching at Anaheim High School because I could accomplish my goals of working in a job that could help others and still earn enough to fulfill my obligations to my family. As ASTA president, I want to ensure that a young teacher hired into the district today can look 30 years into the future and see the life that they want to live – both professionally and personally - just like I did 30 years ago. The AUHSD certainly offers young educators the opportunity to change student's lives for the positive. If the District continues to offer competitive compensation, an opportunity for teachers to provide for a family in the way that other well-educated careers do, then we can ex-

pect to continue to attract and retain the best and the brightest.

It's an investment. It's the most important investment that the district makes. Unlike the millions of dollars the district invests in buildings and technology, teachers are an investment that gains in value with experience. By continuing to invest in teachers, the AUHSD would be wisely growing its capital in the way that benefits students most. In the end, no student remembers being inspired by a new building or a new computer – they remember being inspired by their teachers. ASTA is encouraging the District to examine its priorities and make the only investment that truly makes a difference in the lives of our students.

by James Goran,
Bargaining Chair

Inside this issue:

Special Ed Update	2
No Mo' NCLB?	2
Who's Got Power?	2
Know Your Contract	3
OV Phones Home	3
Baby Bottle Blues	3
Common Core Math	4

Bargaining Update

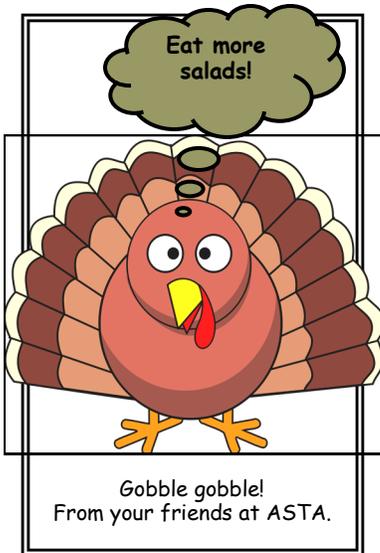
The next round of bargaining will commence on November 17th.

The 30th of October was the last scheduled bargaining day. However, the District announced that they needed to cancel that session. Upon the request of the Association, the District allowed our team to independently meet and prepare instead. The ASTA bargaining team appreciated that gesture by the District. Our team met at the ASTA office to review

bargaining related documents and data, and worked on language that we will propose to the District at our next session.

The ASTA bargaining team as an entity acts on your behalf to get the best contract that we can get for our members. The team made a responsible proposal to the District based on our analysis of the district's budget and a review of settlements in surrounding districts. The team regularly reports to

both the ASTA Executive Board and the ASTA Representative Assembly on progress at the table. This information goes out to you via the bargaining communiques that are sent both electronically and via hard copy. Please make sure your site rep has your personal email to receive these quickly. If your rep is not sending them out, please ask for them. The Bargaining Team, as always, appreciates your support during these times.



Special Education Update

by Dan Hankin,
ASTA SpEd Committee Co-Chair (Sycamore)

The ASTA Special Education committee has met twice since the beginning of the school year, and will be meeting again after the New Year. The turnout for the meetings has been good, but we need more SPED teachers and Speech and Language Pathologist to come out. Some of the issues covered have been, RSP testing period, caseload sizes, scanning documents for input to SEIS, caseload management, and intra-district transfer of SPED students. Caseload maximum numbers are in effect this year for the first

time. Please refer to your contract Article 11-2 if you have questions regarding the maximum number for your program.

Cindy Brazda and I have started meeting with Susan Ferencz, the Director of Special Youth Services. The reason for meeting is to have an open line communication between ASTA and SYS. We have met one time and will meet again in December, and then once a month from then on. Our first meeting went well. We discussed caseload numbers, and scanning.

From that meeting we asked Susan to send out an email regarding scanning, and teachers using their personal phones. If you did not receive the email, using your personal phone for scanning is not a good idea, and is not recommended by ASTA.

We still need more personal email addresses. Please send us your personal email so we can communicate with all you. Send them to coach37@mac.com, please include your name and site.

Did Obama Undo the Damage of NCLB?

by Julie Nielsen,
CTA State Council (Savanna)

I attended the October 2015 CTA state Council. It was announced during general assembly, that POTUS made a public statement that "...standardized testing should be limited to 2% of classroom instruction." Over 800 educators in the room roared with excitement. Many of us have dealt with the emphasis of testing for more than a decade and we were beginning to lose hope.

However, CTA and its delegates have been fierce opponents to high stakes testing which lead to standardized teaching and learning.



From the beginning, CTA argued this ultimately harms our students and undermines the progress needed in public education.

Consequently, NCLB "Accountability" tactics, devastated us. It allowed education to be ruled by the business approach, rather than by pedagogy. In reality, profiteering occurred at the expense of our supposed failure. Not only did testing administration companies make out from this initiative, they supported ideas like tying test scores to school performance index, teachers' salary and value in the

classroom, and let us not forget the big one- the charter school movement. All in the name of increasing earnings.

This culturally biased, lack of depth and inefficient measure of student learning left public education fighting for their very existence. I find it hard to believe that the 2% limits will reverse the damage. Rather, the President should start a new trend: Quit listening to the people who want to line their own pockets and take action on the advice from the people who have dedicated their lives to our children.

CTA Summer Institute: Emerging Leaders

by Kenneth Shimogawa
CTA State Council (Cypress)

I learned a lot at the CTA Summer Institute while taking the Emerging Leaders strand. The information was invaluable and added to my 18 years of ASTA experience. Here are the highlights:

- Unions and Organizing: The word "Unions" has a special meaning. It refers to activities that encourage people to act collectively rather than as individuals. We have so much power if we act-together! That's the power of

unions. The more we participate and support the union, the stronger we are.

- To protect due process, site reps can sit in on any parent/teacher meeting. That's a relief as some parents or admin might use the content of the meeting against you. Plus it's that extra confidence you will have especially if the parent is being hostile to you.

- Parity: through acting together, site

reps have parity, i.e., equal status with the principals. Our Executive Board has equal status to District personnel.

- Our ASTA president has parity with the Superintendent. That's power we need to maintain for fairness to our members.

There are a lot more important things I learned and will use in ASTA. It was a fantastic experience.

Know Your Contract: Recording In Class

by Dean Elder,
President

Board Policy 8601, based on Ca Education Code 51512, allows students to have electronic signaling devices, including cell phones, on campus during the school day. However, the device can only be activated with permission of a school employee or during an emergency affecting the school or community. Any violation of policy could be treated as a Class II infraction, leading to disciplinary procedures that can range from warning to confiscation or even suspension. Electronic recording devices may be used in the classroom provided prior consent is



received from the teacher and the principal (consent is revocable by the teacher), and they are only used for the recording of teacher presentations.

Under normal circumstances, a state law, Ca Penal Code 632, requires both parties involved – both the person being recorded and the person doing the recording – to agree to any recording. This law, however, refers strictly to confidential conversations. In the 1999 case of *Evens v. Superior Court*, the Ca 2nd Court of Appeals ruled that this definition did not

apply to the LAUSD classroom where Evens was secretly videotaped by two students. The court's ruling reads, "The videotape recording at issue here was made in a public classroom, and is clearly not the type of 'confidential communication' contemplated by Section 632." *Evens v. Superior Court* also touched on Education Code 51512, as the court ruled that the LAUSD school board could use the videotape, however it was obtained, in its disciplinary decisions regarding Evens. The court ruling did not address the personal privacy issues arising from the videotaping of other students in the class without their permission.

Parent Outreach at Orangeview

by Robert Saldivar,
Principal (Orangeview)

On Tuesday, October 20, Orangeview JHS dedicated part of their late start day to allowing teachers some time to make positive phone calls home. Some financial support was provided by a CTA Community Outreach Grant. As we continue to implement restorative justice practices, communication with parents is of paramount importance. Below are some comments from teachers and parents.

"The opportunity to reach out to our parents in a positive way is something that is crucial to creating a partnership between the classroom and home. Having the chance to make those calls dur-

ing our staff meeting allowed me to connect with some of my parents that I might not have had a chance to otherwise. The parents were overjoyed with the positive phone calls home, and it started off the day on such an uplifting note. Not only did the parents appreciate hearing how amazing their student was doing in the classroom, but the students felt respected and important as they came into school the following day after hearing the news of the call from their parents. This is definitely the feelings and relationships I want to continue to create throughout the year with all of my students and their parents."

"The phone-bank was a positive experience. Seven of ten parents picked up the phone and all seven were happy to hear that their child was doing great work in my class."

"Mr Saldivar thank you very much for the call of Tuesday October 20 about my son(s) ... grades, for me it was an honor to receive that call from you, that morning I was not feeling good but that call with good news completely changed my day, thank you Mr. Principal and thank all the teachers, counselors and the district of Anaheim because thanks to all of you my son has improved considerably. God bless you."

New Moms: Pumping in the Workplace

by Teresa Shimogawa,
Contributor (Cypress)

Are you going to have a baby (or thinking about the possibility) and plan to breastfeed? As a mother to three children under the age of 6, I have a lot of experience with this topic! HR Bulletin #13 details how the CA Labor Code about breastfeeding and accommodations is interpreted in the school setting.

Schools are supposed to provide a "clean, private location" for employees to express milk. This is typically done in the classroom, but if that isn't an option, another place will be provided. It should not be a bathroom stall.

Teachers should request a conference period in a timely manner for scheduling purposes. If it isn't possible to make an early request, the teacher must ask the school to consider adjusting her teaching schedule. The sooner the better. I notify my administrators, counselors, and my department chair at the earliest possible date about my needs. In the past I have found second or third period (and lunch) to work best. It is important that the accommodation doesn't disrupt



student education or the operation of the school.

If there is a PD day or other event, don't hesitate to seek appropriate accommodations. I've always had positive experiences. The sooner you can let people know, the better. Other advice: have at least two or more sets of pump parts (it will make your life easier), access to a refrigerator or freezer, and don't be afraid to ask for support. I'm an email away if you need advice: teresamorran@gmail.com.

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Mark Your Calendar!

- THANKSGIVING BREAK - November 23 to November 27
- ASTA Executive Board, Thursday, December 3, at 3:30 PM
- Student Success Committee, Monday, December 7, at 3:15 PM
- ASTA Representative Assembly, Thursday, December 10, at 3:30 PM
- Board of Trustees, Thursday, December 6, at 6:00 PM
- End of First Semester, December 18
- WINTER BREAK - December 21 to January 1

Correction

The October newsletter stated incorrectly that a charter school would be opening at Palm Lane Elementary in the fall. In fact, the status of the charter school application is pending a court decision. We apologize for the error.

Common Core Math: The AUHSD Journey

by Julie Spykerman,
Math Curriculum Specialist

Quick Timeline Recap: In 2010, California adopted the Common Core State Standards for Math (CCSSM); shortly thereafter, the AUHSD Board of Trustees also adopted them. In January, 2013, the AUHSD CCSSM Taskforce (composed of teachers, administrators, counselors, higher education partners) had its first meeting. By May, the Math Chairs had determined the implementation sequence for the new CCSSM courses; the JHS math sequence would start September, 2013, with both 7th and 8th grade courses!

JHS Math Materials: In short, the publisher materials we saw at the time fell short of our expectations for implementation of CCSSM and we determined to ask our partner, UCI-Math Project (UC-IMP) to work with us to develop curriculum for Math 1 (7th grade math) and Math 2 (8th grade math). We have been using the UC-IMP/AUHSD created math materials since September, 2013. As the curricular materials were devel-

oped, a group of our AUHSD math teachers, from both Junior and Senior High schools learned how to determine activities and problems that were aligned with the CCSSM and gave input as to improvements and adjustments would be made to the materials.

JHS Math Materials Review: In June, 2015, a team of teachers (from five of our Junior Highs—two other JHS representatives were unable to attend) were trained in the Instructional Materials Evaluation Tool (IMET) from Student Achievement Partners. These teachers spent three days after school was out in June, 2015, to go over the 8th grade materials to determine how our 'self-created' materials measured up to five of the Alignment Criteria in the IMET.

Their collective recommendations were recorded and the team found that four out of the five Criteria were met fully and one was met partially. With each recommendation, evidence from the cur-

ricular materials was provided. One of the Criteria which was found to fully meet the criteria, included a recommendation that the homework and other practice could be more focused. The evidence from the review was shared with our UC-IMP partners which resulted in adjustments made to the 8th grade curricular materials for the start of this school year. UC-IMP surveyed all JHS Math teachers to get suggested improvements for both JHS math courses. This survey information was the major source of the Math 1 improvements.

Continuing Improvement: This Review Team, including teachers from seven of our JHS, continues to meet to add, or adjust, the activities, practice, and homework, as needed for each unit of both Math 1 and Math 2, to make our third year of implementation the best yet!