

THE NEWSLETTER OF THE PALO ALTO EDUCATORS ASSOCIATION

DID YOU KNOW...

I get many emails requesting clarification of language in the contract. I intend to answer most questions in the BUZZZ on a monthly basis. Please continue to email questions to trionag@earthlink.net

Planning a leave? One important issue that has come up several times but is not addressed in the contract is the School Board Policy and the State Education Code concerning how much a teacher needs to work to receive credit for that year on a salary schedule or towards tenure. 75% of days must be worked in order for a teacher to get a years credit. That is different than 75% of the time. One must work three out of four days. This is important for people going out on a leave or planning a job share.

How many days, meetings, hours do I work?

Article VII Hours - This part of the contract addresses Working Hours, Minimum Days, Calendar, Job Sharing and Early Retirement. It is well worth a read.

The preplanning of staff meetings is addressed in this section. This provides all teachers with an opportunity, in conjunction with the site administrator, to schedule meetings on topics of need to them, their grade level colleagues or the site as a whole.

Minimum Days are different than *Restructured Days*. A Minimum Day such as before Thanksgiving or the last day of school is a day without duties after student dismissal. A Restructured Day is a day when instructional minutes are shortened or moved to another day in order to allow for the performance of other staff duties.

MONEY AND OTHER THINGS...

In a recent discussion on doctor's office and prescription copays it was obvious that many members are feeling a wallet pinch when they go to the doctor. It may be worth a look at the Flexible Spending Accounts offered through the district. These are also known as Cafeteria plans or Section 125 plans. Employees can put a max of \$2500 pre-tax dollars per year into these accounts through payroll deductions. You are given a debit card with which to pay for health related expenses such as: office & prescription copays, dental & orthodontia, eyeglasses & exams, contact lenses & solution, laser eye surgery, chiropractic services, over the counter medicines...

The tax savings can be substantial. For example a married couple earning approximately \$100,000 and putting \$2500 into a FSA plan can save \$1,048. There are tax savings calculators on the FlexAmerica.com website. The paperwork for these accounts needs to be filled out now for the 2008 tax year. The applications are available from Sue Harris in the Human Resources office.

Benefits

The Joint Benefits Committee spent many, many hours over the last year looking into the self funded option for our HMO and PPO plans. In the end, the proposal of Palo Alto Medical Foundation with the Interplan Health Network was shelved. It was decided that the potential downside of financial liability outweighed the upside. As always, the Joint Benefits Committee will continue to look for the best deal around for our health dollars. This fall employees in the HMO and PPO plans will switch from California Care/Blue Cross to Pacific Care. Your site rep. will have some details to give you. Preprinted sign up forms will arrive at the sites in October. There should be minimal change to doctors. Plan changes take effect in January 2008. There are no changes for Kaiser members.

SCHOOL BOARD

As you know, there are three seats open on the school board this year. PAEA decided not to hold a school Board candidate forum this year. However an invitation was extended to each candidate, to include in this month's BUZZZ, a short statement about their goals or priorities for the district should they be elected. PAEA does not endorse any political candidates. These statements are included for information only.

AND HERE THEY ARE...

School Board Candidate Melissa Baten Caswell.

I am strongly committed to excellent public education. I have a strong business background and have been a full time community volunteer, educational advocate and PTA leader for the past six years. If elected, I will focus on the following three areas:

1) CREATING A FOCUSED STRATEGIC VISION

I will insist on:

- A focused vision for PAUSD's future
- Specific, measurable goals and clear timelines
- The highest standards of fiscal stewardship

2) POWERFUL TEACHING AND LEARNING

I will support:

- A first-rate educational environment that includes both academic and social support
- Rigorous curriculum that inspires all students to be curious and excited about learning
- A commitment to reducing the achievement gap

3) STRONG COLLABORATIVE CULTURE

I will push for a:

- Climate of inclusiveness, respect and pride for all
- Strong, supportive culture that encourages new ideas and the sharing of best practices
- District that attracts and retains great staff

(For more information please visit www.melissabatencaswell.org).

School Board Candidate Claude Ezran

My goals for the district:

Use my business experience managing people, project teams and budgets to help the Board function better as a team and become more effective. I will encourage it to operate more at the leadership and policy level and focus less on operational details. I will collaborate with my colleagues to ensure that the new Superintendent and the District's management team are working optimally.

Provide a world-class education to compete in the global economy: expand the teaching of foreign languages to 6th grade and elementary school, educate "citizens of the world" comfortable with different cultures and mindful of the environment, close the achievement gap.

Address urgent issues such as enrollment growth, facilities planning and school boundaries.

Improve strategic planning with clear and measurable objectives.

Focus on the whole child, including health and wellness.

For more information: www.ezran2007.com

claudio@ezran2007.com

Vision, Leadership and Decisiveness

School Board Candidate Barbara Shih Klausner

As a former PAUSD teacher and math specialist (and parent), my hope is to help the Board provide leadership and direction for educators so that they can do what they do best, which is to focus on the multi-layered needs of our students. Although facilities planning and accommodating for growing student enrollment are our most pressing needs, we should not take our eye off our students and their learning experience. One of my goals is to help identify, consolidate and replicate the best practices in our schools -- including the "gems" from your classrooms. Another priority is to help the Board set meaningful, measurable goals for educational excellence so that principals and teachers can understand the expectations and be acknowledged for their successful work. I share with the current Board the belief that it is our teachers, working with our dedicated parents and community members, that make our schools so exceptional. Attracting and retaining our quality teachers is a top priority.

School Board Candidate Camille Townsend

From Camille's Ballot statement:

"Great teachers change lives. They engage students, stimulate imagination, and raise performance. One of the Board's prime responsibilities is to attract and retain excellent teachers. We are committed to competitive salaries, enabling teacher collaboration, and providing strong technology support. Innovation and basics go hand-in-hand. "

School Board President Camille Townsend brings:

Proven Leadership

- Palo Alto schools continue to excel in academic performance, state rankings, special education, arts, athletics, and richness of programs.
- Protecting classrooms from funding cuts in tough economic downturns and exercising budget discipline.
- Managing enrollment growth and changing demographics.
- Leading an inclusive process that recruited a well regarded new Superintendent.
- Championing sustainability models and nutrition standards.
- Supporting innovative programs and improved facilities.
- Partnering with foundations to bring needed funds to our schools.

Commitment to Quality Education

- Quality education is our District's fundamental mission.
- Quality education provides *each* student an opportunity for success.

President	Triona Gogarty trionag@earthlink.net
Vice-President	Steve Sabbag
Secretary	Diane Gleason
Treasurer	Nancy Green
Members At Large	Amanda Gantley, Betty Krumboltz, Dave Tomatis
CTA Field Rep	Bill Empey
CTA State Council	Susan Lee, Open Spot

Site Reps for 07-08

Addison- Open	Barron Park Ashley Emling	Briones Mary Goodkind Joane Soraghan	Children's Hospital Cammy Sunde	Duveneck Mangla Oza Doug Burress	El Carmelo Annette Isaacson
Escondido Richard Garcia Amanda Dungan	Fairmeadow Kristi Newell Valerie Sabbag	Greendell Marion Krause	Gunn Gabriela Dominguez Yukie Hikida Judy Niizawa Sarah Stapp	Hays Chris Grierson	Hoover Lonnie Spencer
JLS Jay Brethauer Hayley Dupuy Bobbie Whiteman	Jordan Millie Balsam Suzanne Doran Robin Levy	Nixon Beryl Deremigio Janice Mulholland	Ohlone Cindy Halstead Frankie Murray	Palo Verde Pat Hanley Sheri Cundall	PALY Kay Gibson Eric Bloom Miriam Motoyama Carla Guerard Emily Garrison
Terman Lynn Repetsky Mark Dungan Martin Vetter Margarita Mendez	Traveling /Music BJ Florsheim	Traveling/PE Karen Dolkas	25 Churchill Open		



Oct. Rep Council Meeting will be held on Thursday **10/18**, 4:00–6:00 PM at El Carmelo 3024 Bryant St. An agenda will go out to those on the list above. Call or email Triona Gogarty if your name has been accidentally omitted or included.