



BUZZ

September 2013

Welcome

Welcome back to a new school year. We hope your year has started off well. Teaching is a very important, wonderful as well as challenging profession. We appreciate all that you do!

We have some changes in the PAEA Rep Council this year.

Your Executive Board is:

President: Teri Baldwin email: teri.paea@gmail.com cell: 650-248-7929

Vice President: David Tomatis

Treasurer: Rusty Tooley

Secretary: Andrea Gruner

Members-At-Large:

Rachael Kaci Matt Lindner Kevin Lynch

Rep Council:

Elementary Schools:

Addison: Jackie Hurd & Beth Wang

Briones: Cara Stoneburner & Laurie Levy

Duveneck: Mangla Oza & Grace Bunya

Escondido: Debbie Scalero

Greendell: Amy Kraus

Hoover: Corey Potter

Ohlone: Ashley McCrea & Mike Airo

Traveling Team Music: Sue Macy

Library Team: Janice Mulholland

Barron Park: Doug Burress

Children's Hospital: Lynn Repetsky

El Carmelo: Diane McCoy

Fairmeadow: Valerie Sabbag

Hays: Tara Hunt

Nixon: Beryl Deremigio & Kristina Hayes

Palo Verde: Sheri Cundall & Tori Shaffer

Travel Team PE: Leslie Bowen & Beth Stein

District Office: Matt Lindner

Middle Schools:

JLS: David Tomatis, Kevin Lynch, Andrea Gruner, Noel Berghout & Susie O'Neill

Jordan: Keith Clarke, Sarah Pierce, Joleen Roach, Maria Thomas & Jeff Gielow

Terman: Deborah Giden & Priscilla Kaplan

High Schools:

Gunn: Kim Sabbag, Marc Iglar, Nicole Menache
Jordan Huizing & Linda Kirsch

Paly: Magdalena Rivera, Margo Wixsom
David Cohen, Mary Riordan,
Carla Guerard & Jack Bungarden

Negotiations

We will be starting negotiations soon. We have opened up Article IV Compensation & Benefits and Article XI Leave Provisions. The District has opened Article IV Compensation & Benefits

Your negotiations team is:

David Tomatis (JLS)

Kevin Lynch (JLS)

Marc Iglar (Gunn)

Doug Burress (Barron Park)

Rachael Kaci (Paly has been at Middle and Elementary levels as well)

Members' Questions and Concerns

Questions/Concerns	Answers/Actions Taken
<p>Schoology Expectations document:</p> <ul style="list-style-type: none"> • Is the document that was emailed to secondary teachers the language in the contract? 	<p>No, nowhere in the contract does it say that you have to use Schoology and if you do, not in the way that the document says. The district would like you to have a Schoology account and would like you to post a link to the site that has your homework assignments and grades if they are not on Schoology. We agree with that. The contract states that grades will be updated every three weeks and that assignments will be posted in a timely manner. You can use the Schoology Expectations document as a recommendation tool on how you can use Schoology.</p>
<p>Remediation:</p>	<p>Remediation numbers:</p> <p>K-1 grade: 22 students (remediation starts at the 23rd student)</p> <p>2-3 grade: 23 students (remediation starts at the 24th student)</p> <p>4-5 grade: 24 students (remediation starts at the 25th student)</p> <p>Remediation is \$2407.50 per extra student, per year to be used for extra support in your classroom. The district will check the numbers on the 15th day of each quarter and if you are above the cap your school will receive the remediation amount for you in the amount of \$601.88/student/quarter. If you receive a student after the 15th you will not receive the amount that quarter, but will start to receive it the next quarter.</p>
<p>Sick Days</p>	<ul style="list-style-type: none"> • To see how many sick days you have, log into Bob and hover the cursor over your name in the top right hand corner and your sick leave bank should show up along with other information. • Each year you get 10 days. All of them can be used as sick days, but only 7 of them can be used as personal days. If you do not use all or any of your days, they accumulate from year to year to be used as sick days only. You can only use 7 personal days in a year, even if you did not use any days as personal they year before, those days accumulated as sick days.

Palo Alto Festival of Arts - Thank You!

I would like to thank all of the teachers who donated books for us to hand out at the Palo Alto Festival of Arts. It was a wonderful success!

I would like to thank the following teachers for volunteering at the festival: Katie Bramlett, Lee Mitchell, Kristy Blackburn, Jovi Johnston, Amanda Gantley, Deanne Chute, Rachael Kaci, David Cohen, Barbara Lindsay, Mary Riordan, Cara Stoneburner, Jackie Hurd, Rachel Kellerman and Priscilla Kaplan.

I would also like to thank Katie Bramlett for lending us her tent and Joleen Roach for picking up the books and helping me get them to the festival.

Special Education Tips for All

Contributed by Rachael Kaci

Although Special Ed laws have not changed, the expectations and demands from administrations throughout the state have moved towards a full inclusion model. This is a mini tutorial to make us all more effective IEP team members.

- All students with special ed services must be offered FAPE (free appropriate public education). - FAPE may or may not include a full inclusion setting. Gen Ed teachers are key to determine a child's placement, so if you have concerns about a student's inability to participate in the mainstream setting, then the school team must show data for least restrictive placement.
- IEPs must be held annually & Parents have the right to request an IEP at any time (the school team must hold the meeting within 30 days of the request).
- At least 1 Gen Ed teacher must be present at every & all IEP meetings.*
- * If a Gen Ed teacher is unable to attend an IEP mtg, they must submit feedback in writing.
- if no gen ed teacher is available, then an excusal form must be signed by both a parent & an administrator.
- All IEP school team members must adhere to accommodations & services.

FROM PAEA MEMBERSHIP CHAIR, CHERYL TSURUDA

As we are all getting settled into the new school year, I thought it would be a good time to remind you of some important information about PAEA membership.

Many teachers mistakenly think that just because dues are being deducted from their paycheck each month they are active members. This is not true.

Unless you have filled out an application and it has been processed by CTA, you are NOT an active member and are NOT eligible for all of the benefits of membership (most notably, coverage under the \$1 million liability policy). ***You will want to make sure that you are an active member so that you are not stuck in a situation where you need legal help but cannot receive this from CTA because of your membership status. When you are a member, this is one of the most important benefits you receive.***

More than 98% of PAUSD teachers are active members of PAEA. In the spring of 1991 the certificated staff in Palo Alto voted to have an “Agency Fee,” which means that all certificated staff who work 50% or more must pay association fees. Both active members and agency fee payers pay the same amount, which is determined by the percentage of time you work. Your fees go to PAEA, CTA, and NEA. The contract gives you three membership options which all cost the same. The difference is in the level of participation and the benefits.

MEMBERSHIP OPTIONS

- **Agency Fee Payers** are not designated as members and do not receive the same level of service and benefits as active members. Most importantly, **they are not covered by CTA’s \$1,000,000 liability policy** and are not eligible for CTA and NEA’s travel and purchasing discount services and home and auto insurance. They can, however, apply for a rebate of the portion of the dues that are not directly used by PAEA for contract negotiation. **If you work more than 50% and do not fill out an application to join PAEA, you automatically become an Agency Fee Payer (by default).**

- Those who declare a religious objection to joining an employee association donate the dues amount to a charity. The contract stipulates that you may pay an amount equivalent to your dues to any charity or educational foundation jointly agreed upon by the District and the Association.

- **Active Members** show their support for their local governing body, which is made up of elected representatives who bargain with the district during contract negotiations, assist with problems in the workplace, and process grievances. **Active members are eligible for all economic benefits, attorney consultation, and the \$1,000,000 worth of liability insurance.**

ARE YOU AN ACTIVE MEMBER?

How can you make sure that you are an active member? If you received a membership

Membership information continued

card at the beginning of the year (from your site rep or in your box at your school site) you are an active member.

If you have not received your membership card, you are probably not on the CTA roster (*except for new teachers or those who signed up with me before school began*). I just finished reconciling the roster with the list of PAUSD teaching staff, which I do about 3 times/year, so you have probably received an email and application in the pony from me in the last two weeks.

Some reasons you may not be listed as an active member:

- you are a new teacher and have not yet filled out an application to join PAEA
- you returned from a leave and need to fill out a new application
- an error has occurred either locally or at CTA

If you are not currently an active member and would like to be, please contact me and I will send you another application. It is very simple and fast!

TEACHERS WORKING LESS THAN 50%

You are not required to pay association dues. However, many teachers opt to do so in order to be Active Members of PAEA and to receive the benefits of membership. If you work less than 50% and you are not an active member but would like to be, please contact me for a membership application.

REMINDER TO ALL TEACHERS

Please be aware that PAEA is not allowed to fund legal assistance for non-members should the need arise, although PAEA can and will continue to work in numerous other ways to support all Palo Alto teachers.

QUESTIONS/CONCERNS

ctsuruda@yahoo.com

Rep Council Meetings:

September 19	4:00 - 6:00 @ Jordan Middle School
October 17	4:00 - 6:00 @ (site TBD)
November 21	4:00 - 6:00 @ (site TBD)
December 12	4:00 - 6:00 @ TBD combined with Executive Board
January 23	4:00 - 6:00 @ Terman Middle School
February 20	4:00 - 6:00 @ (site TBD)
March 20	4:00 - 6:00 @ (site TBD)
April 24	4:00 - 6:00 @ (site TBD)
May 15	4:00 - 6:00 @ TBD combined with Executive Board