

From the President



Luci Messing

The Arizona Supreme Court has rejected hearing AEA's challenge regarding the new state policies. This decision is not based on the merits of the case but rather jurisdiction of the matter. AEA will now take the matter to Superior court. Though AEA intends to address the retaliatory actions of our State

Legislature, we must be willing to do our part. This new legislation is nothing more than a mean spirited attack on teachers and educators. Let's not allow this misguided act to divide us or to prevent us from tackling the issue head on and by all means available. We urge you to become involved in our effort to repeal this legislation. There are multiple opportunities for you to choose from. While these choices appear repetitious, they are important enough to continue the push for involvement. Whether you do just one or all of the options, is up to you. However, we need for you to help us help you. These are the activities available.

- Remain informed. Be sure that we have all your contact information.
- Share information with colleagues, friends, family, and anyone who will listen.
- Attend TEA building meetings.
- Recruit new members to strengthen our voice and impact.
- Sign the petition to repeal the legislation. Ask your AR about this.
- Join us in lobbying your representatives. Contact us to sign up.
- Email or phone your representatives. They need to hear from you.
- Sign up to become cyber lobbyist at <http://capwiz.com/nea/az/mlm/signup/>.
- VOTE. The 2010 election will be critical for us. It is one that we cannot afford to lose.

See President p.2



TEA Members

Dana Islas, Pueblo Gardens, received the Presidential Award for Excellence in Mathematics and Science Teaching (PAEMST) from President Barack Obama on January 6th. She was honored along with more than 100 teachers and mentors. According to the PAEMST website, "The Presidential Awards for Excellence in Mathematics and Science Teaching are the Nation's highest honors for teachers of mathematics and science. The Awards recognize outstanding K-12 teachers for their contributions in the classroom and to their profession." For information about the PAEMST award, go to www.paemst.org.

Marge Gould, Catalina LEARN Teacher/Coordinator, showcased the LEARN Center on January 15th with an open house and special ceremony to honor various partners in the LEARN Program.* One such honoree was retired Arizona Supreme Court Chief Justice Ruth McGregor. Justice McGregor happens to be the sister of current National Education Association President, Dennis Van Roekel, who was a teacher in Paradise Valley. Ms. Gould has won various awards, including the 2005 YWCA Women on the Move Award.

Julie Kasper, Catalina, is another TEA member who has helped to make the LEARN Center a success and was one of four finalists for the nationwide 2008 ASCD Outstanding Young Educator Award.

*LEARN is an innovative English program designed to help at-risk high school students develop literacy and 21st century skills to succeed in school, the workplace, higher education, and the global economy. It is funded in partnership between TUSD and the Arizona Supreme Court and has been in existence for over 23 years.

*Editor's note: If you know of a TEA member who has won an award or has otherwise been recognized, please email the information to Pernela.Jones@arizonaaea.org with the **subject line: member recognition**.*

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From the Vice President

Marivel Roybal

Happy new year!

Membership

In the month of January we will be visiting Secrist, Howenstine, Sabino and Tucson. When we visit Tucson High, we will be celebrating their 73% membership. Way to go THMS! Now that we have visited every high school we will be concentrating on the middle schools in the months of February and March. As of January 15th we have 2,670 members! This has us at 49.98% membership in the district. This is an increase of 176 from the beginning of the school year. Let's keep it up.

Professional Development

This is a reminder that on January 23rd and 30th Cathy Paredes will be teaching the first Sign Language class at Doolen Middle School. To register for this class, please go to <http://tucson.truenorthlogic.com>. Also remember that you will have to send \$5.00, cashier's check or cash to the TEA office along with the TEA registration coupon. If you have any questions, please email marivel.roybal@arizonaea.org or call the office at 795-8870. On February 13th and 20th Cathy Paredes will also be teaching the second Sign Language class that follows the first one. I am working with AEA to have a trainer come to Tucson to teach the SEI class that is needed for teachers to become certified. Be on the lookout for that class as space will be limited. In addition, we hope to offer fairly soon the "I Can Do It" class that was postponed from the first semester.

We are always looking for new classes to offer our members and would like to encourage you to share your ideas for possibilities. If you are interested in facilitating a class for TEA, please let us know

Love of Reading

Love of Reading week, beginning February 8th, is approaching fast. Luci and I would like to go out to sites and read to classes. We will be available Monday, Wednesday and Friday of that week. Please email us or call the office if you would like for us to come to your class to read. We also intend to promote Read Across America activities the first week of March. To find out more about the event, go to www.nea.org/readacross.



Super-Size is Not the Best Size

by Tommy Jones, TEA UniServ Director

Ladies and gentlemen, our class size issue has become huge and our negotiated teacher assistant entitlements, although helpful, have provided little relief. Educational employees' salary increases are encased in ice, our negotiated 100% paid insurance benefits are under attack, employment opportunities in Tucson are scarce, disposable/discretionary income is virtually non-existent, employee morale has sunk to alarming low levels and finally student achievement has decreased steadily in Arizona.

Don't fret my friends and neighbors, there is hope and it is found in our students and the employees who provide services to them. According to AEA, in the wake of the state-wide job cuts, class size has become even more of a major issue statewide and despite all of the attention being paid to the budget, this issue continues to grow at an alarming rate. Our soaring class size numbers are proving to be a real thorn in the side of teachers, parents and students especially in our elementary schools.

Consensus Agreement article 22-2 (Maximum Class Size) and article 22-8 (Teacher Assistant Entitlement) identify and provide temporary relief when confronting this issue. Some of us in this community and state truly believe that school choice and home-schooling is the answer. Public education and highly qualified certified educators are still the answer for Tucson's children. It is going to take a unified organizing effort (in light of the override defeat) on the part of the TUSD Governing Board, TUSD administration, parents, teachers and students to eradicate this burden. The class size issue is a contributing factor to the inordinate amount of alleged classroom management deficiencies, student discipline concerns, elevated educator stress levels and low student achievement. Ladies and gentlemen, until this issue is addressed and resolved, we will continue to witness effective educators leave the profession along with some of our best and brightest students leaving the district.

I commend all of you who toil as educators and educational support employees for maintaining steady amounts of energy and having the patience and courage to endure these trying times in education. My sincere hope is that this article will serve as a call to action and my hope is that our community will rest better because of your collective efforts against this impediment to a quality education for our children.



As you know, a survey was recently distributed in the name of the TUSD Partnership to all TUSD employees seeking input regarding budget-related priorities. I thought it might be important to inform or remind TEA members what the Partnership is and its purpose. In the 2007-08 school year, representatives from TUSD leadership and TUDSD's major employee groups made a commitment to meet regularly to review district-wide, pervasive issues, with the intent of better understanding concerns and seeking alternatives for improvement.

The TUSD Partnership is basically a "super" version of a labor-management body. Like regular labor-management

groups, the TUSD Partnership is not intended to replace the negotiations or grievance processes, but rather is intended to enhance them by focusing our attention on being proactive.

Our meetings are usually facilitated by **Pete Cinquemani**, of the Federal Mediation and Conciliation Services, who also worked with us during several negotiations seasons in our efforts to implement Interest-Based Bargaining (IBB).

Most recently, the major topics of discussion have included: budget projections, site-based budgeting, (more) potential legislative cuts, and the like. Please talk to Luci, Marivel, or me if you're interested in more information about the TUSD Partnership. Most recently, the Partnership has included:

- AFSCME – Bruce Slabaugh & Brenda Lambach
- CWA – Jackie Dupont & Peter Herran (sometimes Linda Hatfield)
- ELI – Pam Clarridge & Andrew Kent
- TEA – Luci Messing & myself (sometimes Marivel Roybal)
- TUSD – Liz Celania-Fagen, Bonnie Betz, Jay Johnston (who recently resigned from TUSD), Shannon Roberts, Nancy Woll, Brian McMaster & Michael Areinoff

President (cont. from p.1)

School Councils will be playing a critical role in the make up of your school. The District will be providing principals and staff their allocation of points from now until the end of January. Administrators are expected to work with their faculty, staff and school councils in determining how best to use their resources. You need to make your preferences heard. Sites will be asked to submit four different scenarios by April 1st (reductions of 4%, 6%, 8%, & 10%). This is largely due to the fact that the Legislature has not indicated their intentions regarding K-12 funding. Remember that school councils should represent their constituents and do answer to them. These are my suggestions relative to this matter.

- Attend a school council meeting.
- State your preferences at call to the audience.
- Expect to see minutes of the meeting within three days or so.
- Ensure that elections to the council are appropriately conducted.
- Contact us if you feel that your council is being manipulated.

The 2009-10 Bargaining Team met to address the RIF process: **Kathy Schultz** (Chair), **Vicki Dawson**, **Phil Norman**, **Dan Ireland**, **Deb Batten**, and **Marivel Roybal**. Please note that *nothing* has been officially agreed upon with regard to this matter. Any rumors

floating around out there should be discounted. We anticipate fewer RIFs than last year due to an increase in retirees. Unfortunately, we are anticipating additional cuts at some point from the State. Let me clarify that the District is not intending for there to be any midyear cuts in staff or salaries. Though the State may well be in a financial crisis, the District will be able to cover the costs of operating. This is possible, largely due to the fact that the employees have not received a pay raise for two years.

As Benjamin Franklin once said, "We must indeed all hang together, or most assuredly we shall all hang separately."

FYI...

• TEA Elections

Members in the governance areas of **Catalina, Palo Verde, Sabino, Sahuaro** and **Tucson** will soon receive a publication regarding candidates for Area Directors in preparation for the election that will conclude on February 17th. Ballots will be sent to affected members the week of February 8th. To see a list of the TEA governance areas and the current Area Directors, go to www.tucsonea.org/Area%20with%20Sites.pdf.

• Retirement Seminar

January 26th marks the date of TEA's popular retirement seminar. The seminar provides a wealth of information, whether you've already made the decision to retire this year or plan to do so within the next five years. While the seminar is open to all TEA members, you must register by January 22nd so that we can ensure enough materials for all participants. (Please refer to the seminar flyer for details. The flyer was emailed to those whose personal email addresses we have and a hard copy was sent to those who have not provided us with one.)

• Works for Me

Looking for ideas of how to make things better in your classroom? Read practical classroom tips submitted by teachers from all over the country. You can provide your ideas too! Simply go to the NEA **Works for Me** page at <http://www.nea.org/tools/Works4Me.html>. While you're there, check out some of the other features, such as "Share and Discuss."

Relief for Haiti's Educators from NEA

Most major news media and websites have information about how to contribute to relief efforts in Haiti. We thought members might also want to know that the international educators union, Education International, has launched a special fund for the families of teachers affected by the devastating earthquake which struck Haiti. The International Solidarity Fund will also help support the Haitian teachers union — the Confédération National des Enseignants d'Haïti — as it tries in the coming weeks and months to re-establish its work of caring for teachers and promoting education.

The NEA is collecting donations for the Education International Solidarity Fund to help educators and their families in Haiti. To find out more, go to www.nea.org/home/37633.htm. Checks can be made out to the National Education Association; which will be forwarded directly to EI for humanitarian assistance to CNEH. These can be sent to:

Haiti Earthquake Recovery
National Education Association
1201 16th Street NW, Suite 614
Washington DC 20036

Whether you assist with relief organizations or with the Education International, we know that every small effort adds up to a great amount of relief.

**Tucson Area Chapter of
AEA-Retired Meeting
Tuesday, February 16, 2010, 10:00 AM
AEA Southern Region Office
6873 N Oracle Rd**