

From the President



Luci Messing

Schools have received their allocation of points to determine how best to utilize their resources for the 2010-11 year. The following is the timeline of what to expect throughout this process. I'm also including a few other important items.

Currently - April 1: Faculty, staff, and administration work collaboratively on a proposed plan for their site. The budget plan is provided to the school council for input and approval. Administration turns in the plan to their respective assistant superintendents by April 1st, effectively Wednesday, March 31st.

April 1 - 15: If sites need to reduce staff then the new process for this year will come into play. You should have received a special bulletin and updates regarding this information. You can also find it on the website at tucsonea.org. Please become familiar with this process and ensure that it is appropriately administered at your site. We want to know if there is any deviation from the language agreed upon.

March 3: Education Day at the Capitol. We hope that many of you will make the decision to join us. We need to let our representatives know that we expect them to fund education and that we resent the assault on our profession. Contact Tommy Jones if you are interested at tommy.jones@arizonaaea.org.

March 4: AEA and all locals are mobilizing for a statewide demonstration at 4pm. In Tucson, we are planning for site events, rally with other locals, and other activities to show support for public education. Currently, we are organizing to have as many public school employees to join us at the north east corner of **Reid Park at 4:00 PM**. Try to be there at 3:30 to park and be ready to

See President p.4



TEA Member

Alan Myklebust, Tucson High Magnet School, is a finalist for the Circle K/University of Arizona Teacher of the Year Award and was recently in the news. The award, which recognizes secondary teachers, will be announced March 5th. Myklebust, Exceptional Education Dept. Chair, works closely in supporting teachers and staff in the department, along with as many as 400 students/IEPs. He works directly with students who have hearing loss. He feels very honored because he was nominated for this award by his peers at Tucson HMS. Previously, Myklebust worked as a consultant and also at the Arizona School for the Deaf and Blind. He finds it very rewarding to work with students and families to help put them into positions "in which they can thrive and achieve their goals."

*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.***

Member Testimonial

Membership is a Reward

Being a member of TEA has been one of the most rewarding things I've done since becoming an educator. Through the association I've had countless opportunities to grow professionally, network with other peers from around the country, and learned to be a valuable contributor to the educational community. TEA opened my

See Testimonial p.4

In this issue:

VP	p.2
Member Benefits	p.2
Grievances	p.3
FYI	p.3

From the Vice President

Marivel Roybal

Happy February! There is always so much going on in the month of February. Love of Reading, Valentines, Arizona's Birthday, President's Day, Rodeo, and Black History Month! With February being a short month I am sure your classrooms are very busy in all that is created for these events that are happening this month.

The membership team has continued setting dates for site visits this month, as well as for next month. In January we had the privilege of visiting **Secrist, Howenstine, and Sabino**. We had a celebration of members at **Tucson High** with their 73% membership. Now in February we have visited **Gridley, Roberts Vail, Hohokam, Townsend** and will visit **Carson**. We have enjoyed each of these sites this month. Currently we are at 127 new certified members and 55 new ESP members, for a total of 182 new members since August. Let's keep it up! Remember that every member counts for the association and for you.

Read Across America will begin March 1st. If your site or classroom is having an event to celebrate Read Across America, please let the TEA officers know about it. We would love to make it to classrooms to take pictures and participate in all the celebrations. TEA is in the process of creating a daily contest for that week. Keep an eye out for emails or flyers about the con-



test. For ideas to prepare for this event check out the NEA website at <http://www.nea.org/readacross/> . Also check out Dr. Seuss' website at <http://www.seussville.com/lb/home.html> for information on his birthday and all the books available.

Have you attended an **educational or other professional conference**? Did you know that when you attend such a conference you can be reimbursed up to \$50 per school year by TEA? Contact the TEA office to find out more and to request a reimbursement form.

Have you taken a class through the **NEA Academy**? You can receive professional development hours for taking a course through the academy. If you have not seen the great workshops that you can take on your own time go to <http://sites.nea.org/academy/index.html> to find out more.

Member Benefits – Take advantage!!

by *Peggy Street, TEA UniServ Director*

These are difficult financial times for all of us. So that our hard-earned dollars can be stretched just a little bit more, the NEA Member Benefits and the AEA Member Benefits programs continue to be an avenue our members can use to make the trip between paydays a little easier.

If you are working on your National Board Certification, NEA has an affordable loan that is designed to cover the assessment fee for members going through National Board Certification.

Did you know that NEA has available twelve (12) insurance plans, from the Complementary Life Insurance (formerly known as Dues Tab) Plan to the Income Protection Plan (helps pay your bills if you are out of work due to illness or injury).

Through AEA, a variety of programs are available – from A+ Auto/Home insurance to Blue Cross & Blue Shield of Arizona, as well as savings/investments and special discount programs that assist in everything from purchasing a new or used vehicle to discounts at California vacation attractions.

Don't hesitate. Start stretching those hard-earned dollars today. Contact the TEA office or your site's Association Representative for more information on the benefits of membership by asking for your own copy of the Guide to Programs & Services.

Remember — membership doesn't cost, it pays!!!

NEA Member Benefits Discounts

1. Visit www.neamb.com.
2. At the top of the page, "Log-In," or if you haven't done so before, "Register" and fill out the registration page.
3. Click on the "Everyday Living" tab at the top of the page.
4. Click on the "Discounts" link on the left-hand side to see a long list of discounts.
5. Take special notice of "**NEA Click & Save**," the newest discount program for NEA members and their families. You can find discounts on cellular phones, gifts, electronics, apparel, financial services, travel, tickets for recreational activities, and more.

From the Executive Director

Pernela Jones

Are all grievances really grievances?

In the December newsletter, I wrote an article about how you can “Help Us Help You,” which offered some suggestions about how to best be prepared when seeking assistance from the Association. I wanted to follow up this month with an issue for which our office often receives phone calls: grievances.

In general, most people believe that a grievance is simply a formal complaint. That is only partially true. A grievance is very specifically defined in the first articles of the Consensus and White Collar/Food Service Agreements: “*The term **GRIEVANCE** shall mean an alleged violation, misinterpretation, or inequitable application of the terms or conditions of this Agreement.*” In other words, it’s a specific kind of complaint. Consensus article 5 and WC/FS article 7 describe in detail the process for filing grievances. Both articles state that “The District and the Association acknowledge that it is usually most desirable for an employee and his/her immediate supervisor to resolve problems through free and informal communications. If, however, such informal processes fail to satisfy the employee, a grievance may be processed...The purpose of this grievance procedure is to secure equitable solutions to a claim of the grievant in an equitable manner and at the lowest possible level.”

Some members appear to believe that because they’ve never filed a grievance before or because they’ve never asked for TEA’s assistance with a complaint, that it somehow gives them a right that doesn’t otherwise exist. To put it bluntly, a right is a right is a right. A new right cannot be created unilaterally simply because a supervisor

has violated (or is alleged to violate) existing provisions nor does it entitle someone to compensation, unless the agreement specifically provides for this right. Unlike lawsuits, grievances cannot demand “damages” for pain and suffering.

If a member has a complaint, but it does not have to do with a violation of the agreements, then it is NOT a grievance. This does not mean that nothing can be done; it means that we need to seek another form of resolution. For example, if there is a conflict between the employee and the supervisor, s/he can invoke TUSD Policy **GBDA: Conflicts between Staff and Administrator**, which can be accessed at <http://www.tusd.k12.az.us/contents/govboard/SectG/GBDA.html>, along with the accompanying form for the second (written) step, **GBDA-E1: Administration-Staff Conflict Resolution Document** <http://www.tusd.k12.az.us/contents/govboard/SectG/GBDA-E1.doc>. (See the article by Tommy Jones in the December Newsletter on page four for more details.)

If the complaint doesn’t have to do with the agreements nor a conflict with the supervisor, then members should contact their Association Representative to seek alternative solutions. ARs will have members call the TEA office for assistance if they have a serious issue that could affect *evaluation, employment* or an issue that could lead to *discipline*.

Two heads are better than one. Imagine the power in trying to solve concerns when several heads can come together for a solution.

FYI...

• Tax Deductible Dues

Are you aware that your TEA/AEA/NEA Association dues are tax deductible? If you itemize on your federal tax returns, please remember to claim your dues for the calendar year (not the school year). The 2009 deduction for full-time certified members is \$628.07 and for full-time ESPs is \$307.63. If you are less than full-time, please call the TEA office to verify your deductible amount.

• Can anyone keep up with the Legislature?

Yes; **you** can...by becoming a cyber lobbyist through the Arizona Education Association. Simply go to <http://capwiz.com/nea/az/mlm/signup/> and complete the electronic registration form.

• March 4 School Information

Sign-making:
Monday, February 22nd
4:30 PM @ TEA office

Southern Arizona rally:
Thursday, March 4th
4:00 PM @ NE corner of Reid Park

Info: Beth Slaine
teapolyleg@gmail.com

Website:
www.March4Schools.com



President (cont. from p.1)

go. We are having a sign making day for this event at the TEA office on **Monday, February 22nd beginning at 4:30 PM**. Join us and make a personal sign displaying something positive about your school. The March4Schools event intends to have the participation of thousands of public education employees. Contact Beth Slaine at teapolyleg@gmail.com for more information.

The 2010-11 Bargaining Team: The new team has been approved by the TEA Board of Directors and will begin to meet. Returning are **Kathy Schultz, Marivel Roybal, Vicki Dawson, Phil Norman, Debbie Batten,** and **Dan** (no relation to Joel) **Ireland**. We welcome new member, **Tony Vacura**, to the team. We will be addressing the need to incorporate language to comply with the new state policies.

2010-11 School Calendar: We are working with the District to resolve the issue surrounding next year's calendar. The calendar committee overlooked the fact that this is a violation of our agreement. There should not be a half day on December 17th.

Rodeo Days: We all will be able to take a much deserved break on February 25-26 for Rodeo. Be sure to enjoy yourself. I know I will.

Testimonial (cont. from p.1)

eyes to how education in our district, our state, and our country is run, and how indispensable it is for me as an educator to be active in my profession and to carefully follow the decisions made that will affect it. As professionals, it is our responsibility to guide the direction of public education, and TEA has given me a method of doing this. As a member of a 3 million member organization, the association gives me a strong platform from which to help advocate for educational rights. Together we can better secure a quality public education for every student, and professional status for all educators.

Dan Ireland, Palo Verde Association Representative & TEA Election Chair

**Tucson Area Chapter of
AEA-Retired Meeting**
Tuesday, March 16th
10:00 AM
AEA Southern Region office
6873 N. Oracle Rd.

TEA to Join Race for the Cure

TEA is putting together two teams of runners and one team of walkers to participate in the 2010 Komen SAZ Race for the Cure on Sunday, April 11th at Reid Park. The race is sponsored by Komen for the Cure, the world's largest grassroots network of breast cancer survivors and activists fighting to save lives, empower people, ensure quality care for all and energize science to find the cures.

Beth Slaine is looking for a co-chair to assist with organizing our members to participate. If you are willing to co-chair or would like to otherwise participate as part of TEA's race team, please email Marivel.Roybal@arizona.org or call 795-8870.

To find out more about the race or to donate directly, go to www.komensaz.org/race and look for the "donate to a participant" button on the right.