

TEA Matters

Tucson
Education
Association

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CALENDAR OF EVENTS

12/20 to 12/31:
TEA office closed during TUSD winter break.

1/10 TEA Board Meeting
TEA Office
4:30 PM to 7:30 PM

1/19 AR Meeting
Mansfield MS
4:30-6:30 PM

TUSD's New Superintendent

Join me in welcoming the new TUSD superintendent, John Pedicone. You may have already heard plenty about our new District leader but I want to add a few comments. I attended every forum for all four candidates and asked the same questions of each one. I can honestly say that not only is Dr. Pedicone the best qualified for this position; he also answered the questions better than the other candidates. I

asked about working with employee groups and support for school councils. While his answers were positive, it is incumbent upon us to ensure that there will be an appropriate response when the situation presents itself. TUSD needs the experience and community connections that Dr. Pedicone will bring as the new superintendent. I believe that he is ready and willing to do whatever it takes to improve



*Dr. John J. Pedicone, Jr.
TUSD Superintendent*

our District. I am optimistic that he will be the leader that we need to move the District forward. It is our intent to be there every step of the way.



On Point... From Your President, Luci Messing

The elections are behind us and I want to once again express my gratitude to all the members who participated in this effort. It did my heart good to see so many of our members work to protect public education. If Pima County were the only official vote count, we would have very different state-wide representatives. We will work with our friendly legislators in southern Arizona districts 27, 28, and 29 to determine how best to lobby our elected officials for the 2011 session. I am extending an invitation for you to join us when we begin to visit the Capitol and meet with our legislators. Email your name to tsneduc@aol.com with sub-

ject line: 2011 legislature, if you are interested in lobbying. It is important for every member to receive the legislative updates from Jennifer Loreda (AEA lobbyist). You can go to www.arizonaaea.org to become a cyber lobbyist. Be informed. We will also continue our work with the District. This is where the real value of the Tucson Education Association comes in. We are the only recognized bargaining agent for all certified staff and white collar/food service employees. Despite the hard economic climate, we have been able to maintain salaries, healthcare benefits, sick/personal leave days and prevent furlough days. Surrounding school dis-



tricts have all suffered from salary reductions or furlough days. Every other school district charges their employees a portion of their health insurance. It is through the power of our membership that we continue to have success. It's time to expect each and every individual who benefits from what we do to add their voice and become a member. It's time to expect others to pay their fair share. Recruit a member and help grow your Association.

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Membership Matters

by *Marivel Roybal, TEA Vice President*

“We hope you enjoyed our token of appreciation!”



ARs participate in monthly meetings.

During the week of November 15-19, TEA celebrated American Education Week by giving members a treat. We hope that you enjoyed our token of appreciation. Thank you to the Membership/PR Committee **Frances Banales, Dave Koch, Cathy Paredes** and **Dan Ireland** for putting these treats together.

Since our last newsletter, TEA has enjoyed the opportunity to visit Warren, Vail, Banks, Doolen, Missions View, Robins, Project More, Palo Verde,

Collier, Marshall, Borman, Maxwell, Drachman, Hohokam and Johnson. At these sites we talked to members about how their year was going and what issues mattered to them. A couple of these sites do not have an AR, but we were able to get a contact person and will work with those contact people in securing an AR. TEA is signing up sites to visit every week. If we have not visited your site, please email Marivel Roybal at marivel.roybal@arizonaaea.org.

We would be happy to come to your site before school, during lunch or after school on a Tuesday or Thursday. Remember, every member you recruit gives TEA a stronger voice and you can earn prizes as a recruiter!

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Reminder:
the TEA office is closed during the TUSD winter break.



Economic Woes Affect TEA Personnel

by *Pernela Jones, Executive Director*

The Arizona and national economies are taking a toll on TEA. Due mainly to retirement and resignation, TEA was down about 450 members at the beginning of the year over the end of 2009-10. We've been able to make up about only 15% of that to date. This has had a severe impact on our local budget as well as our AEA and NEA funding for UniServ staff services.

Because of this, we have had to implement a Reduction in Force with our own staff. UniServ Director Peggy Street was RIFed on November 10th. In addition, bookkeeper Laurie Damiani retired from TEA in mid-October in order to prevent an Associate staff layoff,

although she is continuing to do some work for us on an extremely limited basis. Please join me in thanking them for their contributions to our organization!

Three other TEA employees are also working on a reduced schedule. There have been and will continue to be many changes as we transition to a smaller staff. We have asked Association Representatives and Area Directors to make an extra effort to assist and support members at the site level. They will be helping members more with issues/procedures not required by the Consensus and White Collar/Food Service Agreements. For example, Tommy Jones and I

will continue to represent members in meetings that are disciplinary, but for the most part, ARs or Area Directors may need to sit in for non-disciplinary meetings, such as for receiving Letters of Direction. Please make every effort to take advantage of the TEA resource closest to you: the Association Representative. When ARs are assisting members at their site, we will make every effort to prioritize their calls. In addition, remember that you can access the TEA website and TUSD intranet (or internet) site to check for your rights in the Consensus and White Collar/Food Service Agreements.

Calling White Collar Members!

Article 8-6 (Interview Process) of the White Collar/Food Service Agreement requires that interview committees for **white collar** vacancies include one TEA white collar member. Interested in adding your name to the list? Email liz.navarro@arizonaaea.org (subject line: White Collar Interview Committee) or call 795-8870 and provide her with your contact information: name, site, work number, home number, and email address.

Heartbeat of Public Education

Congratulations TEA members!

Marguerite Samples, Dunham teacher, was honored with the Elementary Science of the Year Award from the Arizona Science Teachers Association (ASTA). Marguerite submitted grant applications to benefit the students and learning community at her school. She was given a Western Growers Association grant to work with colleagues in building a community garden. To find out more about ASTA, go to <http://www4.nau.edu/cstl/asta/>.

Julie Kasper, Catalina ELD program co-coordinator, was selected as part of its "40 Under 40" recognition. Along with local artist and educator Josh Schachter, Julie founded the Finding Voice Project, a literacy/arts/social activism project for immigrant students at her school.

*Editor's note: The **Heart Beat of Public Education** will be a regular feature of the TEA Matters newsletter to recognize the accomplishments of individual members. 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: Heart Beat of Public Education**.*

Heads Up

Information from TEA Officers

TEA is considering a change from being a local option unit – in which case we have our own employees – to becoming a state option unit – in which case the staff members are Arizona Education Association employees. The governance relationship between TEA and AEA would also be considerably different. The TEA Board of Directors has discussed this matter and some of the implications of this potential change in several meetings. The Association Representatives discussed it at their November meeting and will offer more input in January. Should the TEA Board vote to consider going to a state option, they will have to submit a formal request to the AEA Board of Directors by January 15th.

Well done
Marguerite
and Julie!

TEA PD: Improve Your Technology Skills

How? Sign up for the TEA-sponsored study group, Tuesdays, January 11 & 25, 2011, to be held at Tucson High School, 4:30-6:30 PM. This class is limited and will be filled on a first-come, first-serve basis. RSVP by calling 795-8870. There will be a \$5.00 non-refundable fee (cash or money order) payable at the first session. Stay connected and up to date on the most current information. Topics to be covered: e-mail, Making the Grade, Social Media (TEA Groupsite, Facebook, Twitter, MySpace, etc.), also student resources.



TEA Blueprint*

- TEA leaders participated in the AEA **Organizing for Power & Strength Conference** held on November 20th: **Luci Messing, Marivel Roybal, Cathy Paredes, Dan Ireland, Frances Banales, Tim Batten, Christie Sainz, and Tamara Santos..**
- The Conference provided hands-on practice in preparing two important steps in organizing: listening and action. (The other two key components are planning and evaluating.)

*The TEA Blueprint feature will focus on current TEA successes, achievement updates, and/or short reports on TEA.



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Did You Know?

- Any member in good standing can run as an officer of TEA?
- Any member within a governance area can run for the related Area Director position?
- The TEA election will conclude February 16, 2011?

TEA Members: Participate in Monthly Contests

Why Are You a Member?

Our Association needs YOU. Every month our newsletter is presenting an opportunity to engage members. Our contest has been extended from last month: an **essay explaining why you are a member**, in 200 words or less. The Public Relations/Communications Committee will select the winner and we plan to publish the winning essay in the January or February edition of

"TEA Matters."

Contest winners will receive a \$10.00 gift card as a thank you. Also, there will be a monthly drawing which will give contest participants a chance to receive a \$25.00 gift card. To participate in this month's contest, submit your essay by email to tsneduc@aol.com or send it to TEA via District mail.



Member suggestions or comments.



Ideas or comments about the newsletter.

Email: tsneduc@aol.com
Subject: TEA Matters