

From the President



Luci Messing

The Future of Public Education

Public education is under attack by the State Legislature. We must address this matter with an organized effort.

These are the facts.

- On Tuesday, November 24, new state policies took effect pertaining to certified teachers' loss of rights and local school districts' new entitlements.
- AEA filed a special action petition with the Arizona Supreme Court against Governor Brewer and the 49th State Legislature regarding the policy changes. (For more information, go to www.ArizonaEA.org.)
- An additional \$144 million budget reduction to public education occurred in the November special legislative session.
- The January general session will likely result in another cut to funding for public education.
- Charter schools continue to propagate and we can no longer ignore their impact on public education.
- We must look ahead to the 2010 legislative elections. If we can't change their minds, we must change the faces.

What is our plan? We have asked for all Association Representatives to conduct a 15 minute meeting at their sites to discuss the statewide plan to repeal the atrocious new policies. We intend to exercise every strategy to work with the TUSD leadership and maintain all possible language and protections.

Those sites without an official AR will have meetings set up by the TEA office. We are hoping to have this effort fully implemented by the end of January. If you have not become a cyber lobbyist, go to www.TucsonEA.org and click on "Become a cyber lobbyist" under "Current Topics" to register. You will then receive updated information pertaining to this issue. We need your home email address if you want to receive timely updates from our office.

See President p.2



TEA Member

Carl Dickason, teacher at Maxwell Middle School, was acknowledged in the Arizona Daily Star's Opinion section recently by publishing an article about his experiences as a paid intern with a local biotech firm. Along with only 19 other teachers, Dickason "began a master's degree program at the University of Arizona that is designed to bridge the divide between what teachers teach and what skills and knowledge science and math-related industry would like potential workers to have." This internship program is a collaboration between the University of Arizona, the UA's Southern Arizona Science & Math Internship Center and the nonprofit organization Tucson Values Teachers.

*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

AEA Access Card

I have been a member of TEA/AEA/NEA for 13 years and only recently have begun to use my AEA Access Card. This past summer, my husband and I saved money on long-term parking at the Phoenix airport, on admission to Hershey Park in Pennsylvania and on two stays at Marriot Hotels in Phoenix and Tucson...all using my AEA Access Card. I now carry with me a list of companies that accept this discount card. With membership, we receive discounts on automotive services, dining, health and beauty, recreation, resorts, hotels, travel, golf, movies and shopping.

Proud to be a TEA/AEA/NEA member,

Debbie Batten, Vail Teacher & Palo Verde Area Director

In this issue:

VP	p.2
NEA Member Benefits	p.2
TEA Assistance	p.3
Conflict Resolution	p.4

From the Vice President

Marivel Roybal



Happy holidays to all of you this season! After a nice Thanksgiving break we have three weeks to finalize the second quarter. Since the start of school in August, we have gained 151 new members: 107 certified and 44 education support professionals (ESPs). Congratulations to all those who have helped recruit this year! We have recruited at Kellond, Magee, Miles, Utterback, Booth-Ficket, Safford K-8, Rincon, Pueblo, Catalina, Santa Rita, Sahuaro and Palo Verde with great success. We will be going to Cholla (12/08) and Wakefield (12/10). It has been great to visit all of these sites and talk to many members and potential members. I look forward to visiting more sites during the next two quarters.

TEA PD

On January 23rd and 30th from 8:30 AM to 4:30 PM, the American Sign Language I class will be taught by **Cathy Paredes** at Doolen Middle School. To register for this class, please go to <http://tucson.truenorthlogic.com>. Please remember that you will also have to send \$5.00, cashier's check or cash, to the TEA office.

If you are interested in teaching a TEA professional development class, please contact me at marivel.roybal@arizonaea.org, subject line: PD facilitator.

The following message is from Human Resources about certification notification to employees:

Certification Notification Change - Very Important

Please be aware that Human Resources cannot continue to notify certificated staff members that their certificates are about to expire. It will be the responsibility of the professionals, administrators and teachers to ensure their appropriate and current certification. On its website, Human Resources has posted information that teachers may reference for instructions on the re-certification process. Teachers may contact Sara Gamez with questions about re-certification. Please contact Nancy Woll at 225-6009 if you have any questions about the discontinuation of this service.

Enjoy your family and the holidays!

Contact Information

Please ensure that we have your most current home address and email. Simply email laurie.damiani@arizonaea.org or call 795-8870. Since we're not connected to TUSD's system, please let us know if there are ANY changes to your employment status for 2009-2010: site transfer, bargaining unit change, change in work hours, leave of absence, etc.

NEA Member Benefits – MORE MONTH THAN MONEY

by Peggy Street, UniServ Director

On Wednesday, October 28, Sean Mabey, TEA's Member Benefits guru, was in Tucson at Rincon High School presenting the NEA Member Benefits program on *MORE MONTH THAN MONEY*.

While this is a problem many of us have, Sean showed us ways we can *stretch* our dollars by using many of the benefits available through AEA & NEA such as the *ACCESScard*, *NEA Income Protection Plan*, *Homeowners Insurance*, *National Board Certification Loan*, *Auto & Home Insurance Program*, as well as *Blue Cross & Blue Shield of Arizona*, *MetLife Resources*, *DOVE Program*, *Avesis*, *Valic* and *Assurant Employee Benefits* are additional programs that are available to all members.

While this is not the complete list, you can log onto the NEA Member Benefits website at www.neamb.com or telephone 800-637-4636 for detailed information, as well as additional benefits. You can also go to the AEA website, www.ArizonaEA.org, and look for member benefits under the "About Membership" drop-down menu on the left of the home page.

Throughout this school year, TEA will invite Sean to Tucson for presentations on the many ways belonging to TEA/AEA/NEA doesn't cost – IT PAYS!!



President (cont. from p.1)

Though this matter is of major significance, it is not the only factor when it comes to the future of public education in TUSD. There are other components that play an important role in the success of our schools. I believe that a productive school council, practical school choices, and a positive school climate are essential to the livelihood of TUSD. We cannot ignore these aspects since they directly impact our working conditions which, after all, are student learning conditions.

We are at a serious crossroads and we all must be willing to take the next step. We must take the next step to ensure that educators are treated fairly. We must take the next step and insist we be afforded the respect we so justly deserve. We must be part of the solution.

Let's take this next step together.

From the Executive Director

Pernela Jones

TEA – Help Us Help You

From time to time, members seek assistance from TEA volunteers or officers and staff. This article is intended for those who are seeking assistance for the first time or who don't recall how to go about doing so.

Who are the TEA volunteers? I use this term to refer to the site elected leaders: **Association Representatives**, a.k.a. “ARs.” I also include those site leaders who have been elected to the **TEA Board of Directors**. These site volunteers are your *first “line of defense” and key source of information*.

Who are the officers and staff? **President Luci Messing** and **Vice President Marivel Roybal** are full-time release officers, i.e., they work full-time on behalf of the Association members, but are on leave from their duties with TUSD. They support District-wide issues, mostly dealing with leadership and governance concerns. The staff includes **UniServ Directors** and **Associates**. UniServ Directors, a term used by the National Education Association because they provide *unified services* from local, state, and national resources, include **Tommy Jones**, **Peggy Street** and myself. We mainly assist members to ensure that employee rights are maintained and we are assigned to work with specific sites. Associates **Liz Navarro**, **Laurie Damiani** and **Palmer Richey** provide staff support in carrying out the mission and program of the Association. Liz or Laurie are the people you would most likely first speak to when you call the office during business hours and who direct your call to the appropriate person.

When you have a question or concern, please approach your AR first for advice or suggested course of action. If you have a serious issue that could impact your *evaluation*, your *employment* or could lead to *discipline*, your AR will have you call the TEA office right away due to the sensitive nature and long-lasting effect of these particular issues. Here is a handy list of what you should have ready when you talk to a TEA volunteer or someone from the TEA office. This is how **you can help us help you**:

- If possible, complete a “TEA Issue, Complaint, Concern” form, which you can obtain from your AR.
- With or without the form, **clearly identify what the issue is** you're concerned about and **what you're seeking**, e.g., an answer to a question, some ideas about an issue, representation at a meeting, assistance with filing a grievance, explanation of non-grievance processes, legal advice regarding a work-related matter, etc.
- Include a list of **suggestions/solutions** you've developed.
- Have prepared any and all **documentation** about your concern.
- Be prepared to **include information** such as: what – if anything – has already been done to address the concern, whether you've addressed your concerns with your AR or someone else, who is involved, who has witnessed, details of an incident that occurred, which sections of the Agreement you believe were violated, if you have a concern regarding TUSD policies being violated, if timelines are an issue, how you've been affected, and the like.

As is the case with computers, the data input plays a crucial role in what the outcome will be. The more prepared you are when seeking assistance; the more likely the assistance can be effective and/or timely. Unfortunately, the opposite is true. When we try to assist someone using incomplete or inaccurate information, the outcome usually is hampered. Help us help you by providing all the necessary data right up front.

Editor's Note: To find information about TEA ARs, Board Members, officers, and staff, go to www.TucsonEA.org and click on the appropriate link(s) under the section titles “Association Representatives” and “For Members.”

FYI...

• TEA Elections

In February of 2010, TEA will be conducting elections for five out of ten Area Directors who serve on the TEA Board of Directors: **Catalina, Palo Verde, Sabino, Sahuaro** and **Tucson**. Members in these TEA governance areas should have received pledge-to-serve forms to self-nominate as candidates; they are due December 8th. Only the members in the stated areas will vote for their respective representatives on the TEA Board. The two-year terms for these positions will begin May 28, 2010. To see a list of the TEA governance areas and the current Area Directors, go to www.tucsonea.org/Area%20with%20Sites.pdf.

• NEA's Read Across America

NEA's Read Across America (RAA) is an annual reading motivation and awareness program that calls for every child in every community to celebrate reading on March 2nd, the birthday of beloved children's author Dr. Seuss.

RAA also provides NEA members, parents, caregivers, and children the resources and activities they need to keep reading on the calendar 365 days a year. Motivating children to read is an important factor in student achievement and creating lifelong successful readers. Research has shown that children who are motivated and spend more time reading do better in school.

For more information about the event and how to celebrate it, go to www.nea.org/grants/886.htm.

TUSD Conflict Resolution Course: GBDA

by Tommy Jones, UniServ Director

I have very important news for all TEA members in the form of a TUSD Board Policy GBDA – formerly 4111 – which pertains solely to conflict resolution between administration and staff. We have an official formal remedy for alleged management retaliation, poor communication skills, verbal abuse, unprofessional isolation, abuse of power, hostile working environments and good old fashioned personality conflict in the workplace.

TUSD Governing Board policy GBDA can be utilized to resolve various conflicts and complaints between the administration and their staff, with the exception of discrimination complaints or conflicts within the subject matter jurisdiction of the TUSD/TEA bargaining agreements.

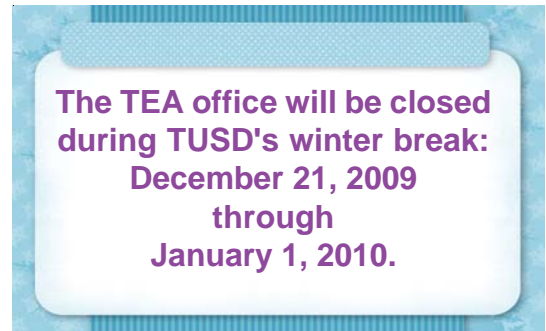
The policy steps are as follows:

1. Informal consultation with the administrator.
2. If you are not satisfied, complete the staff/administrator conflict resolution form (GBDA-E1) and give it to the administrator.
3. The administrator will have ten (10) days to respond.
4. If you are not satisfied, you have ten (10) days to appeal to the administrator's immediate supervisor.
5. The administrator's immediate supervisor will investigate the conflict and within ten (10) days meet with the administrator and the staff member in an attempt to mediate the dispute.
6. If the mediation is unsuccessful, the administrator's supervisor will render a written decision.
7. No retaliation of any kind will be taken against a person for utilizing the procedures set forth by this policy!

Your course description and syllabus is complete! If you desire a copy of board policy GBDA feel free to contact the TEA office, your TEA local Association Representative or log onto www.tusd1.org and click on the board policy link on the Governing Board page.

Kino Festival

Social studies teachers, assistants, or anyone else interested in southwest history might like to attend the Second Annual International Padre Kino Festival on Thursday, December 10th, 6:00 PM, at the historic Fox Theatre in downtown Tucson, 17 W. Congress. The event, sponsored by Patronato de Kino, a non-profit organization, has produced an evening full of sights, sounds, dance and celebration and will feature the theatrical premiere of award winning documentaries. The requested admission donation is \$10. For more information, go to <http://foxtucsontheatre.ticketforce.com>.



**Tucson Area Chapter of
AEA-Retired Meeting
Tuesday, January 19, 2010, 10:00 AM
TEA office, 4625 E. 2nd St.**