

## CALENDAR OF EVENTS

**October Saturdays:**  
Walk for Public Ed  
TEA - 9:00 AM-Noon

**October Sundays:**  
Talk for Public Ed  
Demo Party HQ  
4639 E 1st St  
5:00-7:30 PM

**10/18 Superint Forum**  
Ken Baca  
Catalina 7:00-9:00 PM

**Debate:**  
Giffords/Kelly  
UA Student Union  
Ballroom  
7:00-9:00 PM

**10/19 GREAT Meeting**  
TEA - 4:30-6:00 PM

TEA/AEA  
Phone Bank  
TEA office  
4:30-7:00 PM

**10/20 AR Meeting**  
Mansfield MS  
4:30-6:30 PM

**11/1 GOTV**  
(Get out the Vote)

**11/2 Election Day!**

## Arizona Legislature Plans Mid-year Funding Cuts to Public Education

Public education has barely survived the one billion dollar funding reduction imposed by the State over the last two years, and yet legislators are planning an additional \$400 million reduction when they reconvene in January. How do we stop the madness?! We must elect pro public education candidates to the Legislature.

Luci wants to thank the members who have already participated in our walks and phone banks. Members from Borton, Carson, Catalina, Cholla, Doolen, Erickson, Grijalva, Magee, Miles, Miller, Myers-Ganoung, Ochoa, Palo Verde, Santa Rita, Secrist, Steele, TAP, Tolson, Tucson High, Utterback, Vail, and Wakefield



*Members Walk for Education*

have all worked the campaign. If your school has not been represented, there is still time to save our schools. Save your job. Save public education. Prop 100 was a fantastic victory for us but has not generated the revenue anticipated yet or needed to fill the void. Prop 100 was never intended to be the end all for the budget woes plaguing our state. It

was merely a life line to keep us from having to take more drastic measures last spring. Unfortunately, the Governor now intends to use that same budget as if Prop 100 had failed in order to fill the current \$850,000 deficit. There is still time to work for pro public education candidates. Let's do our part before it is too late.



## On Point... From Your President, Luci Messing



I began my teaching career in September of 1977 at Naylor Middle School. I remember how different our profession was then. When I think of all the changes that have impacted public education over the last 33 years, I can't help but feel a sense of outrage. Quite frankly, I am mad as hell and I won't take it anymore. And neither should you. We should address education issues on which we can have

an effect. First, we should expect for our district to support the work that we do. This can be achieved by providing adequate resources, ensuring meaningful professional development, honoring the intent of school councils, and enforcing student discipline policies. Each one of these items would be a reality if it were the will of the TUSD Governing Board. Now the question becomes, do we have the will to demand,

to insist, to not settle for less on behalf of the students that we teach? So, do we? We must take a stand before all is lost with regard to public education. Before we are unable to recognize the profession that we love. Before the love of the profession is lost. I welcome your comments but even more so, I welcome your involvement.

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**“TEA is still signing up sites to visit!”**

## Membership Matters

by *Marivel Roybal, TEA Vice President*

Since the beginning of the school year, TEA has enjoyed the opportunity to visit Ford/Reynolds, Ft. Lowell/Townsend, Roskrue/Richey, Roberts/Naylor, Sewell/Duffy, Kellond/Rogers, Bonillas/Duffy, Erickson/Reynolds, Bloom/VanHorne and Oyama. While at these sites, we spoke to members about the transition for merging two schools. There were many positive com-

ments about joining a new staff and community around them. There were also comments on how the District didn't follow through with their promises made last year when the schools voluntarily merged. TEA is following up with the issues that were raised. Please let your AR or Area Director know if there are still matters that need to be addressed at your site. TEA is

signing up sites to visit every week. If we have not visited your site, please email Marivel Roybal at [marivel.roybal@arizonaea.org](mailto:marivel.roybal@arizonaea.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.

## TEA Vice President for Contract Year

The *TEA election* for officers and some board members will take place in February of 2011, for the two-year term beginning May 27, 2011.

The TEA Board of Directors voted to change its policy on the full-time released vice president's position. Beginning in the 2011-2012 year, rather than being a full-year position, it will be for the contract year, with the potential to assign up to ten additional days. As has happened with many other businesses, the economy is showing its impact on TEA, exhibited by a loss in membership, or rather, slow replacement of retiring members and others who've simply left TUSD and/or TEA.

## PD Opportunities

Check out NEA Academy for the following classes and information:

- Rights and Responsibilities in the Disciplinary Process
- Great Educators Deserve Great Deals!
- Are You Ready to Meet with Your Students' Parents?
- Spotlight on Walden University Save 15% at Carson-Dellosa

## Dues: The Basics

by *Pernela Jones, Executive Director*

We've had a few members ask about how dues deductions are determined, so here's the basic run down regarding Association dues. Dues are determined by the Constitution and Bylaws of the Tucson, Arizona, and National Education Associations. (*Remember that dues for professional organizations such as ours are tax-deductible for those who itemize on their IRS returns.*)

### Certified

- TEA\*: 1/2 of 1% (.005) of the beginning contract salary for certified employees.
- AEA: 1% of the state average beginning certified salary.
- NEA: .0028 of the national average annual teacher salary.

### ESP (Education Support Professionals)

- TEA\*: 1/2 of 1% (.005) of the base annual salary rate of ESP grade 1, step 1.

- AEA: 1/2 of certified dues.
- NEA: .0028 of the national average annual ESP salary.

Five percent of the annual dues are deducted during each of TUSD's regular 20 pay periods only. (Dues are pro-rated based on part-time status.)

There has been no change to the local TEA dues in three years. However, since the state and national dues are based on a percentage of average salaries, together they have increased for the 2010-11 membership year by 30 cents per pay period for certs and 20 cents for ESP.

*\*The TEA Constitution and Bylaws also includes a dues assessment for the Scholarship Fund and the Public Relations Fund (\$2 for ea. from certs and \$1 for ea. from ESP.)*



## Heartbeat of Public Education

### Congratulations TEA members!

#### Kathy Lohse

Tucson Value Teachers (TVT) has awarded TEA member, **Kathy Lohse**, Borton, with their September Teacher Excellence Award. Kathy is a kindergarten/first grade teacher and has been teaching for nearly 30 years. Nancy Bissell, parent of previous students, nominated Kathy. Nancy's nomination stated, "Kathy is one of those people who was born to do what she does... She always comes

early and stays late, always has time for the stragglers, the lost souls, the shy or scared ones, never plays favorites, gets them all involved in caring for one another, and is a perfect model for the kind of person they could grow up to become."

When asked about the award, Kathy said she "was surprised, quite stunned. Tucson Values Teachers is here to support us, to help teachers." To find

out more about the award, go to:

[www.tucsonvaluesteachers.org/view.php?pg=34](http://www.tucsonvaluesteachers.org/view.php?pg=34).

*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,*



Kathy Lohse

*please email the information to:*

*Pernela.Jones@arizonaea.org with the **subject line: Heart Beat of Public Education.***

#### Andrew Lettes

Science Foundation Arizona (SFAz) presented TEA member **Andrew Lettes**, a biotechnology teacher at Pueblo, with an Innovation Hero Award. According to its website, [www.sfaz.org](http://www.sfaz.org), "**Innovation Heroes** are teachers and students throughout the state who are making significant academic achievements in science, technology, engineering and mathematics (STEM)." Andrew has been teaching biotechnology since

2003. Andrew stated that it's "a relevant curriculum that reflects the current emphasis on STEM. I have found that students at Pueblo who were reluctant to take AP Biology, will register for the Biomedical class. The curriculum prepares them not only for college biology and chemistry, but also for working in labs."

"I am very proud of the Pueblo Students who had the courage to enroll in the Bioscience Program," he continued. He re-

ported that this past summer, five biomedical students worked in labs at the University of Arizona, two students completed the Summer Biotechnology Institute at Pima Community College, and four competed at the Health Occupations Students of America (HOSA) conference in Orlando. Innovation Heroes receive a \$500 gift certificate for classroom supplies (students receive \$1,000 EE Savings bond for college/\$500 value at time

of award). The awards are presented at the winners' schools. To find out more about Innovation Hero Awards, go to the Foundation's website above & click on the "STEM Education" button.

(Andrew is one of three finalists for the for Bioscience Educator of the year Award sponsored by the Arizona BioIndustries Association.)

## TEA Blueprint\*

- The TEA PR/Communications Committee has revamped the TEA website design.
- New features: tabs at the top of the home page and visuals coordinated with the TEA members only social media website: <https://tucsonea.groupsie.com>.
- Updated features include an updated logo design and a minor rearrangement of items on the home page.

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

**Kim French, teacher at Booth-Fickett, was recently recognized in the Arizona Daily Star for her use of music and dance to motivate students. Kudos to you, Kim!**



## Tucson Education Association

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An affiliate of Arizona  
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and  
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**Marivel Roybal**  
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Executive Director

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**Tommy Jones**  
**Peggy Street**

Associates:  
**Laurie Damiani**  
**Liz Navarro**  
**Palmer Richey**



Arizona  
Education  
Association



Great Public Schools for Every Child



## Did You Know?

TEA sent to all its members a welcome packet, which included:

- Target card;
- Horace Mann (\$1 million) liability insurance card & brochure;
- AEA pocket calendar.

## 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 this month is 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 December 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](mailto: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](mailto:tsneduc@aol.com)  
Subject: TEA Matters