



# focus

On educators



*focus on educators* is an award-winning publication of the **Pittsburg Education Association/CTA/NEA** [www.peateachers.org](http://www.peateachers.org)

## California Teachers Association

### Statement of Mission

The California Teachers Association exists to protect and promote the well-being of its members; to improve the conditions of teaching and learning; to advance the cause of free, universal, and quality public education; to ensure that the human dignity and civil rights of all children and youth are protected; and to secure a more just, equitable, and democratic society.

DECEMBER 2019



Volume XXVIII, Number 4

### President's Message

Dear PEA Members,

This is a busy month with so much to do and so little time. Speaking of time, it has been a site concern from the reps for the last 3 months about your prep period being taken over to attend IEP, SST, 504's, etc. without any compensation. We already know it is required by law that you attend an IEP, but it is not required by law that it be inserted into your prep period. I have brought it up to HR and to Superintendent Janet many times. It was agreed in the last bargaining cycle to schedule an IEP after school and to compensate you for this time. What we DID NOT anticipate was having principals specifically stating that they would

NOT schedule an IEP after school EVER. In other districts, prep periods are considered sacred and never infringed upon. This does not seem to be the case here. In asking for data on the number of students with IEPs from the SPED Department, I asked for the last 10 years' worth of data. The data shows that there has been a significant rise in the number of students referred to SPED and needing IEP's. The district has decided that the burden of attending these meetings will come out of your pocket (your prep) and they will not compensate you for this. In the past, IEP attendance was covered by a sub hired for the day to allow you to attend during instructional time. Subs are not as available so YOU have to bear the burden. The response from the district continues to be... they are just fine with the current plan.

Another problem that keeps coming up is the lack of subs and then what to do with the students when there is no sub. The contract says that a classroom teacher shall be compensated for having additional students placed in their classroom, Article 6.4.2. The

contract also states specific class size maximums, Article 8.1, so it can be argued that adding 3 or 4 more students could bring a classroom over the maximum allowances. This is a tricky conundrum...what to do with these kids without a sub? Follow contract? Or follow good of the order? I think your work site needs to make these decisions after discussion. One thing for sure is that an ENTIRE classroom shall NEVER be placed in another teacher's classroom. Also, communication very important/ Notify the teacher ASAP of incoming students if that is the plan for the day. Tell your principal to effectively communicate the status.

Enjoy your retro funds and see ya in January.



Wag More, Bark Less!

Chris Coan, PEA President

## PEA Leadership 2019-2020

### Executive Board Officers

#### President

Chris Coan – PEA Office

#### Elementary Vice President

Jessica Maran-Phakonkham – Los Medanos

#### Secondary Vice President

Nyssa Ton – Black Diamond

#### Secretary

Nicole Glassel – Los Medanos

#### Treasurer

Shelly Bascomb – Rancho Medanos

### Committee Chairs:

#### Grievance Committee

Jill Wery – Pittsburg High

Chris Coan – Willow Cove

#### Negotiations Team

Andrea McKinney – Chair – Black Diamond

Jeff Greco – Rancho Medanos

Micaela Gomez - Willow Cove

Celia Medina-Owens - Foothill

Alicia Puzak – Pittsburg High

#### CTA State Council Representative

Mark Maselli – Hillview

#### Elections Chair

Nyssa Ton

#### Equity & Human Rights Chair

Rachel Foster – Foothill

#### LGBTQ Chair

Marissa Young-Padilla - Parkside

#### Organizing Chair

Laura Silva - Parkside

#### Political Action Chair

Tanya Leyden – Parkside

#### Preschool Committee Advisor

Virginia McGary – Willow Cove

#### Special Education Chairs

Cookie Freeman – Pittsburg High

Varan Garro – Marina Vista

Claudia Mejia – Foothill

### Technical Editor

Susan Harrison – PEA Office Administrator

*Focus on Educators* is a publication of the

Pittsburg Education Association CTA/NEA

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## Rep. Council Meeting Calendar (Tuesdays)

December 17

January 21

February 18

March 17

April 21

May 19

## School Board Meeting Calendar

December 11

January – June - TBD

## Are You Getting Your PEA Information?

Having our Site Reps collect your input, attend the monthly Rep meeting and then report back to you is vital in the communication chain of our Association.

Roll call at last November 19<sup>th</sup> Rep Council Meeting:

Adult Ed. – present	MLK Jr. – present
Black Diamond – present	North Campus – absent
Foothill – present	Parkside – present
Heights – present	PHS - present
Highlands – present	Rancho Medanos – present
Hillview – present	Stoneman – present
Los Medanos – present	Willow Cove – present
Marina Vista – present	

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**REMINDER:** Please send PEA any updated information such as: change of home address; home email; school site change; name change; etc., so we have your correct information! Thank you!



## Upcoming CTA Conferences 2019-2020



*Issues Conference*  
January 17-19, 2020  
Tropicana, Las Vegas, NV

*Good Teaching Conference (North)*  
February 7-9, 2020  
Fairmont Hotel, San Jose, CA

*New Educator Weekend (North)*  
February 21-23  
Marriott Hotel, Santa Clara, CA

*Equity & Human Rights Conference*  
February 28-March 1, 2020  
Marriott, Irvine, CA

ALCOSTA Events  
*School Board Breakfast*  
May 22, 2020  
Double Tree Hilton, Pleasanton, CA

### **Superintendent's Roundtable**

**When:** January 9, 2020  
May 26, 2020

**Where:** PUSD School Board Meeting Room

**Time:** 3:30-4:30 PM

Every teacher is invited to come and ask questions and make inquiries. No rsvp is necessary. Superintendent Schulze will be present.

**"Want to get PEA information fast?"**

join...

PEA Teachers Facebook page @ peateachers

**Need a Grant?** Apply for the NEA Foundation's \$2,000 and \$5,000 grants for individuals and teams of education professionals to support instructional practice or professional development across all subject areas and grade levels. The application deadlines are **February 1, 2020**, and **June 1, 2020**.

Find more resources and programs at [neafoundation.org](http://neafoundation.org).



**Bargaining**

## **STANDING UP FOR STUDENTS SUCCESS**

Pittsburg Education Association/CTA/NEA will sunshine the following proposals for a successor agreement for the contract ending June 30, 2020 with Pittsburg Unified School District, during the regular school Board meeting on December 11, 2019.

The Association will propose the following articles:

- Article 6 Hours
- Article 12 Employees Benefits
- Article 13 Summer School
- Senate Bill 328, Student Attendance Start Time





## *Standing Up For Student Success!!*

<b><i>Quality Staff for Students</i></b>  <i>Ensure that every student has a caring, qualified, and committed educator.</i>	<b><i>Preparation for Students</i></b>  <i>All PEA students deserve a teacher/support staff that is able to properly prepare for their learning.</i>	<b><i>Student Success in Summer School</i></b>  <i>All PUSD students deserve quality summer school.</i>
<ul style="list-style-type: none"><li>• Great educators, psychologists, speech therapists, and counselors are motivated to stay in PUSD where they are appreciated and supported.</li><li>• Student's achievement depends on highly professionally developed educators.</li><li>• Professional salary for educators' benefits PUSD students by eliminating the revolving door of educators.</li></ul>	<ul style="list-style-type: none"><li>• Educators require time during the regular workday to thoroughly prepare student report cards and other required reports.</li><li>• Educators need time to collaborate and plan for student learning during the workday.</li><li>• Well thought-out lesson plans require dedicated preparation times.</li></ul>	<ul style="list-style-type: none"><li>• Students deserve highly qualified educators to create an optimal learning experience during summer school.</li><li>• Summer school shall be held to the same safety standards as in the regular school year.</li></ul>

**Memorandum of Understanding (MOU)**  
**between the**  
**Pittsburg Education Association and the**  
**Pittsburg Unified School District**  
**December 2, 2019**

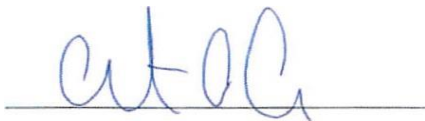
In the Matter of Early Notice of Intent to Resign/Retire from the District

The Pittsburg Education Association, (PEA or Association), and the Pittsburg Unified School District (PUSD or District), hereafter "the Parties", enter into this Memorandum of Understanding (Agreement) regarding early notice of intent to leave the District.

1. Any certificated unit member, employed as of the date the parties enter into this Agreement, who submits an irrevocable retirement/resignation notice, no later than February 19, 2020, shall be compensated a one-time, off-schedule payment of \$ 1 ,000 by June 30, 2020.
2. This incentive applies to all PEA unit members that have submitted a retirement/resignation after January 1, 2020 and complete the 2019-2020 school year.

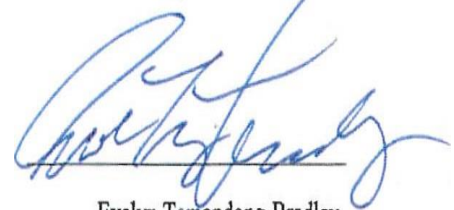
In witness whereof, the Parties hereto have executed this Agreement on this 2 day of December, 2019.

Pittsburg Education Association



Chris Coan, PEA President

Pittsburg Unified School District



Evelvn Tamondong-Bradley  
Assistant Superintendent

# Union Code of Conduct

- ✓ **I will not criticize any union colleague except to the individual directly.**
- ✓ **If any union colleague is being criticized in my presence, I will confront the criticism and ask that it stop.**
- ✓ **I will not participate in any conversation with management that criticizes, or negatively speculates about, any union colleague.**
- ✓ **I will settle my differences with colleagues within my union.**
- ✓ **I will engage in debate, offer others every opportunity for debate and respect minority viewpoints, but I will observe and support the majority mandate of my union.**

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## PEA UNITY ACTION

WEAR YOUR **PEA SHIRT** EVERY WEDNESDAY!

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*"Hire the best. Pay them fairly. Communicate frequently. Provide challenges and rewards. Believe in them. Get out of their way and they'll knock your socks off."*

# CTA NEWS

Detailed information for all the scholarships can be found at [cta.org/scholarships](http://cta.org/scholarships)

## Cesar E. Chavez Memorial Education Awards Program

This awards program provides recognition for educators and their students who demonstrate an understanding of the vision and guiding principles by which César Chávez lived his life. The recipients, both students and sponsoring CTA members, will receive up to \$550 (exact amount will be determined by the Awards committee). Their work will be recognized by posting visual art and written essays online and in various CTA publications.



**Deadline: March 6, 2020 | Award Amount:** up to \$550  
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## Martin Luther King Jr. Memorial Scholarship Fund



The Martin Luther King Jr. Memorial Scholarship Program encourages ethnic minority students to become educators, school nurses, school counselors or school therapists and to promote professional growth for ethnic minority teachers and ESP members.

**Deadline: February 14, 2020 | Award Amount:** up to \$6,000  
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## LGBTQ+ Safety in Schools Grant & Scholarship Program in Honor of Guy DeRosa

The **grant program** will support projects and presentations that promote understanding of and respect for LGBTQ+ persons.



The **scholarship program** will support **self-identified** LGBTQ members enrolled in a teacher/counseling credential or graduate program who are pursuing a career in public education and who understand the importance of LGBTQ educators as role models in our public schools.

**Deadline: January 10, 2020 | Award Amount:** up to \$2,500



## CTA Scholarships

The **CTA Scholarship for Dependent Children** offers a maximum of 35 scholarships of up to \$5,000 each.

- One scholarship is provided in Honor of Ralph J. Flynn and is awarded to the highest-scoring applicant.
- One scholarship is provided in Honor of Ruthie Fagerstrom and is awarded to the second highest-scoring applicant.
- One scholarship is provided in Honor of Susan B. Anthony and is awarded to the third highest-scoring applicant.

The **CTA Scholarship in Honor of Del A. Weber** offers one scholarship of up to \$5,000 to a dependent child of an active member of CTA, CTA/NEA-Retired or deceased CTA member who is attending or attended a continuation high school or an alternative education program.

The **CTA Scholarship for Members** offers a maximum of five scholarships of up to \$3,000 each.

- One scholarship is designated as the American Indian/Alaska Native Memorial Scholarship in Honor of Alice Piper and is awarded to the highest-scoring member applicant.

- One scholarship is designated for an ESP member who wants to transition into the teaching profession, provided an ESP member applies.

The **Student CTA (SCTA) Scholarship in Honor of L. Gordon Bittle** offers a maximum of three scholarships of up to \$5,000 each.

- One scholarship is designated as the Pacific Asian American Scholarship in Honor of Philip Vera Cruz and is awarded to the highest scoring SCTA applicant.

**Deadline: January 31, 2020 | Award Amount:** up to \$5,000

## Know Your Rights and Wrongs!



By Chris Coan, Grievance Chair

If you are asked to attend a meeting with an administrator, you have a right to know the purpose of the meeting. If you believe the meeting may be part of an investigation, is disciplinary in nature, or that discipline might flow from it, you have a right to take a Union representative with you. If the District does not allow your Union rep to attend, you may refuse to answer any questions. And, if your Union rep is with you, she or he may not be barred from speaking. These are known as the "Weingarten Rights," named after a 1975 U.S. Supreme Court decision that secured representation rights for Union members.

However, the District is not required to inform you of your right to bring a Union rep. So, be sure to make it clear, preferably in writing, that you want a Union rep to be present. Otherwise, you may be deemed to have waived your right to Union representation.

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## CTA State Council, L.A., October 2019

By Elza Hess, Site Rep., PAEC

I had the privilege and responsibility of attending our CTA's October State Council over the weekend of October 25-27. It was exciting to step off the elevator on the first day of the conference and run into our new CTA President, E. Toby Boyd! I made sure to introduce myself and let him know that I was representing Pittsburg.

Highlights of the conference included information on the "Schools and Communities First" initiative - along with a live press conference on the topic on the floor of the main session featuring president E. Toby Boyd, local guest labor representatives, as well as the delegates present. National NEA president Lily Eskelsen Garcia also spoke at the final main session.

At the Credentials and Professional Development Committee that I was assigned to, discussion was devoted to: an updated look at the RICA requirement for the teaching credential, the continuing need (or not) of the so called "Eminence Credential" - obtained by "eminence" in a field rather than the traditional credentialing route, information about state Professional Development fund availability that entities can apply for in order to present PD at schools, mention of the governor's veto of the "Adult Ed Credential Workgroup Study" bill, as well as a focused study of the work of the CTA's legislative subcommittee.

In other meeting and caucuses that I attended, I learned about District Q (representing Community Colleges and Higher Education) working to regain representation on the CTA Board, as well as the work of the Adult and Alternative Education Committee with desires for more statewide organizing.

## The Six Attributes of Courage

**Courage** is something that everybody wants - an attribute of good character that makes us worthy of respect. From the Bible to fairy tales; ancient myths to Hollywood movies, our culture is rich with exemplary tales of bravery and self-sacrifice for the greater good. From the cowardly lion in *The Wizard of Oz* who finds the courage to face the witch, to David battling Goliath in the Bible, to *Star Wars* and *Harry Potter*, children are raised on a diet of heroic and inspirational tales.

Yet courage is not just physical bravery. History books tell colorful tales of social activists, such as Martin Luther King and Nelson Mandela, who chose to speak out against injustice at great personal risk. Entrepreneurs such as Steve Jobs and Walt Disney, who took financial risks to follow their dreams and innovate are like modern-day knights, exemplifying the rewards and public accolades that courage can bring. There are different types of courage, ranging from physical strength and endurance to mental stamina and innovation. The below quotes demonstrate six different ways in which we define courage. Which are most relevant to you?

### 1. Feeling Fear Yet Choosing to Act

"Bran thought about it. 'Can a man still be brave if he's afraid?' 'That is the only time a man can be brave,' his father told him." - George R.R. Martin, *A Game of Thrones*

**Fear and Courage are brothers.** - Proverb

I learned that courage was not the absence of fear, but the triumph over it. The brave man is not he who does not feel afraid, but he who conquers that fear - Nelson Mandela

There is no living thing that is not afraid when it faces danger. The true courage is in facing danger when you are afraid. - L. Frank Baum, *The Wizard of Oz*

Being terrified but going ahead and doing what must be done - that's courage. The one who feels no fear is a fool, and the one who lets fear rule him is a coward. - Piers Anthony

Courage is about doing what you are afraid to do. There can be no courage unless you're scared. Have the courage to act instead of react. - Oliver Wendell Holmes





# Calendar

## December 2019

- 3 PEA Executive Board - PEA Office - 159 East 4<sup>th</sup> St. - 3:45 PM
- 11 PUSD School Board Meeting - 2000 Railroad Ave. - 6:30 PM
- 17 PEA Rep Council - PEA Office - 159 East 4<sup>th</sup> St. - 3:45 PM
- 21 Winter begins
- 22 Hanukkah begins at sundown
- 24 Christmas Eve
- 23-3 Winter Recess
- 25 Christmas Day
- 26 Kwanzaa begins
- 31 New Year's Eve



## January 2020

- 1 New Year's Day
- 7 PEA Executive Board - PEA Office - 159 East 4<sup>th</sup> St. - 3:45 PM
- 8 PUSD School Board Meeting - 2000 Railroad Ave. - 6:30 PM
- 17-19 Issues Conference, Tropicana Hotel, Las Vegas, NV
- 20 Martin Luther King Jr. Day
- 21 PEA Rep Council - PEA Office - 159 East 4<sup>th</sup> St. - 3:45 PM
- 22 PUSD School Board Meeting - 2000 Railroad Ave. - 6:30 PM

*Next Deadline for Articles is Monday, January 13, 2020*

STAY INFORMED @ [peateachers.org](http://peateachers.org) AND [cta.org](http://cta.org) & [nea.org](http://nea.org)