



Strictly Speaking



By Robert Strickler
AEA President

A group of six (6) AEA members just returned from the Issues Conference held over the Martin Luther King, Jr. holiday. The theme of the conference was: Be the Change – Our Voice, Our Union, Our Profession. The conference is the perfect topic for one of the directions that the AEA ONE Team is headed. It's time for teachers to use their voice and actions for our profession and the students we educate. There were a variety of sections offered that addressed the issues currently facing teachers and education. Many of the sessions discussed the problems and some solutions to the problems we face across the state, and those we face in Antioch. The first session I attended dealt with the obstacles our students face and strategies to help them. The workshop provided information as it relates to societal obstacles and confronting Communities of Color, as well as being provided

strategies to address them in the classroom and beyond.

Another session that many of us attended, as it was the main purpose for all of us attending the conference, was the session on Teacher-Driven Change. This session was on supporting programs to improve student achievement via teacher-driven creativity, passion and innovation to promote school improvement. The session provided information about the CTA Institute for Teaching (IFT) which provides grants for educators and local chapters. In the past four years, the program has granted close to \$900,000 to support the idea that teachers and certificated support staff know best how to transform public education. The presenters discussed some of the projects that have been funded and the successes those schools have had because of these grants.

Information about IFT:

The CTA Institute for Teaching has established a competitive grant program for CTA members and chapters to support strength-based, teacher-driven reform for students and public schools. The grant application is open to individual

CTA members, small teams of educators, and local chapters. Applications awarded for next year can be submitted through April 30, 2014. Educator grants are awarded in amounts up to \$5,000 and chapter grants are awarded in amounts up to \$20,000. All applications must reflect innovative efforts to achieve school and district reform and be strength-based and teacher-driven.

Applications must specify how the proposal is strength-based, how it will improve teaching and learning conditions, and how student outcomes will be improved.

The grant application information is available online: www.teacherdrivenchange.org.

The grant application is NOT a lengthy application as most grants can be. CTA understands the time constraints of the classroom teacher and has streamlined the application process. AEA also has additional information about IFT Grants and the application process.

Also, if you would like to be involved in AEA's Teacher Driven-Change Project let us know at:

aeapresident@sbcglobal.net.

Calendar Survey Results

For the School Year 2015/2016:

SCHOOL YEAR CALENDAR:

- 180 Traditional Antioch Calendar – begin in mid- August, ends early June
166 Brentwood/Oakley type Calendar which starts in late July/early August, and ends early June

THANKSGIVING HOLIDAYS:

- 37 Wednesday, Thursday, Friday off
297 Entire week off



*SPRING BREAK:

- 64 Week before Easter
252 Week after Easter

*Note: When spring break can be scheduled also depends on the state testing window.

STAFF DEVELOPMENT:

- 45 All SDD's before school starts
289 Distributed throughout the year

CTA/NEA – Conferences 2013-2014

NEA Representative Assembly
July 1-6, 2014
Denver, CO

Presidents Conference
July 18-21, 2014
San Jose, CA

Summer Institute @ UCLA
August 3-8, 2014
Los Angeles, CA



ANNOUNCEMENTS



AEA Scholarships

Graduating seniors with cumulative GPAs of 3.25 or higher who are dependents of an active AEA bargaining unit member are eligible to apply for an AEA Scholarship if they will be attending an accredited institution of higher learning during the 2014-2015 school year. Applications are available at the AEA Office at
2730 Lone Tree Way, Ste. 1
Forms must be returned to the AEA office by 4:00 p.m., Friday, March 28, 2014.

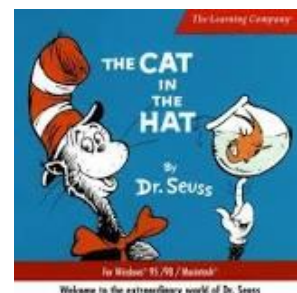
CTA Scholarships

A number of CTA scholarships are currently available for CTA members, their children and Student CTA members. Scholarships of up to \$3,000 each are available to CTA members working to complete or advance their degrees. Scholarships in the amount of \$5,000 are available to dependent children of active, retired or deceased CTA members. Scholarships are available to Student CTA members and ethnic minority students looking to go into teaching. And grants are available to educators and students working to promote human and civil rights by making public schools safe for gay, lesbian, bisexual and transgender students. The deadline for most of these scholarship opportunities is Friday, February 7, 2014. Apply online at www.cta.org/scholarships.

Read Across America

MARCH 3

Get ready to grab your hat and read with the Cat in the Hat on Monday, March 3, 2014 for the 17th annual Read Across America Day.



The Seussical celebration will kick off a week of reading across the nation as NEA members gather students, parents, and community members together to share their love of reading. It's never too early to plan your event and NEA's RAA will be posting tips and resources to help you make your event Seussational. Materials available for download at www.cta.org/raa.

Good Teaching Conference - North

The 2014 CTA Good Teaching Conference was a 3-day conference held in San Jose, CA. One workshop focused on, "Common Core and Beyond: A Practicum on Literacy and Mathematics Curriculum, Instructional Strategies and Assessments." Here are a few of the more than 80 workshops that were scheduled for this conference:

- Common Core Writing For English Language Learners
- Drawing Out the Best in Your Students
- The Power of Intrinsic Motivation: Building Character while Addressing the Common Core
- How Common Core Can Make You Clutter Free
- Drawing Out the Best in Your Students
- Eliminate Pesky Behavior...Gimmick Free
- Fifty Ways to Leave Your Lecture
- Making Music Matter in the Content Areas
- Integrating Free Online Interactive Content in the K-12 Classroom
- Special Education: Its Impact and Implication for ALL Teachers

The conference included all workshops, electives, general sessions, opening night reception, conference meals, materials, and a closing brunch.



Attendees: Julie Cullimore, Bidwell High School; Dean Vogel, President of CTA; and Pandora Bethea, Deer Valley High School

REPRESENTATIVE COUNCIL

Holiday Party

December 2, 2013



Harold Henderson – Rep for Antioch High School



Natillie Petersen and Bob Carson of Park Middle School



Dawnielle Mageloff – District Nurse

EXECUTIVE BOARD ELECTIONS



Each Spring, AEA holds an election to fill openings on the Executive Board through an election process as defined in AEA's Standing Rules. Each position has a 2-year term. This year, four (4) positions on the Executive Board will reach the end of their term. The open positions to be filled, starting next school year will be: President, Secretary, High School Liaison, and Elementary School Liaison (1 of 2). Below, you will find snapshot job descriptions of each position that is open, as well as, the NEA Rep Assembly Delegates.

Applications will be available, February 18, 2014.
Completed applications are due, March 3, 2014.

President — In simple terms: As President of AEA, I'm here to help you any way I can! It is my bottom line responsibility to work toward – and to insure – an atmosphere in the AUSD that allows you, as the classroom professional that you are, to be the very best teacher you can possibly be. Those efforts fall into 2 major areas: (1) Enforcement of the Contract: primarily in the arenas of communication, crisis intervention, insuring professional and personal rights, and accessing whatever resources necessary to insure the above; and (2) Enhancing the Contract: with the underlying premise of the greatest good for the greatest number of bargaining unit members.

Secretary — The association secretary is a voting member of the AEA Executive Board. The secretary takes the minutes at both the Executive Board meetings and at the Representative Council meetings.

High School Liaison, Middle School Liaison and Elementary School Liaison

The Liaison's Job Duties:

- Provide a voice on the Executive Board and at the Rep Council meetings specifically for elementary, middle school, or high school teachers.
- Enable the President and the Executive Board to carry out the leadership tasks assigned to them by our members.
- Communicating vital information to their site reps.

- If a site does not have a rep, the liaison will be responsible for communicating with all unit members at that site.
- Be a support and resource person for all site representatives.
- Follow up if a Faculty Rep is not attending Rep Council Meetings and/or not holding monthly site meetings.
- Other duties and responsibilities delegated by the President and/or Executive Board.
- Serves as a voting member of the Executive Board and is required to attend all Executive Board and Rep Council Meetings.

Duties of AEA Delegates to the NEA Rep Assembly in Denver, Co. in 2014

Each delegate will be expected to arrive in Denver, CO in time to ensure registering as an official AEA delegate to the Rep Assembly with both the California delegation and NEA.

- Each delegate will be expected to attend all caucuses of the California delegation. Normally the caucus begins at 7:00 a.m. daily. Delegates must be registered with the California delegation to participate in the caucus. Delegates are expected to remain through the convention.
- Each delegate shall attend all business meetings of the RA.
- Each delegate is strongly encouraged to attend NEA budget committee hearings, resolutions committee hearings, bylaw committee hearings, speeches by prominent national figures, etc.
- Each delegate should take into consideration CTA State Council and caucus policy when voting.
- Each delegate is encouraged to participate fully in all activities of the California delegation.
- Each delegate, state and local, will be expected to sit with his/her Service Center Council delegation (Alcosta) on the RA floor or to inform the appropriate person where he/she will be seated. This is to ensure communication regarding RA business and/or personal emergency information of concern to the delegate, as well as to verify attendance.



KNOW YOUR CONTRACT



Period Substitution is covered in Article 12 (Salary Schedule) Section 3 (Supplemental Pay). We encourage you to read the whole article, but here are a few of the more commonly asked questions.

1. Am I required to Period Sub?

The short answer is, "Yes." The long answer is, each year, site administrators are required to compile two lists: volunteers and others. When a class needs coverage, volunteers are to be chosen first. If no volunteers are available, non-volunteers are required to cover the class. In both cases, period substitution assignments are to be made on a fair and equitable basis. There are two caveats to this rule. First, elementary prep teachers are to be pulled from their specialty classes only as a last resort. (12.3.2.D) Second, no teacher may teach more than six classes. (If you have a 6/5ths, or if you have already period subbed once on a particular day, you may not cover another period. 12.3.3. B.3). If you feel that you are being forced to period sub more than is fair or equitable; ask to see a copy of the rotation, as per Article 12.3.2.E on page 21 of our contract with AUSD.

2. I checked the rotation. I am one of only two teachers available that particular period. Is that fair?

Creating a balanced master schedule is the responsibility of the site administration and outside the immediate scope of our contract. However, Article 12 is open for negotiation every year, so keep us informed of the issue. Also, work with your admin on other possible solutions. Can the students be divided out to other classes? (Yes, at the elementary level.) Can the site administrator cover the class? (They have credentials and some site admin voluntarily cover classes during sub shortages.)

Can I be given students from another teacher's class?

If the student has been suspended from another class, the definitive answer is "No." (In fact, you may not even volunteer to take the student.) However, if an elementary teacher is absent, administration can divide the students out amongst other classes. If you keep those students for at least one-half of the instructional day, you are to be compensated for one hour of period substitution. (12.3.2.C.2)

3. What is the compensation for period substitution?

You have options. (12.3.2.F)

- You may request to "bank" the time. Bank days are a terrific option because they may be used to cover your own absence without *any* restrictions.
- You may request to be paid at the appropriate tiered rate.
- If the absent teacher extends their absence, and you period sub their class for more than 15 consecutive days, the substitution turns into a 6/5ths assignment and is compensated as such. (This rarely happens and mainly applies to secondary teachers. 12.3.2.B.2)

4. Why am I compensated at a tiered rate instead of my hourly per diem?

Before 2009, a teacher was paid at an hourly wage based upon their particular salary divided by the time spent providing coverage. Although we have a uniform salary schedule, there are still many, many teachers with unique situations and salaries (80% contracts, Master's and PhD stipends, etc.) Because of the time needed to guarantee correct payment, it was taking up to three months to be paid for period sub coverage. As a concession to the district, and to ensure a timely payment for services rendered by our members, a tiered rate of pay was negotiated and put in place mid-2009.

*Submitted by,
Dylan Howell, Bargaining Chair*

**SUBMIT YOUR TEACHER
NOMINATION TODAY**



The Winner Will Receive \$20,000 for His/Her School!

Do you know a teacher deserving of the **2014 Comcast SportsNet All-Star Teacher Award**?

Presented by CTA-endorsed credit union, Provident Credit Union, and Comcast SportsNet, the award recognizes Northern California teachers at the middle- and high-school levels. They are looking for teachers who go above and beyond in their dedication to their students and who make a difference in their communities. CTA member Ruben Modesto of Turlock Teachers Association won \$20,000 for John H. Pitman High School last year. His award was announced at AT&T Park prior to a San Francisco Giants/San Diego Padres game in June. Click on the link below to see the article and video:

<http://www.csnbayarea.com/article/comcast-sportsnet-announces-2013-all-star-teacher-award-winner>

Nominations are being accepted through February 3 for this year's award, so don't delay. Nomination forms have been distributed to hundreds of schools. The form is also available at your Provident community branch. An online form can also be filled out and submitted at www.csnbayarea.com as well.

Once the nominations have been received, a panel of judges will select five finalists. Voting for your favorite among the finalists will be done online at www.CSNBayArea.com starting April 7th through June 1st. The website will also feature biographies and short videos of the five finalists.

In addition, the finalists will be featured in personal video vignettes that will air on Comcast SportsNet, and they will be interviewed on select Giants Pregame Live and A's Pregame Live shows.

The winning All-Star Teacher will be announced this summer at an on-field ceremony prior to a San Francisco Giants game and live during a telecast of Giants Pregame Live.

Join Provident in celebrating our extraordinary teachers!

To learn more about Provident Credit Union's services for CTA members, go to www.CTAMemberBenefits.org/Provident or call 1-800-632-4600.

What's a 'Family Status Change'?

For CTA-endorsed Disability and Life Insurance provided by Standard Insurance Company, "family status" changes include events like: the birth or adoption of your child, your marriage or initiation of a domestic partnership, divorce or legal separation, the death of your spouse/domestic partner or child, your spouse/domestic partner starting (or losing) a job, and other qualifying events.

Often these types of life changes are a good opportunity to review your insurance coverage and ensure that you and your loved ones are adequately protected. Within 31 days of a qualifying family status change, eligible CTA members can add **Disability Insurance** and add or increase **Life Insurance coverage up to \$200,000**.

For costs and further details of the coverage and this enrollment opportunity, including exclusions, benefit waiting periods and any reductions or limitations and the terms under which the policy may be continued in force, please contact The Standard's dedicated CTA Customer Service Department at **800.522.0406** from 7 a.m. to 6 p.m. Pacific time, Monday through Friday.



**... where they will not be judged
by the color of their skin
but by the content of their character.**
Martin Luther King, Jr.

Upcoming CTA Seminar...

Common Core and Beyond: A Practicum on Literacy in the Content Areas, Mathematics, Instructional Strategies, and Assessments

This seminar will offer extensive practice on the Common Core Standards in the areas of curriculum, literacy strategies across the content areas, technology, assessments, and performance tasks. Whether you are new to the Common Core or are more advanced, come and learn more about the implementation of the standards and the new timelines for assessments.

Upcoming Seminar Location:

April 5, 2014, Stockton, CA

Go to cta.org/conferences to register

Registration Fee:

CTA and ACSA Members - \$25.00.

Sponsored by:

- California Teachers Association (CTA)
- California Department of Education (CDE)
- Comprehensive Center at WestEd
- Secondary Literacy Partnership of the CDE, CTA, Comprehensive Center at WestEd, and the Association of California School Administrators

AEA Leadership 2013-2014

President

Robert Strickler

Vice President

Valorie Luke, Prospects High School

Secretary

Pennie Davis, Grant Elementary

Treasurer

Lars Blomberg, Antioch Middle School

CTA State Council Representatives

Sara Savacool, Antioch High School

Robert Strickler, AEA

Pandora Bethea (Alternate), Deer Valley High School

High Schools' Liaison

Kirsten Rocheleau, Antioch High School

Middle Schools' Liaison

Linda Rhymes, Black Diamond Middle School

Elementary Schools' Liaison

Denise James, Lone Tree Elementary

Karen Vargas, Kimball Elementary

Bargaining Team

Dylan Howell – Chair, Antioch High School

Jeri Creese, London Elementary

Kevin Jones, Antioch High School

Lenore Navarro, Kimball Elementary

Adrian Torres, Black Diamond Middle School

Sharon Weaver, Turner Elementary

AEA Webmaster

aeapresident@sbcglobal.net

Insider Technical Editor

Susan Harrison – AEA Site Secretary

INSIDER is a publication of the
Antioch Education Association CTA/NEA
2730 Lone Tree Way, Suite 1, Antioch, CA 94509

Phone: (925) 754-0300

fax: (925) 754-0353

E-MAIL: aeapresident@sbcglobal.net

www.antiochteachers.org

AUSD School Board Members

Joy Motts, President

Gary Hack, Vice President

Barbara Cowan (member)

Diane Gibson-Gray (member)

Claire Smith (member)



Put It On Your Calendar

February 2014

- 1 Peace & Justice Conference – 975 N. San Carlos Dr., Walnut Creek – 8:00 AM
- 2 Groundhog Day
- 3 AEA Executive Board– AEA Office – 2730 Lone Tree Way – 3:45 PM
- 6 Common Core Strategies Class - AEA Office – 2730 Lone Tree Way – 4:00 PM
- 8 School Board Breakfast, Pleasanton, CA
- 10 Holiday- No School (Monday before Lincoln’s Birthday)
- 12 Lincoln’s Birthday
- 12 Common Core Strategies Class - AEA Office – 2730 Lone Tree Way – 4:00 PM
- 12 AUSD School Board Meeting – 510 “G” Street – 7:00 PM
- 14 Valentine’s Day
- 17 Holiday – No School (President’s Day)
- 18 AEA & AUSD Bargaining – 510 “G” Street – 8:00 AM
- 19 Common Core Strategies Class - AEA Office – 2730 Lone Tree Way – 4:00 PM
- 22 Washington’s Birthday
- 24 AEA Rep Council – AEA Office – 2730 Lone Tree Way – 3:45 PM



March 2014

- 6 AEA & AUSD Bargaining – TBD
- 9 Daylight Saving Time Begins
- 10 AEA Executive Board– AEA Office – 2730 Lone Tree Way – 3:45 PM
- 10-21 AEA Executive Board/NEA Rep Assembly Elections
- 12 AUSD School Board Meeting – 510 “G” Street – 7:00 PM
- 14 Staff Development Day
- 17 St. Patrick’s Day
- 17 AEA Rep Council – AEA Office – 2730 Lone Tree Way – 3:45 PM
- 20 Spring Begins
- 21 AEA Executive Board/NEA Rep Assembly Ballots Due to AEA by 4:00 PM
- 26 AUSD School Board Meeting – 510 “G” Street – 7:00 PM
- 28-30 CTA State Council – Los Angeles, CA
- 31 Non School Day
- 31 Cesar Chavez Day

