

From the President



Luci Messing

The quarter will soon be behind us and the holidays will be here before you know it. By December, I will have been in my position as your president for six months. I have set goals for our Association and myself for the 2009-10 school year: 1) Commit to a well-informed membership by timely email updates, bulletins, newsletters,

FaceBook, Twitter, pod casting, or any means available; 2) Improve TEA presence and visibility in the District and community; 3) Establish TEA as a respected, professional organization to build capacity.

I am extending a personal invitation to every member to join me in fulfilling this vision. We have something for everyone to be involved. There are committees such as insurance, health and safety, public policy, and so many more. There are professional development classes. We also have special activities that include: American Education Week, Love of Reading, Read Across America and others. If you have not turned in your commitment card, please do so.

October 16th is the deadline to submit your **301 goal(s)** and many schools are taking advantage of the new Option B. This is an innovative step that may require assistance. Please, don't hesitate to contact us if you have any questions regarding this process. The 301 Committee is willing to support schools with either Option A or B.

We had a very successful **School Council Training** and have begun planning for another one soon. It is every staff member's responsibility to ensure that your council is in compliance. Questions one should ask include:

- Do I know who my representatives are on the council?
- Have I seen an updated copy of the council's constitution and bylaws?
- Are minutes of meetings posted on the school's website or elsewhere?
- Have I attended a meeting to observe how decisions are made for my site?

See President p. 3



TEA Member

by Tamara Santos, Doolen Alternate AR

Congratulations to **Elvera Padilla** who was recently elected Board Vice President for **Family and Consumer Sciences Education (FACS Ed)** for Arizona! Prior to that, she served two years as a board member, responsible for overseeing the voting process, activities and strategic planning. In 2008, Elvera was named FACS Ed Middle School Teacher of the Year. Kino, her son, designed the FACS Ed website (azfaced.org) that was launched this year.

Elvera has been with TUSD for 20 years and has been teaching at Doolen Middle School for 18. Elvera teaches Career Exploration and Foods. She structures her program so that sixth graders learn about baking for one quarter, seventh graders learn culinary arts for a semester, and eighth graders learn culinary arts for the whole year. They learn food preparation and food service skills.

Elvera received a Bachelor's Degree in Family Consumer Sciences and a Master's in Career Technical Education from NAU. What Elvera loves most about teaching is that she can be creative and explore different things with her classes and, of course, she loves working with her kids! Elvera believes in what she teaches and wants to promote more programs across the state as Vice President

*Editor's note: Another TEA member, **Martha Mooney** (Rincon HS) is a Member At-Large of the FACS Ed Executive Board.*

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From the Vice President

Marivel Roybal

Taking the Next Step towards Membership!

Through December of 2010, TEA will be involved with the NEA/AEA Membership Cohort, a cluster of 12 Arizona local associations. This summer the TEA membership team comprised of **Frances Banales, Cathy Paredes, Peggy Street**, and myself developed a plan as part of the Cohort. This plan includes member involvement, member incentives, member events, TEA visibility, site visits, and much more. An overview of this plan was given to the Association Representatives at the Leadership Conference on August 29th. With our incentives plan in place, recruiters were recognized at the September 9th AR Meeting at the DoubleTree. For recruiting: one member: **Ruth Argraves, Jeremy Bogard, Steve Courter, Emily Freed, Paul Karlowicz, Marcella Kitt, Brian Koppy, Vanessa Luera, Michelle Moreden and Marc Severson**; two members: **Heather Bates, Maria Enriquez and Cathy Paredes**; three members: **Debra Batten, Marilyn Calhoun and Jim Sinex**; five members: **Dan Ireland**. Each recruiter received a \$10 Target gift card per new member and was also entered into a drawing. **Jim Sinex** received a digital frame and gift card to Barnes and Noble. **Debra Batten** received a gift card to Borders. In order to receive these incentives, please make sure your name is listed as the recruiter on the bottom of a completed new membership form and return it to the TEA office before the October 21st AR meeting. The more new members you recruit, the more incentives you will receive. Everyone is a RECRUITER!

With the collaboration of TEA, AEA and NEA, several people have joined us in working on our TEA plan. NEA staff members **Mayrose Wegmann, Dana Fisher** and **Kimberly Anderson**, have brought

with them bright new ideas to help with membership. Mayrose began working with TEA under the guidance of **Bob Eagan** this summer. Bob has since taken a different position in NEA and Mayrose is the lead of the Arizona Cohort. Dana, one of NEA's Public Relations experts, came to TEA to help refresh our Website. She worked alongside our PR/Communications Committee to construct a new look that will premier at a future launch party! Kimberly, another NEA specialist, has been helping us with site visits, personal phone calls and conversations with recalled members and to recruit student teachers.

In addition to my work with the membership plan, I have been scheduling professional development classes for the benefit of our TEA members. The next study group will be held on October 17th and 24th for the AEPA Early Childhood Assessment. Attendance is required at both sessions to receive completed hours. Other PD classes will be available once instructors are ready to set their classes. In order to sign up for a PD class, you will have to log into tucson.truenorthlogic.com and sign up using TUSD's PD Portal. If you have any questions regarding PD, please email me at marivel.roybal@arizonaaea.org.

It has been a very busy transition from a classroom to an office setting. I appreciate all of the encouragement that I have received over the last four months. Please stop by the office to see the transition the office is taking. Thank you all for being patient with me!

Changes to Aetna

Members have reported, and TEA leaders have confirmed, that Aetna will be dropping Carondelet from its system. While no employee groups participate in the negotiations between TUSD and the insurance provider, please be assured that TEA officers have expressed members' concerns regarding such dramatic changes to the health care providers as have the appointees to the **TUSD Insurance Advisory Committee**. (TEA appoints five members to this advisory committee per the Consensus and White Collar/Food Service Agreements.)

AEA Bargaining/ Lobbying Conference

TEA will sponsor several members to attend the **AEA Bargaining/Lobbying Conference**, which will take place on November 7, 2009.

If you are interested in being considered for TEA sponsorship, you must submit a written request to TEA President Luci Messing as soon as possible, **but no later than October 15th**.

You can send your request via District mail, US Mail, or email to Luci.Messing@arizonaaea.org with the subject line "**conference sponsorship**." (For more information about the conferences, call Luci at 795-8870.)

Include your name, site, position, reason for wanting to attend the conference and a brief statement indicating a willingness to participate in future Association activities related to the topics of the conference. Attendees who are selected will provide a brief report to the TEA president and/or present briefly to the Board of Directors within a month of the conference. Preference will be given to currently active members.

From the Executive Director

Pernela Jones

Tentative Agreements Reached

Bargaining Bulletins were emailed (or sent as hard copies to those for whom we don't have personal email addresses) announcing the Tentative Agreements reached for the certified and white collar/food service bargaining units. Besides posting the bulletins, we've also included the proposed changes to the Agreements under "Negotiations" on the TEA website, www.TucsonEA.org.

Ratification ballots should be at the sites the week of October 12th. ARs are expected to return completed ballots at or before the October 21st AR meeting. Please ensure that you return your ratification ballots to your ARs or the TEA office before then.

I want to take this opportunity to personally thank the members of this year's bargaining team. This was truly one of the most difficult years in recent history regarding negotiations. The team members faced the financial and so many other challenges with grace, integrity, intelligence, empathy, cohesion, and once in a while, could let their sense of humor ease the pain. Please take the time to thank the team members as well: **Debra Batten, Vicki Dawson, Dan Ireland, Phil Norman, Marivel Roybal, and Kathy Schultz (chair).**



**Tucson Area Chapter
of
AEA-Retired
Meeting
Tuesday, October 20th
10:00 AM
TEA Office
4625 E. 2nd St.**

President (cont. from p.1)

- Do I know where to find information on school councils on the TUSD website?

The **TUSD Override** has been the topic of conversation throughout the District. You can find information on the ballot questions on the intranet. Please learn the details of the override so that you can share the facts with others and make an informed decision. This is such a crucial matter and it is incumbent upon the membership to be aware.

The **AEA Every Member Option** rebate form was in the most recent Advocate on page 26. Just a reminder rebate requests are due by October 31st. You may send the form directly to AEA or to TEA office. We will be sure that the forms are delivered if you get them to us by October 24th.*

Though we dodged a bullet with regard to the **State Budget**, we are not out of the woods. We are relieved that the Governor vetoed the additional budget cuts to public education. However, the state is still one and a half billion dollars in the red. This means, come January, we could be looking at further reductions to district funding. Unfortunately, that is not the extent of the bad news out of the Legislature. The Republican majority managed to pass several odious measures directed at public school teachers. I want to assure all of you that AEA, TEA, and many other locals, have every intention of countering this attack on our profession, by any means available. Each one of you will need to play a role in that effort so stay tuned. Currently, our AEA attorneys are looking into the legitimacy of a couple of the new policies that will go into effect on November 24th. You may have already read about them in the AEA Advocate or you can go to the TEA website and click on the link New State Policies.

Despite the challenges we face as public educators and professionals, it is more important than ever that we remain united and address these issues together. Three more quarters to go!

**Editor's Note: If you have questions about membership dues, please re-read the article, "Dues: The Basics" on p. 3 of the May 13, 2009, TEA Newsletter, located under "TEA Information" on our website, www.TucsonEA.org.*



FYI...

- **TEAPAC Elections**

Congratulations to the new TEA Political Action Committee (TEAPAC) Steering Committee members: **Jay Adkins, Bob Jones, Barbara Reed, and Tony Vacura**

- **TEAPAC Contributors Support Override**

On September 8th, the TEAPAC contributors voted to support TUSD's override for Propositions 401 and 402. (The TEA Board and the ARs also voted to support the override.) Based on TEAPAC Bylaws, the Steering Committee voted to contribute to the campaign "Invest in Our Kids." To learn more and to contribute or otherwise assist with the campaign, go to www.investinourkids.com.

- **TEA is Going Green**

As announced in President Messing's August welcome letter, this first edition of the TEA Newsletter is the only one this year that will be mailed to all members. With the next edition, members whose email addresses we have will receive an electronic version and all others will receive a hard copy. (Hard copies will be available upon request and as supplies last.)

We will be using this same communication process for the majority of our publications, e.g., Bargaining Bulletins, professional development notices, etc. Please ensure that we have an accurate *home email address* if you want to receive electronic publications or notifications. Also, please note that if you unsubscribe to TucsonEA@listserve.com you will no longer receive email communications. If you have unsubscribed and want to continue to receive email communication, please email Laurie Damiani at laurie.damiani@arizonaea.org to have your email address restored.

- **Tucson Supplies Teachers**

Tucson Values Teachers – in partnership with local Southern Arizona Walgreen's – has been hosting a regional initiative to help with the issue of classroom supplies in our region: "**Tucson Supplies Teachers,**" is scheduled to end **October 16th**. To find out more information about this special project, go to www.tucsonvaluesteachers.org.

- **White Collar TEA Members Needed**

Article 8-6 (Interview Process) of the White Collar/Food Service Agreement requires that interview committees for white collar vacancies consist of a TEA white collar member. If you're interested in serving in this capacity and did not submit the coupon to do so, simply call Liz at the TEA office, 795-8870. (Some paid release time from your position will most likely be required.)

- **Have students looking for community service opportunities?**

If you have students looking for community service opportunities, please contact TEA Vice President Marivel Roybal at marivel.roybal@arizonaea.org or at 795-8870 to consider what opportunities may be available to students to work with some of our committees or related community organizations.