

# MVEA Advocate

*The Official Publication of the Moreno Valley Educators Association*

## MVEA is Busy!

By Janet MacMillan, MVEA President

**MVEA** Executive Board, Rep Council and other MVEA members are working on a number of important issues.

### At the MVEA Office

• The **Membership** Committee chaired by **Jose Alcalá** has distributed scholarship information for CTA and MVEA scholarships to all sites. Additional copies can be obtained from the MVEA office.

• The **Instruction and Professional Development** Committee under the leadership of **Sharon Orme** is currently working on Read Across America activities.

• The **Grievance** Committee reviews grievances from all sites. Committee members also advise Site Reps when there are questions about how to word and file a grievance. **Harold Acord** is a resource to this committee that is chaired by **Clement Young**.

• **Connie Pruett** leads the **Fall Leadership** Committee. Preparations are well under way for the conference next September.

• The **Political Action** Committee has begun the preparation for the November, 2010 School Board election. The committee meets monthly.

• **Danny Alvarez** has scheduled one meeting of the **Human Rights** Committee. In the past this committee has focused on outreaching to the community.

• **Cathy Fulgenzi** edits the Advocate. Contact her at [MVEAInfo.com](mailto:MVEAInfo.com) if you are interested in sharing information from your site in an Advocate article.

### At the sites

• Your Reps are in the process of conducting 10 Minute meetings to get your input on suggestions for budget reductions and prioritizing possible expenditures.

• Unfortunately, in February, some of our probationary members will be notified by the District that they will not be rehired for the

2010-11 school year. **Connie Pruett** presented information at the last Rep Council meeting so that Reps understand the process and are prepared to be a support to any members facing non re-election.

• Representatives from Title I schools attended a meeting to receive information on the District Title I ARRA funds. The District is suggesting that these funds be used to infuse technology into the upper elementary and middle school math program. This should be a topic of discussion at staff meetings so that representatives to the District committee will have input from the sites to share at the next meeting.



• **Site Discipline Review** Committees have the responsibility of reviewing discipline records monthly and submitting a report to the District that should be shared at regular staff meetings. Site Reps have copies of the Sequential Discipline Standards and the forms to use if a member has a concern.

• The Contract mandates a **Budget** Committee at each site. This committee should be meeting regularly to analyze site expenditures.

It is time to begin plans for **Restructuring**. The **Restructuring** Committee should present options to the staff for input so that modifications can be made before the final vote is taken. A vote must be taken annually on all **Restructuring** plans, including flex days.

### At the District

• Committees will meet to recommend revisions to the Intra/Inter District Transfer and Student Dress Code policies and administrative regulations.

• The **Alternative Education Committee** will begin meeting in early Spring.

• The **Special Education Standing** Committee meets on the fourth Wednesday of the month. The Committee has developed a plan for expenditures of the Special Education ARRA funds.

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We're on the web!  
[MVEAinfo.com](http://MVEAinfo.com)

# Spending Time on \$ Questions!

*Thank* you for Talking Budget!!

Members have been calling in with questions about District expenditures, and MVEA has been dutifully checking out each expenditure question to be sure the funds were not “sweepable.”

It is true that the District purchased clocks at Towngate. They came from Routine Maintenance funds . In checking the specifics about this expenditure, according to Stan Brown, Maintenance and Operations Director, the clocks came from restricted routine maintenance money. Restricted funds cannot go into the General Fund and are “restricted” to specific types of purchases. Nonetheless, thanks for the vigilance by Towngate educators so MVEA could verify. Let’s leave nothing to chance.

Another question to MVEA: Why is Adult Ed getting a lounge now and putting in new furniture including a large screen TV? MVEA checked into this. Our Business Services Manager, Estuardo Santillan explained that the site had no lounge. The Youth Trust Program had a trailer on campus that was sitting empty due to funding cuts. ACCESS to the Future was kind enough to loan the trailer to Adult Ed. There is no large screen TV according to Business Services.

MVEA thanks those who continue to make us aware of expenditures to assure that money is not coming from “sweepable” funds and that expenditures are true priorities. MVEA will continue to monitor and ask questions. In the meantime, anything you can do to save is helping the District to remain in good operation.

**Under the Governor’s new proposal** which is supposed to be acted upon by the Legislature by February 22, the following would occur **in the Moreno Valley Unified School District:**

2009-10: Status quo for the rest of this fiscal year

2010-11: -.38% COLA (estimated at -\$24/ADA or \$ 800,000 loss)

2010-11 through 2012-13: -\$201 on the revenue limit ADA (estimated to be at least a \$6 million loss)

The Governor’s budget is built upon a Federal money expectation of more than \$6 billion. There is no indication that this will happen. If it does not, the state budget will again not balance. One caveat in our favor, the state cannot reduce education money much more if it expects to receive federal ARRA money.

Logic would dictate that Moreno Valley consider the

following as NOT BUSINESS AS USUAL!

- **Do NOT expand any programs!**
- **Purchase only those things that are critical to the core program. Spend within one’s budget ONLY ON PRIORITY ITEMS.** (No, everything CANNOT be a PRIORITY!)
- **Reassess categoricals in regard to sweeps toward the General Fund. Any 2007-08 ending balances must be swept now. Other funds that are not priority money should be swept or at least held until the budget is finalized.**
- **Make no transfers out of the General Fund unless they are transparent and deemed a priority by ALL groups.**
- **Reassess the Budget Assumptions for 2009-12 based on what we know now.**

**Use your site Budget Committees to question all suggested/recommended expenditures!!**

## **Gov’s Policy “Reform” Proposals, An Ugly Part of the Budget. *Onerous is an Understatement***

The Governor proposes the following:

- **Teacher Seniority:** Change state law to give local school districts the flexibility to layoff, assign, reassign, transfer, and rehire teachers based on skill and subject matter needs without regard to seniority.
- **Substitute Costs (Layoff Rights):** Eliminate the requirement for teachers who have been laid off to receive first priority for substitute assignments and be paid at their daily rate after 20 days within a 60 day period.
- **Lay Off Window:** Change the layoff notification window for teachers to 60 days after the state budget is adopted or amended instead of March 15<sup>th</sup> annually.
- **And more...**

# EduPAC- MVEA Local Political Funds

By Anne Prows, MVEA Director of Political Action

*If you* were to ask MVEA members why they selected public education as a career, very few would answer, "Because I want to be involved in the politics of education." Yet, the reality is that **nearly everything in education** is political, i.e. approved through some political process. The state approves laws governing public education for standards, textbooks, curriculum, and rights of employees. The local school board approves the *specific* textbooks, curriculum, and *all working conditions* in MVUSD including such things as site plans, salary increases, benefits coverage, lay-offs, etc.

All MVEA members, unless they tell MVEA otherwise, contribute \$3/year toward EduPAC. EduPAC is the MVEA political action committee. The funds contributed can be used for two things – state and local candidates and/or local issues. **98% of all the monies are used for local School Board elections** so that MVEA can work toward promoting education-friendly candidates. Who MVEA endorses for school board is done through a process whereby an appointed interview team questions candidates and makes a recommendation to Rep Council. Rep Council, the decision-making body of MVEA, votes to accept or reject the candidate recommendations. In

the last ten years there was one time when some of the money went to the issue fund instead of the candidate fund to support a yes vote on a local **school bond**.

Bottom line: MVEA EduPAC is your political committee from whom a subcommittee interviews candidates and also may contribute to local issues. At no time has MVEA EduPAC spent money on state candidates or issues in MVEA's history. CTA has provided funds for state candidates. **EduPAC is different from CTA and NEA political funds that** are used for state or national causes.

In November 2010, there will be a School Board election with three positions up. This will be a critical time with less state revenue and difficult decisions. Your viability and strength as an association to find and elect supportive school board candidates is directly related to the EduPAC fund.

Let's work together to support candidates who work with us.



## You'll Want to Take Advantage of This "Wine Garden"

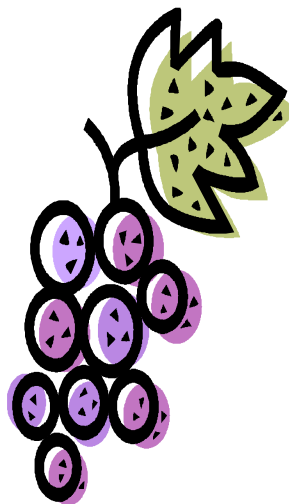
By Connie Pruett, MVEA Vice-President

### *The Weingarten Rule:*

***An Employee has the right to have a Union representative at a meeting with the Employer if he or she has a reasonable Expectation that Discipline May Result.***

This is a private sector rule that has been made applicable to Public School employees under the EERA.

*(See Redwood CCD v. PERB (1984) 159 Cal.App.3d 617)*



### THE COURT'S GUIDELINES

- **The employee *is entitled to a representative.*** The employee may and will forfeit this right if he/she goes ahead and meets with management without an Association Representative.
- **There must be a reasonable belief that discipline will result from the investigatory meeting.** Regular "run-of-the-mill" conversations with management such as review of job requirements or training are not covered. However the right to representation exists even in cases where no discipline does result from the interview. The right to representation is based on the reasonable belief of the employee, not anyone else in the situation.

# Secret Files – Not Secret, Not Legal, Not Allowed!!

By Harold Acord, MVEA Director of Contract Maintenance

**MVEA** has been very concerned of late to hear from many of our members that their site administrator has been keeping a “secret file” on them. A secret file, sometimes called a “site file” is when an administrator keeps a record of anything; a memo, a report, a letter, that concerns an employee with the intent to use the information against him or her in any type of present or future disciplinary or evaluative action. The MVEA/MVUSD Contract states in *Article XVIII – Personnel Files - Section 1 - Maintenance of Files* that, “The District shall maintain the personnel files of employees at the District Office. Such files shall be available for inspection as set forth hereafter. Any disciplinary action taken against an employee may be based only on materials which are contained or placed in the District Office personnel file.” This is also in accordance with the law that governs educational employee’s evaluation and discipline.

Our due process rights guarantee that we have knowledge of and the right to respond to anything that will be used in our evaluations or discipline. That is why the Contract says in *Article XVIII – Personnel Files - Section 3 - Derogatory Material* that, “Information of a derogatory nature, except materials mentioned in Section 2 above, shall not be entered or filed unless, and

until the employee is given notice and the opportunity to review and comment thereon. Such notice shall be at least fourteen (14) calendar days and the employee shall have the right to meet with his/her supervisor to discuss the accuracy of such information. If the supervisor agrees that any or all of such information is inaccurate, it shall not be placed in the personnel file...”

A member must be given an opportunity to respond to any and all alleged issues as they occur in order to be given the opportunity to respond counter with factual information as guaranteed in due process. Saving up a list of “wrongdoings” by an administrator is simply against the Contract and the law. If you know of any administrator who is keeping a “secret file” or a “site file” on you or any of our members, please let your MVEA Site Reps know immediately so that they can assist you and work with the MVEA Problem Solving Team to make sure that such files are deleted and destroyed.

In Solidarity,

Harold Acord  
MVEA Director of  
Contract Maintenance



## CTA State Council/NEA Board of Directors Report

By Katherine Underwood, CTA State Council Rep to the Board

*Wishing* you all a Happy 2010! We still have challenges to face, but MVEA is a strong local and we will be able to take on whatever comes our way.

The next California Teachers Association (CTA) State Council meeting will be held January 29-31, 2010. There will be several speakers, including National Education Association (NEA) President Dennis Van Roekel, member of the NEA Executive Committee Paula Monroe, and Dr. Linda Darling-Hammond who is an education expert from Stanford. We will be voting on Friendly

Incumbent recommendations and a ballot initiative that will close the corporate tax loophole for property taxes. Your State Council representatives are: Harold Acord, Janet MacMillan, Connie Pruett, and Katherine Underwood.

The next NEA Board meeting will be held February 11-13, 2010. Issues that will be discussed during this meeting will include the status of national health care reform, updates on Race to the Top (RTTT) and other education innovation issues. Members of the NEA Board will be visiting Congressional offices on February 11, 2010. I am presently serving as the NEA Director for District 11, which includes our chapter.

If you have any questions you can contact me via [kunderwood@mveainfo.com](mailto:kunderwood@mveainfo.com).



# FREE Admission to Universal Studios!

By Mike Sorter, MVEA Director of Middle School



*Are you* looking for an inexpensive, fun, family outing? Here is an offer you cannot refuse! For the tireless efforts of those who educate our youth, Universal Studios Hollywood is saluting California School Employees by offering FREE Admission for Teachers and School Employees from 1/22/10 to 3/31/10, and 50% off tickets for up to three family members and friends! A valid school employee ID or Union ID and Drivers License must be shown at the Universal Studios Box Office. For more information, call 800-959-9688, and select option 2.

## NEA Haiti Earthquake Recovery

*We have* all been moved these past few days with images and news of the great devastation of Haiti due to the earthquake. News is still being gathered regarding the situation of the Education International affiliate, Confédération Nationale des Éducateurs d'Haïti (CNEH), its leaders and members. We await word from CNEH's Jean Lavaud, René Jolibois, and Magalie Dubois, as well as others who make up the CNEH education union family.

The National Education Association (NEA) is participating in the Education International Solidarity Fund, which channels support directly to CNEH members in Haiti who have been hit hard by this earthquake. The funds are managed by Education International; disbursements will be made first to secure lives and second to support the resumption of education. This is a safe way to ensure that relief funds go directly to teachers and

positively support children.

We invite you to financially support the EI Solidarity Fund for Haiti; directing the funds to the recovery efforts of teachers there. Checks can be made out to the National Education Association; which will be forwarded directly to EI for humanitarian assistance to CNEH. These can be sent to:



**Haiti Earthquake Recovery  
National Education Association  
1201 16<sup>th</sup> Street NW, Suite  
614  
Washington DC 20036**

These are challenging times that we face in public education and in our families just now in the United States. Yet, the Haitian's deep level of need and the intrinsic reward of giving call on us all to do what we can.

We thank you, in advance, for your generosity.

# Educator of the Month—Staci Hanks

By José Alcalá, Director of Member Services

*Staci Hanks* was MVEA's Educator of the month for December. She is the Art teacher at March Mountain High School. Staci has been teaching and getting students interested in and excited about art at March Mountain for the last six years.

Her passion for art has come through in the magnificent program she has developed for her students. Students begin earning their fine art credits learning basic art principles from ARTtalk, the textbook, completing a Self-Expression Mandala (which is a mixed media project) and a Color Scheme Painting. Students are then allowed to select a concentration and must complete a series of projects and lessons from the following choices: **Basic Painting Requirements** (Abstract / Non-objective Composition, Postage Stamp / Copy Master Painting, Still-life, Landscape, Monochromatic Self-portrait), **Basic Drawing Requirements** (Sketchbook, 3 Point Perspective Drawing, Still-life Drawing with Color, Portrait, Negative Space Pen and Ink), **Elements / Principles Requirements** (Value Pattern Design, Warm/Cool Colors Painting, Negative Space Pen and Ink, Kalliedocycle, Mythological Mask), **Art History Requirements** (Into the Art Webquest, Artist PowerPoint, Art Movement Project, Copy Master Painting, Book Report), **Ceramics Requirements** (Slab House, Whistle, Coil Vase, Teapot, Independent Choice), **Photography Requirements** (Montage, Portrait, Examples of Light, Landscape, Story), **Graphic Design Requirements** (Concert Poster, Product Container, Lettering Design, CD or DVD Cover / Book Jacket, Postage Stamp), **Cartoon / Animation** (Grid Drawing, Caricature, Political / Social Cartoon, Flip Book, Original Character, Comic Strip), **Mixed Media Requirements**

(Mythological Mask, Clay Figurine, Found Object Assemblage, Mosaic, Handmade Book), **Other options may include** (Portrait Drawing, Technical Drawing, Painting Techniques, Media Exploration, ARTtalk, 3D Design, Career Exploration).

Staci's dedication to art and her students has also inspired her students to pursue their love for art outside of the classroom. Over the past couple of years her students have been recognized in various ways. Two students won top awards in the Cesar Chavez Art Contest, while an additional four students were also recognized for their work in this program. One student won the Riverside Orange Grove design contest and developed his design in a full sculpture that was later sold to a collector in a benefit auction. This same student also received an award to attend the summer Gluck Art Program at U. C. Riverside. Ten students were recognized through the President's Volunteer Service Award program for their significant work with younger students in our District's GATE after school art classes. March Mountain High School also received the Picturing America Grant last year



through the National Endowment for the Humanities. So far this year, students are participating in the following contests: Lucerne The Art of Dairy; Cesar E. Chavez Memorial Education Award Program; Carol Addis Drug Prevention Poster Contest, and The Christopher's "You Can Make a Difference" art contest.

Staci has her B.A in Studio Art and Art History and a Masters in Education with an emphasis in teaching through the arts. Staci also has a beautiful daughter. In her spare time, she is a sports mom and practices various forms of art.

Congratulations Staci Hanks on being MVEA's Educator of the Month!!!

# Educator of the Month—Sherry Larson

By Janet MacMillan, MVEA President

*Sherry Larson* was January's MVEA Educator of the Month. She is a 21 year veteran of Moreno Valley Unified currently assigned as a Kindergarten teacher in the autism program at TownGate Elementary School. She began her career in general education, but moved into the special education because she was drawn to helping students who struggle.



Her students with autism present a challenge. Autism is frequently misunderstood. It is a spectrum that affects the child's social behavior and communication skills and sometimes academic abilities. Each child with autism is unique. Although they learn communication, socialization and academic skills, the approach is individualized for each student.

The goal is to prepare students to move into general education or into another special education program. The foundation for this is set in Sherry's class. Sherry's class is organized so that students work alone and in small groups with her and her instructional assistants on academics as well as spending time on appropriate play skills and social interaction. Her students use the same Houghton Mifflin curriculum as other kindergarten classrooms. They are at grade level in math

and reading. Sherry will tell you that she loves working with these students. They energize her and motivate her to improve her strategies to meet their needs.

Sherry's contributions to her school and the District extend beyond her own classroom. She is the District expert on autism and the instructional materials and strategies appropriate for students with autism. She works long hours helping new teachers set up classrooms and write lesson plans. She guides them in setting realistic classroom rules and routines. She is there to listen and offer support when they have had a difficult day.

Sherry's colleagues at TownGate were unanimous in recommending her for this recognition. They describe her as hard working, dedicated, patient and caring. Her principal, Paula Rynders, states that she is a team player who relates well to staff, students and parents.

Sherry has a life away from school. Family is important. She spends her free time with her four grown daughters and their families.

Congratulations, Sherry Larson, an accomplished teacher and a mentor of staff and **MVEA's Educator of the Month!**



**The Official  
Publication of the**

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*Moreno Valley Educators Association is an organization of professionals which serves as a powerful **voice** communicating the needs of Educators and students to the district, parents, and community in order to establish a **positive** school environment and build **quality educational programs**. The Association will continue to **protect the rights** of Educators, and thereby students, **by promoting equity and human rights**.*

***Important Dates:***

- **Feb. 3** Executive Board meeting @ 4:00
- **Feb. 9** School Board meeting @ 7:00
- **Feb. 10** Rep. Council meeting @ 4:00
- **Feb. 12, 15** Lincoln & Washington Holidays
- **Feb. 14** Valentine's Day, Chinese New Year
- **Feb. 23** School Board meeting @ 7:00

**February 2010**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3  Exec. Board	4	5	6
7	8	9  School Board	10  Rep Council	11	12  Lincoln Holiday	13
14  Valentine's Day	15  Washington Holiday	16	17	18	19	20
21	22	23  School Board	24	25	26	27
28						



**MVEA Executive Board:**

<b>President</b>	Janet MacMillan	<b>Co-Director of Elementary</b>	Patricia Gómez
<b>Vice-President</b>	Connie Pruett	<b>Co-Director of Elementary</b>	Kathy Parrish
<b>Secretary</b>	Peggy Murphy	<b>Director of Middle School</b>	Mike Sorter
<b>Treasurer</b>	Tom Weir	<b>Director of High School</b>	Juanita Quiroz
<b>Executive Director</b>	Ann Adler	<b>CTA State Council Rep. to the Board</b>	Katherine Underwood
<b>Director of Contract Maintenance</b>	Harold Acord	<b>CTA State Council Members</b>	Harold Acord, Janet MacMillan, Connie Pruett, Katherine Underwood
<b>Director of Communication</b>	Cathy Fulgenzi	<b>CTA Board Rep. District O</b>	Mikki Cichocki
<b>Director of Human Rights</b>	Danny Alvarez	<b>NEA Director District 11</b>	Katherine Underwood
<b>Director of Instruction &amp; Prof. Dev.</b>	Sharon Orme		
<b>Director of Member Services</b>	José Alcalá		
<b>Director of Political Action</b>	Anne Prows		