

MVEA Advocate

The Official Publication of the Moreno Valley Educators Association

MVEA Members Step Up to the Plate

By Janet MacMillan, MVEA President

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Tentative Agreement Overwhelmingly Approved



Educators in

Moreno Valley made a difficult decision when they voted to approve a tentative agreement by a margin of 975 to 89. I applaud all of you for stepping up to the plate and overwhelmingly ratifying an agreement that means a salary reduction equal to two days per diem pay and no relief for increased benefits costs. You did this in the interest of our students. You did this to provide them with the best educational system possible when there is so little funding to go around.

I want to acknowledge our bargaining team that worked through an especially trying series of meetings to come to an agreement

that would be fair to all of us. They spent hours writing lesson plans for subs, arriving at the office early in the morning to prepare or staying late into the evening. They became experts on the budget and were especially astute at questioning District assumptions. They looked at all options, considering the effect they would have on members. Please be sure to thank our team:

- **Harold Acord, Chair**
- **Judy Hyneman**
- **Katherine Underwood**
- **Erika Garcia**
- **Jay Hannah**
- **Peggy Murphy**
- **Roseann Reynolds**

The District is in the process of working on the same agreement for the management and classified units. Hopefully these groups will step forward as we have to help the District meet the needs of our students by also agreeing to the two budget cut days and status quo on benefits. No one wants to take home less money, but sadly, in these difficult financial times, there really is no other choice.

We still have educational and fiscal challenges ahead, but you as MVEA members have made the first step forward. Thank you for leading the way.

Inside this issue:

MVEA Steps Up to the Plate!	1
The State Budget	2
Speak Up, Speak Out!	3
Read Across America	3
Shadow Files	4
MVEA Scholarships	4
Benefits Update	5
The Standard	6
Educator of the Month	7
MVEA Needs You!	8
Important Dates	8

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The State Budget: Can We Prevent It From Getting Worse?

By Ann Adler, CTA Executive Director

The state continues to dump its economic woes onto counties, cities, and public schools. While the new Governor has made an attempt to spare public education, it is not necessarily what will happen.

Governor Brown has proposed a flat budget to K-12 public education for 2011-12 because schools have taken the most hits since 2007-08 when the major cuts began occurring. Flat, however, may not mean what it sounds like since apparently the Department of Finance does not know how to add and subtract. Under their calculations for a flat rate budget, K-12 would suffer another ongoing loss of \$19 per average daily attendance (ADA). In Moreno Valley, this would roughly equate to \$6-7 million less than currently expected for 2011-12 and each year beyond. Both CTA and School Services of California (SSC) - an administrative budget group that districts use—have calculated flat, as zero, change. Both CTA and SSC are working to get the \$-19/ADA changed. There is no reason to expect the Department of Finance to change its position, however, so districts will have to book the loss in their projections. Bad news for us.

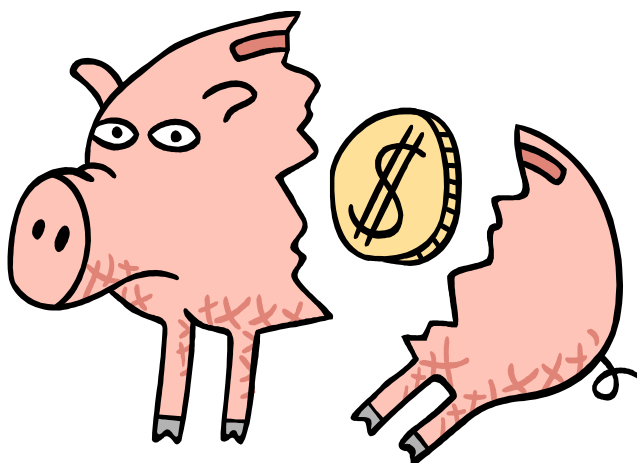
The Governor's budget also continues apportionment deferrals. His budget proposal adds a 7th monetary deferral of \$2.1 billion. This would result in districts actually receiving 28% of one year's state apportionment in the following fiscal year. This is causing major cash flow concerns in districts. Moreno Valley is no exception, and they are costing out a Tax Anticipation Revenue Note (TRAN), which is a short term loan, to cover the gap. A TRAN is not free, and the District will incur paying the cost of interest on the loan. This will assure that employees continue to receive pay checks regardless of cash flow issues but add to the loss of revenue.

1/3 of the Governor's budget is predicated on voters approving the continuation of current taxes for five (5) more years: sales, vehicle license, and income taxes. If not approved, it will mean 12 million fewer dollars to MVUSD on an ongoing basis. This is horrific news, especially since MVUSD has already cut primary class size reduction, held up textbook purchases, spent categorical funds for general fund uses, laid off counselors and teachers, reduced materials and essentially cut \$62 million in the last four (4) years in programs and people. In addition, employees have lost pay through furlough days and by paying more out of pocket for benefits. MVUSD enrollment continues to be down which will result in less future revenue. Benefits are upside down, meaning the expenditures are more than the revenue.

There is some good news and that is that under the Governor's budget, he does propose to extend categorical flexibility and the current class size reduction law through 2012-13, as well as the suspension of textbooks and routine and deferred maintenance requirements. This will help in the required 3 year projections if it becomes part of the budget.

So, what is next? The Legislature debates and hopefully creates a budget plan that they vote up in each of the Houses followed by an election in June regarding the continuation of taxes. I think the real question is, "Will they step up to the plate or just dump more on the rest of us?"

And what about us? Will we step up to save public education and really work to extend the taxes? To paraphrase the famous Rabbi and leader, Hillel, from the days of Babylon, "If we are not for ourselves, who will be? When we are for ourselves, what are we? If not now, when?"



Speak Up, Speak Out!

By Connie Pruett, MVEA Vice-President

The time has come for all of us to speak to family members, friends, people in line at the store, church members, anyone who could be receptive to public education's plight.

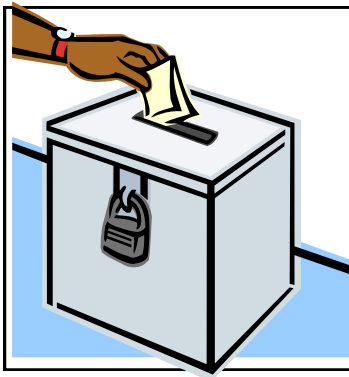
The days of sitting back and letting society take up public education's banner are gone. We all know that we are the scapegoat for society's ills. Our enemies are very vocal and don't mind sharing their falsehoods and misconceptions with the public...we MUST speak out.

I truly believe the majority of the American public still believes in the idea of public education... they have just been led astray by news hype and No Child Left Behind. Now it is our turn to share our true stories...the little 2nd grader crying out of frustration over the State test...the student who needs to be re-taught, but the teacher can't take the time because of a pacing guide... teacher's evaluations based on student test scores when the students

themselves are not held accountable for their own scores.

We are all professional enough to know how and when to bring these issues up...never haughty, whining, or accusatory. We need to be informative, truthful, and caring.

Please speak up for public education, the great equalizer; students, who are individuals and need personal care, not a date on a pacing guide; and for ourselves, the caring, selfless people trying to improve students' lives through education.



Remember that the **Single Plan for Student Achievement and Restructuring plans** are due in the spring. The process of updating these documents should already be under way or should begin very soon. All staff members should be involved in the process. **Restructuring plans have to be renewed every year**, even if the current plan is to continue, with the certificated staff voting **75% in favor** of the plan, via secret ballot, in order for it to pass. The details are laid out in our Contract.

Read Across America—March 2nd

By Amy Hall, Director of Instruction & Professional Development

Read Across America is fast approaching. The official day is March 2nd, and I am hoping that it will be as successful this year as in the previous years. As we educators know, motivating children to read is important in increasing student achievement. By mastering basic reading skills, we help our students throughout their lives by providing



them with an ability that is necessary in today's world. By instilling the motivation to read in our students, we can open doors to new vocabulary, new ideas, new adventures and new worlds.

Also, be on the lookout in your mailboxes and in future volumes of the Advocate about upcoming trainings that will be available to all of our members.

Shadow Files – Not Okay!

By Harold Acord, MVEA Director of Contract Maintenance

MVEA has been made aware of many instances where members have been asked by administrators to sign “memos” or “conference summaries” regarding disciplinary matters. The members are then told that the papers are only being kept at the site and for the administrator’s information. In order to protect your rights, several things are happening in this area.

First, MVEA is carrying a member’s grievance to the mediation level because at one site, the administration will not show the teacher the contents of the file. It would seem to MVEA and the member that if there are concerns brought forth about an employee, then the District would want the employee to know what those are in order to problem solve the situation.

MVEA is also working with CTA legal to secure a writ to see the information and is considering whether to file a charge with the Public Employee Relations Board (PERB) regarding the “Duty of Fair Representation.”

In *Miller v. Chico* in 1979 the Supreme Court of the State of California found that, **“the school board’s failure to enter the Cloud memoranda in plaintiff’s personnel file prior to reassigning plaintiff to a teaching position violated plaintiff’s rights under section 44031 to review and comment upon derogatory materials which might serve as a basis for affecting plaintiff’s employment status.”** This decision

clearly means that an employee cannot be dismissed because of any materials other than those maintained and kept at the District Office in Human Resources. We have the right to comment upon and know what is being placed in our personnel files. MVEA encourages you to inspect your file.

Article XVIII – **Personnel File in the MVEA/MVUSD Contract says** “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.” There is nothing in our Contract about anything known as a “secret file” or a “site file.”



MVEA will continue to object to secret information maintained at the sites which concerns our members because we believe our members have the right to be informed of any issue that the District may have regarding their evaluation, and to know whether any issue that exists may lead to discipline. **We expect the District to be transparent about any such information, which would then allow for problem solving and the ability to modify one’s behavior to help out early in any situation.**

If you become cognizant of any such situation existing, the first step is to see your site rep immediately and request copies of all site information.

MVEA Scholarship Packets Are Now Available

Do you know any outstanding MVUSD college-bound high school seniors who need money for school? Every year, MVEA awards scholarships to students graduating from our five Moreno Valley Unified High Schools. The Scholarship packets have already been distributed to all the MVEA site reps and high school guidance counselors, and are also available on our website mveainfo.com for you to download and distribute.

Students need to submit a completed Scholarship Application, two letters of Recommendation from Teachers, a Personal Goal Statement, an Extra Curricular Reporting Form and an Official Transcript to their High School’s Scholarship Chair on or before **March 4, 2011.**



Benefits Update

By Katherine Underwood, MVEA Benefits Committee

The District Benefits committee is beginning the process of discussing the rates for next year's renewal. These discussions include the present utilization of the medical, dental and vision plans. The Delta Dental and

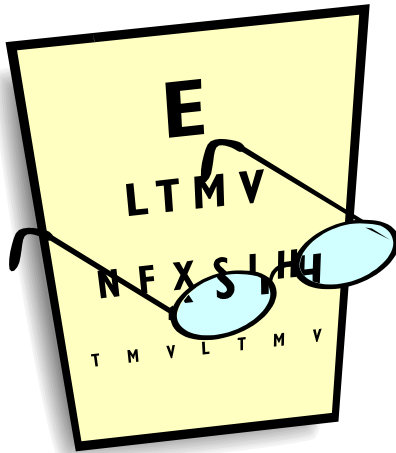
Vision plans are doing well; the utilization is well within the premiums collected. The news on the Moreno Valley Access and Access Plus plans is not as positive. In spite of the increased premiums and the change to a new physicians

network/HMO plan, the utilization continues to be above the premium amount collected. The plan is not in the negative as deeply as last year, but the funds are not fully covering the costs. At the present time, the consultant who works with the Benefits committee is projecting the need for an 18-20% increase in the self-insured plan. A variety of avenues will be pursued to address the issue. Information is not available on any projections for the Kaiser plan.

Additionally, members of the District Benefits committee and the MVEA bargaining team are attending the California Education Coalition for Health Care Reform (CECHCR) trainings to learn about effective ways to control costs. MVEA has asked the District to pursue a "second opinion" benefits audit provided by CECHCR to explore all avenues to control costs for our members. The MVEA members on the District Benefits committee are Michael Helsinki, Fred Jorgensen, and Katherine Underwood.

For the District's dental program, the deductible program went into effect on January 1, 2011. If you have had a cleaning within six months of your dental visit, the deductible is waived. According to the District, Delta Dental did not update their system in a timely manner and some employees were charged the deductible. It was reported at the last District Benefits committee meeting that this issue has been resolved. **If you feel you were charged in error, and your Dentist's office cannot resolve the issue, contact the District Benefit's department at 951-571-7520. If this does not resolve the issue contact the MVEA office at 951-485-0545.**

For the Moreno Valley Access and Access program, many issues have arisen regarding the change to the Cigna network. Many of the concerns were with continuity of care and employees who had a procedure scheduled while under the former plan. Again, according to the District, all of the issues that have been brought to their attention have been resolved, or will be resolved shortly. Many of the cases that have been resolved have been due to the way the doctor's office "coded" the procedure. **If you are having issues with procedures not being covered, charges that you do not think you should have to pay, or other issues with the District's medical plan; call the District Benefit's office at 951-571-7520. If the District cannot resolve your issue, or explain the reason that you are having the issue, call MVEA at 951-485-0545. There is an appeal procedure that the District should explain to you if you are not satisfied with the response you are getting.**



The Standard—CTA Disability and Life Open Enrollment Period for MVEA

The Standard CTA Disability and Life Open Enrollment Period for MVEA is 2/1 to 2/28.

A representative from The Standard will be in the **Staff Lounge** to answer questions and help you sign up for ***Disability** and ****25k Term Life**. This is a great opportunity for you to enroll or have your questions answered about Disability and Term Life insurance. See below for the date and time that a rep will be at your site. For more details, visit cta.org

***Disability** requires 90 MVUSD applications to waive health questions.

****25k Term Life is a Guarantee issue Term Life**, which means zero apps are required to receive a term life policy from The Standard. Members who already have Standard Life Insurance can upgrade with no health questions to the next level of life coverage up to **200k**. Spouses can enroll in \$12,500 Term Life, and children can enroll in \$5,000 Term Life with no health questions.

Tuesday 2/1

Armada – 11 am to 1 pm
Badger Springs Middle – 11 am to 1 pm
Bear Valley – 2:30 to 3:30 pm
Box Springs – 2:30 to 3:30 pm

Wednesday 2/2

Butterfield – 11 am to 1 pm
Chaparral Hills – 2:30 to 3:30 pm

Thursday 2/3

Cloverdale – 11 am to 1 pm
Creekside – 11 am to 1 pm
Edgemont – 2:30 to 3:30 pm
Hendrick Ranch – 2:30 to 3:30 pm

Monday 2/7

Hidden Springs – 11 am to 1 pm
Honey Hollow – 11 am to 1 pm
La Jolla – 2:30 to 3:30 pm
Landmark Middle – 2:30 to 3:30 pm

Tuesday 2/8

Midland – 11 am to 1 pm
Moreno – 2:30 to 3:30 pm
Moreno Valley High – 11 am to 3 pm

Wednesday 2/9

Mountain View – 11 am to 1 pm
North Ridge – 11 am to 1 pm
Palm Middle – 2:30 to 3:30 pm
Ramona – 2:30 to 3:30 pm

Thursday 2/10

Ridge Crest – 11 am to 1 pm
Seneca – 11 am to 1 pm
Serrano – 2:30 to 3:30 pm

Tuesday 2/15

Sugar Hill – 11 am to 1 pm
Sunnymead Elementary – 11 am to 1 pm
Sunnymeads Elem – 2:30 to 3:30 pm
Sunnymead Middle – 2:30 to 3:30 pm

Wednesday 2/16

Towngate – 11 am to 1 pm
Vista Heights Middle – 2:30 to 3:30 pm
Valley View High – 11 am to 3 pm

Thursday 2/17

Vista Del Lago High – 11 am to 3 pm
Canyon Springs High – 11 am to 3 pm

Educator of the Month:

Linda Laudermilk

Linda Laudermilk is MVEA's educator of the month. Linda is a 34 year veteran of Moreno Valley Unified who has taught first through fourth grades at Sunnymead and Creekside Elementary Schools. She is known for always

these characteristics, however. She is a leader at her site, working with parents on the Booster Club and with her colleagues as grade level leader and mentor teacher. Her staff describes her as a team player with a positive attitude.

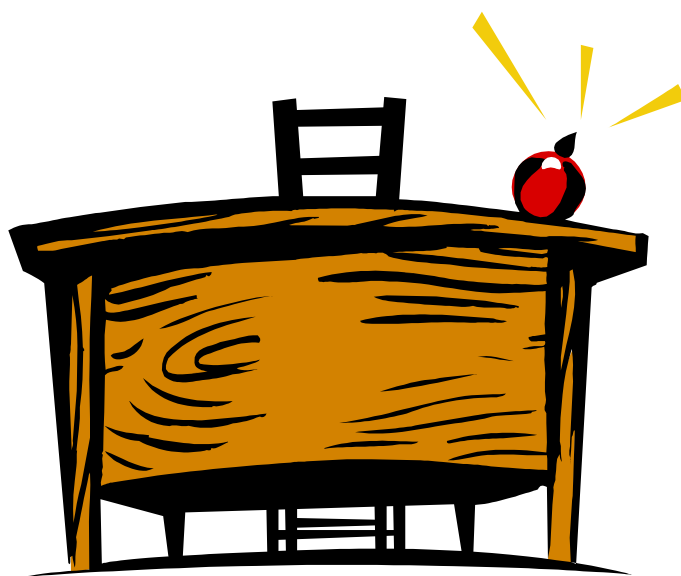


having high standards for her students. They succeed because she is knowledgeable about the curriculum, organized in her preparations for class and adept at motivating them to stay on task and learn. Just as important, Linda treats her students with dignity and respect. Each of them feels that Linda loves them and is there just for them.

Linda goes above and beyond

Linda is a Moreno Valley resident. Her two sons graduated from Moreno Valley schools and from college. In her free time Linda likes reading and traveling. She is also active in her church's outreach center. Her greatest joy is spending time with her two grandsons.

Congratulations to Linda Laudermilk, a dedicated professional in all facets of teaching!



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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. 2** Exec. Board mtg.
@ 4 p.m.
- **Feb. 7** Local NEA-RA
declarations due
- **Feb. 8** School Board
meeting @ 7:00
- **Feb. 9** Rep Council mtg.
@ 4 p.m.
- **Feb. 14—March 23**
NEA-RA CTA Delegate
Online Voting
- **Feb. 15, 16** NEA-RA
Local Delegate Election
- **Feb. 18 and 21**
Presidents' Holidays
- **Feb. 22** School Board
meeting @ 7:00



**MVEA NEEDS
YOU to VOTE**

The National Education Association's Representative Assembly (NEA-RA) will be held June 30-July 5 in Chicago, IL, and MVEA needs to be represented. We will be voting at school sites on

February 15 and 16 for our local delegates. More MVEA members can go as State delegates if they are elected on the San Geronio ballot and funded by CTA. Here is how you can help: Watch for information in the mail about how to vote on line. **VOTE** for our awesome candidates to represent California at the Representative Assembly and help Moreno Valley's voice be heard!

MVEA Executive Board:

President	Janet MacMillan	Director of Member Services	José Alcalá
Vice-President	Connie Pruett	Director of Political Action	Anne Prows
Secretary	Peggy Murphy	Co-Director of Elementary	Susan Cook
Treasurer	Tom Weir	Co-Director of Elementary	Omar Tinoco
Executive Director	Ann Adler	Director of Middle School	Mike Sorter
Director of Contract Maintenance	Harold Acord	Director of High School	Juanita Quiroz
Director of Communication	Cathy Fulgenzi	CTA State Council Members	Harold Acord,
Director of Human Rights	Danny Alvarez		José Alcalá, Janet MacMillan, Connie Pruett
Director of Instruction & Prof. Dev.	Amy Hall	CTA Board Rep. District 0	Mikki Cichocki
		NEA Director District 11	Katherine Underwood