

**The Official Publication
of the Moreno Valley
Educators Association**

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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:

- **Sept. 22-Nov. 4** Phone Banking Monday-Thursday 4:30-7:00
- **Oct. 1** Exec. Board mtg. 4:00
School Board mtg. 7:00
- **Oct. 8** Rep. Council mtg. 4:00
- **Oct. 14** School Board mtg. 7:00
- **Oct. 21** New Teacher mtg. TBA
- **Oct. 25,26** Door Hanger distribution
- **Oct. 28** School Board mtg. 7:00
- **Oct. 31** Halloween (end of 1st trimester Elementary)
- **Nov. 1,2** Door Hanger distribution
- **Nov. 4** Election—**VOTE!**
- **Nov. 5** Exec. Board mtg. 4:00

October 2008

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 <i>Exec. Bd. School Board</i>	2	3	4
5	6	7	8 <i>Rep Council</i>	9	10	11
12	13	14 <i>School Board</i>	15	16	17	18
19	20	21 <i>New Teacher Mtg. @ Armada</i>	22	23	24	25 <i>Door Hangers</i>
26 <i>Door Hangers</i>	27	28 <i>School Board</i>	29	30	31 <i>Halloween</i>	

MVEA Executive Board:

President	Janet MacMillan	Dir. of Member Services	José Alcalá
Vice-President	Connie Pruet	Dir. of Human Rights	Danny Alvarez
Secretary	Peggy Murphy	Dir. of Political Action	Heather Gardner
Treasurer	Tom Weir	Dir. of Communication	Cathy Fulgenzi
Dir. of Contract Maintenance	Harold Acord	Executive Director	Ann Adler
Dir. of High School	Juanita Quiroz	CTA State Council Rep. to the Board	
Dir. of Middle School	Mike Sorter	Katherine Underwood	
Dir. of Elementary	Andrea Chouinard	CTA Board Rep. District O	Mikki Cichocki
Dir. of Elementary	Tim Hampton	NEA Board Rep. District 11	Patty Taylor
Dir. of Instruction & Prof. Dev.	Sharon Orme		



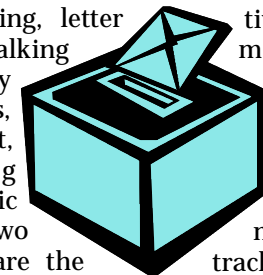
MVEA Advocate

The Official Publication of the Moreno Valley Educators Association

Focusing on the Future

By Janet MacMillan, MVEA President

MVEA's focus this fall is electing the incumbent, **Rick Sayre**, and former trustee, **Tracey Vackar**, back to the School Board. This will involve phone banking, letter writing, talking with family and friends, and in short, convincing the public that these two candidates are the best for ensuring all students the opportunity to achieve the Moreno Valley School District mission of "preparing students academically and socially to become productive members of society." All of us will need to be involved for us to reach our goal.



Why **Rick Sayre** and **Tracey Vackar**? When MVEA questions candidates who seek its recommendations we are interested in people who have knowledge of the educational system and who are willing to listen and consider members' ideas about curriculum and the learning environment. We expect

school board members whom we recommend to invest in fiscally sound policies while still realizing that the District's salary schedule and fringe benefits packages must remain competitive to attract and maintain highly qualified and motivated staff. Both **Rick** and **Tracey** are experienced board members with a track record of supporting students and staff. **Rick** and **Tracey** have a long history of listening to our members and working collaboratively with MVEA's leadership to resolve issues.

Rick Sayre and **Tracey Vackar** understand curricular issues, Rick from his experience on the Board, and Tracey from her teaching responsibilities both in Corona and now with the Riverside County Office of Education. The result has been that MVEA members became partners in the team overseeing State Assistance Intervention Team (SAIT), High Priority Schools Program, and

Quality Education Investment Program sites. All contractual rights have been honored at participating schools as teachers worked together to follow mandates and ensure that students made progress. The same process of collaboration has been implemented in approaching budget issues and collective bargaining.

The opponents say they want "change" on the school board. MVEA believes that there has been change. MVEA-supported candidates Ashe, Coz, Holguin, Sayre, and Vackar have moved the District in a positive direction. They have focused the last 5-7 years on curriculum, school bonds, and fiscal solvency. Please be a part of the continuing these changes for the good of the whole district, all students and all educators.

Support those who listen to the collective voice of the educators and the community. Return Rick Sayre and Tracey Vackar to the School Board.

October 2008

Volume 19 Number 1

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We're on the web!
MVEAInfo.com

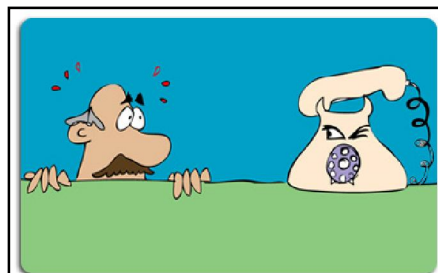
MVEA Process for Recommending School Board Candidates

- A “Friendly” endorsement of Rick Sayre was made because he is an incumbent who:
 - Listens and considers members’ input
 - Has a positive working relationship with MVEA
 - The “friendly endorsement” was approved by Rep Council.
- MVEA sent inquiries to all current School Board members to assist in identifying potential candidates.
- Each identified potential candidate was invited to interview. Michael Fogerty, David Marquez, Francisco Sanchez, George Schoelles and Tracey Vackar were interviewed.
- The selection panel reflected diversity in gender, grade level, ethnicity, and years of teaching experience.
- The Association created questions and a rubric for evaluation of prospective candidates using CTA resources.
- The Political Action Committee recommended Tracey Vackar to the Executive Board as our second candidate for the School Board.
- Rep Council approved the recommendation.



Ways YOU Can Help in the School Board Election

There are many ways that you can help MVEA support our two recommended candidates, Rick Sayre and Tracey Vackar, in getting elected to the MVUSD School Board.



Phone Banking can be scary, however, the phone will not bite. We need your help to get our candidates elected. Do your part. Phone bank Monday-Thursday 4:30-7:00 p.m.

Phone banking is happening at the MVEA office, 23025 Atlantic Circle, Suite A, Monday-Thursday from 4:30-7:00 p.m. until Election Day, November 4th. Every school site has a night to phone bank. Check with your site reps to find out when your night is or drop in on a night of your choosing to help out for an hour or two. Dinner is provided and there will be a drawing for prizes!

October 25-26 and November 1-2 you can get your exercise by distributing door hangers. Bring a friend to the MVEA office and burn off some calories while helping elect Rick and Tracey.

We also need people to make neighborhood walking maps, put up signs around the community, and if you live in Moreno Val-



ley, put up a sign in your yard for everyone to see.

Call the MVEA office at 485-0545 for more information.

CTA State Council Makes Proposition Recommendations for November Ballot

CTA's State Council took positions on a number of initiatives at its meeting this past June. They include positions on Propositions 6, 9, 3, 4, and 8.

The first two you may not have heard a lot about, but if they pass they could jeopardize funds for public education in our state. California is in the middle of the worst budget crisis in its history, facing a record deficit. This is not the time for unnecessary ballot initiatives that burden taxpayers by pouring millions into ineffective measures. That's why CTA is recommending No on Props 6 and 9.

Proposition 6 proposes one billion dollars each year in new spending with no new revenues to pay for it, giving the state no choice but to cut other critical programs like public schools, children's health care and fire protection.

All Californians are understandably concerned about safety and are sympathetic to crime victims. However, many of the key provisions on Proposition 9--including requirements that victims be notified and heard throughout the legal process--were already approved by voters several years ago.

In a time of tight state budgets, when education is already starved for resources, Proposition 9 will potentially cost state and local counties hundreds of millions of dollars without increasing public safety or providing real benefits to victims of

crime. This is not the time to burden taxpayers with a measure that duplicates existing law.

YES on Prop. 3. Prop. 3 is a statewide bond that provides \$980 million to modernize and expand the state's children's hospitals – including the five hospitals on UC campuses – to improve the health, welfare and safety of California's children. California's network of children's hospitals provides vital health care services to children facing life-threatening illness or injury – regardless of a family's ability to pay. These hospitals treat more than a million children each year and have increased the survival of children suffering from leukemia, cancer, diabetes, sickle cell anemia, cystic fibrosis and heart defects.

NO (AGAIN!) on Prop. 4. Prop. 4 puts the health and safety of California teenagers at risk. **Doctors, pediatricians, nurses and counselors, including the California Medical Association, the California Nurses Association and the California Association of School Counselors, oppose Prop. 4 because of the health risks it poses for teenage girls.** Good family communications cannot be imposed by the government. If a teen can't turn to her family, the most important thing is keeping her safe and providing professional medical care without delay.

CTA is recommending NO on Prop 8. CTA believes all people should be allowed equal

protections under the law and California's constitution should guarantee the same freedom and rights to everyone. No one group should be singled out and treated differently. Proposition 8 mandates one set of rules for gay and lesbian couples and another set of rules for everyone else. That's just not fair. California laws should

CTA State Council's recommendations:

- **YES on Prop 3**
- **NO on Props 4, 6, 8, and 9**

treat everyone equally.

There's so much at stake for our students, our members and our profession this November. Please be sure to vote, and vote for CTA's recommended positions and candidates. You can download a voter guide at cta.org.

Your MVEA representatives to State Council are: Harold Acord, Janet MacMillan, Connie Pruett, and Katherine Underwood.

Thankful for Our Health Insurance

By Heike Mauck, Sunnymeadows Elementary

I've been a teacher for 30 years, and, like many of you, I've watched our health insurance premiums go up over the years. I remember the early years when I could put my excess benefit dollars into a TSA and use it for "fun" money. A few years later, I broke even, and a few years after that I had to start paying out of pocket to keep my son and me insured. I probably even participated in a few conversations at work where we grumbled over having to pay for something that was supposed to be a "free" benefit.

Well, I changed my mind after I did some math. This past year my son required treatment for non-Hodgkins lymphoma. This included 10 rounds of chemo which cost in excess of \$10,000 each, bi-weekly oncologist visits, numerous hospitalizations both in Chicago and at Loma Linda Medical Center,

CT scans, PET scans, white blood cell infusions, and other tests I can't remember and too numerous to count. He ultimately needed a stem cell transplant, which alone cost over \$300,000. Thankfully, I have the BRMS/Blue Cross PPO coverage.



This past summer I sat down and added up the cost of his all his medical care, and it came to almost \$800,000. Just like most of us, I never expected anything

like this to happen, and in addition to worrying about whether my son would survive, I was also worried about what this was going to cost me. Preemptively, I even checked into cashing in my retirement accounts. I was surprised to find that my out of pocket cost for his entire treatment was a just around \$1,500. We had a co-pay of \$10 for each doctor visit, \$50 for each scan and test, and \$100 for each hospitalization.

I know other medical plans with 80/20 coverage, where the patient pays 20%. Sounds good, right? In my case, that would have been \$160,000. So right now the \$177 monthly that I pay for our coverage seems like the bargain of the year. I pray that no one else would ever have to go through this experience, but if you ever do, be thankful that we as members of MVEA have the benefit of excellent medical coverage!

NEA.org Website has Resources for You!

Visit the NEA.org website for many education resources such as these:

1. Order in the Classroom!
2. New Teachers: Classroom Management
3. 10 Approaches to Better Discipline
4. Class Meetings
5. The "Write" Way to Behave
6. Education Votes
7. Lesson Plans and Ideas
8. Classroom Management Resources
9. Dropout Prevention
10. Professional Development Grants/Resources.

Calling All New Teachers in the District...

Tuesday, October 21st, there will be a meeting for all new teachers in the District in the Library at Armada Elementary School.

If you are new to MVUSD, please set aside this date. More information will be coming soon.



California Budget Update

California

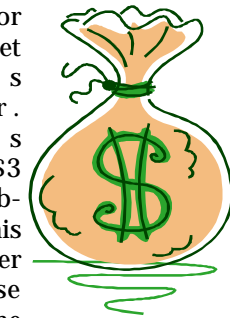
Teachers Association President David A. Sanchez released the following statement in response to the state budget package passed by lawmakers and signed by the governor:

The governor and lawmakers have passed a rushed and shameful 'get out of town' state budget that leaves the state's millions of students in their dust. This gimmick-filled budget, which is more than 81 days late, will hurt public schools, colleges, health care, working families and communities for years. This disastrous spending plan still does nothing to solve the state's structural deficit. It sets our schools and students up for more funding shortfalls and sets

California up for the same budget problems next year.

This budget cuts \$3 billion from public education this year and never restores those funds. It gives the governor new powers to cut funding for some education programs mid-year, undermines Proposition 98, the minimum school funding law, and will certainly guarantee that the amount California spends on its students remains locked at the bottom nationwide.

Failing to provide any on-going new revenues, this 'new deal' budget is no real budget at all. It continues to rely on borrowing



money from the lottery and future state revenues in order to close the \$15 billion budget deficit. It takes \$1.4 billion from hospitals and human services for the elderly, disabled, and children. It means a quarter-million children will be denied health insurance. It eliminates the eight-hour work day for some workers, while providing new tax loopholes for corporations that will cost the state billions. Working families will suffer.

Our elected officials missed their opportunity to lead. This is not the responsible state budget plan that our public schools, educators and voters have been waiting for. CTA will be looking into all options available to ensure that our budget process better serves California students and their right to a quality education.

Educators of the Month: Angela Arauz—Castillo and Terri Labik

The Moreno Valley Chamber of Commerce recognized two of our members as Educators of the Month.

Angela Arauz-Castillo was honored in May. Angela began her career as a clerk and finished her counseling credential four years ago. Her staff describes her as diligent and insightful. In addition to presenting classroom lessons and facilitating individual and small group counseling, Angela is committed to getting parents involved. She presents parenting classes in both English and Spanish. Last year, Angela was assigned to Bear Valley and Sugar Hill Elementary Schools. The elimination of elementary coun-

seling positions led her to take a high school position. Angela's dedication to students will make her a valuable resource this year to students at Vista de Lago High School.



In June, Terri Labik was recognized for her contributions

as a literacy specialist. Terri's presentations are engaging, clear, and deal specifically with strategies that help elementary teachers effectively implement the Houghton Mifflin core curriculum in language arts and reading. Terri prepared well for her current position. Her degree and credentials are in both elementary education and special education. She has taught in a variety of settings including a special day class for visually impaired students, general education classes, Title I intervention groups, and on a Navajo reservation. Terri lives locally with her husband and enjoys time with her granddaughter. She also loves Marilyn Monroe, opera and anything Asian.

Know Your Rights. This May Save Your Job...

By Ann Adler, MVEA Executive Director

I overheard one of our newer Site Reps asking why sometimes things seem so adversarial with the District. That person's question was right on. Working to resolve issues at the lowest level would be beneficial to the students, the District, the community, and to our members. Your MVEA leadership would like to work cooperatively on as many issues as possible. Sadly, the District, without good systems in place, escalates issues in a way that does not allow fairness of process to those accused of something. If only one party is collaborative, simple problem solving falls by the wayside or is ineffective. Fairly and consistently implemented, due process is what filters the truth from what is irrelevant or untrue. It is a right guaranteed by our Constitution. In Moreno Valley Unified, the current trend is guilty as alleged. It is very scary how allegations can quickly turn into letters of reprimand or unprofessional conduct and sometimes, even dismissal, with so little to go on. (MVEA can cite situations where the administrator meets and gives a "letter" before there is even conclusion to the investigation.) Everyone is entitled to due process and a fair investigation. More and more members would tell you, "Taint so in Mo Val!"

If you find yourself in a situation where district administration, another employee, a student, or a parent is alleging something you did which could be construed as criminal, no matter how small the allegation, no matter what you did or did not do, REMEMBER THE FOLLOWING BECAUSE IT MAY SAVE YOUR CREDENTIAL/JOB:

- **DO CONTACT YOUR ASSOCIATION REP IMMEDIATELY.** You are entitled by law, and should demand, Association representation in any meeting with school officials to discuss any complaint against you. You forfeit this right, how-

ever, either by failing to request Association representation before the meeting, or by attending the meeting without an Association representative. You can also ask for a Rep mid-meeting and wait for that to occur.

- **DO SEEK REFERRAL TO A CTA/NEA LEGAL SERVICES ATTORNEY TO DISCUSS THE SITUATION.** CTA and NEA jointly sponsor a legal services program which provides advice and consultation, as well as representation, in cases directly involving your employment. Initial consultations are paid for by CTA/NEA, and depending on the problem, MVEA members may be entitled to representation at CTA/NEA expense.
- **DO KEEP A DIARY OF ALL COMMUNICATIONS FROM ANYONE ABOUT THE SITUATION, SO YOU WILL HAVE A COMPLETE RECORD OF EVERYTHING THAT TRANSPIRED.** Keeping a diary also helps to "make sense" of what's happening during a time which is usually difficult, and often very emotional.
- **DON'T TALK TO ANYONE EXCEPT YOUR SPOUSE ABOUT DETAILS OF THE SITUATION UNTIL AFTER YOU HAVE TALKED TO YOUR LAWYER.** A legal rule called "privilege" prevents the police or school authorities from requiring your spouse to reveal what you told her/him in the confidentiality of your marriage relationship. These "privilege" rules extend to the lawyer-client relationship as well. However, there is no "privilege" for communication with a teacher, a Site Rep, a school official or a representative of Child Protective Services. **UNLESS PRIVILEGED, WHAT YOU SAY**

WILL BE USED AGAINST YOU.

- **DON'T BE MISLED BY SCHOOL OFFICIALS WHO SAY "NOTHING WILL HAPPEN TO YOU" IF YOU WILL JUST TELL THEM ABOUT THE SITUATION. WE HAVE MEMBERS WHO CAN ATTEST TO THIS!** School officials, even those you trust OR with whom you have a positive relationship, have a duty to investigate student/parent complaints about school employees, and to follow the investigation wherever it may lead. Employees facing misconduct charges must protect themselves by getting and following professional legal advice.
- **DON'T MAKE ANY DECISION ABOUT YOUR JOB UNTIL YOU CONSULT WITH YOUR LAWYER.** School officials often try to coerce an employee charged with misconduct into a resignation (yes, this has happened in MVUSD,) by offering to keep the incident "quiet" in exchange for the resignation. School employees should contact a Site Rep/MVEA and consult their attorney before making any deals or taking any action which could jeopardize either their employment or their credential. **REMEMBER: MAKING A "DEAL" WITH THE SCHOOL DISTRICT DOES NOT PREVENT THE STUDENT, A PARENT, THE PROSECUTING ATTORNEY OR CHILD PROTECTIVE SERVICES FROM PURSUING CRIMINAL CHARGES, CIVIL DAMAGES, REVOCATION OF YOUR CREDENTIAL, OR ABUSE OF YOUR REPUTATION.**

*Think it can't happen to you?
Think again!!*

MVEA-MVUSD It's OUR Contract!

By Harold Acord, MVEA Director of Contract Maintenance

"Our" is the operative word. The Contract is the agreement that has been made through the bargaining process between MVEA and the District regarding working conditions and pay. Have you ever taken the time to read the cover of the Contract (aka, the Certificated Bargaining Agreement)? As you will read there, the first party to the agreement listed is the Moreno Valley Unified School District and the second is MVEA. It is neither one side's nor the other's. It is *ours*. Both parties have agreed to uphold what is therein.

Unfortunately, MVEA has heard of late many reports of instances where the District administration has blatantly ignored what is in *our* Contract. There was even one instance where an administrator told one of our members, "I don't like what it says there," and thus did not plan to follow it. Well, that simply cannot be tolerated by any of us. As agents of the school district and

our employers, all administrators must follow the mutually agreed upon MVEA-MVUSD Contract. It is the foundation of and the framework for all of our employee-employer interactions regardless of how an individual administrator opines. Every one of us, as members of MVEA and our bargaining unit, have an obligation to uphold all provisions of the Contract and the same goes for the District's administrators. Only to our peril can our hard won rights that have been enshrined in our Contract be ignored.

So, what can we, as MVEA members, do in order to make sure that *our* Contract is honored? The very first thing is to read and know what is in *our* Contract. Knowledge truly is power! Every member should have received a copy of the Contract at the school site from the District. If you have not, please contact MVEA so that we can make sure you do. You can also access the contract at our website MVEAinfo.com. Anytime that you feel that any provision of

the Contract is not being followed you have an expert at your site with whom you can consult. That person is your MVEA Site Representative. Site Reps received training on *our* Contract at our Fall Leadership Conference and there are also trainings offered during the school year. Through our collective effort and enforcement of *our* Contract, our rights will be maintained for us, for our colleagues and for those who come after us.

In Solidarity, Harold Acord

Director of Contract Maintenance



Katherine Underwood Elected V.P. of NCUEA

MVEA's own Katherine Underwood was elected the Vice President of the National Council of Urban Education Associations (NCUEA) during their Summer Conference in Washington, D.C. For the past four years she has served as an NCUEA Pacific Regional Director.

NCUEA is a caucus of local National Education Association (NEA) affiliates dedicated to promoting quality teaching and learning in urban public schools. Additionally, NCUEA is committed to strengthening member advocacy and making NEA more responsive to members' needs.

