

# The Grapevine

Vol. XVIII, Issue 2

East Whittier Education Association

Winter 2018

Next Rep Council Meeting: 3:45pm

## Current Representatives:

**Ceres:** Patricia Magana-Perez

**East Whittier:** Linda Arroyo-Blas, Sheri Harder, Elizabeth Sanchez

**Evergreen:** Jared Wycoff

**Granada:** Dena Oshann, (Open) two less vote

**Hillview:** Mike Seyler, MyLinh Nguyen

**La Colima:** Eva Wheeler

**Laurel:** Jenny Shelley

**Leffingwell:** Carol M. Ferguson, Teresa Bruckner

**Mulberry:** Valeria Gutierrez

**Murphy Ranch:** Kevin Connard

**Ocean View::** Laura Sullivan,(Open)

**Orchard Dale:** Melissa Espino

**Scott Avenue:** Melinda H. Carrillo, Andrew Moraga

**Itinerates:** Trena Varos, Theresa Cronin, (Open)

Open = -1 vote for that site

## President's Perspective

By Missy Michaud, Hillview

Sometimes eWEa has a laundry list of items that need clarification or slight tweaking, rather than a grand action. Below are listed things to think about as we move into the second half of our school year.

-**As teachers**, it is our nature to want to help, but this attitude can allow others to take advantage of us. **DO NOT WORK FOR FREE!!!** Do not volunteer your fellow teachers to work for free. Giving up your lunch, volunteering to work after school hours without pay, or volunteering to attend trainings for free after school or in the summer will ultimately hurt all of us. Why should the District give us a raise or insurance when our people act as if we have so much money that we can afford to work for free? It will become expected behavior, otherwise known as "past practice". Don't fall into the trap!

- **Superintendent Patterson** has made a google slide show to explain the expected simplicity of the Tuesday PLC form. If your site hasn't presented it yet, ask your principal or your site representative.

-**Recently** there have been questions about how we are allowed to use different types of non-teaching time. **VAPA** time is **collaboration** time; **PE Coach** time is **planning** time. You can collaborate if you want to but you don't have to.

-**Speaking** of non-teaching time, it's nice that District administrators seem to have a lot of time to travel to school sites and do observations on a regular basis. However, the Association feels that in order to get a true sense of what 21st century schools and the 5 Cs are all about, they should instead dedicate one day per year to substituting for a teacher who is absent. This would be more in the spirit of **community** than the top-down approach currently favored by the district. In addition to promoting a sense of community with the sites, this plan would save the district money. The superintendent may be interested in piloting this idea if there are teachers willing to have a district administrator sub in his or her classroom. If you are interested in having one of the District (credentialed) administrators subbing in your classroom, please contact me.

-**Did** you know that even though you entered a preferred substitute list on your AESOP/Frontline profile, those substitutes may not be the first ones to be offered the job? Substitutes can purchase an app that allows them to bypass the substitute preference list. If you feel this has happened to you and

eWEa

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### Office Manager Mary Villelli:

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Hours: M-F 10:30am-2:30pm

## Looking to become more involved? Upcoming eWEa Executive Board Positions

**eWEa Executive Board elections** will be taking place this April. For those of you that are looking for ways to become more involved, look no further! Being a member of the executive board allows you the opportunity to be fully 'in the know' regarding the affairs of our membership. Just like being a site rep, executive board positions are for two years. The two positions are 1<sup>st</sup> V.P. and Secretary and they are both two year positions. However, during this election there is a third position, the 2<sup>nd</sup> V.P. will only be a 1 year position since our current 2<sup>nd</sup> V.P. is retiring in June.

The **1<sup>st</sup> V.P.** serves as assistant to the President and assumes the duties of President in their absence. The 1<sup>st</sup> V.P. is also responsible for the association's calendar of activities and serves as the coordinator of committee activities. Should the office of President become vacant, the 1<sup>st</sup> V.P. will assume the office of President. The **Secretary** is responsible for keeping a careful and accurate record of all association meetings. The Secretary is also responsible for keeping a

current roster of all association members.

The **2<sup>nd</sup> V.P.** assumes the duties of the 1<sup>st</sup> V.P. in

their absence. The 2<sup>nd</sup> V.P. also serves as the Services Activities director and heads the Membership and Retirement Committee.

**eWEa** is only as strong as our membership allows. It is vitally important as our district faces budget cuts that everyone stays current with association issues. What better way to insure this than to be a part of the EWEA Executive Board. With EWEA moving to a digital platform, getting involved is super easy. Candidacy forms are online and in print. Forms can be submitted electronically, by district mail, or in person. And now that elections are online, this means you can cast your ballot from anywhere you can access your email with a simple click of a button.

eWEa hopes that you will consider running in our April election, but more importantly, that all of our members will make the added effort of becoming involved...on any level. This could include but is not limited to: attending your site's 10 minute meeting,

### President's Perspective—continued

you are not satisfied with the performance of the person who substituted in your classroom, fill out the 'Substitute Teacher Observation Form'. In fact, it is a good idea to fill out the form any time you have a sub.

**-By the way**, when you are out sick, don't post your adventures that expose that you were not, in fact, sick. It makes the rest of us look bad.

**-Once a month** eWEa meets with Superintendent Patterson. If you are interested in attending one of these meetings and bending his ear, let me know.

**-Finally**, any time you have an issue at your site, please go to your principal first. Hopefully things can be dealt with at the lowest level possible. If things are still not they way you think they should be, let your site representative know. The association will not get involved until this step has been taken. We do not like being blindsided by parents or administrators, so we should not be guilty of the same behavior. ▲

...A bad manager can take a good staff and destroy it, causing the best employees to flee and the remainder to lose all motivation...

# Wouldn't It Be Nice?

by Almeda Rodriguez

Anyone who has been in the classroom knows that a good teacher avoids being away from his classroom at all costs. Taking two hours to write thorough lesson plans and then to prepare the room for a substitute teacher is a serious endeavor and part of the territory of being absent. Not to mention the time it takes upon return to make sure such plans were followed and to dialogue with his students to make sure that the planned learning was successfully achieved. Therefore, it is pretty easy to correctly assume that teachers do not miss a day of work for unnecessary or frivolous reasons of *their* choosing.

In recent negotiations, our neighbor, Brea Olinda Unified School District, developed language in its collective bargaining agreement regarding Leave Provisions that determines that unit members are provided 10 days for personal illness or injury. Okay, so what's the big deal? We have that in our contract. Yes, yes we do. However, there is some additional language that is pretty amazing (if you compare it to ours). The Brea Olinda Unified contract goes on to read, "Leave, which is credited under Personal Illness and Injury Leave above, may be used for purposes of personal necessity provided that use of such personal necessity does not exceed ten (10) days in any school year." That's right, you read it correctly: those 10 days can essentially be Personal Necessity Days, or PN days, as we call them in our contract. Oh, and by the way, there is no mention of Compelling Personal Necessity Days, or CPNs, in their language that I have seen. So you got it. If you say you have a valid, important personal need to be out, you are given the authority to make that decision for yourself.

... A good leader knows how to follow, and to listen, elevating and inspiring people...

Of course there is other necessary language delineating the effort to make prior notice when possible, similar to our contract. But in fact, the phrasing is rather refreshing, "The teacher shall make every effort to notify the principal or immediate supervisor prior to taking personal necessity leave to enable the District to make appropriate arrangements." Now, notice it does not mention that prior notice is needed so the request can be "approved", or "denied", like in our EWEA/EWCSD language. It's like, *just let us know early, so we can get a substitute...* There is as required, safeguard language for abuses of such leave provisions in the Brea Olinda language, but it reads as more of an after-thought, "just in case", rather than the perceived meaning in our language (and actual experiences of our members when trying to use our PN/CPNs), that teachers will abuse this right, therefore the District must micromanage leaves to the degree being noted recently.

Pretty impressive, but it gets better. There is an even more amazing piece of language in this newly-acquired contract of our neighbor's, "**The District and the Association believe in the professionalism of our employees in using the leave provisions in this agreement.**" Wow! I guess the administration at Brea Olinda, doesn't assume that its teachers are taking school days off to go shopping at the mall, or playing a round of golf. Interestingly, the EWEA Bargaining Team brought this issue up at the Table this past fall—the District had no interest in discussing it. Hmm. Wouldn't it be nice if our Administration had the same respect, belief, and faith in us as our neighbors are experiencing in Brea Olinda?

## SPOTLIGHT ON MEMBERS

### SITES ARE NOW REPRESENTED

Congratulations to the sites that are now having their representatives attending eWEa's monthly Representative Council Meetings. These representatives are bringing to the meeting site concerns, and other issues and questions from the members at their sites. Thanks to the membership for voting for their reps, and the people who stepped up to run as representatives and took the training. It is a commitment for two meetings a month, one to attend for eWEa council, and the second the 10 minute meeting to inform their sites. Anyone can attend a Rep. Council meeting, however, only elected reps can vote on any issues.

#### Site Representatives by Site:

**Ceres** : Patricia Magana-Perez

**East Whittier**: Linda Arroyo-Blas, Sheri Harder,  
& Elizabeth Sanchez

**Evergreen**: Jared Wycoff

**Granada**: Caron Cole, Dena Oshann, (open)

**Hillview**: Mike Seyler, MyLinh Nguyen

**La Colima**: Eva Wheeler

**Laurel**: Jenny Shelley

**Leffingwell**: Carol M Ferguson, Teresa Bruckner

**Mulberry**: Valeria Gutierrez

**Murphy Ranch**: Kevin Connard

**Ocean View**: Laura Sullivan, (open)

**Orchard Dale**: Melissa Espino

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**Itinerates**: Trena Varos, Theresa Cronin (open)

### *Committee Chairs and Members are Needed!*

The following is a list of Committees and the openings that are available:

**Elections**: Chair and members

**Membership and Retirement**: Chair and members

**Professional Development**: Chair and Members

**Human Rights** : LGBT: Members

**Women's Issues** : Chair and members

**Grievance Chair**

**Organizing**: Chair and members,

**Safety**: Chair and members

**Minority**: Chair and Members

If you are interested send an email to one of the Executive Board Members.

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THE GRAPEVINE  
ONLINE**  
at  
[eweasonline.org](http://eweasonline.org)

*The Grapevine* will now be published online, with a hard copy for posting at the sites. In an attempt to save paper and the subsequent costs. Eweaonline.org is accessible publically and has many great links and articles as to what is going on in education today. Check it out if you haven't already.

### EWEA Contacts

#### eWEa Executive Board Members

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**Suzanne Mohler, Member-at-Large**