

Just Between Us

by Stacie Thurman, OEA President

Teachers are Asking...

1. There are currently four 4th grades classes at my site and next year there will be three. I am the least senior person at my grade level, but one person is retiring and has turned in her paperwork. I've been told that I will be unassigned and will have to reapply for my fourth grade position. Why do I have to reapply? You do not have to reapply. There are three classes and three teachers. You do not lose your position and do not need to reapply.

2. My school is reducing a 1st and a 2nd, but adding a 1/2 combo, who gets the 1/2 combo? Two teachers will be unassigned. The most senior of the two will have rights to the combo.

3. I am attending training during the school day that is expected to last all day. My principal asked me to come back to school to attend staff meeting after my training. Do I have to return to school? You do not have to attend your staff meeting following an all day off site training.

4. I am a first grade TBE teacher, but DLI is rolling up at my site. Do I have to apply for the first grade DLI job? No, the District and the Association have agreed that all TBE teachers are qualified by credential (BCLAD) to teach DLI. The class is being redesignated, not eliminated and reopened. This is the same for SEI teachers whose class is redesignated as DLI English. They retain their position because they are qualified by credential; they do not need to apply.

5. My school has three TBE teachers moving to the DLI program in their grade level next year. We've been told one of the TBE teachers will have a self-contained classroom. How is that decision made? The decision is based on the seniority of the TBE teacher and what they choose. Starting with the most senior TBE teacher, the principal needs to ask whether that teacher wants the DLI Spanish (thus teaching the same thing twice to two different groups of

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California Day of the Teacher

This year CTA's Day of the Teacher theme is "Great teaching is never forgotten." Teachers are the foundation of the future. They enter their classrooms with exceptional skills to teach and support their students' individual needs. Teachers are listeners, motivators, role-models, explorers, counselors, mediators, and surrogate parents. This year NEA's National Teacher Day will be observed on May 7th and CTA's Day of the Teacher will be observed on May 8th! I implore you to enjoy a week of being spoiled by all those who want to say "Thank You!" We are extremely dedicated to our profession and are humbled by the

influence we have on our students. Celebrate yourself, your colleagues, your friends and families who support one of the greatest professions, teaching. "A teacher affects eternity; he [or she] can never tell where his influence stops." -Henry B. Adams



Making a Difference



Fernando Hernandez, McKinna School

Fernando Hernandez has been a dedicated educator for 10 years. He spent his first year teaching 8th grade ELA and Social Studies for L.A.U.S.D., but found his way back to Oxnard where he was born and raised. During his adolescence, Fernando attended Curren, Ramona, Chavez, Sierra Linda, and Fremont. His parents immigrated from Michoacán, Mexico. Both parents are retired, but his dad worked in a flower nursery and now helps run the Community Garden and his mom worked in the garment industry. Fernando's younger sister is a paraeducator in our district. He attributed his family as one of the reasons he became a teacher. He felt he owed his family to do something better because he was first generation. Fernando began his post-high school education at VC and then continued on to UCLA where he obtained his Political Science and History degrees. He continued to earn his BCLAD through UCLA's teacher credentialing program. He began his career in Oxnard at Harrington teaching Newcomers and is currently at McKinna as a Newcomer TOSA. Fernando's nine years with Oxnard School District have been spent with Newcomers and their families. He finds the parents to be very supportive. His students come with a different mental state than students who have grown up in Oxnard. He shared, "They have humility and aspirations to do well in the community. They are a very vulnerable population." He enjoys working with them and their diverse backgrounds. Fernando shared that the Academy is getting more kids from El Salvador and Guatemala. There are around 200 Newcomers

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students) or the self-contained class (where he/she would teach both Spanish and English to the same group of students).

6. I started teaching on the first day of the school year, but I've been told I don't "own" my job and it will be advertised during the transfer postings. Am I displaced?

No, any teacher whose job was never advertised is in the "pool" for district transfers and does not have site rights.

7. My principal is asking me to change classrooms at the end of the year so I'm closer in proximity to the other fifth grade teachers. Do I get paid for this?

Yes, if your classroom is moved involuntarily within the same work site you will be provided assistance in moving your personal and classroom materials, and will receive sixteen hours of pay.

8. I am interested in applying for a TK position at my school next year, but I've heard the state

changed the requirements to teach it. How do I know if I am eligible to teach TK? The California Commission on Teacher Credentialing now requires 24 additional units in early childhood education, child development or both. Any current credentialed teacher who is or was assigned to teach TK, or a combination class of kindergarten and TK, on or before July 1, 2015, is "grandfathered in" to teach TK without having to meet additional requirements. Any credentialed teacher assigned to teach TK, or a combination class of kindergarten and TK, after July 1, 2015, will have until August 1, 2020, to meet the above-mentioned education requirements.

9. They are creating a new elective at our middle school next year. Does this elective need to be flown?

Yes. Any new electives (meaning never been offered before or during the current school year) must be flown on site.

10. Due to the sub shortage, 5 extra kids were brought to my classroom for the day. Do I have to take them?

No, if you are a TK-5 teacher, taking additional students due to a sub

shortage is VOLUNTARY and if you choose to house those students, you will be paid at a rate of \$45 per hour times six hours. This amount will be divided by no more than six teachers and students must be placed within one grade level of their actual grade. It does not matter whether the sub is scheduled for a half day or full day assignment. As long as you have the students for more than one hour, you are eligible for full compensation.

11. I am a Middle School teacher who was asked to take students due to the sub shortage above and beyond selling my prep for the day. Can administration ask me to do so?

No, the contract does not allow for this scenario. Administration needs to find a way to cover those classes by either finding someone to sell their prep or cover the class themselves.



CTA March State Council Report

by Alejo Perez, State Council Representative, Ritchen School

Election News

"Solidarity Forever!" rang out as delegates took to the polls at our last gathering. State Council representatives voted Toby Boyd CTA President, David Goldberg CTA Vice President, and Leslie Littman CTA Secretary-Treasurer. Their term begins June 26, 2019.

#RedForEd

CTA President Eric Heins credited CTA's Long Term Strategic Plan, adopted by State Council five years ago, for CTA's success in growing the #RedForEd movement in California and helping lead it forward. He led delegates in giving Oakland Education Association (OEA) leadership a standing ovation for their successful strike and settlement. "Organizing gets the goods," said OEA President Keith Brown, explaining that OEA built support for their movement step-by-step, with one-on-one conversations, site-by-site to get the schools and resources their students deserve.

CTA is calling for a Day of Action for May 22. Wear Red For Ed!

On May 22, join educators, parents, students and community for a #RedForEd Day of Action in Sacramento and throughout the state to let legislators know that they must support these bills to protect our students and neighborhood public schools. To learn more, RSVP and get involved at cta.org/redfored | #RedForEd | #KidsNotProfits

New Bills to Support

President Heins thanked delegates for their work in considering and taking action on approximately 300 bills to provide students with the public education they need and deserve. In particular, several of these bills fight the problems presented by privately-managed charter schools that siphon funds from public education. This new package of bills — SB 756, AB 1505, AB 1506 and AB 1507 — will give local communities, districts and school boards more control over charter authorization and renewal, and implement a cap on the number of charters and a moratorium on their proliferation.

Delegates also voted to support AB 331, which would require each school district that doesn't already have an ethnic studies curriculum to offer a course beginning in 2021-22 and require an ethnic studies class be added to high school graduation requirements in the 2023-24 school year.

Teachers of the Year Recognized

Three of California's 2019 Teachers of the Year, Kim Holz, Angel Mejico and Rosie Reid, were honored during State Council (Erica Boomer could not be present). As California's nominee for National Teacher of the Year, Reid, a member of the Mt. Diablo Education Association, spoke to Council about her journey as an educator and activism to make sure her students receive a quality education. Read more about these sterling educators at californiaeducator.org/2019-california-teachers-of-the-year.

Hispanic Caucus Presentation

The Caucus marked the César Chávez holiday with a lively celebration incorporating music and dance.

Women's History Month

Maya Walker, Women's Caucus Chair, recited wonderful poems in honor of Women's History Month. All in all, it was a busy and fruitful council. For more information, visit the cta.org website.

Making a Difference

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currently in the program. Fernando does not just advocate for his students, but advocates for all student learning. While he was at UCLA he was inspired by the big advocacy groups that promoted innovative social justice with progressive and reflective practices. When he moved back to Oxnard he noticed a need. In 2011, he joined AMAE, Association of Mexican American Educators, and MICOP, Mixteco Project. Inspired by the bigger groups he connected with Educators Doing Justice, a coalition of K-12 educators, college professors, superintendents, and community members, whose purpose is to promote critical pedagogy that actively pursues social justice through education. One of the core progressive beliefs of EDJ is that education is a tool for liberation. Fernando shared the many facets of EDJ, which include teacher mentoring-recruiting, advocacy through their publication, "Allies4Educaion," and professional development. They meet once a month at the Community Roots Garden. You can find out more information at <http://www.educatorsdoingjustice.org/>. In addition to his passion for advocacy, music plays an important role in his life and he attributed music as the other reason he became a teacher. He shared that music helped politicize his beliefs through the powerful lyrics that boldly spoke to him and told him he could do something better for the world. When he was younger, it was the works of Los Crudos, a Latin/Chicano culture band, and the Youth of Today, straight-edge band, that emphasized that he could make a change. From hardcore punk to Mexican rock bands, music became an instrumental part of his life. He likes to write fanzines about all genres of music. Fernando has written about Nardcore, the Oxnard punk scene. He enjoys traveling all over to listen to live bands. He has self-published two articles! Fernando is an educator who understands the reality of his students. He sees education as a tool, rooted in liberation, to empower children of poverty. He stated, "Everything starts in education with the relationship to the world." When I asked Fernando for a quote, he sent me lyrics from the band Three, "All that I know is that a week can grow so pale, without some kind of inspiration, something so pristine take a dream into action this time" (Washington D.C., 1989). The quote adequately embodies what drives Fernando Hernandez.

Switch to CTA-endorsed Disability and/or Life Insurance The Standard (enrollment is from April 1 - May 31, 2019)



If you currently have Disability and/or Life Insurance through another carrier, switch to CTA-endorsed coverage from Standard Insurance Company (The Standard)

from April 1 through May 31, 2019 with no health questions asked. The Standard is the only carrier endorsed by CTA for Disability and Life Insurance plans.

The Standard's Disability Insurance Highlights

-Up to an Extra \$500 or More: Starting on the 8th day of missed work, The Standard will begin paying \$25 per work day during sick leave, which can add up to \$500 or more per month!

-2 Years @ up to 75% of your

Salary: Once your fully paid sick leave ends, you'll be eligible for up to 75% of your regular daily contract salary, less any deductible income, for up to two benefit years. During Substitute Differential or Similar Pay following sick leave, your minimum benefit will be up to 25% of your regular daily salary, or \$30/day, whichever is greater (so long as your total income doesn't exceed 100% of your regular daily pay).

-On or Off the Job, You're

Covered: With The Standard, you're covered for accidents and injuries that occur on or off the job.

The Standard's Life Insurance Highlights

-Customize Your Choice: CTA and The Standard worked together to offer coverage options ranging from \$25,000 to \$400,000,1 so you can choose the level that's right for you and your needs.

-Matching AD&D Coverage is automatically included with your CTA-endorsed Life Insurance at no additional cost.

-Additional Valuable Features: Use our Life Services Toolkit2 to start getting help creating a will, recover from identify theft, or find grief counselling, legal advice and other support services. Our Travel Assistance3 program provides access to a comprehensive range of professional 24-hour medical and legal referral, plus trip preparation when traveling out of state or out of the country.

Make the Switch Today

To learn more or take advantage of the limited-time offer, call our dedicated CTA Customer Service Department at 800-522-0406 (TTY), Monday through Friday, 7:00 a.m. to 6:00 p.m.

Good Teaching Conference

by *Eloisa Romero (McAuliffe)*, *Vicky Gonzales (Tech TOSA)*, and *Anjanette Carrillo (PAR)*



I attended the good teaching conference the weekend of March 22nd-24th and I am so thankful I did. I left the conference feeling excited with new tools in my "bag of tricks"

to use especially for behaviors in the classroom. The conference started off with an orientation where you learn about the CTA go! App. On the app you were able to find a more detailed agenda about the conference as well as for each session/workshop, along with power point slides for each workshop. There was several topics to select from, these included Special Education, math, art, technology, ELA, NGSS/STEM, ELL, member benefits, classroom management, social justice. I attended several workshops on classroom management and one yoga to help when feeling stressed, ha! But I think the best part of the conference was that those who presented were people just like us who taught in the classroom. These presenters shared their knowledge with their fellow educators to help, inspire, and motivate us to keep going and to keep loving what we do.



In March, our weekends feel shorter and shorter. Yet, we jumped at the opportunity to spend a weekend at the CTA Good Teaching

Conference. It was invigorating to see so many teachers excited and motivated to learn new strategies. We started with a class entitled, "Don't Cage Them, Engage Them" by Grace Dearborn. We quickly learned that laughter is a key to learning. Laughter increases information retention by 44%. She also emphasized students need to interact to retain information. Give students a chance to talk, but with a sense of urgency. List as many of.... in 21 seconds. We split up for the remaining sessions. At dinner we shared our notes from "Drawing out the Best in Your Students" by Jon Pearson. His focus was on visual note taking. Drawing pictures, even stick figure drawings, will make verbal thinking visual for students. In another session entitled, "When Consequences Don't Work" we learned a useful response for all teachers. "Johnny, stop talking." "I wasn't talking..." "Perfect!" This conference reenergized us. We recommend you attend next year!

OEA Election Announcement

Our local election for OEA Executive Board positions will be held from May 10th to May 16th. Nominations are open, which means that any OEA member may nominate any other member (with their consent). You may also nominate yourself. If you are interested in running for any of the following positions, please call the OEA office at (805) 981-6424 or send an email to oxnardea@gmail.com to request and file a declaration of candidacy form. All declarations of candidacy and campaign statements are due by **4:00 p.m. on Monday May 6, 2019** (post-marked dates not

Vacancies for OEA Executive Board:

Middle School Director (1): Term- August 1, 2019 - July 31, 2021

Elementary School Director (1): Term- August 1, 2019 - July 31, 2021

Election Timeline:

April 26, 2019	*Announcement of vacancies available <u>only</u> to OEA members
May 6, 2019	*Declarations of candidacy and campaign statements must be received in the OEA office no later than 4:00 p.m.
May 8, 2019	*Acknowledgement of declarations of candidacy
May 8-9, 2019	*Distribution of voting materials
May 10-16, 2019	*Voting at individual work sites
May 16, 2019	*Ballots and Voter sign-in sheets must be received at CTA office by 4:00 p.m.
May 20, 2019	Announcement of results to leadership and candidates
May 21, 2019	*Results will be posted at each work site for members
May 28, 2019	*A challenge to the election must be received in the OEA office no later than 4:00 p.m. unless there is a run-off election
May 22, 2019	*Distribution of run-off ballots, if necessary
May 23-30, 2019	*Voting for run-off election at work sites, if necessary
May 30, 2019	*Ballots AND voter sign-in sheets must be received at CTA office by 4:00 p.m.

Special Education Issues: Rights and Responsibilities

by Amanda Rodriguez (McAuliffe)

I recently attended the CTA endorsed training, Special Education Issues: Rights and Responsibilities, on March 11, 2019. Although many topics were discussed, there were a few that stood out to me. The first, is the concept that Special Education is NOT a place but rather supports and services brought to students such as: occupational therapy, physical therapy, speech, behavior support plans, and individual education plans. The number of students with disabilities is rising with Autism being at the forefront. With that being said, it is unfortunate that there is a shortage of special education teachers and a lack of federal and state funding for special education. This is "one of those things" that does not receive the attention it deserves...yet! I am hopeful that in the near future, citizens will come together to address this issue in the proper arena. We need more awareness! Lastly, if you are requested to attend an IEP meeting as a general education teacher, but you are not

present for the entire IEP meeting, it is a good idea to request an "excusal form". This documents that you were not present for the entire meeting in case there is ever an issue with the responsibilities that are assigned as part of servicing this student especially if it is not something that you agree with or agreed to. Here are some web resources for further information:

California Teachers Association:

www.cta.org

National Educators Association:

www.nea.org

California Department of Education:

www.cde.ca.gov

Council for Exceptional Children:

www.cec.sped.org

IDEA Practices: www.ideapractices.org

U.S. Dept. of Education, Office of Special

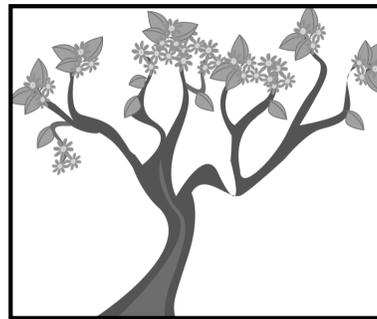
Education Programs: www.ed.gov/offices/OSERS/OSEP

Wrightslaw: Special Education Law

www.wrightslaw.org



Calendar



April 2 & 26, 2019

Bargaining

CTA Office, Oxnard



April 25, 2019

Rep Council

CTA Office, Oxnard



May 1, 2019

School Board Meeting

OSD Board Room



May 2, 2019

OEA Executive Board

OEA Office, Oxnard



May 7, 2019

National Day of the

Teacher



May 8, 2019

California Day of the

Teacher



May 9, 2019

WHO Awards Dinner

Ventura



May 15, 2019

School Board Meeting

OSD Board Room



May 16, 2019

Rep Council

CTA Office, Oxnard

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