

ESPrIt News



Issue 16 Volume 1



VCEA Board of Directors 2009 - 2010



(Top from left to right)

- Kim Mina, CTA Staff
- Angie Varela, Secretary (Buena)
- Teri Roots, President (Buena)
- Lynda Wilson, Director (ESC)
- Cathi Stallings, Director (Sunset)
- Kimber Wilkinson, Director (ESC)
- Mary Jane Davis, Director (CNS - ESC)
- Kristan Adams, VCEA Office Secretary

(Bottom from left to right)

- Lupe Gallegos, Director (Buena)
- Mike Downey, Vice-President (Balboa)
- Bill Aguirre, Director (Facilities)
- Michael Musser, Director (Facilities)
- Mike Wingate, Director (Facilities)
- Neil Beattie, Director (Facilities)
- Robert Hill, Treasurer (Warehouse)

(Not in Picture:)

- Kathy Walker, Director (Portola)

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NEA Representative Assembly

by Mary Jane Davis, CTA-RA Delegate

July 3-6, 2009 – San Diego
“Hope Starts Here”



8,925 Registered Delegates and 7,063 Non-Delegates attended the RA in San Diego, VCEA local Delegates, Mike Downey, Michael Musser, Neil Beattie, and Teri Roots as well as Mary Jane Davis and Robert Hill, State Delegates, were among the thousands in attendance. This was the first Representative Assembly for Neil and Teri. Teri got to speak at the microphone. Good Job, Teri. RA Elections: Becky Pringle was re-elected as the NEA Secretary Treasurer, and Joy Powell and Greg Johson were elected to the Executive Committee. Three ESP At Large positions were elected to the NEA Board: Kay Hanson & our own Michael Musser were re-elected & Maury Koffman is new member. Patrick Nicholson was elected as an ESP at large Alternate. Robert Hill served as Michael Musser's Campaign Manager. RA Highlights: On Thursday, 7/2/09, Arne Duncan, U.S. Secretary of Education, engaged in a Town Hall exchange on the floor of the RA. 7,000 delegates and non-delegates attended to hear his views on education first hand and to present the concerns and of the NEA. He said that NCLB does need fixing. Fair assessments for students with

disabilities and English Language Learners should have been included as well as other concerns. “I don't have all the answers,” Duncan said, “I hope we can come up with them collectively.” ESP of the Year winner, Kathie Axtell, a Par educator from Washington State, told us to “live life loud”. Speak up, become politically active and fight for a living wage for all educators. “I am not talking about buying a yacht – I am talking about the ability to live life with dignity and to have enough that we go to bed not worrying about whether we have enough money to keep food on the table or heat in our homes.” Teacher of the Year winner, Anthony Mullen from Connecticut, was a former NYCPD police officer. He exchanged a pair of handcuffs for a set of textbooks. He said “Every day I'm given a chance to save one child at a time and prevent another dropout. These are the riches we are given as teachers and educators.” The Friend of Education award winner this year was Dr. Linda Darling-Hammond, Charles E. Ducommun Professor of Education, Stanford University, Stanford, CA. A new award was handed out this year “Greatest Education Governor”: The first recipient was Bill Richardson of Arizona. Dennis Van Roekel, President of NEA said, “In every election there's at least one candidate who promises to the education governor, but once the election is over the promises are too often forgotten.” Not Bill Richardson. He has delivered. California Delegates asked that RA Delegates from across the nation sign postcards to send to Governor Schwarzenegger to demand a fair budget and leave Proposition 98 alone. 7,000

postcards were delivered by David Sanchez, CTA President, along with other officers, CTA Board members and many CTA delegates as they walked to the Governor's office in San Diego on Monday morning. The Governor's office staff asked what they were suppose to do with them and David said to send them to the “Governor.” Education has already taken enough hits in California. A sad note for NEA and RA delegates, Bob Chanin, NEA General Council, will be retiring this year. Bob is known and loved by all members of the NEA who have had any contact with him. He is not called on often, but when he is, he knows all the answers. He will be sorely missed. He is also the one who calls the final minute of the RA on the last day. As most delegates participate in pools to guess the time – this is a very important announcement. I have never won. Boo-Hoo! This is my last RA, as I will also be retiring this year. I have attended 19 RA's, each one has been exciting and I will miss the action. I will not know what to do next year, when I am home on the 4th of July.

Union Code

Of Conduct

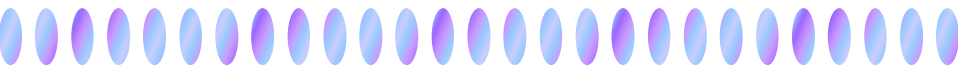
I will not criticize any union colleague except to the individual directly.

If any union colleague is being criticized in my presence, I will confront the criticism and ask that it stop.

I will not participate in any conversations with management that criticize, or negatively speculate about, any union colleague.

I will settle my differences with colleagues within my union.

I will engage in debate, offer others every opportunity for debate and respect minority viewpoints, but I will observe and support the majority mandate of my union.



November 3, 2010 - Vote

by Michael Musser, PAC Chair

The VCEA Board of Directors recommends the following candidates in the VUSD School Board Election:

John Walker, Incumbent
Velma Lomax, Incumbent
and Mary Haffner, Incumbent.

The three candidates are our past recommended incumbents. Please support them in their endeavor anyway you can.



Know Your Rights

The rights of unionized employees to have present a union representative during investigatory interviews were announced by the U.S. Supreme Court in a 1975 case (NLRB vs. Weingarten, Inc. 420 U.S. 251, 88 LRRM 2689).



These rights have become known as the Weingarten rights. An investigatory interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct. If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation.

Management is not required to offer

union representation. The employee must ask to have a union representative present during the investigatory interview. Except in unusual situations, the employee may not delay or cause such an interview to be postponed until a specific union representative is available.

When the employee makes the request for a union representative to be present, management has three options:

1. it can stop questioning until the representative arrives,
2. it can call off the interview, or
3. it can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (an option the employee should always refuse).

Once you've asked for union representation, any attempt by management to continue asking questions before a union representative gets there is

ILLEGAL - If supervisors pressure you by telling you that "you're only making things worse for yourself" by asking for union representation, that's against the law too.

Remember, if you are called into your

supervisor's office for an investigation, you can't refuse to go without your union representative. All you can do is refuse to answer questions until your union representative gets there and you've had a chance to talk things over.

The Supreme court has ruled that during an investigatory interview, management must inform the union representative of the subject of the interview. The representative must also be allowed to speak privately with the employee before the interview. During the questioning, the representative can interrupt to clarify a question or to object to confusing or intimidating tactics.

And finally, your Weingarten Rights do not arise when management is discussing work assignments, giving instructions, or engaging in other routine discussions with the employee.

These are your rights!

Should you require help ask your VCEA Site Representative immediately. If no one is available at your site, call VCEA at 805.644.0795.



CTA Voluntary Member Contribution

A voluntary member contribution of \$20 a year was established to help fight attacks on public education and to create a CTA foundation to provide more scholarships to members and support teachers' ideas to improve public schools.

The dues contribution is voluntary and flexible. Members are automatically enrolled in the default allocation of \$10 to support CTA advocacy efforts and \$10 to the Foundation for Teaching and Learning. No action on your part is needed to contribute the suggested

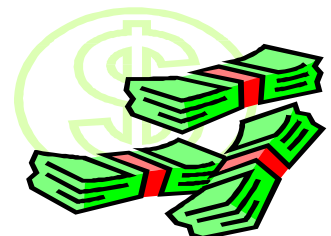
amounts to support CTA advocacy efforts and the CTA Foundation.

To reallocate or opt out of a portion or the full amount of your contribution, CTA's interactive Voluntary Member Contribution Change Form is available. Also available is a downloadable change form.

Existing CTA members: The open window to reallocate your contribution or opt out is August 1, 2009 to November 1, 2009. Note: Once a member contribution option is made, it will remain in effect until changed. Members provided refunds in the

prior year will receive a refund in the 2009-10 year once the open window period has closed.

New CTA members: You have 30 days from the date of enrollment to reallocate your contribution or opt out. Visit the CTA website for information and form: www.cta.org/portal/revdues.aspx



by Cathi Stallings, VCEA BOD

Meet Your VCEA Colleague by Sherril Banker, VCEA Communications Chair

Who is Pam Salem?

You can find Pam tucked away in a cubicle at the District Office where she has been working hard as a Buyer in the Purchasing Department for VUSD for over 11 years. She loves her job and says "I get to shop and I save money and it doesn't cost me anything."



Pam Salem pictured here with VUSD Adult Ed. Art Teacher, Judy Klements.

Pam has been happily married to her hubby Jeff for over 25 years and they have 3 kids who have attended school in the VUSD. Pam has been painting since age 16 primarily with water colors and pastels and she also enjoys a game of poker or Texas Hold-em in her free time with family and friends. Chances are you have caught a glimpse of Pam's talented art work at the ESC, the Buenaventura Gallery on Santa Clara, the Harbor Village Gallery, Community Memorial Hospital and most recently her art was displayed at the 1st California Bank in Camarillo. Pam does do commission work, primarily pet portraits, but she has also done landscapes and seascapes of pictures that are special moments to someone. One word could describe her talent and I'll set it at, AMAZING!

Upcoming Important Dates - Mark Your Calendar

NEA ESP Day	Nov 18, 2009
VCEA Site Rep Meeting	Nov 4, 2009
School Board Elections	Nov 3, 2009
State Wide Elections	Nov 3, 2009
State Council LA	Oct 23—26, 2009
VCEA Exec. Board	Oct 28, 2009
Personnel Commission	Oct 21, 2009
Channel Island SCC	Oct 17, 2009



The Way I See It

by Teri Roots, VCEA President

Welcome Back!

I hope you all enjoyed some time off this summer to spend with family and friends! I have learned a lot this summer. My priorities were put to the test. I had some personal family issues to deal with, which took my mind to a whole new



level. I'm sure that most of you understand that family must come first. Happily, things have finally settled down; I am working my hardest to do the most for our members, while not losing sight of what is equally important in my personal life.

I am anticipating that the 2009-2010 school year to be a good one! With the roll-over of our Contract and it's current

language, we were able to protect our members current wage and benefits. Kudos to our Negotiation' team; their hard work paid off.

In conclusion, I would love to hear from you about ways we can improve our communication with you, and

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I would love to hear from you about ways we can improve our communication with you...

Please become involved!

maybe have some new faces attending our Rep. Council meetings! We have various committee's that are always looking for fresh faces and ideas! We will be having a few open houses for members to come and receive information about our inclusion with CTA/NEA and it's benefits, as well as Committee displays to learn more about what our various committees do.

Please become involved! Remember...this is your Association!

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