



# President's Update

## From the EEEA President

Welcome to our new EUSD educators and welcome back to all of the veterans! It's hard to believe we are already back, but with the changes that are taking place I know that this year will be an exciting one.

I hope all of you had a restful and spectacular summer break with family and friends. As for me, I spent many hours learning my new role as Association President. I attended CTA's Presidents Conference in San Jose in July. I met great people, including the leadership of CTA, what an impressive group of educators! In addition, I also attended CTA's Summer Institute held at UCLA. I spent a week learning about school budgets and quickly found that I should have paid more attention in my college statistics class! Along with conferences I taught summer school and made a few small trips to the central California coast.

Before you read the rest of the update, let me introduce myself. My name is Don Arballo. This will be my 15th year in education, 14 years in EUSD. I have taught SDC at Felicita Elementary, resource and general education at Del Dios Middle School, and more recently SAI at Farr Avenue School. A highlight was being honored as a Teacher of the Year in 2003 at Felicita Elementary. I attended the University of California, Davis where I received a degree in geography and did my teacher education at San Diego State University...GO AZTECS! I am the father of two boys, Jackson (10) and Jason(5). I enjoy playing golf, tennis, and spending time with my kids.

I hope you get off to a great start to the school year, and I wish you all the best as you work hard to educate the students of Escondido. I look forward to seeing you as I begin site visits and am interested in what you have to share.

- Don Arballo

## What's Inside

*Topics in this update include:*

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President Lunchtime Visits

These words have inspired me many a time when I was faced with challenges that could have discouraged me from moving forward. I hope they do the same for you!

***"The only person you are destined to become is the person you decide to be."***

***-Ralph Waldo Emerson***

## HOT TOPIC(S): BARGAINING

As many of you know STRS has been underfunded for some time. This unfunded liability posed a threat to educators in having a secure retirement. As such, Gov. Brown signed into law AB 1469 in late June. What does this mean for you? The good news is that there is now a plan to fully fund STRS. It will take a financial commitment from the state, districts, and you. For you, it means an increase in your STRS contribution over the next three fiscal years. This year the increase will be from 8.00 to 8.15.

Depending on your hire date, an increase from a total of 1.205 or 2.25 will be phased in the next three years. Also, the Governor's rainy day fund, to be voted on in November, will cap a school districts reserve at 6%. Schools would be required to not have reserves in excess of 6%.

These two topics can have a direct impact on negotiations with the district. Please stay updated by reading the bargaining updates.

## ASSOCIATION NEWS, ISSUES & GENERAL ANNOUNCEMENTS

• Your **Association dues** and your health insurance premiums are deducted from your paychecks for the months of September-June, which is why July and August paychecks are usually larger than the other 10 months. Members and Fee Payers have dues deducted because EUSD is a fee payer district, but only members get benefits. Your Association dues money goes directly to CTA, with a portion returned to the EEEA in ten monthly installments. This dues money is tax deductible when you do your annual tax returns. Here is the breakdown of where your monthly Association dues money goes:

- CTA- \$64.10/tenthly
- EEEA- \$20.58/tenthly (Same as last year)
- NEA- \$18.30/tenthly

• The **EEEA Membership drive** ends on Wednesday, September 10<sup>th</sup>. Make sure to get your membership application in to get a Starbucks gift card!

• **EEEA will be hosting four happy hours at Anejo Restaurant and Grill this year.** All certificated staff are encouraged to come and socialize with friends and colleagues from around the District. *The first of these is **September 4th, 3:30-5:00.*** Although we do not supply the beverages, tasty appetizers will be provided

• The full **EEEA Calendar of events** is on our website: <http://eeeassoc.org/>

• The **CTA pocket calendars** should be available in the workroom or lounge at your site

• Monthly **EEEA Rep Council meetings** at Del Dios or Hidden Valley are open to all members.

• We have begun a *list of **FAQ's** on our website.* Please let us know if you have any questions you would like us to answer and add to this list: <http://eeeassoc.org/faqs.html>

• If you are on **Facebook**, please *friend us* and leave some words of wisdom on the wall for our new members: [www.facebook.com/YourEEEA](http://www.facebook.com/YourEEEA)

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## KNOW YOUR RIGHTS

• Our **Collective Bargaining Agreement** contains many guidelines that affect our teaching and learning environment. It is available in full on the EEEA website: <http://eeeassoc.org/your-contract.html>

• *If you are being **evaluated** this year,* you should be notified of this no later than *August 22nd* and you should have your initial meeting with your evaluator no later than *September 19th*

• A **formal observation** must be at least 15 consecutive minutes of observation of the person being evaluated. Temporary and probationary staff who are going through the evaluation process this year must be formally observed at least twice, and permanent staff members being evaluated must be formally observed at least once

• **Following a formal observation, you should receive timely feedback.** If the evaluator has any concerns, these must be stated **in writing within 5 days** of the observation

• *Administrators can observe staff members as frequently as they see fit.* This includes those who are and those who are not going through the formal evaluation process

• Our District has a **Catastrophic Leave Bank** for staff who are out for illness for a period of time that exceeds the amount of accrued sick/personal leave. *To access this bank you must have donated at least one day to this bank prior to need.* To donate to this bank you must have at least 20 days of accrued sick leave Forms can be found here:

<https://sites.google.com/a/eusd.org/eusd-hr/certificated/forms>

• Certificated staff members cannot be involuntarily signed up for **Adjunct Duties**

• Every staff member has the right to a **daily, 30-minute duty-free lunch**

• **EEEA Site Representative** should be included on your site's adjunct duty list. This position is vital so that you and your colleagues do not miss out on important communications, including contract-related issues such as salary and health benefits

• Each school site is allowed to have one EEEA Site Representative for every 10 members at that site.

• **Open House** is allowed to be scheduled on an unassigned Thursday.

## ON THE EEEA WEBSITE

Your **EEEE Executive Board** is made up of five elected EEEA members. These positions include a President, 1st and 2nd vice-Presidents, a Treasurer and a Secretary. In addition, the EEEA employs a part-time office manager who is in the office each M-F from 1:00-5:00. Her name is Kaitlyn Warner. She is a graduate of Pepperdine University and very knowledgeable about EEEA issues. To meet the members of your EEEA Board, click here: <http://eeecassoc.org/your-eeea-leadership.html>

## CTA and NEA

CTA member benefits: <http://www.cta.org/Member-Services/Member-Benefits.aspx>

NEA tools for teachers, by teachers: <http://www.nea.org/home/ToolsAndIdeas.html>

## WHAT THE EEEA PRESIDENT DOES TO REPRESENT MEMBERS

As the President of your Association, I have regularly calendared meetings with District Management and School Board members. This includes individual meetings with the Superintendent and each member of his cabinet. I attend School Board meetings, where the EEEA President has a regular agenda slot to speak to the School Board. I participate on the District Budget Committee and CTA held meetings dealing with current legislation and bargaining.

I advocate strongly for all certificated staff based on member feedback from lunchtime visits, the results from our EEEA surveys, email and phone communications, discussions at our monthly Representative Council meetings, and our EEEA Fall, Winter and Spring member forums. I depend on your input so that I know your professional needs and concerns. Ultimately, my responsibility is to help make sure that you have the work environment necessary for you to meet the needs of your

students, and so you can take care of yourself and your family. Please participate in these opportunities to communicate with your EEEA Leadership. And remember to check with your EEEA site rep to make sure you are a member of the EEEA. Only EEEA members can vote in EEEA elections and on changes to our contract. Only EEEA members get CTA legal support if the need arises.

I urge you to contact your EEEA site rep when you have questions regarding your work environment and/or the EEEA contract. If they are unable to help, contact me. I am confidential, so if you have a question, a concern, need representation, or just want to communicate directly with me, our exchange will be held in confidence.

I am available to talk before and after school, on weekends and during breaks. My cell number is 760.715.1108 or email me at:

[eeecapresident@gmail.com](mailto:eeecapresident@gmail.com)

## Upcoming EEEA President's Lunchtime Visits to Sites

I will be in the lounge with treats, so please drop by and share your thoughts.

8/25- Del Dios  
8/26- Rincon Middle  
8/28- Hidden Valley  
9/2- Mission Middle  
9/3- Bear Valley  
9/4- Nic Center  
9/8- Bernardo  
9/9- Central  
9/10- Conway  
9/11- Farr  
9/15- Felicita  
9/16- Glen View  
9/18- Lincoln  
9/22- Juniper  
9/23- Miller  
9/29- North Broadway  
9/30- Oak Hill  
10/1- Orange Glen  
10/2- Pioneer  
10/6- Reidy Creek  
10/7- Rock Springs  
10/8- Rose  
10/9- L.R. Green

## Mark Your Calendars

9/2- EEEA Board of Directors, 3:30  
9/4- EEEA Happy Hour at Anejo, 3:30  
9/9- EEEA Rep Council, 3:45 Del Dios  
9/11- EUSD School Board, 7:00  
9/24- SPED Committee  
9/30- EEEA Fall Forum, 3:45 Del Dios  
10/1- EEEA Board of Directors, 3:30