



Escondido Elementary  
Educators Association

# President's Update

## Message from the EEEA President

Happy Spring! It is cliché but true: time does seem to go by faster every year. And this year is no exception.

On behalf of your EEEA Representative Council, Board, Bargaining Team, and other Association leadership, I would like to thank all of you for your support as we have worked diligently to address a number of issues in our District. These have included dealing with unassigned Thursday; collaborating with EUSD administration, and CSEA to start the process of the Relationship by Objective program (RBO); the continuation of the two additional non-student days (paid) for professional

development and collaboration; and beginning the process of bargaining a new contract for next year. Specific topics of negotiations will be connected to our input on the District's local control and accountability plan, so please assist us by participating in EEEA surveys, 10-minute EEEA site meetings and my lunchtime visits this spring.

I know you are busy, so please know that it is very appreciated that you take the time to stay informed and involved.

-Don Arballo

### What's Inside

*Topics in this update include:*

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**Bargaining Update**

**Association News**

**Member Rights:**

**Representation, Transfers, Meeting Agendas, Adjunct Duties, Workers Comp, Safety**

**President's Report of Representation**

**Upcoming Visits**

**EEEEA Events**

*"I hope you're proud of yourself for the times you've said 'yes,' when all it meant was extra work for you and was seemingly helpful only to somebody else."*

-Mr. Rogers

## HOT TOPIC(S): BARGAINING

For the 2014-15 year, EUSD and EEEA negotiations are currently on-going for retirement and PAR. The school board will soon determine the financial feasibility of a retirement incentive and the Teacher Support Group continues to work on a process to support teachers.

Informal negotiations have also begun for the 2015-16 school year. A bargaining survey will be used to determine what issues members are

most interested in addressing. We will be looking to open two articles in addition to salary and benefits which are opened every year. Initial feedback from climate surveys, site visits, EEEA board and rep council meetings are indicating that workload, prep time, and compensation for after contract hour meetings, trainings, and events are of importance to members. Please feel free to contact your site rep or me if you have any questions or comments regarding negotiations.

## ASSOCIATION NEWS, ISSUES & GENERAL ANNOUNCEMENTS

- **The EEEA Banquet** will take place **June 5th, 3:30-6:30 at the Escondido Elk's Lodge**. Tickets will be \$20 and sold on a first come basis in May. Join us as we honor our retirees and our *EEEA Educators of the Year*

- This year's final *EEEA-hosted happy hour at Anejo Restaurant and Grill will be May 7th*

- **EEEA members are invited to participate at the EEEA booth in the Escondido Street Fair on May 17th**. It makes a difference when we get involved in the community, so come spend a couple of hours with your colleagues handing out books to some very grateful kids!

- **EEEA Officer elections for Secretary, Treasurer and 1st Vice-President will take place at sites the week of May 4-May 8**. Only EEEA members are eligible to run and/or vote in this election. Declaration of candidacy forms will go out after Spring Break.

- **EEEA site *Educator of the Year* voting is scheduled to take place at sites** between now and April 16th. Each site's rep(s) will determine the actual voting window during which EEEA members at the site can vote. Be sure to take a minute and recognize a deserving colleague!

### CTA and NEA Updates

- **Impact Teen Drivers**: Contest to bring awareness to the issue of teens texting and driving. \$15,000 in prizes. Deadline to enter is **April 10th**. Program and contest rules at: [www.impactteendrivers.org](http://www.impactteendrivers.org)
- **IFT Grant for School Project** \$5000 - \$20000 grants to support strength-based, teacher-driven improvements for students and public schools. Grant application **due by 4/30** and can be found at [www.teacherdrivenchange.org](http://www.teacherdrivenchange.org)
- **EMEID Program**: CTA is looking for Ethnic Minority Early Identification and Development (EMEID) program participants. Its a program to get more minorities involved in a leadership role. You can refer someone, or they can refer themselves. **Applications due 5/1/15** and can be found at: [www.cta.org/emeid](http://www.cta.org/emeid)
- **The Standard Disability Insurance**: CTA members using The Standard will be seeing an increase in their premiums based on annual salary in order to keep the program viable. If you make under \$76,249 your premium will not change. The Standard does up to 75% income replacement due to disability.
- **Member Benefits**: There is now a CTA Member Benefits app that can be downloaded from the App Store or on Google Play.

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## KNOW YOUR RIGHTS

- **The EEEA currently has 930 active members**

- **You have the right to representation in meetings with administrators**. If you are asked to attend a meeting with HR, please contact me directly. If your representation rights are denied for any reason, please call me as soon as possible

- **You have the right to apply for a transfer without fear of jeopardizing your current assignment**. Transfer opportunities are posted [here](#)

- **Meeting agendas should be provided at least 2 days in advance of each meeting**. This includes site staff meetings,

as well as any District *required* meetings of staff members

- **Adjunct duties should be determined and assigned values/points collaboratively by all site certificated staff and administration**. The list of each site's adjunct duties for the following school year should be finalized by June 1st

- **Adjunct duties** should not be assigned unilaterally by an administrator, and **sign-ups should not take place until a staff meeting at the beginning of the new school year**

- **Certificated staff cannot be required to serve the**

**same adjunct duty for more than 2 consecutive years**

- **If you feel you have been injured on the job or made sick by your work environment, you have the right to file a workers comp claim**. This is a protected right, so retaliation will not take place. If you are considering this, please contact me so I can help you better understand the process and your rights

- **If you have a safety concern at your site, you have the contractual right to complete a *Report of Safety Concern form***. A copy should go to your site administrator, and an additional copy should be sent to EEEA via district mail

**ON THE EEEA WEBSITE**

The EEEA website has a complete calendar of EEEA events and our current contract: <http://eeeassoc.org/> and don't forget to friend us on Facebook: [www.facebook.com/YourEEEA](http://www.facebook.com/YourEEEA)

**PRESIDENT'S REPORT OF REPRESENTATION\***

- 11/3- Meeting with K.Prins
- 11/4- EEEA Board of Directors
- 11/10- Teacher Support Group
- 11/12- EEEA BOD/Supt's. Cabinet
- 11/13- School Board Meeting
- 11/17-Meeting with L.Sackfield
- 11/18- EEEA Rep Council
- 11/19-Meeting with Superintendent Ibarra
- 12/1- EEEA/EUSD SPED Meeting
- 12/2-EEEA Board of Directors
- 12/8- Meeting with L.Sackfield
- 12/9-EEEA Rep Council
- 12/10-Meeting with M. Taylor
- 12/11- School Board Meeting
- 12/12- RBO Steering Committee
- 12/13- Esco. Christmas Parade
- 12/16-EEEA Bargaining Team
- 12/17- Meeting with Supt.Ibarra and EEEA SPED Committee
- 1/6- EEEA Board of Directors
- 1/8- School Board Meeting
- 1/13- EEEA Rep Council
- 1/14-Governor's Budget Workshop
- 1/15- Meetings with K. Prins and L.Sackfield
- 1/20- SDCSCC General Membership meeting
- 1/21-Meetings with Michael Taylor and Superintendent Ibarra
- 1/22-EEEA BOD communications meeting with school board; school board meeting.
- 1/23-Negotiations with EUSD
- 1/26-Teacher Support Group
- 1/27-Presidents Plus One
- 1/28-Budget Comm. Mtg.
- 2/3-EEEA Board of Directors
- 2/5-Meeting with K.Rubow
- 2/9-Meeting with L.Sackfield
- 2/10-EEEA Rep Council
- 2/11-RBO Training Workshop
- 2/12-School Board Meeting
- 2/18-Meeting with SMEA President & EUSD Negotiations
- 2/19-Meeting with School Board President Donnellon
- 2/21-CTA School Board Brunch
- 2/23-Teacher Support Group
- 2/24-EEEA Bargaining Meeting
- 2/25-Meeting with Superintendent Ibarra and EEEA SPED Comm.
- 2/26-Meeting with K.Rubow and Coordinated Bargaining
- 3/2- Read Across America, Juniper; Quantum Academy Info Session
- 3/3- EEEA Board of Directors
- 3/4-Meeting with Michael Taylor
- 3/5- EEEA Happy Hour
- 3/10- EEEA Rep Council
- 3/11- Meetings with CUTA President, L. Sackfield, EEEA BOD/Supt.'s Cabinet
- 3/12- School Board Meeting
- 3/17 -EEEA Bargaining Meeting
- 3/18 - Meeting with M. Taylor
- 3/19- SDCSCC General Membership meeting

\*Also, 22 lunchtime visits with certificated staff as well as confidential personnel-related meetings in order to represent individual EEEA members

**Spring Lunchtime Visits to Sites:**

- 4/15 - Bear Valley
- 4/17 - Nicolaysen Center
- 4/20 - Bernardo
- 4/23 - Central
- 4/27 - Conway
- 4/28 - Farr
- 5/4 - Felicita
- 5/6 - Glen View
- 5/11 - L.R. Green
- 5/13 - Lincoln
- 5/19 - Juniper
- 5/20 - Miller
- 5/21 - Rock Springs
- 5/26 - N. Broadway
- 5/29 - Reidy Creek
- 6/4 - Rose
- 6/8 - Oak Hill

**Mark Your Calendars**

- 3/28 - 4/12 - Spring Break
  - 4/21- EEEA Rep Council at DDMS, 3:45
  - 5/7- EEEA Happy Hour at Anejo, 3:30
  - 5/12- EEEA Rep Council at DDMS, 3:45
  - 5/17- Escondido Street Faire
  - 6/5- EEEA Banquet, 3:30-6:30
  - 6/10- EEEA Rep Council (EEEA Office)
  - 6/12- Last Day of School
- I can be reached at [eeeapresident@gmail.com](mailto:eeeapresident@gmail.com) or on my cell phone at 760.715.1108.