



# 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 I also know there comes an excitement about starting off a new school year

I hope all of you had a restful and spectacular summer break with family and friends. I want to take a moment to thank all of you for supporting EEEA last year. All of your involvement and support for EEEA goes a long way in helping foster positive relationships with EUSD. Thank you.

Before you read the rest of the update, I'd like to introduce you to the EEEA board. There have been many changes to our leadership in the last year. My name is Don Arballo, and I am the EEEA President. This will be my 16th year in education, 15 years in EUSD and 2nd year as EEEA President. I have taught SDC at Felicita Elementary, resource and general education at Del Dios, and more recently SAI at Farr Avenue School. I have 2 boys,

Jason and Jackson, pictured below. Our EEEA Board for the 2015-16 school year is: First Vice-President and CTA State Council Representative: Holly Kaye, Bear Valley Middle School; Second Vice-President: Sherry McPhillips, Mission Middle School, Secretary: Olivia Hannigan, L.R. Green Elementary, and Treasurer: Lorena Reynoso, Rock Springs.

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:*

- Welcome Message
- Introduction
- Bargaining
- Association News and Events
- Evaluations
- Catastrophic Leave Bank
- Adjunct Duties
- Links for helpful classroom tips
- Calendar of EEEA
- President Lunchtime Visits

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

-Ralph Waldo Emerson

## HOT TOPIC(S): BARGAINING

EEEEA and EUSD met in July to discuss the 2015-16 budget, the bond, health insurance, personal necessity, and prep time for elementary school teachers. For the 2015-16 contract year, EEEA has opened Article 10-Work Hours/Work Year, Article 12-Class size, Article 16-Employee Benefits, Article 17-Salaries. EUSD opened Article 11-Leaves. The next scheduled negotiations meeting is September 4<sup>th</sup>.

You can stay updated on the bargaining updates by checking out our website.

### Your 2015-16 EEEA Bargaining Team:

- Lori West - Rincon,
- Chris Harris - Math TOSA,
- Larry White - Del Dios,
- Nickie Hudson - Rincon,
- and Gordon Walker - Glen View.

This is a very knowledgeable team who work well together. They put in many hours getting prepared, so thank them when you have a chance.

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## 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. 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- \$64.40/tenthly
- EEEA- \$20.58/tenthly (Same as last year)
- NEA- \$18.50/tenthly

- **EEEA will be hosting four social hours at Anejo Restaurant and Grill (subject to change) 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 3rd, 3:30-5:00.*** A variety of appetizers will be provided.

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- 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 in the next week or two. There was a delay at the printers.

- Monthly **EEEA Rep Council meetings** at Del Dios are open to all members.

- We have 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 21st** and you should have your initial meeting with your evaluator no later than **September 18th***

- 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 (**CA Ed Code 44664, EEEA/EUSD Contract, Article 14, Observations**)

- **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

- The certificated employee shall have the right to initiate a written reaction or response to the evaluation. This response shall become a permanent attachment to the employee's personnel file (**CA Ed Code 44663**)

- *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>

- There are to be no meetings scheduled by administrators on at least one Thursday a month- **Unassigned Thursdays (Article 10.B.18)**

- 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 (CA Ed Code 44813)**

- **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.

## ON THE EEEA WEBSITE

Your **EEEA 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 1:00-6:00. Her name is Kaitlyn Warner. She is a graduate of Pepperdine University and very knowledgeable about EEEA issues. To see who your EEEA site representatives, click here: <http://eeeassoc.org/your-eeee-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/>

## 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 meetings held by CTA dealing with current legislation and bargaining.

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

participate in these opportunities to communicate with your EEEA Leadership and to double check your membership standing.

Only EEEA members can vote in EEEA elections, on negotiated changes to our contract and are eligible to receive a host of CTA benefits, including CTA legal support if the need arises. If you are unsure of your membership standing, please check with your site rep or call the EEEA office at 760.746.1438.

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 [eeepresident@gmail.com](mailto:eeepresident@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.

8/31 - Mission Middle  
9/3 - Rose  
9/14 - Bear Valley Middle  
9/17 - Hidden Valley Middle  
9/23 - Rincon Middle  
9/29 - Del Dios  
9/30 - Miller  
10/1 - Bernardo  
10/5 - Central  
10/9 - Reidy Creek  
10/12 - Conway  
10/19 - Quantum Academy  
10/21 - Farr  
10/27 - Felicita  
10/28 - Glen View  
10/29 - Juniper  
11/5 - L.R. Green  
11/9 - Lincoln  
11/13 - N. Broadway  
11/19 - Pioneer  
12/3 - Orange Glen  
12/4 - Rock Springs  
12/7 - Oak Hill

## Mark Your Calendars

9/1 - EEEA Board of Directors, 3:30  
9/3 - EEEA Social Hour at Anejo, 3:30  
9/8 - EEEA Rep Council, 3:45 Del Dios  
9/10 - EUSD School Board, 7:00  
9/16 - SPED Committee  
10/6 - EEEA Board of Directors, 3:30