



ALVORD EDUCATORS ASSOCIATION

THE PODIUM



ISSUE 3 NOVEMBER/DECEMBER 2017

PRESIDENT'S MESSAGE

By the time you read this message, you will have returned from Thanksgiving Break, hopefully rested and looking forward to Winter Break. I wish I could say that I was optimistic you would also be reading about a salary settlement, but I am not. By this time we will have probably filed for Impasse and Unfair Labor Practices. I have completed all of my site visits and the most common question I was asked was "Why are we at this point in negotiations?" My answer is simple: it is about the School Board Members' personal agendas and power. The School Board has displayed behavior that supports this belief. They seem to fear the collaboration and cooperation that has existed with Dr. Salazar and believe that AEA having a "seat at the table" threatens their personal agendas. What are those agendas? ... Personal favors and power struggles that have nothing to do with what is best for kids and the District.

The Board has remained silent while others have attacked teachers, your AEA leadership and all of the progress we have made in these past four years. The Board has remained silent while we are called "scum" and a host of other things. The Board has made financial decisions that serve them and are inconsistent with what is best for the District. The Board sits idly by while surrounding districts settle salary and push us further and further toward the bottom. The Board actively works to get Dr. Salazar to leave Alvord. The Board is illegally refusing to negotiate and interfering in Association business. The Board IS the dysfunction in Alvord.

I, and AEA as a whole, continue to do our jobs with integrity, honesty and factual information. We are the ones trying to get a fair and equitable settlement. We are the ones being personally attacked because of doing our jobs. The Board would love nothing more than for me to go away and Alvord to return to the old days of being the stepchild of Riverside. Why? Because it allowed them to conduct business based on personal agendas, instead of what's best for the District. It allows them to return to being politicians full of power and control.

Until you decide otherwise, I will remain as your President and continue the fight for what is best for our members, our students and our District. I appreciate all of your support and kind words through these difficult times. *Leigh*

CALENDAR OF EVENTS



12/6	Exec. Board Meeting	4:00 pm
12/13	Rep Council Meeting	4:00 pm
12/14	AUSD Board Meeting	4:00 & 7:00 pm
12/18 thru 01/05	Winter Break	
01/15	Martin Luther King holiday	
01/17	Exec Board Meeting	4:00 pm
01/18	AUSD Board Meeting	4:00 & 7:00 pm

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Comments, articles and letters to the editor are welcome.

YOU DESERVE

Here Are the FACTS

- Alvord is the **ONLY** district in our 10 comp districts NOT to get a salary increase in 2016-17.
- The average salary increase for the 30 surrounding districts was 3.5% for 2016-17.
- Alvord's budget shows they have enough money to meet our 3% offer and keep their required \$6.5 Million reserve.
- The District has the funds while maintaining their reserve and WITHOUT layoffs or cuts.
- Your AEA contract language protects against unnecessary layoffs.
- The Board's last "Double-Bird" (1 time, 1%) offer would actually result in a pay cut next year!

A 2016 UCLA-HERI survey shows that only 4.6% of college freshmen are interested in becoming teachers. This number is down from 9.5% in 2006.

ACCORDING TO THE US DEPARTMENT OF EDUCATION, PUBLIC SCHOOLS IN 48 STATES AND THE DISTRICT OF COLUMBIA REPORT TEACHER SHORTAGES IN MATH FOR THE 2017-18 SCHOOL YEAR; 46 STATES REPORT SHORTAGES IN SPECIAL EDUCATION, 43 IN SCIENCE AND 41 IN FOREIGN LANGUAGES.

At the 11/2 Board Meeting

- Barragan called AEA "Scum at the bottom of a burnt pan."
- Kaspereen was more concerned about a football game and that his named was misspelled on a flyer!
- Wilson, Schwandt and Moreno said **NOTHING!**
- There was no response or counter-offer given by the Board **AGAIN!**



R-E-S-P-E-C-T



AEA NEEDS YOU

1. Read the salary comp information to be aware of the FACTS.
2. Email the Board members that you deserve respect and a raise.
3. Come to ALL Board Meetings at 4:00 pm!

The Alvord USD Budget Report shows a surplus of \$7,427,808 * from 2016/2017. AEA's offer would use only about \$3 million of this surplus.

** This money is above the required reserve.*



Alvord Needs the Best and the Brightest During the Crisis

Causes for Teacher Shortage

According to Dan Goldhaber, director of the University of Washington's Center for Education Data and Research:

1. Salaries for US secondary school teachers have largely remained the same over the past two decades, according to the National Center for Education Statistics.
2. Students in the STEM fields (science, technology, engineering and math) can make more in other professions than they would teaching.

Additionally:

- About 8% of teachers leave teaching each year, **with two-thirds quitting before retirement**, according to the Learning Policy Institute. This is double the percentage of teachers leaving the profession in countries like Singapore and Finland.
- This turnover is especially high in subjects such as special education, which can place additional demands on teachers.

How to Respond to Hate

Here are ways you can respond to incidents of hateful words, actions and images in school:

1. **Be present and available.** Bullying can occur anywhere in the school building or on the grounds. Be present during school transitions. Tell your students they can come to you.
2. **Intervene!** If you witness bullying, racist slurs or name-calling, stop the incident immediately. Separate the students. Get help from other staff if needed. Ask targeted students if they're OK.
3. **Give clear messages.** Students who bully or commit acts of hate must hear the message that their behavior is wrong and harms others. Targeted students must hear the message that caring adults will protect them.
4. **Be calm.** Don't require students to apologize or make amends right after you stop the incident. You may not know the full story. Keep everyone calm as you first focus on safety.
5. **Support the targeted students.** Make eye contact with the targeted students, demonstrate empathy, and reassure them that what happened was not their fault.
6. **Tell students never to ignore bullying or hateful actions.** Let bystanders who stood up for targeted students know that you admire their courage and thank them. Give other bystanders examples of how to intervene appropriately the next time (such as getting help from an adult, telling the person to stop).
7. **Investigate, document, follow up.** After the incident, question all involved individually. If appropriate, impose immediate consequences on students who bullied; provide them necessary support, such as counseling. Work with colleagues to improve your school climate to build a culture that prevents bullying.
8. **Be a caring advocate.** Make sure students are supported and have the resources they need well beyond the incident. Involve other staff who can provide guidance and emotional support.

