



# ALVORD EDUCATORS ASSOCIATION

# *THE PODIUM*



ISSUE 2 SEPTEMBER 2018

## PRESIDENT'S MESSAGE

Welcome back to another episode of "As Alvord Turns." When we left off last month, we were hopeful for a bargaining settlement! However, we find it was not to be. Your Bargaining Team went into Fact Finding with high hopes only to be met with a ridiculous offer that would only provide a very small percentage of the **COLA** the District has received. Your team felt like they had been slapped in the face! AEA has sent out information to all of you explaining the School Board's incompetence and inappropriate use of the money. Site Reps received additional information this month to share with you that illustrates how the District received \$6.4 million more than anticipated and NEVER even bothered to build a raise into the budget! Unacceptable. New "players" include a paid consultant who thinks it is laughable that we even expect a comparable raise because "Alvord teachers are well compensated." On behalf of the District, he presented data from 2016, two years old, which was before many other associations received two additional raises. Stay tuned.

On another note, I have received many questions about the need to "go negative" toward the District. Let me explain that the Bargaining Team, Executive Board and I make these decisions with much discussion and we feel that after the District offered **NO offers from 10/5/17 – 9/10/18 (yes a full year)**, it was time to shake things up. The information we have distributed is factual and the email information shown is what they have written—not us. We want the membership to understand they have made a calculated decision to treat us with disrespect and we have continued to try to resolve things, to no avail. Now we must do all we can to fight for what is fair and equitable or we will never be treated fairly again. Some feel this is just a personal fight against me and we should "give up." I would ask "Why is it okay to hold nearly a 1000 people's raise hostage for a personal vendetta?" Remember, an injury to one is an injury to all!



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## CALENDAR OF EVENTS

10/4	AUSD Board Meeting	7 p.m.
10/10	Exec. Board Meeting	4 p.m.
10/17	Rep. Council Meeting	4 p.m.
10/18	AUSD Board Meeting	7 p.m.

## THOSE PHONE CALLS HOME REALLY DO WORK

By Billy Rhodes

Teacher, Hillcrest



This is my 21<sup>st</sup> year in Alvord, I am still strongly influenced by my very-demanding first principal, who required teachers to reach out to parents early and often. While this can be a time-consuming task, there are a lot of benefits.

While the days of “beat them home with a phone call” are over thanks to cell phones, you should still be reaching out to parents via phone or email. We are often moved to do so when bad behavior occurs, but we should also make positive connections whenever possible.

Those are the best calls, and they benefit everyone, including you. We all know how easy it is to get overwhelmed by focusing on the negative behaviors of a few students.

Spreading good news creates good feelings. It is always best if your first contact is a positive one, but you can still build good rapport with a call about poor behavior if you include something positive in the exchange.

Numerous times I hear, “It is so nice of you to call. I never hear from anyone at school.” Whether this is true or not, the message you are sending is loud and clear: you care about their child.

I am sure many of us feel it is up to parents to reach out when they have questions or issues. They certainly should, but we need to remember teachers aren’t the only people who get very busy. When they actually do reach out to us, it is certainly beneficial to have already spoken with them.

We also must remember, while accessing the Aeries portal is a great thing, some parents don’t have the tools to do so. It doesn’t always tell the whole story, either.

Not all parents want to hear from us, unfortunately. If you get that impression, finish what you need to say and wish them a nice evening. You tried, and that is all you can do.

The vast majority, though, are very happy to hear from you. Teenagers are notorious for living in their own worlds and keeping their parents in the dark. We should respect that, however when a child exhibits irrespons-

### The 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 criticizes, or negatively speculates about, any union colleague.
- \* I will settle my differences with colleagues within my union.
- \* I will engage in debate, offer others every

### “An Injury to One is an Injury to All”

Means that the mistreatment of any individual worker creates the possibility of mistreatment for every worker.

Requires that workers come to the support and defense of fellow workers who are threatened.

Creates a balance of power between the employer and the employees, and

Is the foundation of solidarity

## If You Can't Beat Them, Join Them:

### Using Twitter as a Tool

By Natasha Kohls

Editor

Social media isn't going anywhere. In the past, *The Podium* has reported on the negative consequences of teachers' misuse of social media, but it is time to embrace this form of communication and use it to our advantage.

If you currently don't tweet or aren't posting pictures of your beautiful latte on your Instagram account, it doesn't mean you can't embrace these instantaneous outlets. These two apps are not only popular with our students, being used by our district and school sites regularly, but can also be a direct line to our parents and community.

Creating a "presence" on any form of social media can give you access to current and relevant information and provide you with another vehicle to get the message across that **STUDENTS AND TEACHERS MATTER**.

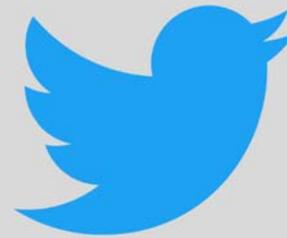
These platforms can also be used professionally to connect with other educators about classroom innovations, for discourse on content, or conversations surrounding a variety of school issues and developments.

So let's start with the hashtag, or what many of us grew up calling the pound or number sign. The hashtag can be used in your messages to help reach people beyond your immediate social circle and as a search tool for you to connect with people and movements throughout the country or even the world. It helps to isolate the information you are looking for and direct your messages to an interested audience.

Currently, the #RedforEd, #WeAreCTA are trending for the teacher movement throughout the country that is fighting for professional compensation and union promotion, but the number of education-related hashtags is overwhelming! For a great initiation into Twitter, check out the article *The Teacher's Guide to Twitter* at <http://www.edudemic.com/guides/guide-to-twitter/>.

## Top 5 Most Tweeted Education Hashtags

#Education  
#Edchat  
#Edtech  
#College



Shared on Twitter

## THINGS TEACHERS SAY:

1. Really?
2. Put a wet paper towel on it and you will feel better.
3. I am SO proud of you.
4. Tell me what happened.
5. I SAID we are working quietly.
6. Why would you do that? Why?
7. Don't forget to wash your hands.
8. Keep trying!
9. You're tired? Me too! Keep working!

love LEARNING

# BACK TO SCHOOL: HOW TO MOTIVATE YOUR STUDENTS

BY SHERRY POSNICK-GOODWIN

“I don’t care.”

Most teachers have heard this declaration from a student. It’s frustrating and demoralizing, because most teachers do care deeply about the well-being of their students.

Seeing a student put their head on the desk and tune out leads to soul-searching. Are you having an off day and not engaging students — or is it time for new strategies? Is something happening at home that’s causing a student to act this way? Or has the “midyear slump” crept in? This typically happens after the holidays, when the excitement of the new school year wears off, routine sets in, and curriculum becomes more difficult. And students often pretend they don’t care if they fall behind and need extra help.

(Note: If you think a student’s apathy may be related to problems with mental or physical health, depression, an undiagnosed learning disability, trauma, abuse, or neglect, share your concerns with your administrator, school counselor and school psychologist. Also, check in with the student’s other teachers to see whether this is a problem in your class alone or in every class.)

Whatever the reason for apathy, there are strategies to help get students back on track. Below are some tips from CTA members on how to help kids stay motivated.

1. **Show them you care**
2. **Build Relationships**
3. **Explain the big picture**
4. **Make it relevant**
5. **Give’em a choice**
6. **Have a “Genius Hour”** Google allows engineers to spend 20 percent of their work time on any pet project they choose. The idea is simple: Allow people to work on something that interests them, and productivity goes up. Many innovative Google projects are attributed to this, including Gmail and Google News.

## About your Benefits...

Did You Know, Great news! We are pleased to inform you that Anthem Blue Cross and Universal Health Services (UHS) have reached an agreement resulting in UHS facilities rejoining the Anthem network. In our previous memo we informed you that UHS terminated its contract with Anthem Blue Cross effective March 31, 2018. Fortunately, both parties continued negotiation discussions which resulted in the successful negotiation of a new multi-year contract effective June 1, 2018.

The below list of hospitals/facilities were not participating in the Anthem Blue Cross network during the time period the contract was terminated. If you have received a bill from any of the listed hospitals/facilities and/or an Explanation of Benefits from Anthem Blue Cross for services rendered between March 31st through May 31st, 2018 of which you are questioning, please contact Anthem Blue Cross at the toll-free number provided on your ID card.

UHS Hospital/Facility
Corona Regional Medical Center (050329)
Southwest Healthcare System – Murrieta (Rancho Springs Medical Center – 050701) Wildomar (Inland Valley Medical Center - 005062)
Temecula Valley Hospital (050775)