



Anaheim Elementary Education Association

Kristen Fisher, President
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Kathy Waller, State Council

Cathy Rodriguez, Vice President
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Sam Castellano, Area 3 Director
Denise Skaff, Area 4 Director
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Dear AEEA Members,

It is with great concern that I send you this letter about recent events and the proposed reductions list the district has published. Our already skeleton crew of nurses is in jeopardy again, and it is being considered to cut the Kinder CSR program. Permanent employees in those K positions that are currently on leave from 50% of their position would join the full time ranks next year as controlled by Article 5 of our contract.

The proposed reductions list has a major portion of the 15 million budget shortfall coming from the classified ranks. While no one in AEEA leadership is immune to the gravity of this first draft, we would like everyone to be mindful of the changes that occurred last year when a similar list was given to the School Board for their consideration. When it was all said and done, AEEA lost 55 teaching positions (CSR average increased to 24.9), and over 200 AEEA bargaining unit members received either initial Reduction in Force notices or Termination Notices (services no longer needed). In the end, nearly 100 of our former bargaining unit members were and are no longer employees of ACSD.

As thoughts and feelings are fueled by worry and concern, please continue to try to have patience and compassion, and most importantly consider remaining focused rather than reactionary. Focus on the fact that the proposed list is tentative and your AEEA Bargaining Team is engaged in the process of negotiations using facts and not fear. That process is not yet close to its final stages just as this draft of proposed budget cuts isn't either. Remember last Spring, nothing is definite yet, and no ink has dried. Just because it isn't on the list doesn't mean it can't happen. There are many chapters in this budget process to be written.

Although this is very painful and uncomfortable, there is a process to be implemented, and it will take time. Bottom line, I believe we all want more funding for education and to not have these drastic cuts occur.

While some may want to blame AEEA right now for not just agreeing to the 11.75% and "saving" everyone's jobs, there is no guarantee yet that jobs could be saved. Additionally, during this past week, the district avoided an Unfair Labor Practice due to an attempt to bargain away from the table with members via the Budget Input Form. Fortunately, this problem was quickly rectified and may have just been human error, but it is another example as to why the process cannot be rushed. There are still too many unknowns at this point. Our AEEA Bargaining Team and Leadership are committed to bargaining based on facts and not fear. Stay the course and be vigilant and patient.

Numerous responses have been submitted either in hard copy or email from bargaining unit members. Keep up the communication and look to your AEEA Site Reps for the most up-to-date info. Thanks for all you do!!!

Sincerely,
Kristen

QUICK NOTES

- It is the time of year again to apply for CTA Scholarships. Dependents and members can apply. Visit www.cta.org for more information. Deadline to submit an application is February 3, 2010.
- The **09-10 AEEA Elections Timeline** should be posted on the AEEA Board at your site. Please contact Marta Foster, Roosevelt, AEEA Elections Chair, if you have any questions.
- Your AEEA membership card should have arrived at your site or assigned workplace. Contact Teachers United if you did not receive yours.
- Many members attended the October 26 meeting of the ACSD School Board donning the color yellow as well as many wore the same during the most recent negotiations session. Thank you all for your time and efforts! You make a difference!!!
- 480 AEEA members responded to the most recent calendar survey. The AEEA Calendar Committee and AEEA Leadership thank you for your participation in the survey. Input from members allows the committee to utilize such feedback for future calendar planning, discussions, and implementation.
- **PARS** – an early retirement incentive that might meet the needs of some and possibly help alleviate some current district budget shortfalls. Eligible bargaining unit members must weigh the options of retirement compensation, potential reductions in salary, and incentive amounts. Please attend scheduled meetings and seek advice. The PARS incentive program is available due to the ACSD School Board entering into the agreement on Oct. 26. This could be a win-win for participants and the ACSD budget!

Correa Clarification

A recent AEEA4U newsletter included an informational piece regarding a summit that was held at CSUF. Noted attendees were Loretta Sanchez and Lou Correa. Sanchez made off the wall and clearly negative comments about teachers. Other politicians implied that the business world could better service education as "true" professionals.

As your President and chief writer of AEEA4U, I unfairly included Correa into the group of politicians as a whole with regards to negative comments about teachers and public education. My portrayal was not completely accurate because I should have stated clearly rather than implying that for me, it was Correa's silence that spoke volumes. Correa did not say anything in particular. He just did not run to anyone's defense, a missed opportunity in my opinion given that Correa has been known as a friend to public education. I and others in CTA noticed that silence, but my comments in the other newsletter were unfair. Correa didn't say anything negative in particular. I apologize for my error in that portion of my report.

October Rep Council

Schools Represented:

Barton	Edison
Franklin	Gauer
Guinn	Juarez
Lincoln	Loara
Mann	Marshall
Olive Street	
Orange Grove	
Price	Revere
Roosevelt	Ross
Sunkist	
Westmont	

Schools not represented:

Henry
Jefferson
Key
Madison
Palm Lane
Stoddard

Sorry we missed you; times are busy and it is flu season. Hope to see these schools next time!

What's the Common Denominator?

Amy Asaoka-Nakakihara (Gauer), Linda Blackwell (Palm Lane), Carol Brasher (Franklin), Sam Castellano (Orange Grove), Diana Delp (Guinn), Judy Fogerty (Franklin), Janet Hartman (Barton), Cecilia Hathaway (Guinn), Leslie Hottinga (Guinn), Dawn Keene (CSEA – Marshall), Elaine Krueger (Guinn), Helen Neal-McCaffrey (Marshall), Julie Nishioka (Gauer), Heidi and Ryan Leavitt (Revere), Katie Northup (Marshall), Jennifer Shaffer (Orange Grove), Denise Skaff (Westmont), Nancy Soluna (Marshall), and Kristen and Kaitlyne Fisher...what do they all have in common?

Those named above volunteered at the AEEA Book Giveaway and Read Aloud booth on October 31 in downtown Anaheim at the phenomenal Fall Festival. Volunteers helped set up and dismantle the booth, purchase supplies and books, transport supplies and books, read aloud, distribute books and candy, and most importantly give generously of their time. Thank you very much for supporting this important community outreach project made possible due to a grant from CTA. Hope to see you all and many more next fall!
Thanks again!!!

DATES TO REMEMBER

November 11	Veteran's Day – TU Office Closed
November 16	AEEA Rep Council @ 4 pm
	ACSD School Board @ 6 pm
November 18	Negotiations AEEA-ACSD (8-1)
	ACSD Budget/Community Forum
	6:30 pm @ Ross Elementary
November 23	Maternity Leaves Workshop
	4:00 pm @ Teachers United
November 26-27	THANKSGIVING - Holiday
	TU Office Closed

IMPORTANT CONTACT INFO

Teachers United

www.teachers-united.org

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AEEA

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