

# TCEA NEWS LETTER

# Temple City Education Association

[Union Members]

Website  
www.tcea9.com

December  
2019

## President

Ellen Laughlin

## Vice President

Kyla Hjertstedt

## Secretary

Samantha Jennings

## Treasurer

Christy Taylor

## Membership

Maria loele

## Monthly TCEA Meetings

At Temple City High School

Kyla Hjertstedt's Rm. 216

FIRST Monday every month

@ 3:30pm

Everyone is welcome to attend

our next meeting:

December 9, 2019

## Upcoming Events

TCEA Union Meeting – Monday December 9<sup>th</sup>, TCHS Room 216

TCUSD School Board Meetings:

12/11 and 1/22

Closed Session 6 pm

Open Session 7 pm

Minimum day 12/20/19 - The last day before winter break is a minimum day. Enjoy the time off with friends and family.

Send a postcard or write an email to a board member; even better, do BOTH!

Ms. Melissa Espinoza

[mespinoza@tcusd.net](mailto:mespinoza@tcusd.net)

7115 Don Jay Place

San Gabriel, CA 91775

Mr. Ken Knollenberg

[kknollenberg@tcusd.net](mailto:kknollenberg@tcusd.net)

6322 Golden West Avenue

Temple City, CA 91775

Ms. Donna Georgino

[dgeorgino@tcusd.net](mailto:dgeorgino@tcusd.net)

5825 Rowland Ave

Temple City, CA 91780

Dr. Mike Lin

[mclin@tcusd.net](mailto:mclin@tcusd.net)

8716 Duarte Road

San Gabriel, CA 91775

Mr. Matt Smith

[msmith@tcusd.net](mailto:msmith@tcusd.net)

9150 Leroy Street

San Gabriel, CA 91775



Featured  
Member

Twenty-five years ago Susan McGee was a new teacher in T.C., struggling to adjust from her previous job teaching violent teens to managing 15+ preschoolers with special needs! Going from restraining angry 16-year-olds to changing diapers and counting plastic beads was a whiplash-worthy change. (Ask her which one is harder!)

Fast forward 25 years, through her professional life: elementary RSP and special day classes, night school at D.D.S.L.C., summers with Oak special ed. and TCHS ELD and remedial classes, and home-health teacher; years where Brighter Side and Performing Arts Boosters was the highlight of her life; and busy, busy years as TCEA negotiator, building rep, and board member. Whew! 25 years is a long time!

This year you can find Susan still at Emperor, as its longest serving teacher. Only head custodian Paul Luevano has been there as long. Ask her about her current crop of 10 charming 4th, 5th, and 6th graders. She'll tell you this group is her favorite, but only until the next one!

[ Susan  
McGee ]



## RELEVANT INFORMATION

Board Policy -  
BP4000

The Governing Board recognizes that the success of district students and programs hinges on effective personnel. The Board desires to establish safe and supportive working conditions that will attract and retain staff members who are highly qualified and dedicated to the education and welfare of students. The district's personnel policies and related regulations shall be designed to ensure a supportive, positive climate and shall be consistent with collective bargaining agreements and in conformance with state and federal law and regulations.

As the legal representative of the district in negotiations with employee representatives, the Board shall set goals and guidelines for collective bargaining, select the bargaining team, maintain communications during the bargaining process, and adopt the negotiated contract. Terms and conditions of employment which have been negotiated and stated in employee contracts shall have the force of policy. The Board shall hear employee complaints and appeals when such hearings are in accordance with Board policy, Personnel Commission rules and regulation or negotiated agreements. The Board shall also adopt wage and salary schedules and shall commit budget funds for staff development so that staff members may continue developing their skills.

Contract piece -

### ARTICLE XV WAGES, HEALTH and WELFARE BENEFITS

) 1. Salary Schedule Adjustment: 1.1. The parties will consider the District's fiscal resources and obligations in determining total compensation, which includes salary as well as health and welfare benefits.

1.2. Both the District and the Association have a mutual interest in maintaining the teachers' salary schedule and health/welfare benefits at or above the median level (Los Angeles County surveys or other mutually agreed upon comparison methods) while at the same time protecting the District's ability to maintain a budget with a five percent (5%) ending balance.

As a member of NEA, you receive complementary life insurance. Take time to name your beneficiary <https://www.neamb.com/products/nea-complimentary-life-insurance>

Numerous scholarships, grants, and awards for CTA members and their dependent children are available. Check it out online at <https://www.cta.org/scholarships>



Advocating for All Students: A Social Justice Toolkit

## How to Respond to Hate

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

**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.

**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.

**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.

**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.

**Support the targeted students.** Make eye contact with the targeted students, demonstrate empathy, and reassure them that what happened was not their fault.

**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).

**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.

**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.



# [ A MESSAGE FROM THE PRESIDENT ]

Hello,

A lot of great work has been started by your TCEA negotiation's team. Mike Kidd, Cary Smith, Jamie Campbell, Lisa Hoiby, Kyla Hjertstedt, and myself have spent hours preparing for bargaining. At the last negotiation session (November 18th) TCEA was highly offended by the ridiculous offer for salary that TCUSD presented to our team.

**YOU were offered a one time 1.5 % bonus that doesn't even go on the salary schedule!**

As you have been made well aware of, Temple City Unified School District is more than financially stable and has a positive certification from LACOE. There is over 7.5 million in the unallocated reserve and over 18 million in the unrestricted reserve. Additionally, the cost of living has increased by 3.26% and the district receives this COLA on the majority of their income.

Instead, the district supports buying technology, yet there is NO technology plan in place. Additionally, the district wants to purchase textbooks, however, there is already a large amount allocated for textbooks in the budget and during an adoption cycle the state provides money for textbooks.

The district is saying YOU aren't worthy to receive even COLA for a salary increase. YOU are not valuable enough to warrant an increase in health benefits. That's what the school board and district feel. YOU are not worth more than a bonus!

Take these steps if you feel you're worth an increase to your salary instead of a mere one-time bonus.

Wear your union pin every day until we settle.

Wear your red union shirt or just wear red.

Send emails to school board members

Send postcards to school board members

Attend the school board meeting on 12/11 at 5:45 pm

You ARE worth it,

Ellen

## TCEA Grant Recipient Write-up

I am Lynnae Musgrove, and I had/have the privilege of attending Dyslexia Training with Orton-Gillingham over the summer and will be attending additional training at the end of November at the Frostig School in Pasadena. Thanks to the support of a generous grant from TCEA and TCUSD.

As an Education Specialist at Emperor Elementary, I believe that it is imperative to gain a stronger foundation in dyslexia so that I can attain a better understanding of how best to support our students. Dyslexia is a learning disability that makes it hard to learn to read and understand written language. Dyslexia is not a visual problem. Dyslexia happens because of subtle problems in information processing, especially in the language regions of the brain.

Through the Orton-Gillingham training I was able to learn that the utilization of structured literacy provides students with direct, explicit, systematic and multisensory literacy instruction to create proficient readers. The course is a total of eight days and teaches the Orton-Gillingham method of teaching connections between letter and sounds. The instruction includes the history of Orton-Gillingham and the theory behind programs such as Wilson and Slingerland. I was able to get a deeper understanding about multisensory learning and learned how early phonemic awareness helps put kids on a path to being strong readers. In the first part of the course, we also began to touch on how to assess and tailor reading education for those who have already been left behind. The concluding remarks from the first part of the training emphasized that mastery is key, and using spiraling scaffolding means you can return to a skill to help students "remaster" it before building on it.

I am excited about my continued training with the Orton-Gillingham method and grateful that TCEA has supported my ability to add more tools to my "toolbox".