

Stipends—The UGLY Truth

By Jerry Hall, HTA President

This year the District reduced the amount of money given to sites for stipends. This includes department chairs, athletics, music, drama and others. Some principals chose to maintain the number of stipends but reduced the amount paid to teachers below the contracted amounts. This was brought to the attention of HTA. As an association we had two possible ways to deal with this issue.

- One option would be to give the District a one year waiver to the bargaining agreement, allowing principals to pay less than the amounts listed in Appendix C.
- The other option was to enforce the contract and require the sites to pay the correct amount.

On September 9, Rep Council voted to uphold the contract. We knew that either option would result in unhappy teachers, but felt that taking less money now would result in less in the future. This decision puts administrators into the position of picking up responsibilities usually given to department chairs. It also means that some teachers will be doing certain jobs without any compensation, something the Association does not encourage.

As teachers we have always donated our time and I know that some of you will do so now, but I encourage you to think twice. Many of you, especially those coaching athletics, work for pennies per hour in the years when you are paid the correct stipend. But maybe it is time to say, "Enough!" As educators we deserve to be paid a fair and reasonable amount of money for the work we do.

The California legislature chose to cut billions from education. There were other ways to go, but our legislators decided to take the easy route. It is time that we say, "Enough."

It serves no purpose to be angry with our District or our school board. The real financial decisions are made at the state level. Before this year's budget cutting began, California ranked 48th in per-pupil funding to education. It is difficult to do so, but we have slipped below 48th. It is time for parents and teachers to call their elected officials and let them know they want education fully funded.

So far we are the ones to feel the financial pinch. We have gone two years without a salary increase and there is little chance of an increase for next year. To make matters worse, the cost of health insurance is likely to increase next year.

Dr. Pendley recently said words to the effect of, "Our students are only seniors once." I absolutely understand and agree with his statement. But I also recognize that many of you are doing your best to provide for your families while teaching classes of 40+ at the secondary level, and now the money for your extra duty position has been eliminated.

The cuts that are taking place are hurting educators, but even worse, they are now hurting our students. Our school board wants HUSD out of program improvement, but that is virtually impossible when class sizes are being increased.

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Contrary to what you may have heard, “Yes,” you may use supplementary materials and films.



Some incorrect information has been given to teachers regarding the use of supplementary materials and, in particular, the use of films. Please read HUSD Board Policy 6161.11 below, for more information, and for a copy of the film release form, you can visit the HUSD website.

Hemet USD/BP 6161.11 Instruction

Supplementary Instructional Materials

The Governing Board encourages teachers to use supplementary instructional materials which are relevant to curriculum objectives and compatible with district goals and objectives. By using such materials, teachers can introduce content and instructional strategies that enrich the curriculum, enhance learning, help students make critical judgments, and stimulate their intellectual growth.

Teachers shall carefully preview all supplementary instructional materials in order to ensure that, in their professional judgment, the materials are:

1. Directly related to the course of study in which they are being used.
2. Appropriate for students' ages and maturity levels.

Supplementary instructional materials must also be consistent with criteria developed for the selection and evaluation of other instructional materials. If the teacher believes that the materials may be in conflict with district criteria, the teacher shall confer with the principal or designee before using them.

When using supplementary materials, teachers shall provide appropriate introductory and follow-up activities. In addition, teachers shall ensure that supplementary materials do not supplant the use of basic texts or teaching activities.

All materials must be used within legal copyright limits.

Films

When a teacher desires to show a film that has not been approved by the district or county for use in the grade level taught, the teacher shall preview the film to determine whether, in his/her professional judgment, it is consistent with district criteria for the selection of instructional materials. All films must be appropriate for the curriculum and the students' ages.

If the teacher has any questions about how established district criteria apply to the film, he/she shall confer with the principal or designee before showing the film.

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It is time for parents and teachers to understand that cuts to education are real and they hurt. It is time for parents and teachers to contact the local legislators and tell them to make **education funding whole!**

Contact your Legislature:

John Benoit—Senate Member
5335 Canyon Crest Dr. #360
Riverside, CA 92507
951-680-6750

Dennis Hollingsworth—Senate Member
27555 Ynez Rd. #204
Temecula, CA 92591
951-676-1020

Paul Cook—Assembly Member
34932 Yucaipa Blvd.
Yucaipa, CA 92399
909-790-4196

Kevin Jeffries—Assembly Member
41391 Kalmia Street # 220
Murrieta, CA 92562
951-894-1232

Manuel Perez—Assembly Member
45-677 Oasis Street
Indio, CA 92201
760-342-8047

Brian Nestande—Assembly Member
1223 University Ave. #230
Riverside, CA 92507
951-369-6644

FYI...

Starting with your November payroll, the State of California is increasing the withholding rates by 10% to help pay down the state deficit. The increased withholding means that more taxes are going to be withheld during the year. It should not affect the taxes you ultimately owe when you file your return.

CONFERENCES are coming!

With elementary school conferences just around the corner, it is important to be aware of the contract language (Article 7.7 page 17) concerning elementary prep time during conference week.

The principal and staff of each elementary school will meet at the beginning of each school year to collaboratively develop a plan for the delivery of preparation time during the parent conference weeks. Contractual preparation time minute requirements may be modified to fit the parent conference week plan developed by the principal and staff in order to equalize preparation time. Each school could have different solutions which shall not be precedential for either the school or other schools. If agreement cannot be reached between the staff and the principal, the matter will be referred to a joint HTA/District collaborative committee. This will not result in additional general fund cost. The goal is to equalize the preparation time during the two conference weeks for those teachers who provide parent conferences.

Workers Comp.- Designate your own doctor

Your site reps have copies of the district form required to designate your own doctor for workers comp. If you do not designate your own doctor prior to being hurt on the job, you will be required to use a District designated physician. Be sure to check with your doctor to verify that he/she is willing to accept Workers Comp.

Bogus organization trying to SCAM association members!!!

There is a bogus organization conducting a phishing scam of educators—many of them our members.

They call themselves the Nation Teachers Education Association and are using NEA's address as their contact information. The message identifies itself as coming from the Executive Secretary—Susan Landen.

The message tells recipients that they have been nominated for induction into the National Teachers Hall of Fame, and directs them through a series of internet prompts to find out more, then asks the recipient for more information.

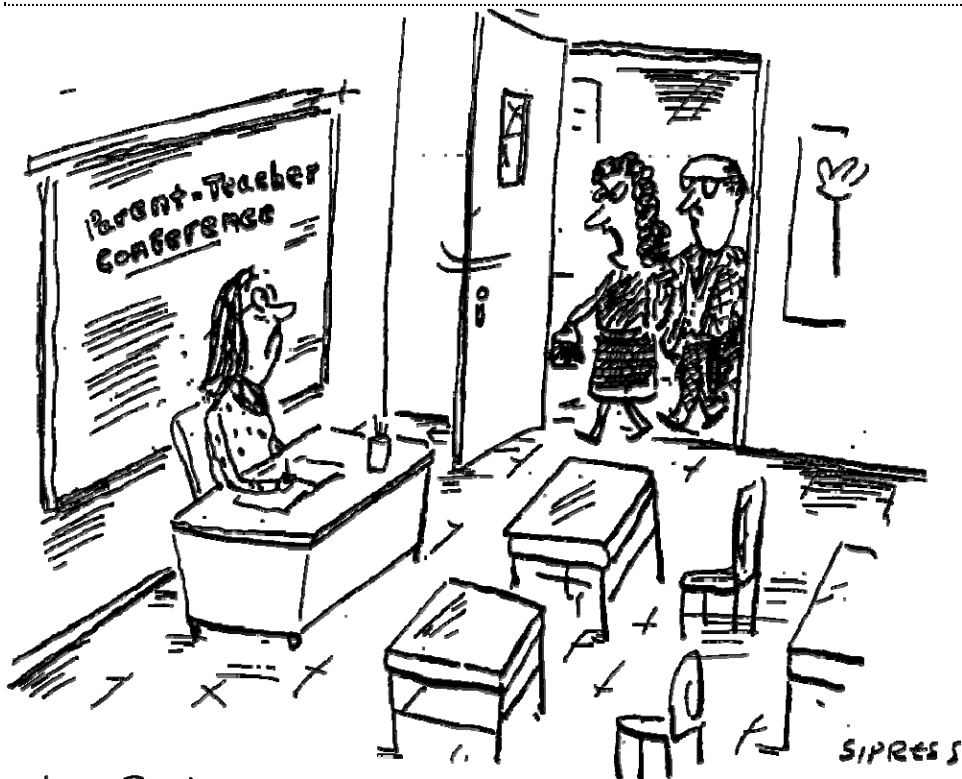
There is a National Teachers Hall of Fame. It's in Kansas, and NEA has been a long-time supporter. But this is NOT a Hall of Fame initiative.

NEA's I.T.S. Department has reported the information to the Anti-Phishing Working Group (APWG), www.antiphishing.org. (The APWG is the global pan-industrial and law enforcement association focused on eliminating the fraud and identity theft that result from phishing, pharming and email spoofing of all types).

I.T.S. suggests that members who receive a similar e-mail:

- Forward phishing emails to spam@uce.gov
- Report phishing email to reportphishing@antiphishing.org
- File a complaint at ftc.gov.

NEA I.T.S. also suggest that everyone visit the site: www.onguardonline.gov/topics/phishing.aspx—to get more information on phishing scams and to find out how you can protect yourself.



I'm Billy's mother, and this is his attorney!

CalSTRS On-Site Benefit Counseling

CalSTRS benefit counseling is available to CalSTRS members at six (6) locations in Riverside and San Bernardino counties. Counseling is provided by appointment only and should be scheduled at least four weeks in advance. To schedule an appointment for any of the locations listed below, members should call (909) 433-4686.

1. 3958 Twelfth Street
Riverside, CA
2. 47-336 Oasis Street
Indio, CA
3. 24980 Las Brisas Road
Murrieta, CA
4. 1020 E. Cooley Drive
Colton, CA
5. 17800 Highway 18
Apple Valley, CA
6. 8265 Aspen Ave.
Rancho Cucamonga, CA

Contact Us at:

Hemet Teachers Association
1779 E. Florida Avenue
Suite B-2 & B-3
Hemet, CA 92544
951-925-8263
www.htaonline.org

Jerry Hall, President
Jim Brigham, 1st Vice
Nicole Worthington, 2nd Vice
Holly Guntermann, Secretary
Mark Yohe, Treasurer

California Teachers Association
Regional Resource Office
25114 Jefferson Avenue
Murrieta, CA 92562
951-461-2183

Patti Bailey, Professional Staff
Karen Bost, Professional Staff
Art Sanchez, Professional Staff

