

## What Has NHTA Done for You Lately?

### District Consult

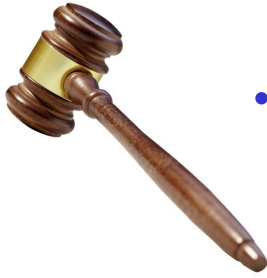
NHTA met with the District on December 11th. The following issues were discussed:



- NHTA and NHUSD had piloted a program this fall in which the Elementary Prep Specialists directly entered grades through Zangle instead of giving a hard copy for the General Ed Teachers to enter. The teachers reported that the pilot was successful, however there was a potential problem with Specialists having access to all the grades, not just their own. It was suggested by NHTA that the Specialists enter their grades prior to General Ed teachers entering grades - essentially keeping the due date for Prep Specialists' grades earlier than the due date for General Ed Teachers' grades: the practice that existed in the past. We will continue to explore whether the access can be limited to eliminate this potential problem.
- The Wi-Fi coverage issue at sites was revisited. The District is continuing to go through the sites to fix issues. The District explained the Wi-Fi coverage is geared towards the classrooms and quads - not the field areas. This was too cost prohibitive to cover. Raymond, the Director of Technology, suggested that data could be entered out on the field offline and then uploaded once within Wi-Fi range.
- Sites are getting bandwidth upgrades to handle the extra 'traffic' caused by the increased use by Chromebooks.
- Progress Reports for the elementary level were discussed. The issue was that the multiple measures came to the sites the same day the progress reports were due. Tracie Noriega explained that the Fall Progress Report is based on current classroom data and teacher judgment since the multiple measure data is from the previous year. Principals should have shared this information with their sites. The progress reports for the rest of the year will be based on multiple measures since the data is current (NWEA, report cards).
- The last topic NHTA brought up with the District was the December 2nd Professional Development (PD) Day. Our concern was that not all sites had PD on technology which was our understanding. While NHTA wants PD to be tailored for site needs, if there is to be a change in the subject matter that was bargained, the District needs to consult with the Bargaining Team.
- The District brought up an issue regarding our members meeting with Administrators. Just a reminder, if an administrator tells you they want to meet, you cannot refuse to meet. You can schedule the appointment when an NHTA Representative is available, but you cannot refuse to meet with them. If you refuse, it could be considered insubordination, and that is a road we do not want to go down.

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## Rep Council Decides...



The NHTA Rep Council met on December 4th.

- David Hernandez, NHTA Executive Director shared with Rep Council the Affordable Care Act workshop will be held at the NHTA Office on January 30th from 4:30 to 7:00 pm *dinner provided*. Please RSVP to [KHansen@cta.org](mailto:KHansen@cta.org) or call 510.441.1601 [Click here for the flyer](#).
  - Other workshops to be offered by NHTA in the coming months are available to read about by [clicking here](#). Workshops highlighted in orange are available to NHTA members at the NHTA (Faultline) Office, 32980 Alvarado Niles Rd, Ste 812
- A Representative from CTA's endorsed Provident Credit Union came to present all the benefits available to members. One of the programs NHTA members should consider is The Accumulator Savings Account. Provident will deposit a portion of your 10 month pay period into an interest bearing account to pay you over the summer when we don't get paid. Instead of doing 12 month pay with the District, allow Provident to do the same thing and earn interest on your money! Click [here](#) to learn more about the account or visit your local Provident branch. Representatives were given packets to take back to their sites to share with members all the benefits there are in belonging to Provident.
- The NHTA Proposed Budget for 2013-2014 was approved by the Representative Council.
- An Unfair Labor Practice charge was filed against the District on November 26th for possible retaliation against a member.
  - **NHTA still is in need of a Women's Issues Contact.** If interested, please email at [NHTAPres@gmail.com](mailto:NHTAPres@gmail.com)



## Teacher Evaluation

Here is some reading you may want to do regarding CTA's work on teacher evaluation. These have been used in helping the Evaluation Task Force direct its development of an evaluation system to be bargained in the spring.

- [CTA Evaluation Framework](#)
- [CTA Guiding Principles](#)
- [CTA Evaluation Framework FAQ's](#)
- Article: [Evaluations that Improve Student Learning](#)

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## Upcoming Dates and Events





- **Representative Council:** January 8th at 3:30 pm  
NHTA Offices, 32980 Niles Alvarado Rd. Ste. 812
- **Afordable Care Act Workshop,** January 30th from  
4:30 to 7:00 pm *dinner provided*. Please RSVP to  
[KHansen@cta.org](mailto:KHansen@cta.org) or call 510.441.1601 [Click here for  
the flyer.](#)

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