

What Has NHTA Done for You Lately?

District Consult

NHTA met with the District on October 9th. The issues discussed were:



• Technology

- NHTA suggested that there be a needs assessment prior to the technology professional development scheduled on December 2nd (per-diem furlough day) since our members are at different phases in their technology development. The District agreed. They stated this is how the technology professional development was conducted during the summer, i.e. break out sessions according to need, and it would be a good idea to do the same for the next professional development.
- NHTA told the District that the video trainings do not work for some of our members. There is no time given to view the video trainings, it is not hands-on, and does not help those who are not tech savvy.
- Wi-Fi Coverage:
 - The District is aware that there are coverage issues and they are working on it.
 - The District would like teachers to report coverage issues. They are sending out an email (instead of imbedding it in the Tech Newsletter which had already been done).
 - It was suggested by NHTA that important information be sent out as an email blast rather than in the Tech Newsletter – people just don't have the time to thoroughly read it. You can report a wi-fi coverage issue here: **Wireless Network Dead Spots**
- Cables for Chromebooks - some of the old docucams need cables/adapters to work with the Chromebooks. The District said that principals should be asking their staff who needs these. Let your principal know if you have issues/needs connecting to your docucams.
- The district, at the request of NHTA, is exploring whether it is feasible for the Elementary Prep Teachers to input their own grades instead of giving a hard copy to General Ed Teachers. For this reporting period, there are General Ed and Prep Teachers piloting the idea.

• Academic Parent Teacher Teams:

- Clarification regarding the Academic Parent Teacher Teams (APTT). Arlando mispoke at the last Consult. He said that he did not believe APTT would be expanding. He clarified at this Consult that APTT will be rolled out at three new elementary sites next year. NHTA expressed concern that this is not financially sustainable. The District responded saying they will be looking at applying for outside monies to continue to fund the program.

• Textbook Ordering

- There was miscommunication between the new and previous persons who ordered the math textbooks for the elementary sites. The textbooks were not ordered in time for the beginning of the school year. The books have since been received and delivered to the school sites.

- NHTA explained the deplorable condition of the 8th grade history textbooks to the District. The District has ordered 70 new books for CCMS. This is not enough to cover the books that are falling apart. The District said they had not heard of this problem. They said it should be directed to Mireya and Jesus, so they can try to fix the problem. NHTA will revisit if the problem persists.
- **Report Card Calendar (RCC)**
 - The District is aware of the problems with the RCC – it is because of furlough days and holidays. The fix is that (for November), the date report card grades are due will remain the same, *but the District will allow teachers to input grades until the day before they go home*. Caveat – if your office is printing the report cards, you need to work with your school secretaries as to the last day they can print them. Since Consult met, an email has been sent out clarifying the grading window for the Elementary Trimesters:
 - The mark reporting dates for 2013/2014 school year are as follows:
 - **Elementary Trimester 1** - Edit from: 10/21/2013 Edit to: 11/15/2013
 - **Elementary Trimester 2** - Edit from: 1/21/2014 Edit to: 3/5/2014
 - **Elementary Trimester 3** - Edit from: 3/14/2014 Edit to: 6/10/2014

Rep Council Decides...



The NHTA Rep Council met on October 2nd.

- David Hernandez, NHTA Executive Director shared with Rep Council that he will be scheduling an informational meeting about the *Affordable Care Act*. He also gave a training during Rep Council about the duties and responsibilities of being an NHTA Representative.
- Rep Council approved the Evaluation Task Force Committee - we did this because the minutes in which the Task Force was approved by Rep Council are missing. It needed to be done so we have an official record of its approval by Rep Council.
- The private email campaign has been very successful. At the time of this newsletter AES, EAS, CCMS, and KIT had turned in their lists. Most other schools are near completion. AES, EAS, and KIT have all enjoyed their lunches. CCMS is next!
- The Charter School application was discussed. Members were urged to attend the School Board Meeting on October 15th to speak in opposition. We had about 15-20 members show up and about 12 members spoke. November 19th will be the School Board Meeting that will hold the vote to approve or disapprove the application. Teachers should attend this meeting. It would be great if we could also get some of our parents and students to speak to the wonderful opportunities that New Haven has given them. The School Board needs to hear from our community - not just the teachers.
- The District held a Field Trip Policy Sub-Committee. Two teachers attended representing our members as per NHTA's request. We will be sharing the new policy with members as soon as it is finalized.
- Our Treasurer, Jeff Ustick, gave his report in which he suggested we send out notices soon to transfer money into the Political Action Account in preparation for upcoming School Board Elections in November of 2014.
- There was discussion about the Evaluation Pilot - there are about 25

teachers participating at the elementary, middle and high school levels. It has been described as P-GAP on steroids. Teachers select some measurement to track the progress of students in an area.

- Emanuel Elementary School has a Rep - Nancy McDonough. Thank you Nancy!
- **NHTA still is in need of a Women's Issues Contact.** If interested, please email at NHTAPres@gmail.com

A Message from your President...

Dear NHTA Members,

Over that past several weeks I have learned a lot about what it means to be President of our Association. It has been a privilege to meet with teachers from across the district and listen to their stories and learn from their experiences. I am learning new things everyday from our members.

One thing I am hearing is the anxiety and uncertainty surrounding RTTT-D grant. It is clear to me that we, NHTA leadership, could have done a better job involving the membership in the decision to apply for the grant. The process should have been more transparent and lines of communication should have been clearer.

The grant presents many challenges, but also many opportunities. We have been given an extraordinary amount of money to become a model of student achievement and learning. The only way to capitalize on these opportunities is to embrace the creativity and ingenuity of our teaching staff. To do so, teachers must feel empowered to engage in decision-making and must be supported by their Association.

We are also facing other challenges and opportunities – the new Common Core State Standards and the new (radically different) way public schools are funded in California – the Local Control Funding Formula. This will impact all of our lives in the coming years. It is vital that NHTA is an equal partner in shaping that future.

To that end, we are embarking upon self-assessment of NHTA as an organization. Leadership, at all levels, must constantly ask themselves, how can we best represent our members? The NHTA Executive Board has already begun this process. We met last month for a Strategic Planning Session. This included each Director completing a Needs Assessment Survey. We looked at specific areas; bargaining, communications, community involvement, governance/leadership, professional development, membership, and members' rights scoring each area from a rubric. Based on the scoring of the rubric, we discussed areas of greatest need. Our next step will be to form an Action Plan to address these needs. This plan will be shared with the NHTA membership once completed.

However, the self-assessment does not stop there. We will do the same with Rep Council and eventually push this out to the sites over the next several months. It is my hope this will give us a well-rounded picture of the needs of NHTA as an organization, and how our Association can better serve its members.

Additionally, here are other things that will be implemented:

- Reviewing how we conduct site meetings. Instituting the "10 minute" meeting and reserving time at the end of the site meetings to *listen and ask* how our members are doing. Members need to know that their concerns are being heard and addressed – *and what the results are*. I know this already happens at some site meetings, but I would like it to become imbedded in NHTA culture.

- We will be educating our members on the basics of the collective bargaining process. This is particularly important since we will be bargaining the contract in its entirety this year.
- Reporting to the members what happens with issues brought forth at District Consult as part of an organization that is transparent, informative, and representative.

The goal is to create a new culture within NHTA, one that fosters a sense of trust, belonging and purpose. I invite you to join me in shaping NHTA into an organization that reflects the spirit of a teachers' union – The New Haven Teachers Association.

Sincerely yours,
 Paul B. Stickland
 President
 New Haven Teachers Association



Sara Husokwoski Anderson

Dec. 16, 1976 - Oct. 3, 2013

Sara unexpectedly passed away from a brain aneurism October 3rd, leaving behind a six-week old baby and husband. Sara was a first grade teacher who taught in the New Haven Unified School District for more than nine years. She was a dedicated teacher and strong advocate for her students. Sara will be sorely missed by all.

A scholarship fund has been set up for their son.

Teachers may donate at [Help Raise William](#) .

NHUSD In the News...

Unbelievable....I found myself thinking as I read in the Argus that the School Board had given our Co-Superintendents, Akur Varadarajan and Arlando Smith, a \$4,400 per month raise for their new positions ~ despite the fact Kari McVeigh continues to be paid for the rest of her contract. They get a raise...while the rest of us have taken cuts in furlough days, have seen decreases in our salaries, and continue to have the largest average class sizes in the County. My thoughts then turned to the fact that this raise totaling more than \$105,000, was authorized by our School Board. It seems the School Board is tone deaf to the realities that the teachers, school staffs, and students face daily.

Oh, but you could say, "Now that they are Co-Superintendents, they have added responsibilities and they are working harder." But aren't we *all* taking on more responsibilities and working harder than ever with larger class sizes and new programs? Math Studio, Critical Literacy, Academic Parent Teacher Teams, Common Core State Standards, RTTT...the list is a long one, as I know you are all aware. Where's our raise? Well, you know, we don't get one. We sacrifice, save programs, borrow from our retiree trust because Teachers Do What's Right. Teachers do it for the kids, for our communities, for the District.

I know, I know, \$4,400 per month (each) is a drop in the bucket of NHUSD's budget, **but it's the principle of the thing**. How can you take such an exorbitant raise on top of an already well-paid salary when everyone else around you is making sacrifices?? The School Board, seemingly blind to the most urgent needs in our schools, has decided that the highest budget priority is our Co-Superintendents ~ not our schools and students. Unbelievable.

We challenge our Co-Superintendents to put the needs of the schools and our students first ~ make a principled statement by either refusing the raise or donating it to support our students and their classrooms.

Upcoming Dates and Events



- **Toys for Tots Drive**

NHTA will be sponsoring the annual Toys for Tots to benefit the Alameda County Fire and Shelter Network for holiday toys. Come spread some holiday cheer and donate toys for deserving young children!

Date: November 10th | Location: Logan High School Parking Lot

- **Representative Council:** November 6th at 3:30 pm
NHTA Offices, 32980 Niles Alvarado Rd. Ste. 812

Nurses from Kaiser will be coming to speak to Rep Council about the possible closure of their Inpatient Pediatric Unit in Hayward. This will affect many families in our area...come and hear what you can do to help stop the closure.

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