



# Your Union, Your Voice Your Newsletter

[www.hesperiateachers.com](http://www.hesperiateachers.com)

Hesperia Teachers Association

November 2015

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#### Your Rep. Council

**Canyon Ridge**

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Barbara Beechum

**Cedar**

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**Cottonwood**

Robert Balder

**Eucalyptus**

Phoebe Gutierrez

**DO**

Katrina Jackson

Tina Viayra

**Cypress**

James Fogo

Carolyn Stayton

**Hollyvale**

Marla Baty

**"...where free unions and collective bargaining are forbidden, freedom is lost."  
-Ronald Reagan**

### President's Message

Throughout our history there is a common theme on how change has occurred. A group of people have banded together for a common cause. The American Revolution, Abolition Movement and the right to form a union all share this common struggle. They have overcome overwhelming odds with little resources and have beaten well-funded opposition by organizing and tapping the power of their people to steer change.

Our cause and challenges are no different. When you consider the dynamics of the situation: the salary of one Assistant Superintendent in our district is greater than our entire HTA budget, one salary is greater than almost 1000 teachers' dues. HUSD has revenues greater than the revenues of the entire California Teachers Association. Districts like the Fontana Unified School District, for example, enjoy revenues greater than the entire National Education Association – an association that has more than 3 million members! The Gates foundation alone has more than \$10 billion in funds.

Yet even with our limited resources, we have fought for and prevailed in salary and benefit increases locally, revenue increases and a balanced budget for the state, as well as for minimizing testing on a state and national level. We have fought off budget cuts, propositions to take away our due process right and reductions in our retirement benefits. We have done this with less than 10% of our members being involved on a local, state or national level. Our profession and voice are powerful! Imagine what will happen when we all stand together and speak as one!

## Association Primer – What to do When I Need Help

### **Hesperia High School**

Ellen Stephen  
Devon Bostock  
Maq McNair  
Stephanie Seitz

### **Hesperia Junior High**

Cheryl Franks  
Cindy Walker

### **Joshua Circle**

Lorelei Bibler

### **Juniper**

Cynthia Greenlee

### **Kingston**

Todd O'Neal

### **Krystal**

Jamie Barnhardt

### **Lime**

Penny Hale  
Christine Robinson

### **Maple**

Virginia Marquez

### **Mesa Grande**

Kim Kelly

### **Mesquite Trails**

Louise Oliekan  
Elizabeth Krall

### **Mission Crest**

Susana Castillo  
Teri Jo Muzquiz

### **Mojave**

Evlyn Puentes

### **Oak Hills**

Steve Trudeau

Sean Shea

Jim Kutch

Rocky Comberati

Russ Ary

### **Ranchero**

Jamie VanHill

Sahar Afsari

### **Shadow Ridge**

Kelly Ford

### **Sultana**

Shane Haldeman

Darin Grebil

Brett Simmons

Joe Ardito

Hector Armendariz

### **Topaz**

Marcia Rhodes

Alysia Van

Our union advocates for us by fighting for competitive compensation packages, by being active and visible in district matters and by staying on top of the issues that affect our membership. For many, that and the discounts extended to us through our membership is all that we need from our association.

But sometimes we need the support of our association in other areas. The following will help to navigate the most efficient ways to get the help you need.

### **Disciplinary Action**

At any time that a member feels that a meeting with a supervisor has become disciplinary it is the right of the member to request union representation. Should you feel that a meeting has become disciplinary, you should invoke your Weingarten rights and terminate the meeting until you can have union representation. Contact your site rep. immediately for further advice.

### **Other Situations**

It is more likely that you will encounter situations that you feel need to be remedied. These situations may include, but are not limited to, excessive class size, hostile environment, prep time being encroached upon, etc.

The first thing to check is if the contract is being violated. A copy of the contract is available at [hesperiateachers.com](http://hesperiateachers.com). If, after checking the contract, you feel that the contract has been violated, contact your site rep. Bring the violation to the attention of your administrator. If the situation is not remedied, then we can begin the grievance process.

If your issue is not covered in the contract, contact your site rep. Your site rep will assist you in addressing the issues(s). If you feel that your issue should be addressed in the contract it is important that you let the negotiations team know when they send out their annual survey.

It is always best to solve all issues at the lowest level whether it is grievable or a complaint.

**Grievance and other forms are available on our website under "Forms"**

## Why is it important to get involved?

The last newsletter spoke of the importance of getting involved and how our influence is greatly increased when we are seen as a unit 1000 members strong and asked members to attend a board meeting or two wearing HTA or school shirts.

**The power of solidarity was illustrated clearly by our CSEA union brothers and sisters.**

The food service workers were frustrated by a number of factors that were negatively impacting their work environment. Among other issues, one of the biggest frustrations was that they were understaffed which made it difficult to provide students with the quality service that deserve.

CSEA took action and members, not just food service workers, began to come to board meetings. The largest presence was seen on Nov. 2<sup>nd</sup> where not only was the main room packed, the overflow room was also a "sea of blue" as CSEA and supporters came to voice their frustration.

Just 2 weeks later, on November 16 at a special school board meeting, 10 food service worker positions have been increased from 3 or 3.75 hours to 5.5, 7 or even 8-hour positions.

CSEA did not just show up at the Nov. 2<sup>nd</sup> meeting. There has been a presence over the past several months, which showed the board that they were united and willing to stand up for what was best for them and the students they serve.

Their willingness to just spend a few hours once a month has benefited the workers, the department and the students.



# Hesperia Days Parade



On September 19, the Hesperia Teachers Association participated in the Hesperia Days Parade with a walking float and then later set up a booth at Hesperia Lakes where we handed out free books to the children, painted faces, had games... and most importantly connected with the community that we serve.

The response from the community both at the parade and at the booth was overwhelmingly positive. Cries of "we love our teachers" were heard as we walked in the parade. It was a fun day for all who participated but most importantly it helped to promote a positive image of our membership in the community.

We hope that we have a greater turn out to future events. The investment of a few hours in this fun event will be paid off in dividends of community support in the future.

## Dates to Remember

November 23-27  
Thanksgiving Break

December 7  
School Board Regular Meeting @ 6 pm

December 21-January 1  
Winter Break



nea Member Benefits

# MEMBER BENEFITS

## Do You Know

For You • For Your Family • For Your Career

### STUDENT LOANS

Do you know that if you teach in a “high impact school” and have Stafford and/or Perkins loans you may be eligible for having a portion of your student loans forgiven?

#### STAFFORD LOANS

If you have a Stafford Loan, teach five consecutive years in a “high impact school”, and have not consolidated your loans, you may be eligible for \$5,000 or \$17,500 forgiven.

#### PERKINS LOANS

If you have a Perkins Loan and teach “shortage area content” in a “high impact school”, and have not consolidated your loans, you may be eligible for a percentage of your student loan to be forgiven (15% for 1st and 2nd years, 20% for 3rd and 4th years, and 30% for 5th year).

#### PSLF FORGIVENESS

You must make 120 on-time, full, scheduled monthly payments on your student loans under a qualifying repayment plan. When you make each of the 120 payments, you must be working full-time at a qualifying public service organization.

#### RESOURCES

Visit [www.CTAMemberBenefits.org/studentloan](http://www.CTAMemberBenefits.org/studentloan) for links to resources including a helpful PowerPoint to explain the process.

To learn more about CTA and NEA Member Benefits, go to [www.CTAMemberBenefits.org](http://www.CTAMemberBenefits.org) and [www.neamb.com](http://www.neamb.com)



Or download the CTA Member Benefits Smartphone App available for the Apple iPhone or iPad from the App Store or for the Android from Google Play.

You can also contact CTA Member Benefits at 650-552-5200 and NEA Member Benefits at 800-637-4636.



### CTA MEMBER BENEFITS DEPARTMENT

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