

happy holidays



<http://www.fmea.org>

The FMEA OBSERVER

Happy Holidays!

Notes from the President

By Scott Shulimson

Hello FMEA members,

This school year is well underway and with it is coming a number of changes and challenges. The recent election will bring the biggest changes to our FMSD School Board in years. Board members Buu Thai and Maya Esparza have left and they will be replaced next month by newcomers Omar Torres and Thanh Tran. It will be interesting to see where they stand on the many important issues facing FMSD such as independent charter approval.

Also, it appears that after a few years of reaching timely and reasonable bargaining agreements, this round of bargaining is going to be much more challenging. There are many reasons we exist as a union, but first and foremost is so we can collectively bargain for salary, benefits and

working conditions. After years of deficits and cuts in funding, things have turned around. Districts around the state are receiving increased funding, and those like ours have hit the jackpot. Unfortunately, district administration is maintaining that the increased funding generally can't be used for across-the-board salary increases. The district is also claiming that financially things are much worse than they appear, partly because of our declining enrollment.

It is true that district enrollment is down. There are 400 fewer students here than last year. Much of that has to do with the many independent charters the Board has approved in recent years, but the improving economy and higher rent prices also seems to be pushing families out of this region. This is a serious and real problem. The one clear thing is that there must be no more independent charters in our district!

Because of this declining enrollment and other district concerns, FMEA waited five months for a serious compensation proposal from the district. Now that we've received their offer, it's clear that they don't expect to settle anytime soon. There's a chance that the Governor's January Budget will change matters, but we can't rely on hope and chance. It's time to organize to make sure the district comes to the table with reasonable and serious offers. The district needs to know that teachers can't be made to work longer and harder for the same pay, especially at a time when the district is receiving a windfall of new funds.

Here's a sneak peek at what's inside this issue:

<i>President's Letter</i>	<i>Pages 1 & 2</i>
<i>Board Briefs</i>	<i>Page 2</i>
<i>FMEA Calendar</i>	<i>Page 3</i>
<i>FMEA Trivia Night</i>	<i>Page 3</i>
<i>Grievance Grove</i>	<i>Page 4</i>
<i>Contract Corner</i>	<i>Page 4</i>
<i>Trading Post</i>	<i>Page 4</i>
<i>Contact Information</i>	<i>Page 5</i>

Continued on pg. 2

Continued from pg. 1

FMEA will begin organizing around bargaining shortly. If you are interested in joining the FMEA Organizing Team, we can use your help. If not, please keep in touch with your FMEA Site Rep about upcoming actions aimed at moving administration and the Board towards a reasonable and fair resolution to bargaining.

Thanks for all you do and, as usual, don't hesitate to get in touch with any questions, comments or concerns.

Best,
Scott Shulimson

Attention New Hires:

If you're a newly hired CTA member this year, you may be eligible for a special, limited-time opportunity to apply for CTA-endorsed Disability and Life Insurance from Standard Insurance Company (The Standard).

If you apply within your first 120 days of starting your new job, eligible CTA members can get up to **\$200,000 of Life Insurance** coverage without answering any health questions.

You can also apply for **Disability Insurance**, which can help with the everyday bills like your mortgage and utilities, that continue even when you can't work -- expenses that health insurance won't cover. The CTA-endorsed Disability Insurance plan was specially designed to address the gaps in coverage that many California educators face.

Remember, you only have 120 days to apply for this unique opportunity. Don't miss out.

For costs and further details of the coverage and this enrollment opportunity, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policy may be continued in force, call The Standard's CTA Customer Service Department at **800.522.0406**, or visit www.standard.com/cta/newhire to apply online.

Board Briefs

September 23rd

- The Board held a public hearing followed by approval of this year's Williams report showing sufficient core instructional materials for all students.
- The Board approved a contract for 2014/15 with consultant Andrea Butler.

October 22nd (Special Board Workshop)

- The Board was presented with current and projected finances.
- Due to declining enrollment and downward projections for next year the Board made cuts to programs and personnel.

October 28th

- CSEA and the district released their initial "Sunshine" proposals for bargaining.
- The Board approved an MOU between The Tech Museum and FMSD.

November 18th

- The Board presented Global Learner and Spirit awards.
- Resigning Board members Buu Thai and Maya Esparza were honored for their service.
- Partners In School Innovation presented an overview of their work in the district.
- The Board approved the Apple ConnectEd grant recently awarded to Santee.

FMEA Winter Calendar

December 4 th	FMEA Trivia Night
December 8 th	Rep Council
December 9 th	School Board Meeting
December 13 th	CTA GLBT Leadership Training
Dec13 th - Jan 4 th	Winter Break
January 13 th	School Board Meeting
January 19 th	MLK Holiday
January 26 th	Rep Council
January 27 th	School Board Meeting
February 9 th	Non-work Day
February 10 th	School Board Meeting
February 16 th	Washington's Birthday
February 23 rd	Rep Council
February 24 th	School Board Meeting

Upcoming CTA/ FMEA Events

- GLBT Training: December 13th 9-5 at CTA San Jose RRC
- FMEA Trivia Night: December 4th, 3:30-5:30 at Sonoma Chicken Coop, Silver Creek
- Issues Conference: January 16-18, Las Vegas, Nevada
- Good Teaching Conference: February 6-8, San Jose



Why?

FMEA holds social events for members to get to know their union representatives and each other! Feel free to come and enjoy some **free appetizers** and answer some great quiz questions for **prizes!**

Also, someone's got to come out and beat our reigning champions from Bridges Academy!

When?

Thursday, December 4, 2014

3:30-5:30pm

Where?

Sonoma Chicken Coop

1735 E. Capital Expressway, San Jose, CA 95121

Please join us for FMEA Trivia!

No need to RSVP, but any questions should be directed at Scott Shulimson at fmeapresident@yahoo.com.

Grievance Grove



- There were several class size grievances, but they have all been addressed.
- An arbitration at Ramblewood has been dropped because the district has fixed the safety issue.
- There is still a pending arbitration at Stonegate, but it looks likely this will be dropped.
- There is a new arbitration that has been filed over HVAC issues and teachers' inability to control the temperature in the classroom.

Contract Corner

18.5: "Before a class is split the principal shall consider utilizing the following available personnel:

Principal, Vice Principal, Project Specialist, Credentialed non-classroom assigned personnel

(The above list of personnel is not in any order of priority.)

When classes are split between two or more unit members, because all of the above-referenced personnel are not available, said unit members shall receive the rate specified in Section 3.3 on a pro rate basis."

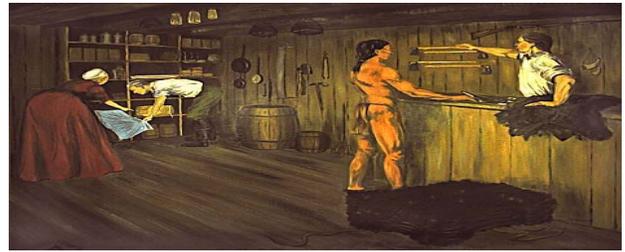
3.3: "Substitute Teaching- Retired FMSD Teachers

A retired FMSD teacher shall receive the long-term substitute rate plus twenty dollars per day for subbing."

Pilot Evaluation

Note: If you are taking part in the evaluation pilot you should have been asked by your principal ahead of time. Participation can not be mandatory and requires the principal and teacher's permission.

Trading Post



Guidelines for Ads: Ad service is provided as a convenience for FMEA members and our parent community. Ads may be run two times.

Please submit ads to lkpitino@hotmail.com

COMFY CANINES

In home dog-sitting and daycare. Our canine friends are treated like family and are never crated, left alone, or ignored. Great rates! Please call Rob Sandlin at 408-582-2557 for more information.



Important Contacts

FMEA Contact Information

<u>Name</u>	<u>Position</u>	<u>School Site</u>	<u>Email</u>
Scott Shulimson	President		fmeapresident@yahoo.com
Tim Barrington	Vice-President	SUCCESS	tim_barrington@hotmail.com
Lisa Pitino	Treasurer	Shirakawa	lkpitino@hotmail.com
Kristi Billings	Secretary	Franklin	kdbcurlly@hotmail.com
Shanti Arnold	Director-at-Large	Ramblewood	shantiarnold@yahoo.com
Carissa Harris	Director-at-Large	Bridges	carissa7harris@gmail.com
Jan Theiss-Guffey	Director-at-Large	Stonegate	jantg@yahoo.com

FMSD SCHOOL BOARD

Rudy Rodriguez

rudy.rodriquez@fmsd.org

John Lindner

john.lindner@fmsd.org

408.283.6141

George Sanchez

george.sanchez@fmsd.org

408.283.6143

Please e-mail any articles and advertisements for the next issue of The Observer to lkpitino@hotmail.com. Please put "FMEA, The Observer" in the subject line.

Have any suggestions for The Observer? Please share your ideas with me at lkpitino@hotmail.com.

The Observer is a publication of FMEA/CTA/NEA. Ideas presented by the editors are those of the editors and not of FMEA/CTA/NEA. Articles submitted by individuals solely represent the views of those individuals and not of FMEA/CTA/NEA.

