

the

FMEA Observer

Happy Holidays!

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A letter from the president, Scott Shulimson...

Hi FMEA members,

This has been one of the more challenging years in recent memory. The amount of new curriculum, especially for grades 4 and 5, is crippling and did not demonstrate good planning. Nonetheless, it appears there will not be any mid-year correction, or course change from administration, despite an understanding that there is a lot on everyone's plate and many are at a breaking point. Hopefully the coming three-week break will at least provide a needed rest.

Bargaining will also take a break for the next month. After three days of negotiations, it's not clear how this year will go. The district has not yet discussed compensation with FMEA, but that will change next month after the Governor releases his January budget. In the meantime, we have offered a number of contract proposals that would support FMEA members by

Important Dates

Winter Break!
12/16/17-1/7/18

Happy
Holidays!

Bargaining
1/10/18



FMEA Spelling Bee
1/24/18



providing more planning time. The district has rejected most of them, but we are not giving up. I'm hopeful that before the final agreement is reached, we will have secured some improvements in the Hours article of the contract, along with a fair deal in Compensation. Salary continues to be a top priority but it's in benefits where FMEA is lagging behind our counterparts throughout Santa Clara county, so our bargaining team is pushing for much needed improvements to our health benefits language.

There continues to be a lot of confusion over the situation with board member John Lindner. Trustee Lindner was found to have inappropriately spent about \$13,000 from a 2010 FMSD bond campaign; however, it was not actually the bond money he spent. He was the treasurer for the bond campaign, and at the end of the campaign, he inappropriately spent the remaining \$13,000 of campaign funds on personal matters. He was fined approximately \$18,000 as part of a settlement with the state commission that oversees political expenditures (FPPC). It's unknown whether the District Attorney will prosecute Lindner. At this time, Trustee Lindner does not plan to step down from the board, although board member Rudy Rodriguez and I have requested that he do so.

2017 is on its way out, and many of us are ready to say good bye to this challenging year. Unfortunately, 2018 is going to bring new struggles. The court case known as Janus vs AFSCME will be decided in the spring and is likely to bring significant challenges to FMEA and all public sector unions. But every challenge is also an opportunity, and as we rise to deal with threats from the courts, the legislature, and the media, I believe we will ultimately be made stronger in our goal to be unified in our support for each other and the students we teach.

I will go into much more detail on the Janus case, bargaining, and all else in the new year. For now, enjoy the coming holiday.

May it bring much relaxation, joy, and fulfillment. As always, don't hesitate to get in touch with any questions, ideas or comments.

Sincerely,
Scott Shulimson

FMEA Communication

FMEA Student Events

- The FMEA spelling bee is January 24th at Bridges. We need Coordinating Teachers (CTs) ASAP for all participating schools.
- The FMEA basketball tournament is March 24th. It's time to figure out who the coach will be for each school that wants to field a team.
- We are still looking for a lead or co-leads for the literacy fair to be held April 27th.

Text Message Blasts

- If you do not receive FMEA emails, please email fmeapresident@yahoo.com from your non-district email.
- Join the FMEA Facebook group! Just search "FMEA" and request to join.
- Don't be left out of the FMEA text blast list. Just text "@FMEAMember" to 81010.
- All important FMEA documents and more can be found at our website: www.fmea.mobi

FMEA Executive Board Opening

Director-At-Large Jeannie Martin has resigned from her position thus creating an opening on the FMEA Executive Board. If you are interested in running for this open position or want more details contact Scott Shulimson by January 19th.

FMEA Winter Calendar

- December 12th - School Board Meeting at 7pm**
- December 16th-January 7th - Winter Break**
- January 9th - School Board Meeting at 8pm**
- January 10th - Bargaining**
- January 15th - Martin Luther King Jr. Holiday**
- January 22nd - Rep Council**
- January 24th - FMEA Spelling Bee at Bridges Academy**
- February 9th - FMEA Happy Hour**
- February 12th - Holiday**
- February 13th - School Board Meeting at 7pm**
- February 15th - Bargaining**
- February 19th - Holiday**
- February 26th - Rep Council**
- February 27th - School Board Meeting at 7pm**
- February 28th - Bargaining**
- March 13th - School Board Meeting at 8pm**
- March 24th - Basketball Tournament**



Grievances

- There are currently no grievances or arbitrations.



Board Briefs

October 24th

- Disappointing CAASPP testing results were presented.
- The Board passed a resolution in support of LGBT History Month.
- A raise for CSEA of just over 4% was approved.

November 14th

- Global Learner student recognition and employee Spirit awards were distributed.
- FMEA released our initial Sunshine bargaining proposal.
- Board Member John Lindner was censured by the full school board for the inappropriate use of bond campaign funds.

Contract Issues

5.9.1 Long Term Leave: The District may grant long-term leaves without pay for health, hardship, study, and other reasons acceptable to the District. Except under extenuating circumstances, all requests for such leaves must be submitted by May 1.

6.2.7 Assignments: No regular classroom teacher in an elementary school shall be required to serve in more than two (2) classroom locations in one (1) school year

7.1 Safety: Unit employees shall not be required to perform tasks which endanger their health or safety. A unit member who notes such conditions must report, in writing, to the site administrator or designee the location of the hazard and the type of injury which is likely to occur.

9.5.8 Evaluations: Every probationary certificated staff member will be evaluated by his/her immediate supervisor in writing at least twice each school year, no later than the last instructional day in December and no later than March 1.



CTA Endorsed Vendors



CTA-endorsed California Casualty will be coming to all sites during lunch in the coming months to present their home auto insurance policies. They are not supposed to encroach on your ability to enjoy your duty-free lunch so if this becomes an issue notify Scott Shulimson.



**Insurance, Retirement,
Investments and Advice.**

In January, FMEA will begin a registration drive for CTA-endorsed "The Standard." They offer disability and life insurance policies, and if FMEA has a sufficient number of people sign up during this drive then all pre-existing conditions will be covered. This policy is highly recommended for any women who are considering pregnancy.

Medina's Catering



Check out Medina's Catering for all your food needs at your next event. Here's a family who's had several children go to our FMSD schools. We've had them cater a few events at our Lairon celebrations and their food is very delicious. They specialize in Mexican cuisine, but also offer a few other ethnic choices. Visit their website at www.medinascatering.com or call [408-564-1042](tel:408-564-1042) for more info.

Until next time!

Please email any articles, suggestions, and advertisements for the next issue of The Observer to hondita@gmail.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.

Important Contacts

New FMEA Site: fmea.mobi

FMEA Contacts

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