The CTA Disaster Relief Fund

The CTA Disaster Relief Fund provides financial assistance to CTA members who suffer significant losses due to natural and other disasters in California. If you are a RESPA Member and have had losses due to the recent wildfires please make sure to investigate if the CTA Disaster Relief Fund might be of assistance.

Grant and Qualification Details

**Standard Grant**
CTA members may receive up to $1,500 for significant economic hardship related to damage to their primary residence, displacement or disruption in required utilities.

**Catastrophic Damage Grant**
Recipients of the Standard Grant may be eligible for up to another $1,500 if damages exceed $50,000.

**Temporary Displacement Grant**
A grant of up to $500 may be available for members who are displaced from their primary residence as the result of a disaster, but do not meet the requirements for a Standard Grant.

*Note: The filing deadline is 12 months from the date of the incident.*

Resources

[CTA Benefits Website](#)
[Check grant eligibility](#)
[Summary of Benefits](#)

Contribute to the Disaster Relief Fund

Please refer all inquiries and submit all applications to:

**CTA Member Benefits Department**
1705 Murchison Drive
Burlingame, CA 94010
Email: member_benefits@cta.org
Phone: (650) 552-5200
Fax: (650) 552-5014
Bullying ~ Let’s Talk About It!
by
Liz Huerta-Brewster

At some point in your life you may have been a victim of bullying or witnessed someone being bullied. Bullying just doesn’t happen to our students, bullying can also happen to our co workers. As an Educational Support Professional, we are often first responders to most situations that occur on campus. Bullying knows no race, weight, gender or sexual preference. 74.1% of our LGBQ+ teens are verbally bullied and threatened because of their sexual orientation. More often than not students trust us enough to let us know when bullying happened. Some students will not even report an incident out of fear of retaliation. 2,3

We as ESP’s need to be aware of the signs someone is being bullied. Our students and coworkers deserve to come to school to work and learn, bully free. Did you know a student is bullied every seven second in schools?4 Bullying can happen anywhere on campus. Being supportive and caring ESP’s is the best tool we have. We as educators can have an impact on the climate at our schools.

Being bullied can affect a person’s performance at school or work and has the ability to continue on into adulthood. One of my first memories of school is a scene where a crowd of classmates were throwing paper and saying bad names at a girl in class. I wasn’t part of the crowd, but as they walked away, the girl looked at me. I had a choice, join her and become a target myself, or leave. To my shame, I left. Sometimes I wonder what those effects of bullying had on her. Did she ever stand up to them when she got older did the bullying continue? And what impact, if any, did the bullying have on her later in life?

As a child we feel helpless and incapable of standing up to a bully. The story of the girl in school was about me. I was a victim of bullies. Over the years I had to dig deep inside and often tell myself “I am worth it” “I have a lot to give”. I had to take a step back and think about how my closest friend(s) or family member(s) see me. What would they say about me? What do they like and respect about me? I had to come to the understanding that is what is important, not some experience I had as a little kid years ago.

Bullying doesn’t just happen to our students. There is also the unacceptable situation of workplace bullying and the creation of a hostile work environment. My union brothers and sisters, I want to encourage each and every one of you to think about your words and how those words affect someone. Bullying isn’t good for anyone. It has a detrimental impact on our students’ health, wellbeing and ability to learn, and impacts the whole school community. It can make students and adults feel lonely, unhappy and frightened.5

In closing, I want to share a poem by Robert Frist Kushandwizoom,

“Never be bullied into silence.
Never allow yourself to be made a victim.
Accept no one’s definition of your life; define yourself.”

Stay tuned—next issue let’s talk about worksite bullying—what does it look like and how do we address the issue?

RESOURCES
One of our members,
Brianna Elise Cadman
was diagnosed with a rare form of
cancer, Ewing Sarcoma and has passed
away. Brianna was an amazing person, and
her strength, faith and love were
immeasurable. She will be missed.

2020 Elections - State Council Representative &
E Board Director of Transportation

Voting Location: eAcademy
820 W. Stuart Avenue
Redlands, CA 92374-2234

Dates:  
October 6, 2020 - 10:00 am to 1:00 pm
October 7, 2020 - 2:00 pm to 5:00 pm
October 8, 2020 - 9:00 am to 12:00 pm
October 9, 2020 - 12:00 pm to 3:00 pm
October 12, 2020 - 7:00 am to 10:00 am

All members are required to adhere to a temperature check and prescreening to allow members to enter the building.

A no touch thermometer will be used to take temperatures. As part of the prescreening, the following questions must be asked and answered:

1. Have you had a new fever (100.4F or higher) or a sense of having a fever?
2. Have you had a cough that you cannot attribute to another health condition?
3. Have you had shortness of breath that you cannot attribute to another health condition?
4. Have you had a sore throat, diarrhea, or vomiting that you cannot attribute to another health condition?
5. Have you had muscle aches that you cannot attribute to another health condition or that may have been caused by a specific activity (such as physical exercise)?

Voting members must bring their own pen, face covering is MUST and you are welcome to wear gloves. Face covering will not be provided. Elections is being centralized and adhering to CTA guidelines, and complying with the California Department of Public Health and District's guidelines.
Who Is That ESP Behind That Mask?
(Answers on Page 11)
October 2nd is Custodial Workers Appreciation Day

Nick Garcia and Alberto Ravelo from Mission Elementary School.

Erik Martinez - Judson & Brown Elementary School

Vince Salcido
Judson and Brown Elementary School

Alfred Cabral & Legia OHS

I’m A School Custodian… What is your super power?

Nick Garcia - Special Services

Maurilio Monroy, & Maurilio Monroy - Arroyo Verde Elementary
October 2nd is National Custodial Workers Recognition Day. This is to show appreciation for our custodial staff who are dedicated to keeping our school clean and running smoothly. Take a minute on this day to seek out our custodial workers and give them a BIG THANK YOU for all that they do to keep our facility safe and sparkling.

Citrus Valley High School - some of our custodial staff
From left to right - Jose Garcia, Robert Luna, Chris Luna (front of cart), Daniel Tilden (Back of cart) Kaprice Edwar
Raul Hernandez & Joel Stephens—McKinley Elementary

Terry Gifford, Moore M.S.

Jordan Gonzales & Richard Stead, Lugonia Elementary

Custodial Staff Appreciation Day is October 2

If you don’t see your photo here, please don’t take it personally! We asked for photos from ALL sites and locations, but these are such busy times, if you were overlooked please know it was not intentional. Know we very much appreciate you and just want to thank ALL custodial staff for their hard work. Enjoy your day!

Randy Garcia & Yvette Topete - Mentone Elementary
Daniel Arden, R.H.S.

Willie Schneider and Jeremy Stewart, Mariposa Elementary

Will Gehrke, Kingsbury Elementary

Thank you for your awesomeness

Julius Best, Moore M.S.

Cope’s Custodial Crew: Paulina Hakim; Matt West; Lissette Monge; Jacob Arroyo (Long term sub) and Raul Hernandez-Herrera
If the answer is “no”, it is super simple and amazingly important. Go to https://registertovote.ca.gov/

Follow the steps. Takes about 3 minutes.

**What You Will Need**

To register online you will need

- Your California driver license or California identification card number,
- The last four digits of your social security number and
- Your date of birth.

Your information will be provided to the California Department of Motor Vehicles (DMV) to retrieve a copy of your DMV signature.

If you do not have a California driver license or California identification card, you can still use this form to apply to register to vote. However, you will need to take additional steps to complete your voter registration.
Who Is That ESP Behind That Mask?

This is WHO!

1: Souzan Fanos
2: Michelle Lockwood
3: Teresa Strycula
4: Anna Diana
5: Sharon "Liz" Huerta-Brewster
6: Connie Herrera
7: Laura Laue
8: Evelyn Quintero
9: Jordana Guilmette
10: Tammy Flint
11 Mellisa Ramirez
12: Susan Schoeny
13 Valerie Hafer
14: Maria Elena Moore
15: Nate Roque
16: Delfino Murillo
17: Dianna Glass
18: Richard Stead
19: Joleen Carlson
20: Member name not provided
21: Member name not provided
22: Member name not provided

RESPA SOON TO OFFER
AN ELECTRONIC VOTING OPTION-
BUT WE NEED SOMETHING FROM YOU!

Very soon RESPA will be able to offer the option of electronic voting, using the “Simply Voting” program. This is the same software used by RTA, United Teachers of Los Angeles, Teamsters 986 and many more. Of course, we will also offer in person voting as well. Electronic voting is an option many of you have asked for, but not the only option. You will still be able to vote in person in that is your wish.

First though,
WE NEED THIS FROM YOU-
A VALID PERSONAL EMAIL.

If you would like to take advantage of electronic voting, we must have your personal email. Please go to this link or scan this code and fill out the form:

https://forms.office.com/Pages/ResponsePage.aspx?id=FEZ-Hwirs0y2Zk85TYpglyLlgH8qs5xDjb7u5kx1huB-UNzI3WThTOFRUNkdWREQ1VFRGVIQ2RDlRUC4u

No personal email? Got to www.gmail.com and get one— it’s free!
The Catastrophic Sick Leave Bank is for Bargaining unit members who suffer a catastrophic injury/illness that is expected to incapacitate the unit member for an extended period of time (more than 10 days). There are specifics as to what qualifies, but the first step is to become a member and Oct. is the month to do that!

As a Bargaining member you need to donate of at least five (5) days to the bank prior to your request and have continued participation under Section 8.2.5 of our contract. This donation shall be irrevocable and the unit member shall file an irrevocable “Classified Sick Leave Bank Deposit Form” with District Human Resources Office. This donation shall be from the prior years’ accumulations, and shall not be donated to a specific unit member for his/her exclusive use.

Bottom line, if you have 5 or more days of sick time “left over” from last year you may donate those days to the Catastrophic Sick Leave Bank and become a member.

It’s just good planning and may come in handy in the future– so consider it! If you want to know more go to www.respaonline.org and to our contract– the details are on pages 20 & 21 of the contract.

Human Resources has the Enrollment forms.

Fool Proof Apricot Chicken

- Chicken thighs, with skin
- Italian Salad Dressing
- Lipton’s Onion Soup Mix
  - Apricot Jam

1: Spray a baking pan generously with a non stick spray, like PAM.
2: Put chicken thighs into pan, skin side up.
3: Shake Italian Salad dressing well, to mix thoroughly.
   Pour 1 cup over chicken thighs
4: Take 1 package of Lipton Onion Soup Mix and sprinkle evenly over all chicken thighs
5: Place 1 tablespoon of Apricot jam on the top of each piece of chicken

Bake at 350 degrees for one hour
PLEASE MAKE SURE YOU ARE...

- At least once a week, checking the RESPA Web site www.respaonline.org

So many important pieces of information are on there and you can be assured that it reflects the most accurate, up to date facts.

- Check your RUSD email often. There are many, many important communications that come to us via district email and it is vitally important to be diligent about checking often.

- Check Bestnet payroll website and make sure it reflects what is accurate. If you think something is amiss, contact your administrator.

https://employeesselfservice.sbcss.k12.ca.us/login.aspx
OCTOBER IS BREAST CANCER AWARENESS MONTH

Although women are far more likely to die from heart disease, breast cancer is the most common cancer in women and remains the single most feared disease, according to a survey commissioned by the Society for Women's Health Research. (http://www.womenshealthresearch.org/site/PageServer)

Fortunately, October’s Breast Cancer Awareness Month may be dispelling some of those fears through its extensive educational outreach. From special merchandise in grocery and department stores to pink ribbons worn on lapels, the campaign to raise awareness of the disease that affects millions has grown dramatically since it was first established in 1985.

A comprehensive study 11 years ago revealed that California teachers have a higher-than-expected rate of breast cancer and other forms of the disease. For the past 17 years, thousands of female public school educators have been involved in the California Teachers Study which continues to monitor the situation. (http://www.calteachersstudy.org/)

Researchers have been able to gather data from more than 133,000 teachers in grades kindergarten through community college - both retirees and those currently in the classroom.

Suggested risk factors include:

- Higher level of education – partly because women who delay having their first child are at increased risk
- Use of hormone replacement therapy
- Alcohol consumption – two or more alcoholic beverages a day

The research consortium plans to apply for $10 million in federal funding to extend the project through 2014. It also wants an estimated $1 million in additional funds to broaden the participant pool to younger teachers.

Although no one can prevent cancers from occurring in the population, people can take steps to lower their risks. General recommendations include:

- Regular self-breast exams
- Regular mammograms for women over 40
- Avoiding smoking
- Eating a healthy diet
- Exercising

Read articles on prevention:

City of Hope: Breast Cancer  https://www.cityofhope.org/clinical-program/breast-cancer?gclid=Cj0KCQjwoebsBRCHARIsAC3JP0LxYjGKXjUosKvPodE0Je9c-AinbLBbAPek4M5Xynd9E4sXqlbh3igaArgXEALw_wcB&gclsrc=aw.ds#facts


Learn more

Susan G. Komen for the Cure http://ww5.komen.org/

American Cancer Society (http://www.cancer.org/index)

National Cancer Institute(http://www.cancer.gov/cancertopics/types/breast)

Northern California Cancer Center
NEW REEP Wellness Program Offering By Omada Coming in July 2020!

You may be eligible for an exciting new program offering for REEP members coming in July 2020 that helps you reduce your risk of type 2 diabetes, heart disease, and other health conditions. The program will help you to make the healthy changes that matter most—whether that’s around eating, activity, sleep, or stress.

Based on behavioral medicine and scientifically tested, Omada® is a virtual lifestyle change program that can help members lose weight, feel good, and develop long-term healthy habits that last.

Please note: Beginning July 2020, the Omada program will replace the REEP Wellness program services currently provided by Kaiser and HealthFitness.

Omada will help you to:

- **EAT HEALTHIER**
  Learn the fundamentals of making smart food choices.
- **INCREASE ACTIVITY**
  Discover easy ways to move more and boost your energy.
- **OVERCOME CHALLENGES**
  Gain skills that allow you to break barriers to change.
- **STRENGTHEN HABITS**
  Zero in on what works for you, and find lasting motivation.
- **STAY HEALTHY FOR LIFE**
  Get an additional eight months of tips, strategies and support.

Who will be eligible for the REEP Wellness Omada program?

- REEP employees and their spouses, domestic partners and dependents aged 18+ enrolled in a Kaiser Permanente or Anthem Blue Cross HMO, traditional PPO, or HSA-compatible PPO plan
- Must meet the criteria determined through Omada’s 1-minute risk assessment (more information to come!)

Stay tuned for more information over the coming weeks!
Mine (2007 REV alumni) and Keith Kwappenberg (2007 RHS alumni) will have their second child, a boy named Killian Kwappenberg, he should be born by October 20th. His big sister Maribelle is excited too!

Correction: The information provided for Cynthia was incorrect. She had 26.25 years of service at her retirement.

Cynthia Ortiz
Delivery Driver
26.25 years of service

Congratulations to Eva and Robert Martinez who will be celebrating their 50th anniversary on Dec 22, 2020.

Please Mark Your Calendars
FALL SITE REP TRAINING
November 7th from 9am to noon
ZOOM log in information coming soon!
All are welcome.
**MARK YOUR CALENDAR!**

October 12th: 4:45PM Executive Board meeting

October 26th: 4:45PM Site Rep Meeting

November 3rd: Election Day

November 7th: 9am-noon: Virtual Site Rep Training

Nov. 9th: 4:45PM Executive Board meeting

Nov. 18th: NEA ESP Day

Nov. 30th: 4:45PM Site Rep meeting

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**RESPA Contact Information**

**President:** Gladys Kershall  909 793-1526  
president@respaonline.org or respapresident@gmail.com

**Vice President:** John Havard  vicepresident@respaonline.org

**Executive Secretary:** Mary Ambriz  executivesecretary@respaonline.org

**Treasurer:** Fred Nuñez  treasurer@respaonline.org

**Clerical Director:** Sheila Best  clerical-directory@respaonline.org

**CNS Director:** Joleen Carlson  cns-director@respaonline.org

**Fiscal and Technical Director:** Mike Newmeyer  FT-director@respaonline.org

**Maintenance and Operations Director:** Richard Stead  mo-director@respaonline.org

**Paraprofessionals Director:** Sharon “Liz” Huerta-Brewster  para-director@respaonline.org

**School Safety Director:** Nate Roque  safety-director@respaonline.org

**Transportation Director:** Open  transportation-director@respaonline.org

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Check us out on

RESPA on Face Book; @UNITEDRESPA on Twitter,

RESPAUNITED on Instagram and of course, our web site

WWW.RESPAONLINE.ORG