

# The Chronicle



Redlands Education Support Professionals  
Association

410 Alabama St., Suite 102  
Redlands, CA 92374  
(909) 793-1526

[www.respaonline.org](http://www.respaonline.org)

## Your Board

**Gladys Kershall, President**  
[president@respaonline.org](mailto:president@respaonline.org)

Or

[respapresident@gmail.com](mailto:respapresident@gmail.com)

**John Havard,  
Vice President**

[vicepresident@respaonline.org](mailto:vicepresident@respaonline.org)

**Mary Ambriz, Executive  
Secretary**

[executivesecretary@respaonline.org](mailto:executivesecretary@respaonline.org)

**Fred Nuñez, Treasurer  
Directors - At - Large**

**Child Nutrition Services:**

Joleen Carlson

**Clerical:**

Sheila Best

**Fiscal and Technical:**

Mike Newmeyer

**Maintenance, & Service  
Center :**

Richard Stead

**Para Professionals:**

Sharon "Liz" Huerta-Brewster

**School Safety:**

Nate Roque

**Transportation:**

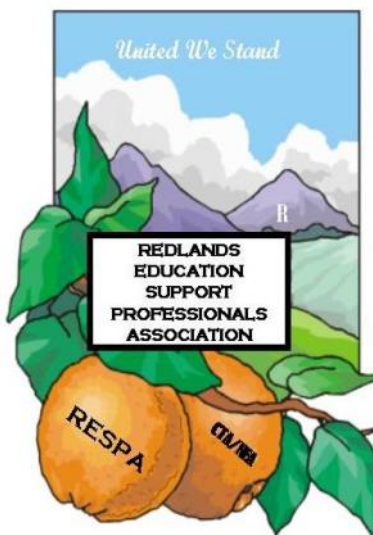
Open

## RESPA INFORMATION MEETING

**Wednesday,  
August 5th  
4:45PM  
via ZOOM**

<https://www.zoom.us/join>

Please see below for new link-  
Link was changed due to expected  
increased participation.



- Classified Return to School Covid-19 M.O.U.
- How H.R. 6201-Families First Coronavirus Act impacts you
- How the RUSD "Interactive Process" effects potential work place accommodations for members at a higher risk from Covid-19 or who are immunocompromised through acute or chronic illness.

**Questions? Contact  
Negotiations Chair  
John Havard at  
[vicepresident@respaonline.org](mailto:vicepresident@respaonline.org)**

**NEW MEETING CODES- PLEASE USE THESE**  
**Meeting ID: 886 2890 0086**  
**Passcode: 612145**

Or use this link:

<https://us02web.zoom.us/j/88628900086?>





## ANSWERS TO YOUR QUESTIONS....

Many of you have asked about the ins and outs of RESPA Governance. Our "constitution" is the RESPA ByLaws and Standing Rules. Both of these items can be found on the RESPA web site [www.respaonline.org](http://www.respaonline.org)

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Question: Who "runs" RESPA?

### The answer:

The policy-making body of the Association shall be a Representative Council. The Representative Council, comprised of Active members of the Association, derives its powers from and shall be responsible to the Active membership. (ByLaws: VI:A)

The Representative Council shall be composed of the following Active members:

- 1: Voting members of the Executive Board;
- 2: Site representatives elected on the basis of one-person one-vote (ByLaws: VI:B)

This means that, while the Executive Board often will bring items to the Representative Council for approval, the final approval of such things as the annual budget, the calendar, dues, RESPA Goals and Objectives, must be approved by by The Representative Council.

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Question: Who approves a dues increase?

**The answer:** The basic annual dues level for Active members shall be sufficient to cover the operation expenses of the Association, the dues of CTA and the dues of NEA. (ByLaws V:A)

The Association's portion of the basic annual dues, shall be established by action of the active membership of the Association..... (ByLaws V:B)

This means that while the Treasurer and the Executive Board will come to the Representative Council with dues increases for their consideration, all dues increases must be approved by the Representative Council.

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Question: Who approves the RESPA Budget?

**The answer:** The annual RESPA budget is created by the Budget Committee, made up of the Treasurer and 4 other RESPA Members. It is brought to the Executive Board for review and input, and then presented to the Representative Council for approval. The annual RESPA Budget must be approved by the Representative Council.

*"This is not a time for us to look away, but to confront for the sake of a fair, just and equitable future for all our students."*  
-CTA President E. Toby Boyd

Racism is a tough topic. While one would hope that we would treat all our fellow travelers with compassion and respect, we know this just isn't so. The recent weeks have shown us that "many of us are conscious of the absolute and urgent need, individually and collectively, to work toward anti-racism." As is typical of tough topics, we can't pretend they don't exist and the first step is to look inward, research diligently and act with firm kindness.

The recent California Educator has a "summer reading list" that you might want to tap into. We've listed just a few, you can find the entire list at [cta.org/blacklivesmatter](http://cta.org/blacklivesmatter)

**So You Want to Talk About Race: Ijeoma Oluo, Seal Press, 2019).** How do you tell your roommate her jokes are racist? Why did your sister-in-law take umbrage when you asked to touch her hair? How do you explain white privilege to your white, privileged friend? Oluo guides readers through subjects such as intersectionality, affirmation action and "model minorities" to help lead to honest conversations about race and racism.

**White Fragility: Why It's So Hard for White People to Talk About Racism (Robin DiAngelo, Beacon Press, 2018)** . White fragility is characterized by emotions such as anger, fear and guilt, and by behaviors that include argumentation and silence. DiAngelo examines how this serves to maintain racial inequality and prevent meaningful cross-racial dialogue, and looks at what we can do to engage constructively.

**How to Be an Antiracist (Ibram X. Kendi, One World, 2019).** Kendi takes readers through a widening circle of anti-racists ideas, from the most basic concepts to visionary possibilities, that will help readers see all forms of racism clearly, understand their poisonous consequences, and work to oppose them in our future and in ourselves.

**The Fire this Time: A New Generation Speaks About Race (Jesmyn Ward, Scriber, 2016).** Ward gathers original thinkers and writers to speak on contemporary racism and race, including Carol Anderson, Jericho Brown and Edwidge Danticat. The book shines a light on the darkest corners of our history, wrestles with our current predicament, and imagines a better future.



The Schools and Communities First (SCF) initiative qualified for the November ballot with more signatures than any proposition in California history. This shows that Californians are ready to close the corporate tax loopholes to generate \$12 billion every year for critical local services, essential workers and schools.

As we face an historic budget shortfall, it is even more important that SCF passes in November and schools and public services get funding they desperately need.

Go to [schoolsandcommunitiesfirst.org](http://schoolsandcommunitiesfirst.org) to learn more and get involved.

## GET TO KNOW YOUR E-BOARD: Sheila Best, Director of Clerical

- 1: What is your idea of perfect happiness? *Knowing my children are safe and happy.*
- 2: What is your Greatest strength? *Seeing the good in others.*
- 3: What famous figure do you most identify with? *Not sure*
- 4: What is a trait you most deplore in yourself? *Never learning to play the piano*
- 5: What do you consider the most overrated virtue? *Is there such a thing as an overrated virtue when virtues are a positive thing?*
- 6: What living person do you most admire? *My husband Jon*
- 7: What words or phrases do you most overuse? *"Are you kidding me?" or "Are you serious right now?"*
- 8: What is your greatest regret? *I don't think about regrets, can't do anything about it. It would only make me sad.*
- 9: When and where are you happiest? *With my whole family together.*
- 10: Which talent do you wish you had? *I sing in a choir, however, I would want to be able to sang vs sing.*
- 11: If you would change one thing about yourself, what would it be? *Nothing, we have to learn to love the person God has created us.*
- 12: If you could change one thing about your family, what would it be? *Having the ability to pay for college for my kids.*
- 13: What is your most treasured possession? *My family*
- 14: What is your favorite occupation? *Being a Marine*
- 15: If money were no concern, what would you be doing? *Sailing on a luxury yacht, around the world with my family*
- 16: What do you most value in your friends? *Loyalty and kindness*
- 17: Who are your favorite writers? *Right now, Stacy Abrams*
- 18: Who is your favorite hero of fiction? *Black Panther*
- 19: Who are your heroes in real life? *My family Jon, Jamaal, Julius, and Jasmine*
- 20: What is it that you most dislike? *Dishonest people*
- 21: What is your motto? *"When you can do the common things of life in an uncommon way, you will command the attention of the world." - George Washington Carver*





# GET TO KNOW YOUR E-BOARD:

## Nate Roque-Director of School Safety

- 1: What is your idea of perfect happiness? [Being at home with my family while BBQing and watching Braves Baseball](#)
- 2: What is your greatest strength? [Listening](#)
- 3: What historical figure do you most identify with? [Jackie Robinson](#)
- 4: What is a trait you most deplore in yourself? [Lack of creativity](#)
- 5: What do you consider the most overrated virtue? [Magnificence](#)
- 6: What living person do you most admire? [Mike Trout](#)
- 7: What words or phrases do you most overuse? ["You know?"](#)
- 8: What is your greatest regret? [Luckily, I do not have one.](#)
- 9: When and where are you happiest? [During baseball season at any Major League Baseball stadium with my wife](#)
- 10: Which talent do you wish you had? [I wish I could play an instrument](#)
- 11: If you would change one thing about yourself, what would it be? [I wish I had more patience with my sons. I have patience with every other child on the planet except them. :\)](#)
- 12: If you could change one thing about your family, what would it be? [I have a couple... for them to stop taking my blankets and putting their cold feet on me.](#)
- 13: What is your most treasured possession? [My two dogs- Lucy and Chipper.](#)
- 14: What is your favorite occupation? [Son, Uncle, Father and Husband.](#)
- 15: If money were no concern, what would you be doing? [Visiting every Major League Baseball stadium.](#)
- 16: What do you most value in your friends? [Honesty and sense of humor.](#)
- 17: Who are your favorite writers? [John Steinbeck and Suzanne Collins](#)
- 18: Who is your favorite hero of fiction? [Katniss Everdeen](#)
- 19: Who are your heroes in real life? [My mom](#)
- 20: What is it that you most dislike? [Pickles and mustard. Yuck!!!!](#)
- 21: What is your motto?

[Work hard, play hard.](#)



# CONGRATULATIONS R.E.S.P.A. 2020 RETIREES!

Although this wasn't quite what anybody had in mind as a way to end the 2019-2020 school year, we couldn't let it come to an end without honoring our 2020 RESPA retirees. Every retiree received a wonderful personalized cutting board and a gift card for dinner at the restaurant of their choice. Thank you for your years of service to the children and youth of R.U.S.D. and for always going above and beyond for your community.

Congratulations and enjoy your retirement!



Thank you to Membership Dinner Chair, Patty Hale, and her committee Candy Blanco, Jolene Carlson, Tammy Flint, Liz Huerta-Brewster, Yvette Topote, Delfino Murillo and Yvonne Topete. Pictured are Patty, Liz and Candy as they distributed our "thank you" gifts to our wonderful retirees.

**CONGRATULATIONS TO OUR 2020 RETIREES!**  
**WE WISH YOU JOY, RELAXATION, HEALTH AND FUN**  
**ON YOUR NEXT ADVENTURE. THANK YOU!**



**Cathy Adams**  
Para Professional  
7.5 years of service



**Lynn Barzan**  
Fiscal Analyst  
14.25 years of service



**Cathy Crawford**  
CNS Worker I  
19 years of service



**Judith Garcia**  
Para Professional  
26 years of service



# CONGRATULATIONS R.E.S.P.A. 2020 RETIREES!



**Katherine Gottenboss**  
School Office Mgr.  
19.25 years of service



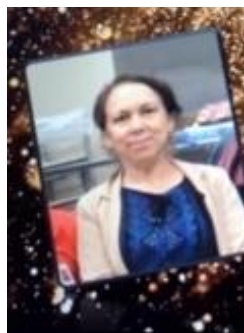
**Susan Hunter**  
School Clerk  
22.5 years of service



**Adelina Mateo**  
School Bus Driver  
12 years of service



**Marsha McGregor**  
Library Para  
Professional  
30 years of service



**Maria Olivares**  
CNS Cashier  
8.5 years of service



**Cynthia Ortiz**  
Delivery Driver  
22.25 years of service



**Marcela Papp**  
School Bus Driver  
19 years of service



**Larry Phipps**  
Grounds Maintenance  
13 years of service



**Janet Usher**  
School Clerk  
31.5 years of service



**Rosaura Villegas**  
School Bus Driver  
13.5 years of service



**Gloria Wade**  
School Office Manager  
26.5 years of service



**Michele Zipperstein**  
Para Professional  
15.75 years of service



# THANK YOU FOR YOUR SERVICE AND HAPPY RETIREMENT, JOHN VALDEZ!



We want to thank John Valdez, for his service to our children and youth as an RUSD School Bus Driver for 21 Years, but also for donating his time to serve as Transportation Site Representative for 6 years, on the Negotiations Team for 6 years and as the RESPA Transportation Director for a little over a year.

John is always the first one to say "Yes, I'll help with that." and consistently brings his good humor and humble nature to all his endeavors.

We know the next adventure for John will be filled with family, friends and faith. We will miss you!



## Thank you, Marisela Gonzalez RESPA Safety Director

RESPA would like to thank outgoing Safety Director, Marisela Gonzalez. Marisela brought a wonderful commitment to her position and was outstanding in her ability to translate complex safety issues into actionable tasks for our union.

We want to acknowledge that she was very much appreciated and thank you most sincerely, Marisela!

Gladys, John H., Mary, Fred,  
Joleen, Liz, Richard, Mike, John V.,  
Sheila and Nate  
and all of RESPA!





# Easy Summer Ham & Cheese Egg Cups

(from Liz Huerta-Brewster)

Cal/serving: 150    Yields: 12    Prep Time: 10 minutes    Cook Time: 15 minutes



## INGREDIENTS:

Cooking Spray

12 slices of ham

1 cup shredded cheese

12 large eggs

Kosher salt

Freshly ground black pepper

Chopped fresh parsley, for garnish

## DIRECTIONS:

- 1: Preheat oven to 400° and grease a 12-cup muffin tin with cooking spray. Line each cup with a slice of ham and sprinkle with cheddar. Crack an egg into each ham cup and season with salt and pepper.
- 2: Bake until eggs are cooked through, 12 to 15 minutes (depending on how runny you like your yolks).



## TRY SOME UPLIFTING SUMMER JAMS! HERE'S OUR PLAYLIST...

Beautiful Day- U2  
Don't Stop- Fleetwood Mac  
The River of Dreams- Billy Joel  
What a Wonderful World- Louis Armstrong  
Don't Stop Believing- Journey  
Coming Out of the Dark- Gloria Estefan  
Walking on Sunshine- Katrina and the Waves  
Three Little Birds- Bob Marley and the Wailers  
Happy- Pharrell  
Bridge Over Troubled Waters- Simon and Garfunkel  
Here Comes the Sun- The Beatles  
Don't Worry Baby- The Beach Boys  
Somewhere out There- Linda Ronstadt and James Ingram  
Shelter from the Storm- Bob Dylan  
What the World Needs Now is Love- Dionne Warwick  
Lovely Day- Bill Withers  
I will Survive- Gloria Gaynor  
Underdog- Alicia Keys  
You Will Be Found- Ben Platt (Dear Evan Hanson)  
Dancing in the Dark- Bruce Springsteen  
Call Me Maybe- Carly Rae Jepsen  
Cheering for Me Now- Lin Manuel Miranda





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.

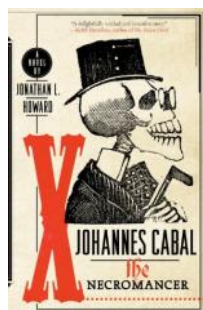
If you do not have a California driver license or California identification card, you can still use this form to apply to register to vote. However, you will need to take additional steps to complete your voter registration



# WHAT HAVE WE BEEN DOING TO KEEP OCCUPIED DURING THESE "HUNKERDOWN" TIMES?



**From David Kovach (Tech Services):** "I have been making art out of broken fossils. Just like broken people and relationships that mend and become stronger. I just finished this seahorse. It is made from broken shark and stingray teeth."



**From Yesenia Garcia, Office Assistant Language Support Professional:** "A good book I'm reading is called "Johannes Cabal the Necromancer" by Jonathan L. Howard. It's about a scientist who sells his soul to the Devil to learn the power of necromancy, but decides he wants his soul back when his experiments don't work out so well, so he makes ANOTHER deal with the Devil for the return of his soul. The new deal involves a traveling circus, a myriad of colorful characters, and trying to find 100 people willing to give up their souls, all within 1 year. The writing is witty, creative, and comical. A dark comedy I definitely recommend reading."

I just watched Knives Out and enjoyed it very much. I know it was popular, but if you haven't seen it yet, I recommend watching. It's a smartly written Clue-like story with amusing twists.

Working out has always been a great de-stressor for me. [chloeting.com](https://www.chloeting.com) offers free workout videos you can do at home without any equipment (if anything, maybe a yoga or workout mat) and all her workouts are great for beginners and up. Most of her workouts are short too, with the average being ~15 minutes. If anyone is looking for a new workout routine, I recommend checking out her videos; she's got something for everyone (her videos are on YouTube as well, just enter Chloe Ting in the search)"

## CHIA SEED PUDDING RECIPE From Yesenia Garcia

### INGREDIENTS:

- 1 Cup Chia Seeds (black or white, doesn't matter)
- 2 Cups Soy Milk
- 1 teaspoon Cinnamon
- 1 teaspoon Vanilla
- 1 Tablespoon Agave Syrup (or Maple Syrup-the real stuff, not generic types)

### DIRECTIONS:

Stir all ingredients together in a bowl and let rest in the refrigerator ~20 minutes  
Stir again, checking consistency- add more milk for a thinner/runnier pudding, or more chia seeds for a thicker, more tapioca-like pudding.  
If desired, add more sweetener.  
Enjoy!





# CONGRATULATIONS SUPER SITE REPS!

In May of this year RESPA was very pleased to be able to recognize 17 of our Site Representatives as "Super Site Reps". In order to become part of this elite group, the Site Reps had to fulfil specific criteria (training, serving the union in some way, and attend 6 out of 8 Site Rep meetings). In addition to bragging rights, Super Site Reps receive a rebate of the RESPA portion of their yearly dues, a plaque and recognition in the Chronicle! If one of these outstanding RESPA members are part of your school site, please make a point of congratulating and thanking them for representing you and your interests with such enthusiasm and professionalism. Thank you to all!

## CONGRATULATIONS!

Lucy Roque (Arroyo Verde)

Candy Blanco (CNS)

Manuel Marquez(Warehouse)

Nate Roque (Cope M.S.)

Chris Luna (CVHS)

Erika Villalvazo (D.O. South)

Venita Jimenez-Madeo  
(Judson and Brown)

Juan Villalvazo ( Kimberly)

Jill Romero (Lugonia)

Hilda Soriano (Mentone)

Yvonne Topete (Moore M.S.)

Gabrielle Allen (R.E.V. H.S.)

Josh Apmadoc (RHS)

David Flores (RHS)

Marcus Dashoff (Tech. Services)

Rosa Baskerville (Transportation)

Richard Foshee (Transportation)



Candy Blanco  
CNS



Nate Roque  
Cope



Venita Jimenez-  
Madeo  
Judson & Brown



Chris Luna  
Citrus Valley

# CONGRATULATIONS SUPER SITE REPS!



Richard Foshee  
Transportation



Yvonne Topote  
Moore M.S.



Marcus Dashaff  
Technology



## **C.T.A. Membership Engagement Grant Update**

In August of 2019, Mary Ambriz wrote and submitted a grant application from RESPA to CTA for Membership Engagement, and RESPA was awarded a grant for \$7,416. to implement specific strategies to increase member engagement, including member socials, the annual RESPA Family Picnic and Member Dinner. C.T.A. reimburses actual expenses.

While we were able to fulfil some of these activities, due to Covid-19 Lockdown, many of our planned activities could not be held. So, we went back to the drawing board.

With Treasurer Fred Nuñez's help, Mary reviewed all possible expenses from the 2019-2020 fiscal year to find any and all that might potentially be considered under the broad category of "Member Engagement". They found \$7,866. that could possibly be considered.

We are very happy to report that C.T.A. agreed with our revised Narrative Summary for the grant and recently sent RESPA a check for \$7,416., the full amount of the grant. This will help offset the expenses for the red "RESPA United" shirts; the unreimbursed costs for Member Dinner and other fees.

We appreciate Mary and Fred, and want to thank Joleen Barrow, Staff, Citrus Belt Uniserve, and C.T.A. for thinking "outside the box" and for their support during these unprecedented times.

## RESPA SCHOLARSHIPS AWARDED

Every Spring the RESPA Scholarship Committee meets to review potential student and member scholarship applications. The committee, made up of Chair Mary Ambriz and members Marcus Dashoff, Angelica Flores, Laura Laue and Nate Roque, reviews all applications and using an agreed upon rubric, chooses the recipients.

It's a very difficult task as so many are worthy!



This year we were so happy to be able to provide Member Scholarships to the following union members to further their education, both vocational and collegiate.

**Athelyn Lever (Moore M.S.) \$400**

**Nicole Massaro (Purchasing) \$400**

**Leticia Taylor (Cope M.S.) \$400**

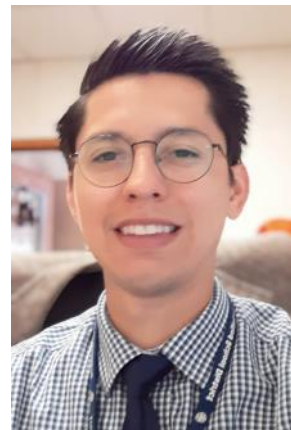
**Miguel Valdez (Technology) \$400**

**Angelica Valles (Highland Grove) \$400**

**Erica Villalvazo (Student Services) \$1,000**



**Leticia Taylor**



**Miguel Valdez**





**In addition, the Scholarship Committee chose the following student scholarship recipients for 2019-2020. These are seniors of current RESPA Members and I know both our Union and their parents are very proud of them!**

Each recipient received a \$1,000.00 scholarship from R.E.S.P.A.

**Julie Djanbatian** (from Citrus Valley High School), daughter of Tricia Djanbatian, Account Clerk II in Fiscal Services, D.O. Julie is planning to attend Cal State San Marcos and focus on Environmental Studies.



**Kapena Kamakawiwoole** (from Redlands East Valley High School), son of Cecilia Kamakawiwoole, Library Para I at Crafton Elementary. Kapena has committed to University of LaVerne, where he will major in kinesiology to become a physical therapist and continue to play football. Congratulations!



**Jillian Guilmette** (from Redlands High School), daughter of Jordana Guilmette, Library Para I at Smiley Elementary. Details unavailable, but we know she will blow us all away! Congratulations!





**YOUR HELP IS NEEDED!**

**OPENINGS FOR R.E.S.P.A.  
SITE REPS AND  
COMMITTEES**

While this next year will be very different than ever before, it does not stop the work of RESPA! We need your help to make everything work. Listed below are the committees that need members and the Sites that need Site Reps. If you would be willing to help on a committee or consider being a Site Rep for your site, please reach out to President Gladys Kershall at [respapresident@resaponline.org](mailto:respapresident@resaponline.org) or 909 705-6637 or [respapresident@gmail.com](mailto:respapresident@gmail.com). Training will be provided and we truly welcome all RESPA members who want to become involved.

Sites that need Site reps:      Bryn Mawr  
Cope  
Crafton  
Franklin  
Mariposa  
Mission  
Smiley

**COMMITTEES THAT NEED MEMBERS:**

Historian: needs a chair and members

Human Rights: Yvonne Topete is the chair, needs members

Woman's' Rights: Candy Blanco is the chair, needs members

Community Involvement: Mary Ambriz is chair, Tammy Flint is on committee, needs more members

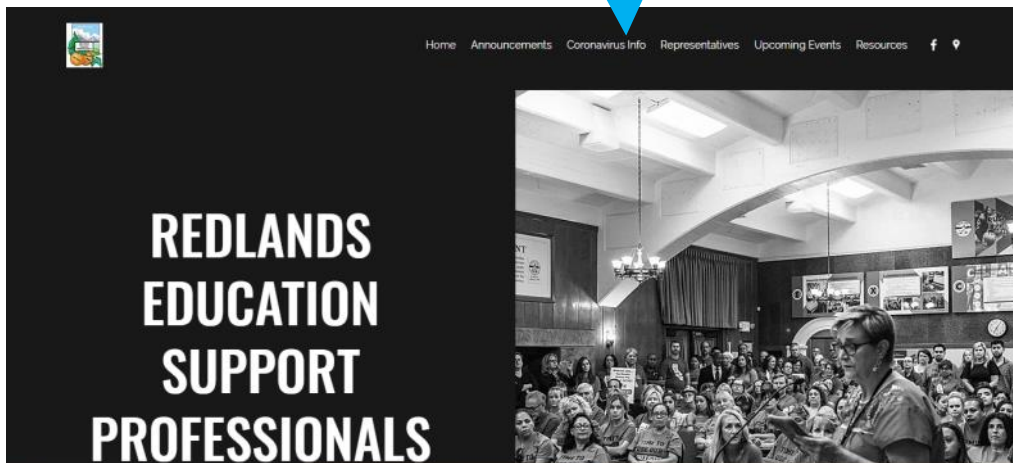
Social: John Havard is chair, Mary Ambriz (picnic); Patty Hale (Membership Dinner) always needs members





**PLEASE MAKE SURE YOU ARE...**

- **At least once a week, checking the RESPA Web site [www.respaonline.org](http://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://employeeselfservice.sbcss.k12.ca.us/login.aspx>



# CONGRATULATIONS, LIZ HUERTA-BREWSTER!



Sharon "Liz" Huerta-Brewster, a Classroom Para at Mariposa, has been chosen as a member of the Ethnic Minority Identification and Development Program. She is one of two ESP's chosen from all of CTA. What an honor!

The Ethnic Minority Early Identification and Development Program identifies CTA members of color who are interested in expanding their roles in CTA. EMEID's goal is to increase the number of CTA leaders of color in roles such as: President, Bargaining Chair, State Council Rep, Service Center Council Chair and Officers and any other respected leadership role/position.

Once identified and accepted in the program, participants are paired with a coach who assists them in defining goals and identifying appropriate steps to achieve those goals. Liz has chosen to focus on topics close to her heart, breast cancer and bullying. We can't wait to see how she puts her plans into action!

The program builds on existing CTA/NEA programs, trainings, conferences, events as well as incorporates interaction and coaching with Local Chapter, CTA, and NEA leadership and CTA Staff.

Congratulations, Liz! We are so very proud of you!



Congratulations to  
Carissa Brown,  
Preschool Para at  
Mentone, who  
became Mrs. Flores  
on June 16th.

We wish them a  
lifetime  
of happiness!



## RESPA SUNSHINE COMMITTEE NEEDS YOUR HELP!

We all need a little cheer, sympathy and kindness from time to time and our Sunshine Chair, Liz Huerta-Brewster needs your help to make that happen for our members.

If you know of someone who has had a baby, gotten married, facing a serious illness, is dealing with a death of a family member, etc. please reach out to Liz and let her know. She will make sure that our members know that we are thinking about them.

Best way is via email.....

**[para-director@respaonline.org](mailto:para-director@respaonline.org)**

and please make sure to copy Gladys Kershall at [respapresident@respaonline.org](mailto:respapresident@respaonline.org) or

[respapresident@gmail.com](mailto:respapresident@gmail.com) so she is aware as well.

If you can include specifics— such as situation and home address, that would be great.



## Union Code of Conduct

- I will not criticize any union colleague except to the individual directly.
- If any union colleague is being criticized in my presence, I will confront the criticism and ask that it stop.
- I will not participate in any conversations with management that criticizes, or negatively speculates about any union colleague.
- I will settle my differences with colleagues within my union.
- I will engage in debate, offer others every opportunity for debate and respect minority viewpoints, but I will observe and support the majority mandate of my union.

*"We need to in this country begin to raise civil discourse to another level. I mean, we shout and scream and yell and get very little accomplished, but you can disagree very much with the next guy and still be friends and acquaintances."*

*-Leah Ward Sears, American Judge*

# SITE REPRESENTATIVE COUNCIL MEETING DATES 2020-2021 \*

\*SUBJECT TO APPROVAL BY SITE REP COUNCIL

These dates are subject to Site Rep Council Approval on August 31st.

All meetings begin at 4:45PM  
and may be held virtually as needed  
or at the  
RESPA Offices  
410 Alabama Street, Suite 102  
Redlands

Monday, August 31st



Monday, September 28th

Monday, October 26th

Monday, November 30th  
(Nov/Dec meeting)



Monday, January 25th



Monday, February 22nd  
(Feb/March meeting)

Monday, April 26th

Monday, May 24th





**MARK YOUR CALENDAR!**  
August 5th: 4:45PM Zoom Info  
Mtg.

**August 10th: 4:45PM**  
Virtual E Board  
meeting

**August 19th-21st:** Site Rep Elections (as needed)

**August 31st:** 4:45PM Virtual Site Rep Meeting

**August 31st-Sept. 11th:** Bulletin Board Contest

Check us out on

RESPA on Face Book;  
@UNITEDRESPA  
on Twitter,

RESPAUNITED on Instagram  
and of course,  
our web site

WWW.RESPAONLINE.ORG



## RESPA Contact Information

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"It is not a character flaw if I don't agree with you, and respecting my opinion does not take away from yours."