

The Chronicle



Redlands Education Support Professionals Association
410 Alabama St., Suite 102
Redlands, CA 92374
(909) 793-1526
www.respaonline.org

Your Board

Dan Kivett President
respapresident@gmail.com

John Havard,
Vice President
havardjo@gmail.com

Mary Ambriz, Secretary
ambrizmary2015@gmail.com

Fred Nuñez, Treasurer

Directors - At - Large

Child Nutrition Services:
Joleen Carlson

Maintenance, & Service Center :
Richard Stead

Para Professionals:

Transportation: Patty Hale

Clerical:
Gladys Kershall

Technical:
Mike Newmeyer

Dear RESPA Member;

With 2019 coming down the road, it's a good time to look at what we want and how we are going to get there. This past year has been challenging, to many personally and to RUSD specifically. But the New Year brings new chances to start anew and embrace the world and our work with revived optimism and hope. We offer these 2019 "Resolutions" to consider for the upcoming months:

LESS	MORE
<i>Talking</i>	<i>Listening</i>
<i>Planning</i>	<i>Doing</i>
<i>Coffee</i>	<i>Water</i>
<i>Junk Food</i>	<i>Planned Meals</i>
<i>Complaining</i>	<i>Encouraging</i>
<i>Worrying</i>	<i>Action</i>
<i>Doubting</i>	<i>Believing</i>
<i>Snarking</i>	<i>Kindness</i>
<i>Insecurity</i>	<i>Trust</i>
<i>2nd Guessing</i>	<i>Confidence</i>
<i>Judging</i>	<i>Understanding</i>
<i>Hate</i>	<i>Empathy</i>
<i>Ungratefulness</i>	<i>Gratitude</i>

Your RESPA Executive Board wishes you nothing but the very best for the upcoming year....and looks forward to representing you with enthusiasm and gratitude.

Dan Kivett, John Havard, Mary Ambriz, Fred Nuñez, Joleen Carlson, Lori Regalado, Gladys Kershall, Patty Hale, Mike Newmeyer, and Richard Stead.



Redlands Christmas Parade 2018

Thanks to all who attended and all who made it happen...John Havard, Richard Stead, John Valdez, Glenda Reyes and the volunteers who helped decorate. Also, big shout out to RUSD Transportation for lending us one of their beautiful buses and a truck..... fun was had by all!



RESPA Executive Board Nominations and Elections

RESPA Executive Board Nomination paperwork will be distributed the week of January 28th and the deadline to apply is Friday, Feb. 8th. This year RESPA President; RESPA Executive Secretary; Transportation Director; Director of Food Services and the Director of Para Professionals will be up for nominations and election. The term of office is for two years, from July 1, 2019 to June 30, 2021. For more information please go to the RESPA web site and click on

<http://www.respaonline.org/resources.html>

If you are thinking you might be willing to serve your union in any these positions please reach out to RESPA President Dan Kivett to discuss what that would entail. All members who qualify (see by-laws) are welcome to run.



RANDOM ACTS OF KINDNESS WEEK FEB. 11TH TO FEB. 15TH

While, of course, we should be kind 24/7, Random Acts of Kindness Week just focuses us on that idea. There are some great ideas on www.randomactsofkindness.org but here are just a few ideas you can implement easily!

1. Write a positive email

Nine-to-five work days can be stressful for us all, so it's always refreshing to get a positive email. Write to a colleague to compliment their great work on a recent project, or commend the way they handled the last meeting you had with them. It'll surely bring a smile to their face!

2. Bake something for your neighbor

Nothing warms the heart like baked goods, and surprising your neighbors with some is one of the sweetest (see what we did there?) acts of kindness there are! Save yourself the trouble by simply making double of a recipe you're already baking for yourself and gifting half to someone else.

3. Write a positive online review

Local businesses and freelancers can always use a good word. By writing a positive review of their work online you won't only cheer them up, but you'll guarantee more business coming their way in the future!

4. Donate used books to a library or community center

Instead of sitting on your shelf for months or even years, give old books a new life by donating them. They will be read by children and members of your community, who are bound to enjoy them.

5. Hold the door open

The simple act of holding the door open – to a building, office or elevator, can help a complete stranger out easily. This act of kindness only requires you to look around and notice others – the simplest thing to do!

6. Organize a cleanup event

Large or small, cleanup events always have a strong impact on your neighborhood. Get together as many friends or colleagues as you can and choose a local area to clean up – a park, community building or area. Pro tip: add some fun music to make your event a cleanup party!

7. Send a care package

Nothing says "I'm thinking of you" like a care package! Send one to a relative or friend who lives far away, with homemade baked goods and feel-good items that are bound to brighten their day. Don't have someone to send a package to? Direct it at an elderly home or homeless shelter instead.

8. Smile more!

Smiling is an act of kindness as it makes other people around you happier, but it can also make you happier. A smile is an easy example of "fake it till you make it", and is proven to make you happier! Remember: being kind to yourself is also a good deed!

RESPA MEMBER SCHOLARSHIPS



RESPA is able to offer scholarships again this year for our members who are interested in attending training and/or school that is job related.

This year we will be awarding a total of \$3,000.00 in Scholarships. To apply you must be a RESPA member in good standing, not a previous awardee and able to document the costs for the scholarship you are applying for. Costs of registration, parking, textbooks and supplies qualify for funding. Funds will be distributed after documentation has been supplied.

What type of education would qualify?

- **Classes** at any WASC accredited school that are related to your current position or future RUSD position – such as Crafton Hills College; San Bernardino Valley College; UCR; U of R; Cal State San Bernardino, etc.
- **Technical Training** that is directly related to your current position or future RUSD position– such as bus driver certifications; Payroll Certification; Welding; Advanced POST Certification; School Security related workshops or conferences, Heating/Ventilation/AC; Human Resources; Technical Training such as Excel, Word and/or Access and/or Mechanical. *This is only a small list*– if you think something you would like to take may qualify contact Dan Kivett or Mary Ambriz with the specifics. (Dan can be contacted at respapresident@gmail.com or Mary at Ambrizmary2015@gmail.com)

In addition, as per our contract, RESPA members may qualify for an Educational Stipend. The subject matter of coursework must be related to the position currently occupied by the unit member. In addition, upon request of the unit member, coursework may be approved by the Assistant Superintendent, Human Resources, to qualify such unit member for another position in District classified service. **Please note that courses which have not been approved by the Assistant Superintendent, Human Resources, prior to enrollment will not be eligible for the Professional Growth Program.**

There are three stages of stipends. Stage 1: Fifteen (15) completed points. Stage 2: An additional fifteen (15) completed points. Stage 3: An additional fifteen (15) completed points. Approved coursework in progress at the end of one stage may be carried over to another stage. The stipend for completion of each stage shall be \$649.00 (total of 45 units or \$1947.). Stipends are accumulative. No unit member may earn more than three (3) stipends.

Want to know more? Go to www.respaonline.org and then to our current contract. The specifics are on pages 28 through 31 of the contract.

2018-2019 RESPA MEMBER SCHOLARSHIP APPLICATION

Deadline to apply is 3PM on Feb. 4th, 2019

RESPA Members Name: _____ Position: _____

Best contact #: _____ Site: _____

Email: Example:

M	A	R	Y	_	A	M	B	R	I	Z	@	R	E	D	L	A	N	D	S	.	K	1
2	.	C	A	.	U	S																

Each scholarship will be awarded upon documentation of enrollment.

1: Please indicate your future educational plans.

2: Please provide a one page, double spaced, in 100 words or less the answer to the following question: *How the opportunity to attend this training or class(s) impact my life?*

A Salute to our friend, Lori Regalado.

As some of you may know, Lori Regalado recently accepted a position as Elementary Counselor at Highland Grove Elementary and Cram Elementary. As this is a certificated position, she will be leaving us at RESPA and joining RTA. Lori is currently the Director of Para Professionals and, until December 10th, was the amazing pre-school teacher at Mentone Elementary. She is beloved by so many families and has made a positive impact on countless little lives.

She began her union activism in 2010 and has been a participant on the RESPA Board as a Director, was chosen as an "NEA Leader for Tomorrow" and represented our membership over the years at NEA Annual Meeting and Representative Assembly multiple times, speaking about various concerns and supporting motions and ideas. She also was the first classified member to serve on the steering committee for various conferences and has made a significant impact on promoting the inclusiveness of ESP. While we will miss her because she is who she is, we will also miss her wisdom and kind leadership. Thank you for your service, Lori!



While we will miss you, Lori, we are so excited for your new adventure....congratulations!

Weingarten Rights

One of the extremely important benefits you receive as a RESPA member are your Weingarten Rights. Basically, this means if you, at any time, feel that a situation with Administration may result in disciplinary action and/or termination, you have the right to stop the interview process and request representation.

Bottom line:

- If at any time during the discussion/ meeting/interview you feel the discussion is becoming disciplinary, respectfully request a RESPA representative be included in the meeting.
- Remain respectful, but **STOP TALKING** until that representation arrives.
- **DO NOT** try to explain, justify and qualify. Do not answer any additional questions until representation arrives.
- **STOP TALKING.** Your only statement should be:

“I feel this discussion could lead to my being disciplined or discharged, I request my RESPA Union representation be present at the meeting. Without representation, I choose not to answer any questions and will sit here quietly until representation arrives.”

“Although it is true that only about 20 percent of American workers are in unions, that 20 percent sets the standards across the board in salaries, benefits and working conditions. If you are making a decent salary in a non-union company, you owe that to the unions. One thing that corporations do not do is give out money out of the goodness of their hearts.” -Molly Ivins

RESPA 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 settle my differences with union colleagues within the union.
- I will not participate in any conversations with administration that criticize or negatively speculate about a union colleague.
- 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.

January & February 2019

Jan. 7th: School resumes for students

Jan. 18th-20th: Issues Conf.

Jan. 21st: MLK Jr. Holiday

Jan. 25th-27th: CTA State Conference

Jan. 26th: 4:45PM Site Rep Meeting

Jan. 28th: Exec. Board Member Nomination Paperwork distributed this week

Feb. 8th: Deadline to submit Exec. Board Nomination Paperwork

Feb. 11th: 4:45PM Exec. Board Mtg

Feb. 11th-15th: Random Acts of Kindness Week

Feb. 18th: Presidents' Day Holiday

Feb. 25th: Feb/March Site Rep Meeting – 4:45PM RESPA Offices

Feb. 27th-March 1st: Exec. Board Elections



A late but sincere congratulations to the RESPA Bulletin Board Contest Winners (in alpha order!):

*Lugonia
Mariposa
McKinley
Mentone*



Welcome to Mari-belle Kwappenberg. She will be 6 months old November 24th. Mom (Marisa Kwappenberg, Moore Middle School) and family doing well!



Congratulations to Clark Myers (son of Susie Myers RUSD Para II) who was married on Oct.6th in Jackson Hole, Wy. to Nicole. Both Clark and Nicole live in Jackson Hole. Nicole is from Connecticut and her family held an East Coast Reception there. Susie says the reception with the Grand Tetons on the horizon was amazing. And to add to the festivities, Susie's daughter Molly got engaged on Sept. 8th. So much love in the Myers' household!

Congratulations to Yesenia Garcia who went from working as a 1:1 paraprofessional to becoming a full-time employee at the English Language Assessment Center.



Also, if anyone is looking for Christmas gifts, Yesenia makes/sells jewelry and custom hand-stamped ornaments (samples available for viewing at the office). Just stop by the ELAC center (across from the Enrollment Center at the district) to check them out!



Highland Grove 1:1 Para Dan Ambriz married his love, Kendra Croddy, on Oct. 6, 2018. His best man (and son) Wesley approves whole heartedly. Congrats to the new family.



Chel Zipperstein (CVHS Para) would like to sell her Pro-Form, 515 TR Treadmill. It has a fan, accessory tray, handrail, dumbbell rack, and cushioned walking platform. Has rollers to help move. One owner before her. She is asking \$100. Call her at 909 583-3081 if you are interested.