SAVE THE DATE
3rd ANNUAL RESPA FAMILY PICNIC
April 18th 11AM TO 3PM
Yucaipa Regional Park

BBQ HOT DOGS,
HAMBURGERS AND
SIDES FOR ALL MEM-
BERS AND FAMILY

Kid friendly and vegetarian op-
tions available.
No charge for the picnic
Parking $10 per car

• Live music from “Rhythm Jukebox”
• Balloon artist
• Face painting
• Bounce House
• Games and Prizes
• Fun for all ages

HELP NEEDED!

• With Food: Joleen Carlson (crjcarlson@gmail.com)
  • With Games: Liz Huerta-Brewster (shuerta1322@gmail.com) & Richard Foshee (foshee_richard86@yahoo.com)
• With Set Up: Mary Ambriz (Ambrizmary2015@gmail.com)
• Clean up: John Havard (havardjo@gmail.com) or Mike Newmeyer (mnewmeyer@icloud.com)

Sounds Fun! Give Me The Details!

• What is the cost? The event is free to members and their families
• Do I have to pay for parking? Yes, parking is $10 per car.
• Can I put like a kazillion people into one car? As long as everybody has a seat belt, go for it!
• What about “adult beverages”? The Park has a policy of no open containers. This is a family event so please behave accordingly. If you choose to imbibe, please do so in moderation and designate a sober driver.
• What should I bring? Some chairs and tables will be available, however you should bring lawn chairs and blankets.
• What if I’m a vegetarian? Just let us know on your RSVP—we’ve got you covered.

9 THINGS TO STOP IN 2020:
1. FEARING CHANGE.
2. LIVING IN THE PAST.
3. NOT REALIZING YOUR WORTH.
4. BEING AFRAID.
5. OVERTHINKING.
6. TRYING TO PLEASE EVERYONE.
7. SACRIFICING YOUR OWN HAPPINESS.
8. CONTEMPLATING AND DO IT.
9. THINKING YOU HAVE NO PURPOSE.
2020 SCHOLARSHIP AWARD APPLICATION

(Note: funds may be awarded to a RESPA Member in good standing who desires to attend an accredited educational institution, including but not limited to higher academic and vocational training. We will award scholarships up to $1000 per recipient.)

Application Period:
Feb. 5th - Feb. 27th, 2020 at 3:00pm

Completed applications must be returned to Mary Ambriz by Feb. 27th no later than 3:00 P.M.
(may be personally dropped off or mailed to Mary at Mariposa via inter district mail or scanned and emailed to Ambrizmary2015@gmail.com)

No late applications will be accepted. Positively no exceptions.
# 2020 RESPA MEMBER SCHOLARSHIP APPLICATION

Deadline to apply is 3PM on Feb. 27th, 2020

RESPA Members Name: _______________________
Position: __________________

Best contact #: _______________________
Site: ___________________________

Email:  Example:

| M | A | R | Y | 2 | 0 | 2 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 3 | 0 | 1 | 9 | 0 | 0 | 0 |
| A | M | B | R | I | Z | @ | R | E | D | L | A | N | D | S | . | K | I |

| 2 | C | A | U | S |

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?*
GET TO KNOW YOUR E-BOARD:

Joleen Carlson,
Director, Child Nutrition Services

1: What is your idea of perfect happiness? Spending time with family & friends.
2: What is your greatest strength? Compassion
3: What historical figure do you most identify with? No one comes to mind.
4: What is a trait you most deplore in yourself? Worrying about things I cannot change.
5: What do you consider the most overrated virtue? Pride
6: What living person do you most admire? My adopted grand daughter
7: What words or phrases do you most overuse? In my opinion
8: What is your greatest regret? Not getting my masters
9: When and where are you happiest? At home
10: Which talent do you wish you had? Dancing
11: If you would change one thing about yourself, what would it be? Procrastination
12: If you could change one thing about your family, what would it be?
   ...That all of them lived closer.
13: What is your most treasured possession? My pictures
14: What is your favorite occupation? Photography
15: If money were no concern, what would you be doing? Traveling
16: What do you most value in your friends? Honesty & Humor
17: Who are your favorite writers? Don’t read many books anymore
18: Who is your favorite hero of fiction? Robin Hood
19: Who are your heroes in real life? My parents
20: What is it that you most dislike? House work
21: What is your motto? Treat others the way you want to be treated.
GET TO KNOW YOUR E-BOARD:
Mike Newmeyer,
Director, Technical and Fiscal

1: What is your idea of perfect happiness? Watching my family excel at their passions
2: What is your greatest strength? I try to not think about it.
3: What historical figure do you most identify with? None that I can think of.
4: What is a trait you most deplore in yourself? I try to not think about it.
5: What do you consider the most overrated virtue? Righteousness
6: What living person do you most admire? Besides family members, there are few that deserve admiration.
7: What words or phrases do you most overuse? I can't repeat them in polite society.
8: What is your greatest regret? I try and not dwell on those.
9: When and where are you happiest? Whenever I see my family laughing and enjoying themselves.
10: Which talent do you wish you had? Be more artistic.
11: If you would change one thing about yourself, what would it be? Be more outgoing.
12: If you could change one thing about your family, what would it be? Not enough get togethers.
13: What is your most treasured possession? I don't really have one.
14: What is your favorite occupation? Whatever brings happiness and fulfillment to your life.
15: If money were no concern, what would you be doing? Work in a zoo or give Jeep tours in Arizona.
16: What do you most value in your friends? The ability to pick up where you left off no matter how long since you last met up.
17: Who are your favorite writers? It depends on genre
18: Who is your favorite hero of fiction? Can't think of one.
19: Who are your heroes in real life? My both of my grandfathers
20: What is it that you most dislike? People/groups who try and force their ideas onto others.
21: What is your motto? “If the phone is working then the network is not down.”
FUN DAY TRIPS FOR LITTLE TO NO CASH!

With Spring Break coming up we thought you might want to take advantage of some of these great day trips that can come about for just a little or no money! (Remember— always call first for info as sometimes the times or dates may change!)

- **Ford Park**- a 27 acre park with two ponds for fishing, lighted tennis courts, picnic and playground facilities. The park is located at Redlands Boulevard and Ford Street. Feed ducks, have a picnic, visit at the Fire Prevention Demonstration Garden. Cool garden on the back of Ford.

- **The Lincoln Memorial Shrine** is the only museum and archives dedicated to the study of Abraham Lincoln and the American Civil War west of the Mississippi River.

- **San Bernardino Asistencia** - Established as an adjunct to Mission San Gabriel Arcángel, this is often said to be part of a second, inland chain of missions. At the site is a museum, small chapel, and gatehouse. This is a three-picture panorama of the inner grounds.

- **Panorama Point**- I-10 E, Take exit 81 for Ford St, Turn left onto Ford St, Take the 1st right onto Reservoir Rd, Take the 1st right onto S Wabash Ave, Turn left onto E Sunset Dr N, Turn left onto Panorama Dr/Panorama Point Dr. Point in Redlands. Closed now from sunset to sunrise.

- **Trains**- Does your child love trains? Check out the Orange Empire Railroad Museum in Perris, or try Metrolink Weekends “ride anywhere for $10 all weekend” ! Every second and fourth Sunday of the month, you can get free rides at Hunter Park on small steam locomotives from Riverside Live Steamers!

- **Planes**- March Field museum attached to March Air Force Base has a great collection of planes, including a B-47 mock up you can climb into, and Planes of Fame Air Museum in Chino has only “fly-able” airplanes. Have a bite to eat at Maniac Mikes at the Cable Airport in Upland and watch small planes land and take-off. Another great free plane related adventure is the Bracken Airfield behind the LA County Fairgrounds.

- **Oak Glen**- Immerse yourself in historical reenactments at the beautiful Rileys Farm, explore the restaurants, shops & little zoo at Oak Tree Village, and try some freshly pressed cider or apple butter at the Parrish Pioneer Ranch (otherwise known as the Big Red Barn).

- **The Living Desert**- A different type of zoo that’s built into the current desert landscape. The Living Desert in Palm Desert features animals and plants that thrive in deserts from all around the world, including all four deserts of North America. Camel rides and giraffe feeding!

- **Storytimes**- Most libraries in the IE offer story times. My favorites are the Downtown Riverside Branch- Two storytimes, one for kids 0-2 and one for 3 and up. It's held on the top floor which is an enclosed area so your kids can wander or make noise without disturbing others. The storytime is filled with music and ways to get everyone moving they won't be bored! Corona Public Library- Storytime plus craft in an enclosed room! A.K Smiley Library in Redlands is a great library that has age appropriate storytimes. They have additional themed storytimes (such as pajama & Chinese storytimes) on Tuesday nights. A few libraries in the Riverside Branch are involved in the BARK program- where your kids can actually read to service dogs!
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..... shuerta1322@gmail.com and please make sure to copy the RESPA President at respapresident@gmail.com so she is aware as well. If you can include specifics– such as situation and home address, that would be great.

Love you...to the moon and back!
Easy Valentine Crafts for Little Ones.
NEA® Complimentary Life Insurance

Eligible NEA members can get trusted life insurance protection for their families.

Help protect your family—at no cost

Take advantage of no-cost life insurance offered to eligible NEA members. Issued by The Prudential Insurance Company of America (Prudential), this is an exclusive program for NEA members, and fully paid for by the NEA Members Insurance Trust.

- Select your desired beneficiaries and change them at any time
- Your coverage increases for eligible claims while on the job or conducting Association Business
- This coverage offers life and accidental death & dismemberment insurance to Active, Reserve and Staff members, as well as to Life and Retired members who are actively employed in education.
- Many NEA members rely on NEA® Complimentary Life Insurance to supplement school district’s coverage

Need more information? Go to

https://www.neamb.com/products/nea-complimentary-life-insurance

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.
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. Protip: 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!
ANSWERS TO YOUR QUESTIONS....

In the RESPA Member Survey you asked some really good questions. And we thought we would try to answer one or two in each Chronicle.

One of the questions that came up more than once was

“What is this “Assistance Plan”? It sounds scary to me!”

The answer: Absolutely Not!

Simple terms, an assistance plan meant to assist you in addressing specific issues that would be a 1 or a 2 in a performance evaluation.

The actual contract language is:

**Assistance Plan**

In order to support employees in satisfactorily meeting performance factors, an Assistance Plan shall be developed by the employee’s immediate supervisor, or principal/designee for the purpose of assisting with positive action to correct any cited deficiencies for performance evaluation rated “Less than Satisfactory” or “Unsatisfactory.” The Assistance Plan shall include specific recommendations for improvement.

**Evaluation Performance Factors**

- Quality of work: Accuracy, neatness, thoroughness
- Quantity of Work: Amount produced in allotted time
- Work Habits: Organization, care of equipment, compliance with rules and regulations
- Work Attitude: Interest, adaptability, responsibility
- Dependability: Attendance, Punctuality
- Relationship with Others: Compatibility with peers, students, public
- Personal Qualities: Neatness, personal appearance, manner of speaking
- Potential for Development: Initiative, creativity, follow-through
- Fulfillment of requirements of job description

**Things you want to be aware of:**

- An Assistance Plan is a mutual agreed upon plan for change. There are components that you, the employee, need to address, but also components that administration agrees to address. It should be specific as to what is the District doing to provide you support for improvement? This is not, “I’m calling you out, fix it” nor a way for Administration to “punish” the employee. This should be a collaborative effort in “I, your administrator, see needed improvement in XYZ and this is how I (your administrator) will help you accomplish this improvement and this is what you (the employee) agree to accomplish as well.”

- Major goals should be broken down into smaller, attainable objectives with a specific, agreed upon time line.

- Intermediate dates for review/discussion of progress should be calendared and adhered to.

- The goals of the Assistance Plan need to be specific in the performance factors and not overall generic.

*Every member who has been asked to agree to an assistance plan should make sure to involve your RESPA President and/or designate. A simple email letting us know what you have been asked is vital.*

*Never forget your Weingarten rights (See Page 12)*

*We are here to help you successfully maneuver these challenging times.*
REDLANDS UNIFIED
SCHOOL DISTRICT
CALL TO ACTION

FOR EMERGENCIES, DIAL 911
Redlands Police Department
(909) 798-7681
Highland Sheriff’s Department
(909) 425-9793
Loma Linda Sheriff’s Department
(909) 387-8313
Mentone
(Yucaipa Sheriff’s Department)
(909) 790-3100
San Bernardino Police Department
(909) 384-5742

WE Tip
(Anonymous Crime Reporting)
24-Hour Hotline 1 (800) 782-7463

Suicide Prevention
24-Hour Hotline 1 (800) 273-8255
Text HOME to 741741

Non-Emergency District Tip Line
(909) 748-6998

See something?
Hear something?
Sense something?

SAY SOMETHING.
Together, we can keep our children safe.

Report suspected child abuse or neglect to:
CPS 24-Hour Hotline:
1 (800) 827-8724

Within 36 hours, mandated reporters are required to send a written report
CA State Form 8572
Via Fax (909) 891-3545 or (909) 891-3560

BEST SOURCES FOR CREDIBLE DISTRICT INFORMATION
www.redlandsusd.net
@RedlandsUSD
#ThisisRUSD
School Safety Updates
https://www.cityofredlands.org/
post/school-safety-updates
WEINGARTEN RIGHTS

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. When the employee makes the request for a union representative to be present management has three options:

(1) it can stop questioning until the representation arrives;

(2) it can call off the interview; or

(3) it can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to union representation (an option the employee should always refuse).

"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 an 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

SLOW COOKER BBQ RIBS

Ingredients

1-3 slabs of back ribs
1 can / bottle of Coke or Dr. Pepper (don't use diet...)
Sweet Baby Rays BBQ Sauce (or one of your choosing)
Salt and Pepper to Taste

Directions

Place ribs in a circular way to fill your slow cooker. Pour soda/pop over ribs, sprinkle salt & pepper over ribs - cover and cook on LOW for 7 hours. Empty liquid from the slow cooker. Pour a bottle of Sweet Baby Rays BBQ Sauce (or bbq sauce of your choice) over ribs and cook on HIGH for an additional 1 hour.

Be super careful when removing ribs from the slow cooker - they are FALL OFF THE BONE YUMMY!
February and March 2020

Feb. 10th: 4:45PM Exec. Board Mtg.

Feb. 13th: New Employee Orientation

Feb. 19th: Elections Town Hall @RESPA offices. 5PM

Feb. 24th: 4:45PM Site Rep Mtg.

March 9th: 4:45PM Exec. Board Meeting

March 16th-27th: Spring Break

Save The Date! April 18th: 11AM-3PM.
3rd Annual RESPA Member/Family Picnic at Yucaipa Regional Park. Fun for the whole family!

HELP YOUR CHILD SUCCEED IN SCHOOL

1. Just Ask - Ask your children what they studied in class today, what they liked and what they learned. Asking questions shows that school is important.

2. Quiet Study - Choose a place for home study and make sure the room is quiet during that time. Creating a quiet place goes a long way toward helping your children learn.

3. Regular Schedule - Set up a certain time of day that is dedicated to homework. Follow up with your children to be sure homework is complete and turned in on time.

4. Learn Together - If you want your children to read their assignments, give yourself an assignment, too. When it's time for them to do homework, take a break and spend a few minutes reading a book, magazine or newspaper.

5. Learn Everywhere - Increase your children's interest in homework by connecting school to everyday life. For instance, your children can learn fractions and measurements while you prepare favorite foods together.

6. Meet Their Teachers - Meet with your children's teachers to find out what they are learning and discuss their progress in school.

7. Praise Helps - Praise your children for successfully completing homework. Nothing encourages children more than praise from their parents.

Congratulations to Crystal (Wagner) Mayo on her marriage on January 7th. We wish you many wonderful and happy years!