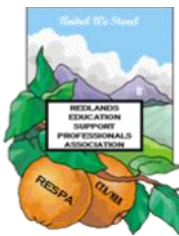


# The Chronicle



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

John Havard, Vice President  
[havardjo@gmail.com](mailto:havardjo@gmail.com)

Mary Ambriz, Executive Secretary  
[ambrizmary2015@gmail.com](mailto:ambrizmary2015@gmail.com)

Fred Nuñez, Treasurer

### Directors - At - Large

Child Nutrition Services:  
Joleen Carlson

Maintenance, & Service Center :  
Richard Stead

Para Professionals:  
Sharon "Liz" Huerta-Brewster

Transportation:  
John Valdez

Clerical:  
open

Fiscal and Technical:  
Mike Newmeyer

Dear R.E.S.P.A. Member:

Over the Summer your RESPA Executive Board met and strategized for the upcoming year. One of the items we wanted to initiate was a survey that could help us to get a quick look at what is important to you, as well as let you know areas we needed your input and help with. We have sent a link to a Google Survey to your RUSD email that we would like you to **FORWARD to your personal email and take.** This survey was created using our RESPA Google docs options and is not connected or making use of RUSD technology. Some of the items on the survey include:

A: **Request for your personal email address.** Many of you have let us know that you would like to be able to vote in the various RESPA activities (elections, contract ratification, etc.) **electronically.** We cannot even begin to address this until we have personal email addresses for at least 50% of RESPA Members. Your email address would never be shared or "sold" to a third party. It is safe with us.

B: **Site Representation:** We are asking each member if they would like to be the RESPA Site Rep at their site. ***Every single RESPA member is "eligible" to be the Site Rep for their site.***

*If you were the Site Rep last year and would like to continue, please indicate that. If there are more RESPA Members interested in being the Site Rep than Site Rep openings\* we will have an election at the Site on Aug. 21st. If you are interested in being your Site's rep. you must let Mary Ambriz know no later than **3PM August 16th.***

- 1 Site Rep per 20 members at each site

C: **Committee Members:** RESPA has multiple committees, some require CTA Training\*, some require short term involvement, some long term. In the survey we are asking for you to indicate which committees you would like to help with. We welcome all help.

- Note: Some committees require CTA training. Those committees are Grievance; Insurance; & Negotiations.

***We look forward to representing you and hearing from you. We hope you have a smooth beginning to the school year and want you to know that you are appreciated and vital to the success of our District.***



# FROM THE PRESIDENT

---



Dear Members and Colleagues:

Welcome back! I hope your summer break was restful and restorative, hoping everyone had the opportunity to spend time with family, friends and love ones.

The RESPA Executive Board worked diligently over the summer, attended the NEA Representative Assembly in Houston, annual RESPA planning meeting, Summer Institute and other activities. I am extremely pleased to have attended the Presidents' Conference in San Jose. I learned a great wealth of knowledge, which will help when assisting everyone. I am inspired and prepared to support each person, work side by side, continue learning and growing as well as advocating for each and every one.

Below are a few specific items wanting to share with everyone:

**Bargaining Continues:** The District's last offer was a 2.25%, which is not acceptable! Members of the Negotiating Team are returning to the table on August 15, 2019. They will continue to organize and remain hopeful that the district will respect our need for an equitable and decent living wage.

**2019-2020 Site Rep Elections:** An invitation is extended to all Site Reps who were Site Reps last year to continue this volunteer service. In addition we would like to offer an invitation for any RESPA member who wishes to become a Site Rep to put their name in the hat! Nominations open today and will close on August 16th at 3:00 p.m. Elections will be held at the site on August 21<sup>st</sup> at each site that has more nominated Site Reps than positions open.

**Member Survey:** Please do not forget to go to

[https://docs.google.com/forms/d/e/1FAIpQLSfWciiVZ6lmJ3ZY4pr0mltoU8RNA3KIMEwsFJfSTA8dm0T3Jw/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSfWciiVZ6lmJ3ZY4pr0mltoU8RNA3KIMEwsFJfSTA8dm0T3Jw/viewform?usp=sf_link)

and let us know what you think. RESPA is encouraging everyone because your involvement is important. Therefore, please participate by completing the survey on or before Friday, August 16th at 3PM.

I am eager and look forward to serving as your President in solidarity!

Warm Regards,

Gladys Kershall

## REPRESENTATIVE COUNCIL MEETINGS

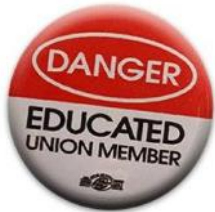
Every month we meet as the Representative Council—  
a group of union members who represent each site.

**While only Site Reps or their approved alternates may cast votes  
ALL RESPA members are welcome to come to the meetings.**

If you are interested in learning more about RESPA, have an opinion you would like to voice or just want to hang out with a great group of folks who are committed to the Education Professionals of the Redlands Unified School District, please join us!

**All are welcome!**

**Meetings start at 4:45PM and are usually done by 6PM  
We meet at the RESPA Offices, 410 Alabama Street, Suite 102, Redlands**



**August 26th**

**Sept. 23rd**

**October 28th**

**November 18th (Nov/Dec meeting)**

**January 27th**

**February 24th**

**No March Meeting**

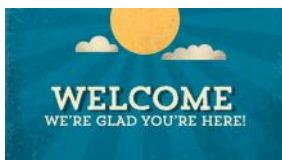
**April 27th**

**May 18th— Annual Site Rep Dinner and Awards**

**ARE YOU NEW TO THE DISTRICT?**

PLEASE MAKE A POINT OF COMING TO THE NEW EMPLOYEE ORIENTATIONS. AUGUST 16TH OR OCTOBER 17TH AT THE P.D.C. (PROFESSIONAL DEVELOPMENT CENTER) RESPA WILL BE THERE FROM 3:30PM-5:30PM, BUT CHECK WITH H.R. FOR OFFICIAL START TIME WHICH IS EARLIER.

YOU WILL RECEIVE INFORMATION ON HOW THE DISTRICT WORKS, PAYROLL AND BENEFIT DETAILS AS WELL AS MEET WITH YOUR RESPA EXECUTIVE BOARD AND DIRECTORS.



IT'S A GREAT WAY TO LEARN ALL ABOUT THIS NEW DISTRICT YOU ARE WORKING FOR AND FIND OUT..... WELL, WHATEVER YOU WANT TO KNOW!

## It's Hot...I'm Cranky...What's for dinner?

Summer in the Inland Empire is, well, warm. *August in the Inland Empire is just plain hot!* In addition to our work lives, we also provide love and care for our families and sometimes we just need a little inspiration. Here's two easy, cool dinner ideas for you to ponder-on the grill, slow cooker or Insta-Pot!

### Slow Cooker Asian Chicken\* Lettuce Wraps

#### Ingredients

- 2 lbs. ground chicken (not ground chicken breast)  
\* also works well with meat substitutes BUT add at the END of the 3 hour cooking time.
- 3 cloves garlic, minced
- 1 red bell pepper, cored and finely chopped
- 1/2 cup finely chopped onion
- 1/2 cup hoisin sauce
- 2 T. soy sauce
- Salt and freshly ground pepper
- 1 (8oz) can sliced water chestnuts, drained & rinsed
- 1 1/2 cups cooked white or brown rice
- 3 green onions, sliced
- 1 T rice vinegar and 1 1/2 tsp sesame oil
- 2 heads iceberg lettuce
- Plum sauce



#### Directions

- Place ground chicken and garlic in large microwave salad bowl. Microwave mixture, stirring occasionally, until chicken is no longer pink, about 5-6 minutes. Drain off liquid and pour mixture into a 5-7 quart slow cooker. Add bell pepper, onion, hoisin sauce, soy sauce, 1/2 tsp. salt and 1/2 tsp. pepper and toss mixture. Cover and cook on low heat for 2-3 minutes until chicken is tender.
- Stir in water chestnuts, cooked rice, green onions, rice vinegar, and sesame oil. Cook until heated through 3-5 minutes. Season with additional salt as desired. Separate iceberg lettuce leaves and serve with chicken filling. Great with plum sauce!

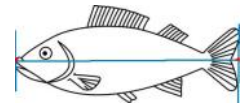
**Makes about 12 wraps or 6 servings.**

-adapted from America's Test Kitchen Slow Cooker Revolution, vol 2; pg. 115

### Baked Salmon and Asparagus in Foil

#### Ingredients

- 4 6oz skinless salmon fillets
- 1 lb. of asparagus
- 2 gloves garlic– minced
- 1/2 Cup Olive Oil
- Lemon– thinly sliced
- Fresh Dill
- Salt and Pepper
- 4 sheets of aluminum foil, about 14" long



#### Directions

- Preheat BBQ to high
- Combine olive oil, salt, pepper and minced garlic in small bowl
- Place 1/4 of the asparagus on the foil (kind of like making a "raft" of asparagus)
- Place rinsed and drained salmon on top of asparagus "raft".
- Brush salmon generously with olive oil/garlic mixture
- Put two thinly sliced pieces of lemon and a few dill Sprigs on the top of the salmon.
- Fold aluminum foil to make a packet
- Place packet on BBQ and leave for 15 minutes– check– if salmon is cooked (should be slightly white and firm) remove from heat and enjoy. If not, cook an additional 5 minutes and check again. **DO NOT OVER COOK!**





## The one true thing we have in common

It has been said that diversity is the one true thing that we have in common. When we take our children back to school, we encourage them to make new friends, and we teach them how to smile and talk to children they don't know. The same holds true for us! When you go back to school this year, practice your own teachings. As you go about your job and attend school events and try these three tips:

**Smile at everyone** - A smile can be contagious and opens the door to new acquaintances and friendships.

**Break the ice** - Start a conversation with someone new, an employee you don't know. A simple, "Hello, how are you doing? Are you enjoying the new year?" is a good starting point.

**Demonstrate mutual respect** - Inclusion means being respectful of all, regardless of position, title, race or creed.



## Kids in hot cars: Recipe for tragedy

Summer months are transitioning into fall, but here in California, we experience some of our hottest days of the year. The California Office of Traffic Safety warns that no matter how quick or simple the task, it's extremely important to **never leave a child or pet in a vehicle** – especially in hot weather.

According to Safe Kids Worldwide, on average, a child dies from heat-stroke in a vehicle every 10 days. Even if temperatures are in the 60s, a car can heat up to well above 110 degrees.

(From CA. State PTA)

## ARE YOU INTERESTED IN BEING A RESPA SITE REP?

NOMINATION DEADLINE IS  
FRIDAY, AUGUST 16TH AT 3PM

THIS INCLUDES SITE REPS FROM LAST YEAR- IF YOU ARE INTERESTED IN CONTINUEING YOU MUST LET MARY AMBRIZ KNOW BY **3PM AUG. 16TH**

IF THERE ARE MORE MEMBERS WHO WANT TO BE THE SITE REP FOR THEIR SITE THAN WE CAN HAVE, AN ELECTION AT THOSE SITES WILL TAKE PLACE ON **WEDNESDAY, AUGUST 21ST.**

**As per Bylaws, 1 Site rep for every 20 members at a Site.**

**The boss's  
promises are  
temporary.  
A union contract  
is in writing.**





# 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



@RedlandsUSD  
#ThisisRUSD

[www.redlandsusd.net](http://www.redlandsusd.net)

School Safety Updates  
[https://www.cityofredlands.org/  
post/school-safety-updates](https://www.cityofredlands.org/post/school-safety-updates)



# BENEFITS OF MEMBERSHIP

## **RESPA Members**

### **For Public Education**

A: We're part of California's leading educational organization fighting for a better future and the public education that all our students deserve.

B: We unite with colleagues in collective action to address concerns at our worksites, as well as during contract negotiations to win better salaries, benefits and working conditions for education support professionals to better support our students.

C: We're informed and play an active role in local, statewide and national political advocacy to strengthen public education.

D: We give input and determine priorities and focus for contract bargaining proposals; we vote at contract ratifications and on all our RESPA officers, as well as all elected union offices.

### **For Your Career**

A: Access to Leadership Development training opportunities sponsored by RESPA/CTA/NEA at the local, regional, statewide and national level.

B: Access to multiple CTA and NEA conferences, such as Issues Conference, LGBTQ+ Issues Conference, Human Rights Conference, ESP Conference and Summer Institute.

C: Professional Editorial subscriptions to the RESPA Chronicle, CTA Educator and NEA Today magazines.

### **For Your Rights**

A: Representation on all matters relating to enforcing the collective bargaining agreement (contract) with the employer.

B: Access to legal and professional representation and advice:

- Due process rights, wage and hour issues
- Certification and classification issues
- Discrimination cases under federal and state laws
- Discrimination based on union activity
- Retirement issues

C: \$1 million in work-related liability issues insurance

### **For Your Wallet**

A: NEA Life Insurance Coverage

B: CTA Disaster Relief Fund grants

C: CTA Death and Dismemberment Insurance

D: Exclusive Discounted CTA and NEA Member Benefits programs:

- Auto and home insurance
- Voluntary life and disability insurance
- Investment and financial tools and resources
- Travel, restaurant and purchasing discounts and many more

## **Non-Members**

- ⇒ Receive the benefits of the collective bargained contract
- ⇒ Representation ONLY on matters pertaining to the collective bargaining agreement (contract)
- ⇒ Give input on proposals for contract negotiations.

"I like that I'm protected over and above and have strong representation.

I guess I could save a few dollars, but really, is that the smartest thing to do? And would that really be fair?"

I'm sticking with my union!"

-a smart RESPA Member

I don't want to pay union dues, so I'll forfeit all of my contractual insurance, benefits, vacation, job protections, due process, and wage increases...

Said no one, ever.



ROTTENCARDS @unions4workers /unions4workers

## August and September 2019

**August 12th:** Exec. Board Mtg. 4:45PM

**August 16th: 3PM** Site Rep Nominations close. New Employee Orientation @ D.O.

**August 21st:** Site Rep Elections as needed

**Sun., Aug. 25th:** RESPA Bulliten Board Contest begins.

**Mon., Aug. 26th:** 3:30PM By Law Committee Meeting  
4:45PM: Site Rep Mtg.

**Sun., Sept. 8th 3PM:** Bulletin Board Contest ends

**Mon., Sept. 9th:** 4:45PM Exec Board mtg.

**Wed., Sept. 11th:** Patriots' Day

**Sat., Sept. 14th:** Site Rep Training

**Mon., Sept. 23rd:** Site Rep. Mtg. 4:45PM

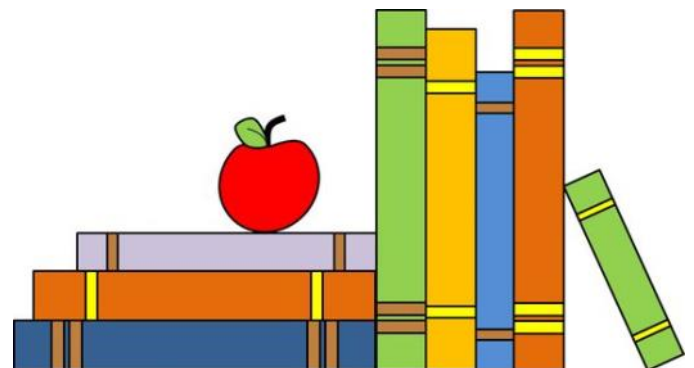
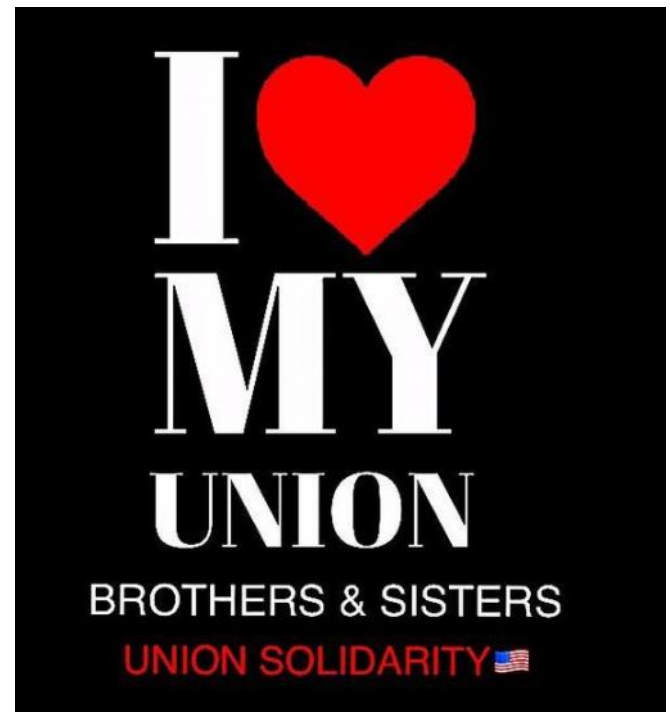


## CONVERSATION STARTERS

WITH YOUR KIDS (4 OTHER FOLKS YOU LOVE!)

- What was your favorite part of today?
- What was your least favorite part of today?
- What is one of your all time favorite memories?
- If you had \$20 to do anything you wanted with, what would you do with it?
- Describe your dream vacation.
- Describe yourself in one word.
- What is your favorite book?
- What is your favorite meal?
- If you could make your own movie what would you call it?
- If you could change one thing in the world, what would you change?
- If you could build anything for your backyard, what would you build?
- What is your favorite word? Why?
- What qualities do you think make a good friend?
- If you had to give all your toys away, who would you give them to?
- Who would you like to be most like?
- If you could be invisible for one day, what would you do?

-excerpted from [www.therealisticmama.com](http://www.therealisticmama.com)



Back To School