

The Chronicle



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

www.respaonline.org

Your Board

Gladys Kershall, President
respapresident@gmail.com

John Havard,
Vice President

havardjo@gmail.com

Mary Ambriz, Executive
Secretary

ambrizmary2015@gmail.com

Fred Nuñez, Treasurer

Directors - At - Large
Child Nutrition Services:

Joleen Carlson

Clerical:

open

Fiscal and Technical:

Mike Newmeyer

Maintenance, & Service

Center :

Richard Stead

Para Professionals:

Sharon "Liz" Huerta-Brewster

School Safety:

Open

Transportation:

John Valdez

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.



Redlands Christmas Parade SATURDAY, DECEMBER 7th



If you were part of the wonderful group of RESPA Members, their families and kids, aunts and uncles, nanas and poppas who participated in the Redlands Christmas Parade last year you know what a blast we had. It is truly THE WAY to participate in the event....riding in an RUSD bus, cookies, hot chocolate, great music, wonderful company— just awesome!

If you would like to participate, here are the details. All are welcome— but email Gladys at respapresident@gmail.com with the total number of folks you are bringing so we know how many cookies to make (OK, we are buying cookies...but let her know so we don't run out!)

Dec. 7th: 9AM-1PM: Join us as we decorate the bus for Christmas Parade-meet at Transportation-bring anything you think might make a great addition—battery operated lights, tinsel, garland, wreaths, etc. We will supply the ladders, supplies and pizza!

Dec. 7th: 3:30PM- board the bus for parade at Transportation-we leave promptly at 4PM

Dec. 7th: 6PM- ?? Christmas Parade- bring the family! Dress warmly and in the holiday spirit! (no Santa's though—that's the "rule" and no throwing candy— your awesome President and her helpers will be handing out candy canes!
.....and yes, **YOU can be one of her helpers!**— just let Gladys know you want to walk the parade route.

REDLANDS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION EXECUTIVE BOARD – SPECIAL ELECTION OCTOBER 14 – 21, 2019

- Voting will be by double envelope secret ballot.
- October 14th through October 21st is open voting period.
- Only agency fee payers can vote!
- Members must place their thoroughly completed double sealed signed envelope inside the large manila envelope labeled "2019 RESPA Ballot Envelope" no later than 8:00 am on Monday, October 21, 2019.
- ALL "2019 RESPA Ballot Envelopes" are being picked-up on Monday, October 21, 2019 by 8:00 am.
- Observer requests must be made prior to Wednesday, October 16, 2019, to Micha Lew-is at extension 34000 or (909) 799-2300.
- Ballot counting is scheduled for Monday, October 21, 2019 @ 1:00 pm in the RESPA Office.
- Results will be announced via e-mail and posted on RESPA's website.

CONFERENCES, TRAINING, AND MORE!



We had a great turn out for the September Site Rep Training, facilitated by Jolene Barrow from Citrus Belt Uniserve/CTA. Thanks to all who came out on their own time on a Saturday to learn more so we can be more effective in our union efforts.



And quite the crew participated in the recent Fall Leadership Conference in Palm Springs. Many different "strands" were offered, and members keyed into more than a few.

L.C.A.P. (or Local Control and Accountably Plan) JUST THE FACTS PLEASE!

The way California's public education system is funded was changed dramatically as the result of a law signed by Gov. Jerry Brown in July 2013. Its centerpiece is the Local Control Funding Formula (LCFF), designed to send additional money to districts where Gov. Brown believed "the need and the challenge is greatest." For the first time, the law requires that parents, students, teachers and other community members be involved in the process of deciding how new funds are spent.

The L CFF **provides schools with greater flexibility and greater authority** over resources and it requires each district to adopt a Local Control and Accountability Plan (LCAP). Tied directly to the LCFF and the LCAP is the accountability system called the "California School Dashboard."

Redlands Unified has spent the last few years creating this LCAP plan, asking for input from administrators, teachers, staff and community members. RESPA has members on the LCAP committee. Every aspect of the LCAP plan is a collaboration of priorities and strategies.

According to the Redlands Unified School District's web site, Goal 1:1 in the LCAP is to **provide high quality appropriately assigned teachers**, counselors, administrators, and teacher coaches. It seems a bit disingenuous to have this goal as your first priority, yet claim that there is no funding to increase wages and benefits for your employees. **The way the funds are spent is in direct relation to the goals and priorities set forth in the LCAP.** The District is **unwilling** to provide competitive compensation, not **unable** to do so.

Want to know more? Go to these web sites:

<https://www.cta.org/en/Issues-and-Action/School-Funding/Local-Control-Funding-Formula.aspx>

<https://www.redlandsusd.net/Page/16567>

MEET YOUR EXECUTIVE BOARD

Richard Stead. Currently the lead Custodian at Lugonia Elementary;
RESPA Director of M. & O.; Organizing Chair

- 1: What is your idea of perfect happiness? *Fishing, camping, hiking or binge watching my favorite shows.*
- 2: What is your greatest strength? *I would say having the ability to turn a moment of adversity and struggle into a future strength.*
- 3: What historical figure do you most identify with? *Teddy Roosevelt! We share many similarities, including our love of adventure and the great outdoors.*
- 4: What is a trait you most deplore in yourself? *I am a slight procrastinator.*
- 5: What do you consider the most overrated virtue? *Caution! Sometimes we need to leap without looking.*
- 6: What living person do you most admire? *My greatest encourager and source for inspiration, my girlfriend, Brittany.*
- 7: What words or phrases do you most overuse? *"I can do all things through Christ who strengthens me"- Phil. 4:13*
- 8: What is your greatest regret? *Easy! Not buying that 1936 Ford Speedster.*
- 9: When and where are you happiest? *Whenever I'm outdoors doing something adventurous.*
- 10: Which talent do you wish you had? *Ironically, I wish I was more organized.*
- 11: If you would change one thing about yourself, what would it be? *Learn to enjoy the little things more.*
- 12: If you could change one thing about your family, what would it be? *Being able to spend more time with them.*
- 13: What is your most treasured possession? *My cat, Marbles. He's not my possession as much as I am his.*
- 14: What is your favorite occupation? *Anything where I can be of service to make people happy.*
- 15: If money were no concern, what would you be doing? *Travel to someplace with no cell reception.*
- 16: What do you most value in your friends? *Loyalty and a sarcastic sense of humor.*
- 17: Who are your favorite writers? *J.R.R. Tolkien, Neil Gaiman, George R. R. Martin*
- 18: Who is your favorite hero of fiction? *Toss up between Batman and Thor*
- 19: Who are your heroes in real life? *My childhood teachers and mentors who took their time helping me to be the best I can be.*
- 20: What is it that you most dislike? *Long lines, traffic lights and rudeness.*
- 21: What is your motto? *"He who has the why can endure any how."*



MEET YOUR EXECUTIVE BOARD

Mary Ambriz. Currently the Office Manager at Mariposa Elementary; RESPA Executive Secretary; Newsletter Editor; Scholarship Chair; ByLaw Committee Chair.

- 1: What is your idea of perfect happiness? *When my entire family is together (or when I'm all by myself, reading a good book) I'm complicated that way*
- 2: What is your greatest strength? *That I can see the "big picture"*
- 3: What famous figure do you most identify with? *Nora Ephron*
- 4: What is a trait you most deplore in yourself? *Impatience*
- 5: What do you consider the most overrated virtue? *Busyness*
- 6: What living person do you most admire? *Michelle Obama*
- 7: What words or phrases do you most overuse?
"gentle reminder" and "reach out"
- 8: What is your greatest regret? *Don't have any*
- 9: When and where are you happiest? *Anywhere when I'm with my family*
- 10: Which talent do you wish you had? *Actually play a musical instrument*
- 11: If you would change one thing about yourself, what would it be?
Be more patient
- 12: If you could change one thing about your family, what would it be?
That they all still lived near me.
- 13: What is your most treasured possession? *My integrity (and that I'm funny...no really, I am too funny!)*
- 14: What is your favorite occupation? *Nana*
- 15: If money were no concern, what would you be doing? *I'd be a philanthropist*
- 16: What do you most value in your friends? *A sense of humor and a sense of the absurd*
- 17: Who are your favorite writers? *Harper Lee, Jane Austin, Cormac McCarthy*
- 18: Who is your favorite hero of fiction? *Atticus Finch*
- 19: Who are your heroes in real life? *Anybody working with a servant's heart for others less fortunate.*
- 20: What is it that you most dislike? *Folks who make a mistake and don't just own it. If you don't own it you will keep making the same mistake over and over.*
- 21: What is your motto? *"Hope for the best but plan for the worst"*





CATASTROPHIC SICK LEAVE BANK ENROLLMENT ENDS OCT. 31st

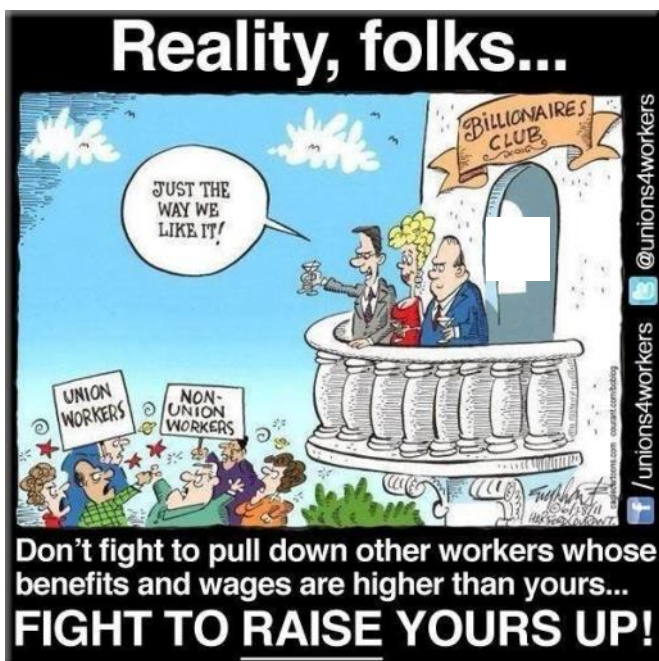
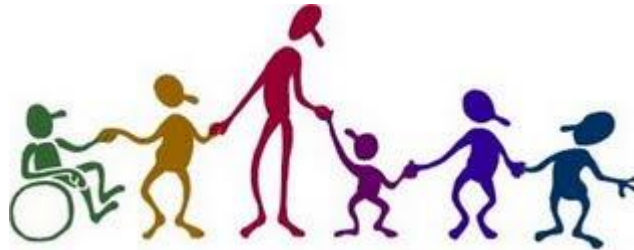


The Catastrophic Sick Leave Bank is for Bargaining unit members who suffer a catastrophic injury/illness that is expected to incapacitate the unit member for an extended period of time (more than 10 days). There are specifics as to what qualifies, but the first step is to **become a member and Oct. is 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.



Check us out on
RESPA on Face Book;
@UNITEDRESPA on Twitter,
RESPAUNITED on Instagram
and of course,
our web site

WWW.RESPAONLINE.ORG

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-AlnbLBbAPek4M5Xynd9E4sXqlbh3igaArgXEALw_wcB&gclidsrc=aw.ds#facts

Breast Cancer Prevention: Mayo Clinic <https://www.mayoclinic.org/healthy-lifestyle/womens-health/in-depth/breast-cancer-prevention/art-20044676>

Learn more

Susan G. Komen for the Cure <http://www5.komen.org/>

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

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

[Northern California Cancer Center](#)





REDLANDS UNIFIED SCHOOL DISTRICT CALL TO ACTION



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

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



Available on the
App Store

GET IT ON
Google Play

HOW DO I APPLY FOR A DIFFERENT POSITION?

There are many different positions that have opened at RUSD for Classified Associates and, if you are qualified, you are welcome to apply. How do I do this, you ask?

- Job Openings are “advertised” via your District email and on <https://www.edjoin.org/> Your first step is to watch what is available, read the job flyer and see if you have the qualifications, education and ability to apply.
- There is always a deadline to apply-it is clearly noted on the job flyer.
- On the Human Resources page of the Redlands USD web site there is a form called “letter of intent”. This letter of intent must be completed and either mailed or faxed to District H.R. by the deadline to apply.
- You also should submit an updated resume and current letter(s) of recommendation.
- Initially job openings are offered to qualified RESPA members. This is one of the benefits of having a contract with your employer. You get “first choice”.
- If there are not at least 4 qualified RESPA applicants the job opening may be offered to the general public.
- Read the requirements– do you meet them?
- Is there a test required? Have you passed the test? If yes, go forward....if no, take the test! Many of us take the various tests just to see what is on the test, if we can pass it, etc. And remember, HR truly wants you to succeed-so don't hesitate to ask if you can test.
- If you pass the test, great. But if you don't pass, do not give up! Now you know what is on the test-learn what you didn't know! Try again next time it is offered.
- If you are invited to an interview– be prepared! Dress for success and practice! Smile, listen to the questions and answer the questions to the best of your ability. If you don't know the answer to a specific question it's perfectly acceptable to say “I'm not sure about that...but I'm a quick learner!”
- Again, listen to the question the interviewer asks and answer that question. Often, because we are nervous, we don't listen to the question. Stop, breath, restate the question (as in “OK, if I heard you correctly, you want to know about my experience with Excel, is that correct?”) Then smile again and answer– you've got this!
- Hopefully, you will be the successful candidate. But if you aren't ask what you could do differently next time. Address the issues you need to improve upon. And remember.....Practice makes perfect!



October and November 2019

Oct. 14th: 4:45PM Executive Board Meeting

Oct. 16th: Boss' Day

Oct. 17th: New Employee Orientation

Oct. 25th-26th: State Council

Oct. 28th: 4:45PM Site Rep Meeting

November 4th: 4:45PM Exec. Board Meeting

Nov. 11th: Veterans' Day Holiday

Nov. 18th: 4:45PM Nov/Dec Site Rep Meeting

Nov. 20th: ESP Day

Nov. 25th-29th: Fall Break

Dec. 7th: Christmas Parade.

**If serving
is below
you,
leadership
is beyond
you.**

Two lovely new additions to our Arroyo Verde Family!



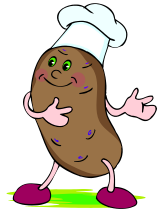
Emily Nadine
Delgado 7lbs
2.5ozs 21inches
proud Grandpar-
ents Joanne & Paul
Delgado



Ximena Delgado
Born May 2, 2019
Mom is Karla
Carmen Maria
Delgado, who
works in CNS

YUMMY HASH BROWN POTATOES

2 (16 OZ.) CONTAINERS OF SOUR CREAM
2 CUPS CHEDDAR CHEESE, SHREDDED
1 cup BACON BITS (CAN BE OMITTED FOR VEGETARIAN OPTION)
2 PACKAGES OF RANCH DIP MIX
28OZ-30OZ. BAG OF SHREDDED FROZEN HASH BROWN POTATOES



- Combine together first 4 ingredients
 - Mix in hash browns
 - Spray 9 x 13 pan with PAM
 - Spread mixture into pan
- Bake at 400 degrees for 45 to 60 minutes.

Digital Citizenship Week Oct. 14th-18th

Need some ideas to support National DigiCit Week?

<https://www.commonsense.org/education/digital-citizenship-week>

has some great, free activities for all grade levels. Help our children and youth amplify their voices and take ownership of their digital lives!

Thanks, Caleb Rothe and RUSD RedlandsTech Newsletter
bit.ly/rusdtechnews19-20

