



NEW THIS MONTH

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THE FOCUS

January 2016

The President's Message

to the School Board on January 6, 2016



Good Evening Trustees, Colleagues, and Community Members,

As we all know, the New Year is a time for firm resolutions and hopeful optimism. It is difficult to remain positive with regards to our current contract negotiations, however, especially with a presentation focused on dire enrollment projections and a recommendation to ignore state law and continue to inflate an already sufficient reserve.

Day 2 of Mediation is set for January 14, the day after a budget presentation in Sacramento. Let's hope even a fiscally conservative for-profit organization like School Services will be able to acknowledge the billions of dollars in additional tax revenues and advise districts to invest in people and programs. ETA leadership believes an acceptable compromise exists. Please direct your bargaining team to move to settle. It would make a great resolution and be a marvelous way to start 2016!

Looking at tonight's agenda, we're pleased to see AB 375 as an item for immediate discussion/action. I'll have more to say once we get there, but thank you for getting actively involved in the process. Our advice going forward is, "Don't stop now!" Evergreen needs you to continue to intercede on behalf of teachers and the community as a whole. Here are two glaring

examples.

You need to instruct Superintendent Gomez to stop harassing 1st through 6th teachers regarding the PE lawsuit. I realize it's very strong language, but I don't know how else to describe her bizarre behavior. Despite a reasonable compromise worked out with the district's own lawyer, Amy Levine, Superintendent Gomez continued her attempts to intimidate teachers right up until the Winter break. Please direct her to discontinue her counterproductive unilateral actions, and instead work with ETA to respond to this ridiculous litigation. Together we can find ways to counter this attack on public education, yet another useful New Year's resolution!

In addition, Dove Hill needs your help. District management has not been open and transparent with regards to the proposed Meadowfair school. Parents and the community as a whole have a right to be told about plans to close their neighborhood school and given an authentic opportunity to provide input. At the very least, please consider moving the February 11 school board meeting to Dove Hill to allow everyone to have their say. It may be somewhat unpleasant to hear from angry and frustrated members of the public, but, along with being an excellent New Year's resolution, it is your job as elected public officials.

Finally, I'd like to invite you to CTA's school board dinner on Monday, February 22 at 5 PM. If you are available and interested, I be happy to provide you with more information.

True collaboration prior to any decision-making is the key if we're going to make progress together in 2016. If I may borrow a phrase from the current political landscape, "Let's make Evergreen great again!"

Thank you.

[Brian Wheatley](#), ETA President
408-272-0601

Negotiations News

A Side Agreement between Evergreen School District & the ETA

The Evergreen School District and ETA have agreed to a side agreement relating to the use of extended sick leave pursuant to Ed Code section 44977 for paternity and maternity purposes. What does this side agreement mean for ETA members? Beginning January 1, 2016:

1. Employees who have used all of their sick leave, including accumulated sick leave, and continue to be absent for a maternity/paternity leave for a period of up to 12 school weeks shall receive the difference between her/his salary and that of a substitute, whether or not a sub has been employed.
2. The 12-week leave period will be reduced by any sick leave taken during a period of maternity/paternity leave taken.

3. An employee can't have more than one 12-week period per maternity/paternity leave; however, if the school year ends before the 12-week period ends, the employee can finish out the 12 weeks in the next school year.
4. "Maternity/Paternity Leave" is defined as taking leave for the birth of a child or the adoption of a child or foster care of a child by the employee.

For the full text of the Side Agreement, visit the ETA website at: <http://etanews.org/page4/Mat-PatMOU.pdf>

News from the Health & Welfare Trust Committee

December 2015 Update

The Trust Committee has met throughout this year to monitor and evaluate the investment portfolio, discuss and resolve various health plan issues, and deal with the business of the Trust. Overall, since making the decision to have our former Blue Shield members use the services of One Exchange to procure health and prescription plans, there have been only a few concerns that needed to be addressed.

Because there are no changes in coverage or plans to present to our members, the Trust Committee has decided that a January 2016 general meeting is not necessary. Although the trustees realize that everyone enjoys the opportunity to reconnect and visit with former colleagues, there is no real need for an informational meeting at this time. Unless circumstances occur which require that a general meeting be held, the Trust Committee has decided to schedule biannual meetings in the future.

Members can always access helpful information regarding the Trust from the most recent Trust booklet as well as the ETA Trust Benefits website (<http://evergreenbenefits.org>). Members with questions or concerns are encouraged to submit those concerns by contacting one of the trustees or UAS representatives listed below, and we will respond accordingly.

Wishing all of you the happiest of holidays and all the best in 2016,

Board of Trustees:

- * Andrew Schorr (Chair), ajschorr@pacbell.net
- * Kimberly Gurley, ckgurley@aol.com
- * Lucy Haab, lucyhaab@sbcglobal.net
- * Leslye Lawler, lawler9r@yahoo.com
- * Ray Mocherman, golfmoch@aol.com
- * Merrilee Claverie, merrileeclaverie@gmail.com
- * Margaret Hoang, mrmargarethoang@gmail.com
- * Brian Wheatley, president@etanews.org

ETA Trust Administrator

- * Barbara McClurg, bmcclurg@uastpa.com

ETA Members Speak to the Board

Members gave their input at the January 6th Board Meeting

Evergreen School District and Saturday Night Live

Rita Swencionis, ETA Treasurer

Teaching is reminiscent of directing a play, and I've always preferred comedy over tragedy. My bottom line quality for choosing a date was always a good sense of humor. It has served me well in my choice of a spouse. This year will be our 30th wedding anniversary.

In my opinion, improv is step above the ordinary in comedy. As teachers, we must often improvise, so I think many of us identify with comedians. Katie Rich writes for Saturday Night Live. She came via Chicago's Second City comedy club, the improv club which gave us Gilda Radner, Stephen Colbert, Tina Fey, Mike Nichols, Elaine May.

Rich wrote an article for the September Southwest Airlines magazine: "Comedy of Errors, Five lessons on teamwork and failure from the halls of Saturday Night Live". She started out humbly, writing about a colossal failure of a show she wrote. But Rich concludes that segment with how terrific was the aftermath with her team. The director told the actors to never again mention it, but, in fact, they are always joking about it.

She preaches what we are telling our students with Common Core, that it's great to work with a team. Rich loves working with a team because it's "so much better and more exciting than what we create on our own."

1. Say, "Yes, and . . . 'yes' to the people on your team." The "and" part is to be present, with "less attitude and more gratitude". Respect the people you work with by respecting their ideas and thoughts. And listen, "Listen. Listen. Oh my goodness, just listen." Listen instead of thinking about what you're going to say when the person talking is done speaking. Just stop talking and listen. "And" is bring your voice, and if you don't really have one, just listen.
2. Know your role-only enter a scene when you are needed. And needs change all the time. "When you're frustrated with your teammates, think: 'Would I want to work with me?' Be the player you would want to play with."
3. "Don't try to fix everything. You cannot change the people you work with", but you can change how you react to them. Try getting a kick out of people you find annoying.
4. "See the whole picture" – don't forget about the other people who are not on the stage. A character on stage at SNL is backed up by over 100 people who support that character.
5. "Goshdarnit, be good to each other." "Treat others like they are geniuses, like they are important, and guess what - they will feel that way. And they'll remember you made them feel that way. And the team will get better."

The Evergreen community knows the days of "The Evergreen Family" are in the past. A return to those days would be good. The Trustees and the employees of ESD should act like we are

all on the same team. Trustees and district leaders, examine the whole picture. Fighting us year after year, is ruining our district. Look at your priorities, recognize our value, the value of the teachers. Move to settle our contract. It will not harm the students. Treating teachers well is treating the students well. It is time for you to be good to us, to treat us well.

Martin Luther King, Jr. Day is January 18th

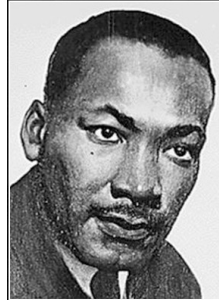
Events in the Bay Area to Honor and Remember Dr. King

In the Name of Love: 14th Annual Musical Tribute

The Civil Rights Movement through the Music of Nina Simone

Sunday, Jan. 17, 7 p.m. at the Oakland Scottish Rite Center

For more information: <http://www.livingjazz.org/mlk-about/>



I have a dream that one day this nation will rise up and live out the true meaning of its creed; We hold these truths to be self-evident: that all men are created equal

— Martin Luther King —

AZ QUOTES

Black Comix Arts Festival: BCAF2016

This celebration of African Americans' creativity in the comic arts is part of the annual MLK Day celebrations in San Francisco. The 2-day event includes a grand expo, kids' activities, film screenings, panels and conversations, cosplay events and more.

Sunday, Jan. 17 - Monday, Jan. 18, Yerba Buena Gardens in San Francisco

For more information: <http://sfmlkday.org/bcafccon/>

All National Parks are offering free admission

Many have special events planned. Check individual park websites for information.

Find a park near you: <http://www.nps.gov/state/ca/index.htm>

MLK Day at the Museum of the African Diaspora

Free admission for kids and activities for them to do.

Monday, Jan. 18, 11 a.m. - 5 p.m. at the MOAD in San Francisco

For more information: <http://www.moadsf.org/event/free-admission-dr-martin-luther-king-jr-national-day-service>

MLK2016: Freedom March and Celebration at Yerba Buena Gardens

Honor the 50th anniversary of the Selma to Montgomery Alabama Freedom Marches with a 1.5 mile walk to Yerba Buena Gardens. Upon reaching the gardens there will be a ceremony and then live music and activities for the whole family.

Monday, Jan. 18, 11 a.m. at the Caltrain Station on 4th & King in San Francisco

For more information: <http://sfmlkday.org/>

Calendar of Upcoming Events Visit etanews.org for more information and updated events!

- ♦ **January 14th:** Mediation Day 2
- ♦ **January 18th:** Dr. Martin Luther King, Jr. Day
- ♦ **January 19th:** Rep Council, Mt. Ham at 3:45 p.m.
- ♦ **February 1st:** Dove Hill parent meeting at 6 p.m.
- ♦ **February 6th:** SB Governance, DO at 9 a.m.
- ♦ **February 11th:** School Board, DO at 6:30 p.m.