

November 2016

SANTA ROSA PROFESSIONAL EDUCATORS



November Calendar

- 8th **National Election Day & Executive Board Meeting**
4:15 PM
- 11th **Veteran's Day**
- 15th **AR Meeting** 4:15 PM
All Members Welcome!
- 17th **School Board Meeting**
9:00AM
- 21st - **Fall/Thanksgiving**
- 25th **Break**

- 22nd **SRC School Board Reorganizational Meeting**



John F. Kennedy

Are you traveling over our Fall break? If so, check out [MyEducationDI\\$COUNT](#) for deals on hotels, car rentals, vacation packages and more.

State of the Union

Negotiations

Our most recent negotiation session was held October 25th in the Board Room at Canal Street. Items discussed were salary improvements, 7 period day committee, and annual contract employment retention. SRPE pulled the 7 period day committee language. The purpose of this committee was to assess the interest and feasibility of returning to a 7 period day. The District interpreted this committee formation to be a monetary item that would detract from salaries. Detracting from salaries was not the committee's purpose. SRPE retracted this language from negotiations.

On October 3rd, SRPE made a good faith salary proposal by dropping our original proposal by 25%. Proposing an average of a 2.92% salary increase. We reiterated this proposal. However, the District's proposal reverted back to a 2 year average salary increase of .82% up from .76%. The District's response to the annual contract language for employment retention was to say they would propose a counter, yet no proposal was offered.

Please take time to review both the emailed minutes and artifacts of your contract negotiations. Become active and involved with your contract negotiations. Call and write your Board Members. We took the first step in electing our Board, now let's communicate our wishes in representing their constituents.

Social Media

SRPE would like to take this opportunity to stress how social media can be used as a tool to enable you to do your job as well as a tool that can be used to work against you. Take care with words, actions, pictures, and opinions that you post or can be posted about you. Educators are ethically held to a higher standard. First impressions are difficult to reverse....

Unannounced Visits

Employees continue to be caught off guard with unannounced work and home visits from an opposing organization. Your home is your sanctuary, and we are keepers of our sacred family time. You are perfectly within your legal rights to deny such visits to your home and classroom. The purpose of these visits is to collect signatures on 'interest cards'. These cards are being presented as needed to cast support for SRPE in an upcoming election. Please know that signing these cards is NOT in support of SRPE, and the facts are being misrepresented to you. We encourage you to contact us for further information.

Incoming Emails

SRPE understands that many of you have expressed frustration with all of the rhetoric that is constantly being sent to your school email accounts from other educator organizations. If you're still receiving emails even after unsubscribing, please inform David Gunter, Brian Reese, and Rhonda Chavers by sending an email asking them to assist in unsubscribing you from these unsolicited communications.

In Unity

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**Wednesday, November 16th
National Educational Support
Professional Day!**

SRPE Appreciates our Educational Support Personnel! Be sure to express your appreciation to our ed support peers.

What is SRPE doing for YOU?

Every day, members seek support from SRPE leadership for various work-related issues. Never hesitate to reach out to your AR or to the SRPE office if you need assistance

Working Conditions

- Inflation and deflation of grades
- Labeling of grading categories
- Increased ESE paper workload
- FMLA LTD/ADA accommodations
- Evaluation data collection error challenges
- Lead \$ reported as income

Professional Practice

- Ethics
- Social media
- DCF

Attention SRPE Facebook Members:

Please invite professional colleagues from your friends list to like our Santa Rosa Professional Educators page and add co-workers to our SRPE group page (closed group for bargaining unit members only).



We Are Teachers



Perk Card Member Benefits

As we continue to expand our benefit services for members, we ask that you send your preferred local business suggestions to your AR. Our goal is to support our local businesses and economy. We want to offer discounts that you will actually use.

Please let us know by name, city, and if possible the phone number of the businesses/services you support. When utilizing your local business discounts you will not only be supporting your bargaining unit and getting great benefits such as insurance and local legal representation, but you will also be able to recoup your dues while investing in your union.

School Board In Action



Invite your board members into your workday by keeping them informed of your classroom activities.

Ask them, and they will come!

School board member Scott Peden interacts with a local student.



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