



CSEA Chapter 759

The San Diego Para Journal

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MARCH/APRIL 2010

Meetings held in the Kearny High School Library

4:45 - 6:30 pm

Chapter Meetings:

April 14, 2010

May 12, 2010

June 9, 2010

Upcoming Events

Classified School

Employee Week

May 16th - 22nd

Annual Conference

August 2nd - 5th

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Editor: Erika Culley

Budget Cuts Still A Headache

With a reduction of \$100 million anticipated for the 2010-2011 school year, the District is still looking for ways of making cuts. This \$100 million accounts for approximately one eighth of the district's discretionary budget according to the San Diego Union Tribune.

The discretionary budget is used for specific items and programs such as new construction, vocational education programs or busing under the terms of No Child Left Behind Act.

The budget deficit will also affect OCILE Programs (Old Town, Balboa Park, Mt. Palomar) which will cause either reductions or even suspension of these programs.

The District is holding Town

Hall Meetings to get and share ideas of cost savings from the public. It is also asking the Bargaining Units to look where costs can be saved.

With this, the District is still meeting collectively with the three classified bargaining units to discuss health and welfare and to see what can be done to help in the higher cost of health care. Some of things the District is proposing are raising co-pay, doing an audit of all the members receiving benefits who have one or more dependents, and changing the dual coverage provision.

While there is a tentative agreement with the teacher's union, the District has presented Chapter 759 with re-openers on Articles 7 (wages

and Article 9 (health and welfare). The five furlough days that the teachers have approved also is being asked of us.

This is all up for negotiations and nothing has been decided on. The negotiating team will meet with the District in April. On the team is President Joan O'Hara, 1st Vice President Kala Williams, Chief Job Steward Jochen Merscheid, and Public Relations Officer Erika Culley.



CSEA Annual Conference

Aug. 2 - 5, 2010 Sacramento, CA

More than 2,000 CSEA members, staff and guests are expected to gather Aug. 2-5 in Sacramento for the Association's 84th Annual Conference. Dedicated classified employees from all over California will share ideas, vote on resolutions, adopt a budget and present awards for outstanding service and achievement.

All conference delegates are CSEA members who are locally elected or appointed by members of the chapter they are representing. They will spend the week gathering information and voting on new CSEA policies and priorities. Before the conference begins, members attend a wide range of forums and educational seminars sponsored by CSEA.

This is an excellent way to see way the democratic process at work. Also you get look at the CSEA budget and question where your dues are going. Everyone is welcome to attend as guest but are unable to vote on policies unless they are a delegate.

Member Spotlight ~ Kathy Bates-Lande

Race/Human Relations Assistant-Palomar



San Diego Unified School District

Kathy lives on Palomar Mountain, is a member of the Volunteer Fire Department Auxiliary, and a Canine Handler with the Sheriff's Search and Rescue Team. Her dog Sparks and she have participated in many Search and Rescue missions throughout the State of California, Min-

nesota and Mexico.

Kathy has been at Palomar for twelve years and a member of CSEA for eight years. She was attracted to the job at Palomar because she likes working with children and sharing her experiences in order to instill a love of the outdoors and an understanding of our responsibility for the environment. Kathy was born and raised near Palomar Mountain, and has resided on the mountain for 35 years. Her grandparents started the Bates Nut Farm in Valley Center in 1921.



Kathy Bates-Lande
Race/Human Relations
Assistant-Palomar

As an instructor of Outdoor Education at Palomar Outdoor School, Kathy Bates-Lande is one of 16 classified staff members who teach the core values of friendship, respect, responsibility, cooperation, stewardship of the earth, safety, and the value of making healthy choices for positive lifestyles. She leads hikes, conducts interactive science lessons, models and provides conflict resolution strategies, provides support for students with special needs or homesickness, and creates an atmosphere that values making new friends.

Classified staff at Camp Palomar teach the core values of friendship, respect, responsibility, stewardship of the earth, and the value of making healthy choices.



Should Para's Take Pro-Act Training?

What's Bugging You? Problems on the job.



This has been an ongoing issue that has been discussed numerous times.

While Pro-Act training has great insight defusing a bad situation and has good information on handling unwelcome

behavior; take down as a whole should not be done.

Unless you are an Instructional Behavior Technician (IBT), Rehab Specialist (RS), Behavior Support Specialist (BSS), or a Behavior Support Assistant (BSA). These are the only jobs that are required to do restraints.

If you are asked to attend Pro-Act Training, according to Susan Martinez, Director of Special Education, while taking the first two days are helpful, you should not take the third day of training unless it is in your job description.

13th Annual Para Conference Held in Sacramento

“Educating Tomorrow Leaders Today” was the theme of this years CSEA Para Conference that was held March 25 - 27, 2010 at the Sacramento Convention Center and Sheraton Grand.

Para’s were able to choose classes ranging from Child Abuse, Autism/Aspbergers, Spanish for the classroom, Sign Language, teaching homeless children, dealing with drugs, gangs, cyber bullies, internet predators, motivating students, behavior management, getting a teachers credential and many more classes geared towards personal growth and new ideas to help teach children.

CSEA holds this conference as a way Para’s throughout the state can come together, network, share ideas, discuss issues and

have access to trainings that otherwise may not be available in their district.



CSEA President Allan Clark speaking at the Para Conference.

This year Chapter 759 was able to send ten delegates: Jane Bausa, Josie Alves, Beverly Durcan, Patricia Hernandez, Susan Head, Sigrid Schrandt, Jochen Mer-scheid, Ricardo Vega, Kala Wil-liams, and Erika Culley. San Diego

Unified paid for delegates to attend the classes while the Chapter picked up the flight and hotel rooms.

The conference is not held just for union members but for every Para educator. CSEA does not work just for itself, but for the betterment of all the states classified school employees.

With budget cuts in education throughout the state, fewer districts were able to send Para’s causing the attendances at the last two conference to be low. Unfortunately, this may cause the conference to be held every other year or not at all.

The conference is a valuable tool that helps Para’s become educated in their jobs and is another way our dues work for us.

“Drastic education budget cuts . . . have been imposed And too many classified employees have lost their jobs, had their hours cuts, workload increased, benefits reduced and pensions threatened.”

CSEA President Allan Clark

California needs On-Time Budget Act

CSEA is collecting signature petitions to help put an On-Time Budget initiative on the November ballot.

The purpose of this initiative is to make California Legislators meet its constitutional duty by passing the state budget by June 15 of every year. It also is asking that the budget pass by a majority instead of the two-thirds votes that it is now. California is only one of three states that has the two-thirds majority vote causing the budget not to pass in a timely manner for the past 20 years.

Last year alone, California had to issue 450,000 IOU’s worth about

\$2.6 billion because the budget was not passed. Because of chronic problems of passing the budget, this has caused California to hold the lowest credit rating in all of the United States.

This also hurts California education system. When the state budget is late, school districts have no idea what funding they will be getting causing them to make cuts that not only affect schools but the children they are servicing.

It is unfair that a few politicians will hold the budget hostage in order that they can get their special concessions and “pork” pro-

jects. The last two budget delay has caused tax breaks for big business and weaken our environmental laws. It has also eroded some collective bargaining rights.

An On-Time Budget Initiative would not affect taxes nor the required two-thirds vote for taxes. It would hold the Legislators responsible and making them accountable by permanently forfeiting their salaries and expenses for each day the budget is late. It would penalize politicians for not doing the most important job and that is passing a fair budget on time.

Reprinted from 3/9/10 CSEA web page

“When the state budget is late, school districts have no idea what funding they will be getting causing them to make cuts that not only affect the schools but the children they are servicing.”



California School Employees Association

AFL-CIO

Executive Board for Chapter 759

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CPRO ~ Erika Culley (SET)
CPAC ~ Beverly Durcan (Retiree)
Past President ~ Jane Bausa (Guid. Ass't)



Featured Benefits

Disability Income Protection and Other Voluntary Insurance Plans

Most of us depend heavily on our paychecks to take care of our everyday living expenses. A disabling injury or illness could easily devastate our finances if our income were to suddenly stop. American Fidelity Assurance Company (AFA) offers voluntary disability plans that assure protection and stability.

Other CSEA-approved voluntary insurance plans from American Fidelity include Section 125/Flexible Spending Accounts, Cancer/Intensive Care coverage, Accident Protection coverage, Term Life coverage, and Permanent Life coverage. Please contact your local AFA office for more information:

Ontario Branch (800) 365-9180

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