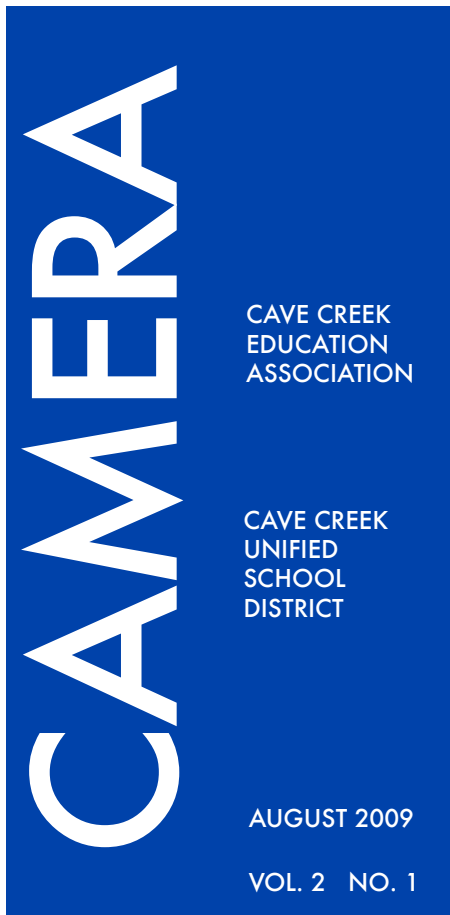




Promoting the Unified Action of Cave Creek Educators

Welcome back to the 2009-2010 school year!

The Cave Creek Education Association welcomes all of you back to the new school year. In the past, when we've welcomed each other back, it's with the understanding that the most worrisome changes we've had to look forward to were new students, new subjects we may not have taught for a while, or—perhaps—a teaching assignment at a new school site.

In truth, we've never had to worry about our very existence as professional teachers...until now.

This year, the changes we'll be facing will be substantial, emotional, and

financial. Currently, there are two spheres of influences that threaten to affect who we are as teachers and how we teach: The State Legislature and the K-3 Override.

The interesting thing about change is that...it's always changing. Which means as members of CCEA, we have the power "to be the change we want to see in the world" (to quote Mahatma Gandhi).

CCEA is committed to promoting the unified action of CCUSD's educators. We will do this through continued communications of relevant issues, concerns, and benefits; dedicated teacher advocacy; professional development; and effective, on-going negotiations with our school district.

However, our immediate goal is creating the change we want to see in the legislature and the passing of the K-3 Override. To do this we will need your help as committed CCEA members.

More about that later. In the meantime, have a truly successful year. Your continued membership allows us to Excel in everything we do. Thank you.



I belong

Your Cave Creek Education Association Executive Board & Representatives

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Mike Covert
Horseshoe Trails Rep.

Bonnie Blakley
Lone Mountain Rep.

Jill Sarraino
Sonoran Trails Rep.

Lori Hart
Membership Chairperson

Mike Covert
PAC Chairperson

Depth of Field

Where do your NEA membership dues go?

The majority of teachers in the Cave Creek Unified School District are CCEA members in good standing. And while for many of us, being a member may go without saying, it's good for time to time to review where your dues go and what they provide you as a NEA/AEA/CCEA member.

On the NEA side, your dues provide you the benefit of various services, from those that you know and see often such as the publications: NEA Today and NEA on the Web to those you may need in special circumstances such as Legal Service Programs and Financial Services.

As a member, you are eligible for a range of legal services. The Attorney Referral Program (ARP) is a discount program for personal (not-job related) legal matters. The ARP is available to NEA members through participating law firms in 41 states.

The Educators Employment Liability (EEL) Program is, in essence, an insurance safety net, providing you up to \$1,000,000 of professional liability protection.

The Kate Frank/DuShane Unified Legal Services Program (ULSP) is a joint NEA/state affiliated job-rights protection program for Active NEA

members.

Lastly, as an Active NEA member, you are eligible for many levels of financial services and insurance.

For your financial planning, you are eligible for an NEA Personal Loan, an unsecured personal loan from \$3,000 to \$25,000 based on credit history. Furthermore, there is the NEA Home Financing Program that includes new mortgages, refinancing, home equity loans, and reverse mortgages for seniors.

Insurance is always a top concern for members. As an Active member, you are eligible for any of the 13 insurance programs provided by NEA. Key plans include: the NEA DUES-TAB Insurance that provides life insurance and accidental death and dismemberment coverage, the NEA Homeowners Insurance, a member-only benefit providing inflation-proof protection with a deductible that decreases if no claims are made, and the NEA Income Protection Plan, helping you to pay your bills if you are out of work due to illness or injury. This is available to members actively employed 15 or more hours per week in the field of education.

For a dollar breakdown, see box to the right.

The Dollar Breakdown

For a full-time, certified employee paying \$325.00 in AEA dues:

\$148.85—Meets AEA's Strategic Objectives: workshops, training, membership materials, communications, public relations, public policy development, organizational transition and change, strategic plan benchmarking.

\$44.13—Human Resource and Infrastructure: fiscal programs; personnel management and operations; cost of taxes, utilities, mailing and shipping of all material for conferences, workshops, seminars, and governance.

\$31.93—Quality Teaching and Learning: defining and promoting standards for quality education, interactive relationships with agencies and other organizations.

\$26.92—Governance of the Association: providing for a full-time-release president and vice-president, the board of directors and the annual Delegate Assembly.

The Dollar Breakdown (continued)

For a full-time, certified employee paying \$325.00 in AEA dues:

\$32.24—Community Partnerships: holding state and local dialogue about quality education, assisting locals in developing strategies for family and community involvement, promoting the importance of public education to communities.

\$31.93—Organizational Development with Site Focus: assisting locals in developing and preparing school sites for more decision making authority, allocation of resources, accountability for quality teaching and learning.

\$12.00—Every Member Option: providing funding support for the Foundation for Teaching and Learning, the Fund for Public Education, and



Keeping What We Need & Already Have: Renewing the K-3 Override

CCEA is committed to passing the K-3 Override. In conjunction with local PAC and support groups such as: *LearnYes.org* and *Cave Creek Support Our Students (CCSOS)*, CCEA is determined in its belief that this is one area where *doing things as we've always done them* is of paramount importance.

The K-3 Override is a renewal of what we already have; namely quality teachers and excelling students.

Specifically, the K-3 Override was originally passed on May 17, 2005, and it allowed our school district to exceed spending in their maintenance-and-operations budget (M & O) by 5 percent. In turn, this allowed the district to fund smaller class sizes in Kindergarten through Third-grade. Furthermore, the K-3 Override paid for an additional 15 teachers in Grades 1-3, additional instructional coaches and aids, substitute teachers, and school supplies. Lastly, the K-3 Override allowed State funds for All-Day Kindergarten to remain devoted to "All-Day K."

In 2008, the district held an election to renew the K-3 Override. The voters failed it. Passing the Override keeps funding current. If it does not pass this year, the current K-3 funding will be phased out by 2012.

Okay, so what happens if it doesn't pass?

For Elementary Schools:

- The potential loss of 15 teachers.
- Much larger class sizes.
- Loss of Instructional coaches and aids.
- A threat to our Excelling School Status and AYP.

For Secondary Schools:

- The potential loss of 15 teachers. (The loss of 15 teachers doesn't just affect elementary—it will affect all of us across the board.)
- Much larger class sizes. (The M & O budget will be stretched thinner. In other words, fewer teachers equals more students).
- A threat to our Excelling School Status and AYP. (Remember, the students in kindergarten now will be our students in the future).

How about AEA dues?

Your AEA dues also provide you benefits ranging from auto insurance with A+ Auto & Home Insurance Plus to eye care and pet care with Avesis and United Pet Care respectively.

AEA has also partnered with Blue Cross & Blue Shield of Arizona for medical and dental coverage at special member rates.

Most important, your dues provide support for your president and the Interest-Based Negotiating team (IBN) allowing them to advocate and negotiate on your behalf.

For a dollar breakdown, see box above.

in the future	august	september	october
Education Day at the State Capitol Wednesday, March 3, 2010 8 am to early afternoon site visits Chris Hazeltine and Lisa Guzman (AEA) will be visiting your site soon for a 30-minute Q & A. With so many changes to site schedules, visit times have not been determined yet. We'll keep you posted.	6 School Begins 11 Governing Board	7 Labor Day 8 Governing Board	9 End of 1st Quarter

A True Definition of Insanity

You all know the old adage: the true definition of insanity is doing the same thing over and over again expecting a different result each time. Throughout the summer months, our State Legislature has been the embodiment of that adage.

The Legislative Republican Leadership has repeatedly tried to push through a budget proposal that is one of the most corrosive, demoralizing, and disastrous this State has ever seen.

The good news is that with strong, vigilant efforts from both AEA and CCEA, the Republican Leadership was repeatedly unable to obtain the required number of votes.

But, they keep trying and it has become a virtual soap opera down at the Capitol with enough back-stabbing, snarky sniping, and petulant tantrums to make for an ideal reality show on Fox television.

The bad news is that they keep trying, and while they keep trying, the Governor seems to be waffling toward the Republican Leadership's point of view, despite her line-item veto of pretty much the entire budget proposal on June 6th. Moreover, the budget still has not been balance and we have the looming date of October 1st as the deadline for it to be so.

If the current budget proposal were to pass, it would be devastating to the teaching profession and would eviscerate any student achievement gained. Here's a nutshell synopsis:

-No 2%.

-A potential sweep of the Classroom Site Fund. In other words, no 301. A monumental loss of income for teachers and loss of programs for students.

-A severe reduction in Soft Capital. We'll get to pay for nearly all of our supplies, instructional resources, and other classroom expenditures out of our own pockets.

-5% reduction in Career Ladder. Another significant loss of income for teachers and no new teachers may participate.

-\$650 million in permanent tax cuts. Specifically, an elimination of the school equalization tax. Then, in 2011, \$400 million more in permanent tax cuts. This leaves Arizona unable to adequately fund public education.

-No contract dates. Contracts will no longer have to be issued by May 15 to teachers with continuing status.

-Salary reductions. The statutory deadline of May 15 for notice of a salary reduction will be removed.

-Elimination of tenure or seniority. A school district will be able to reduce the salary of a teacher with continuing status in any manner.

-Elimination of Right of Recall. You will no longer have first rights of reappointment to your job if you've lost it due to a RIF.

Clearly, CCEA needs your help.



Membership Has its Privileges

One Hour!

As a continuing CCEA member, you enjoy a great many benefits including: significant savings on products and services through your member Access card, medical, auto, and home insurance savings, immediate access to legal and advocacy counseling, communications on current and topical information that's important to you, and finally (and most important)...as a CCEA member, you have a voice in what happens to your school, your district, and your profession.

A voice that will be heard! But we also need your help. We need a one-hour commitment—just one—of your valuable time. We need you help us pass the K-3 Override. We need you to help us persuade the Arizona Legislature that there is a better way. We need you to represent CCEA.

Don't worry about it right now. You have enough to do with the beginning of a new school year. But, we can't wait long...and we just need one hour.

It's not too much to ask, and it will make all the difference to our teaching profession, to our students, and to you. Please be ready to help in any way.

CCEA is dedicated to its members. That's you. You are CCEA.

If you are not a member, now is the perfect time to join. Please contact Lori Hart, our Membership Chairperson, and she'll help you with the application.

Why not honor the teaching profession by joining the largest professional teachers association in the United States.

Become AEA & CCEA, Today.

