



Happy Thursday TEA!

The start of the year always seems to take longer than it actually is. Those memes floating around that the month of August is the longest month are, I believe, most true to teachers. It's hard to believe that we just started back two weeks ago and have only had students with us for a week. As we start back and wrap ourselves up in assessments, schedules, staff meetings and everything that comes with the first weeks, I hope that you are able to remember and find time to keep in touch with the summer version of yourselves. The version that is relaxed and refreshed. Even if it's a daydream during the day of next summer's plans, please find something every day that brings you joy. You are the basis of all things good and wonderful that happen in TUSD. You are also the most hardworking and caring group of workers and I am honored to represent the heart and soul of our district.









Here's the latest from TEA:

- **Ten Minute Meetings -**






- Your Site Reps had their first Rep. Council of the year meeting this week and will have more information for you during your ten minutes meetings. Please don't hesitate to contact them, or TEA, with additional questions or issues.
- **Safety Training -**
 - There have been varied questions about the safety training planned for every site to be completed by October. TEA has asked the district to also send out a communication to relay the message to everyone at the same time. This is the information we have at this time.
 - Every TUSD employee is to attend. This is not optional. On your sites all employees will be trained and they are working to find a way to also train those that are employed by others, but still on our sites (Catalyst/ YMCA etc.). They would be trained at other times and at a different time from our training.
 - Our contract allows for management to hold and extend meetings as they pertain to safety.
 - Article 5.9.3 - An additional six (6) hours of meeting time shall be allotted for the entire work year for special circumstance news as are related to health and safety, and state and federal mandates.
 - Considering the times and the timing (after Uvalde) any scheduling has to go through companies who are in high demand and over booked, along with schedules of the local police. We have more than one law enforcement agency to consider.
 - The combination of secondary with elementary also meant that they had to have later training because even during minimum days some elementary sites are not out until 1:30/1:40 and need travel time to the shared location.
 - Some of the training sites are also having different hours of the training based on the police agency that they are working with.
 - If you cannot attend the training at your site; please contact your principal along with Maggie Villegas for elementary and Chris Matos for secondary. We have been told that they will allow you to attend at another site, but it must be handled as soon as possible to assure that you will be able to be added elsewhere.
 - There is an hourly stipend that TEA has been told, will be given for the hours past contract that you are working. That amount is \$38 per hour.
 - If you do not know the date of your training, or there is an issue of your day not being able to accommodate the training (ex: preschool/ ATP) please contact TEA. We will continue to work with the district to assure that everyone is given equity to attend.
- **Induction -**
 - TEA continues to discuss with the district our desire to have induction worked on to make the financial impact less for our members. If you are currently part of the induction program, or you have put off induction for a year due to costs, would you please fill out the following to help us better understand the situation and to better help you? All names and sites will be kept within TEA. The information will be used with bargaining and our IBB process to better tell the story. [SURVEY LINK HERE](#)
- **TEA SWAG WEBSITE -**

Tustin Educators Association T-Shirts, Sweatshirts, and Other Custom Apparel

Popular Departments

			
T-Shirts 80 Items	Sweatshirts 29 Items	Hats 13 Items	Accessories 3
			
Jerseys 10 Items	Polo Shirts 11 Items	Warm Ups 27 Items	Bags

Newest Team Products

				
Mink Sherpa Blanket 60x80 \$59.95 \$47.96	Mink Sherpa Blanket 50x60 \$49.95 \$39.96	Arctic Fleece Blanket 60x80 \$49.95 \$39.96	Arctic Fleece Blanket 50x60 \$39.95 \$31.96	50in x 60in Woven Blanket \$44.95 \$35.96

- TEA has opened a shop on My Locker where you may pick the items you want to wear, or use. All you have to do is follow this link [HERE](#), or click on the picture, and order away. There are four logo options and you can get anything from a shirt to a duffel bag to a blanket and more! It's all delivered straight to your own home and can be in any color or style you want.
- TEA will also reimburse the first \$25 you spend on the site. Just order and send a copy of the receipt to the TEA office.
- TEA will also be getting 12% back on all purchases to help out our Scholarship Fund. It's a win-win for everyone!
- There will be more items to come and more opportunities for further member involvement to help us create more SWAG. What would you like to see, have to wear, or would want to show your TEA membership and pride?

● **Evaluation- Article 11 of our contract:**

- Everyone should be aware of their contract and the following pertains to everyone at the start of the year.
- No later than twenty (20) workdays following the commencement of duties - the immediate supervisor shall review the following materials with each unit member: Annual goals and objectives as adopted by the Board of Education; Appropriate curriculum guides; non-instructional duties normally required to be performed by certificated personnel; California Standards for the Teaching Profession; Tools and criteria to be used in observing and evaluating the unit member.

● **Update Contact Information:**

- If you have new contact information, address/ phone / email, please update your information with the TEA office (714) 505-6365. We want to make sure all members are receiving all information being sent

● **Catastrophic Leave Open Enrollment**

- If you haven't already enrolled, now is the time. During the open enrollment period, all unit



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- **Open House** - After a three-year hiatus We will be hosting our third annual Open House on Tuesday, September 13th, from 4pm - 6pm at our TEA office ([4940 Irvine Blvd.](#); [Suite 205, Irvine, CA 92620](#)). We will have a taco bar available, raffles for prizes, and representatives from The Standard, California Casualty, CalSTRS, and NEA/CTA Member Benefits. We hope that you will join us to help us celebrate the start of the year and our being able to have our Open House. Please RSVP by clicking the link [Here](#) - or attached to the picture.
- **TEA Socials** are returning also. Reserve Tuesday, October 11th from 4:00-6:00pm and join us at BJ's for Oktoberfest!
- **TEA Political Action** -
 - TEA has endorsed incumbent Lynn Davis for our upcoming School Board election. We reached out to all of the candidates who expressed interest in running for Trustee area 3. Only Mr. Davis welcomed the invite and interviewed. The endorsement followed our process going through the interview committee, PAC team, Exec. Board and our Rep. Council, and was approved before school was released for summer.
 - PAC dollars are not from our general funds and expenditures are separate PAC budget items.
 - If you would like to learn more about our endorsed candidate please go to his website: <https://www.lynndavistusd.com/> or you may see his flyer [HERE](#) and [HERE](#). He is also holding a kickoff event on August 31st. Please click [HERE](#) for more information.
- **CTA Benefit Services**
 - **The Standard** - We will be having another open enrollment campaign starting in September for all members. More information and site visits will be coming to update and help people with the process and to review plans they might already have.

I checked out Tustin Buzz on Facebook the other night and there was a post by a community member that spoke to me as an educator. I think all educators need this verbal hug. It made me think of the journey and the world events that we as educators have been through the last couple of years. It used the example of a "teacher who had lost their sparkle"

To quote: "You are not a commodity, a door mat, an unlimited resource. You are not expendable, a warm body filling a position, a DJ taking requests. You are a human being; and you are worthy of being known, valued, respected and safe."

"My friend, the difficult situation many of our educators are currently in is complex and overwhelming.... something we can all do: Humanize teachers. See them. Value them. Stand up for them. Support them."

humanize teachers

*see them
value them
stand up for them
support them
&
encourage your kids
to do the same.*

RACHEL MACY STAFFORD @HANDSFREEMAMA

May you all be seen and humanized every day this year. May we all remind ourselves of our value and if our fellow educators have lost their sparkle, may we help them to find it. Let's protect each other and ourselves. I see you; I value you. You are supported!

Have a wonderful rest of your week!

In Unity,

Lisa Hickman
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This is intended for members of the Tustin Educators Association.



