



December, 2019

TANLA TALKS

The Teachers Association of the Norwalk-La Mirada Area, 11310 Firestone Bl., Norwalk 562.868.6251



President's Message TANLA President –Maureen Quiros Gray

We have had many exciting things happening for TANLA over the last few months:

We were proud to launch our Great Public Schools Grant with our Caring for Our Profession Event. We've already hit the ground running with staff development and conference attendance opportunities. We have offered trainings on LCAP, school site council, and member benefits. We've also held two very well attended discipline workshops and are looking into bringing those two workshops back in the spring. Our racial justice journey group met and committed to the work that will start in January. We will also begin a cultural proficiency certificate program at the end of January. Our new teacher support has included a new teacher reception where our new teachers had the opportunity to sign up for different staff developments, conferences and get information on the different supports being offered this school year, including a buddy system. Several new teachers also attended the CTA New Educator Conference.

We have had 6 days of negotiations with the district. We exchanged comprehensive language counter proposals for each of the articles and are almost done finalizing agreements on language. Unfortunately, we have not been able to come to an agreement on salary or benefits. TANLA realizes declining enrollment is a real issue and has been the district's reality for over 10 years and we realize the district is losing millions of dollars because of it. However, starting in January, our members will see a pay cut to their salary because of the cost increases to health benefits. Therefore, we need a settlement that will mitigate this rising health care cost. Our next bargaining session will be on Tuesday, December 17. We are hoping to reach a fair settlement soon.

As a part of TANLA's goals to improve communication and strengthen relationships, executive board members have been meeting with school board members to discuss ways to work collaboratively on improving learning conditions for our students, which improve our working conditions.

Our member blitz started November 6th and will run until December 19th. This is our listening tour where we have the chance to have one-on-one conversations with members and listen to your needs and concerns. The data collected from these conversations is used to provide input to the district on the LCAP and what our members' priorities are.

TANLA participated in the District Wellness Fair. We passed out informational flyers and pencils. Also, at this event our retirees were signing up people to donate, via payroll deduction, to our scholarship fund. TANLA also held a new site representative training where the twenty attendees learned about the role and expectations of the site rep, the history of TANLA and the benefits of being a member. TANLA also held its' Annual Thankful for Our Members event to celebrate our members and show our appreciation for everything they do for our students. We also held our fourth Breakfast with Santa, this past Saturday at the TANLA office. On behalf of TANLA, I would like to thank the La Mirada Kiwanis Club for making the pancakes and partnering with us to provide this holiday fun for our members and their families.

Once again TANLA has adopted a needy family so that we can provide Christmas gifts and help make their Christmas a little brighter. This year we adopted a family with 8 children ranging in ages from 18 years to 5 months old. Five of the children attend our schools. We will be delivering gifts before we go on break for the holidays. Thanks to all who donated!

Finally, I want to wish you a Merry Christmas, Happy Holidays and a wonderful New Year! I hope you can take this time to rest, recharge and that you are able to spend some time with your loved ones!

Together we are strong! We are TANLA!



Message from the Executive Director

Dr. Christopher Arellano

This year seems to be flying by rapidly. I can't believe that we are almost finished with the 1st semester of the year. At the TANLA office, we have been busy implementing the NEA GPS professional development program, conducting the fall blitz, and working to have a successful negotiations year. I have a few updates for your review.

Please remember to sign the petition for the **Schools and Communities First Act of 2020**. We need to ensure that we gather enough signatures so that it will qualify for the November 2020 ballot. This initiative will have a direct and positive impact on NLMUSD. This important initiative will restore over 11 Billion dollars per year for k-12 schools, community colleges, counties, cities and special districts to support education and community service projects. Please turn in petitions to the TANLA office. To learn more about the **Schools and Communities First Act of 2020** visit <https://www.cta.org/taxfairness>

CTA Bargaining Advisory SB 419 Pupil Suspensions and Expulsions

Effective July 1, 2020, the new bill SB 419 expands the law to prohibit suspensions and expulsions for disruptive and willful defiance for grades, 4 and 5 permanently and grades 6 through 8 for a trial period, until July 1, 2025. Please be advised this does not apply to a teacher's right to suspend a student from class. I will put the complete update on the TANLA website for your review. If you have any questions please call the TANLA office.

Negotiations Update

We have had (6) bargaining sessions and have not been able to come to an agreement yet. The district has been in declining enrollment for over ten years and has **FAILED** to address the issue. While we understand the impact of declining enrollment, the district can and must make adjustments. We have made it clear that we are partners and we want to work together to strategize how to increase enrollment, make fair and equitable cuts to the district's budget, and work on creative solutions for our district. With the increase cost of health care our members will see a **CUT IN PAY** to their salary. We believe that in order for NLMUSD to stay competitive with surrounding districts, and to attract and retain quality educators—it must come to the table with a reasonable offer that will mitigate these increases. We are asking all members to get ready to organize to show support for a rational settlement.

- Please come and be ready to speak at the School Board meeting and let the board know how these increases will affect your family.
- Wear your Blue TANLA on Mondays to show support for the bargaining process and for a fair and equitable contract.
- Attend School Board meetings until we have a settled contract.



The TANLA Bargaining Team looks forward to seeing you at the next board meeting!

*I want to wish you all a very
Merry Christmas and
Happy New Year!*

Our Amazing Bargaining Team

Employee Assistance Service for Education (EASE)

Ease provides professional counselors who can help school district employees with the following problems: • family troubles with spouse or children • emotional distress • drug or alcohol abuse • on-the-job anxieties and stress • grief, loss, and transitions. This is an additional benefit and specialized program available to you; it is paid for by the school district. EASE provides face-to-face counseling, phone consultations and community referrals. They are confidential, free and open to employees, spouses and dependent children. When personal problems get you down, give ease a call at (800) 882-1341. You can also learn more about them at <https://www.lacoe.edu/Home/EASE/Counseling-Page>



Caring For Our Profession

It is our goal to provide quality and effective professional development to help our members reflect upon and improve their practice. Our Great Public Schools (GPS) grant work officially launched in September. Since then we have been thrilled to provide several after school workshops. GPS topics have included Special Education in the General Education Classroom and Student Discipline and the Law. In addition, we have also offered Union 101 topics such as Understanding the Local Control Accountability Plan, Union Benefits, School Site Council training and New Site Rep. Training. To sign up for any of our after school workshops contact the TANLA office.



Upcoming Workshops

- Social Emotional Learning
January 16, 2020
- Empathy For Educators
February 18, 2020
- Stress Management
February 26, 2020
- Trauma Informed Practices
April 23, 2020
- Restorative Justice
May 5, 2020



New Site Representative Training



TANLA New Teacher Reception



Members attending after school professional development



NEA GPS Launch and Celebration



Union Benefit Spotlight... My Deals

As a CTA member you have at your fingertips access to a variety of benefits and



programs to enhance your life and your career. You can log onto <https://www.ctamemberbenefits.org> to see what's available to you.

Have you set up your My Deals app? Just in time for the holidays you can use your union membership to save money. The My Deals mobile app is a convenient way to search over 240,000 deals and save right from your smart phone. Simply show your mobile device at point-of-sale to get your discount instantly. To set up an account download the My Deals app onto your mobile phone and enter **Program ID 200449** to continue. After, please verify eligibility with your email address and if prompted your 10-digit CTA Individual ID Number. If you do not know your 10-digit CTA Individual ID Number please contact the TANLA office at (562) 868-6251. Then let the savings begin!

Scholarships- CTA offers several different educational scholarships to members and their dependents throughout the academic year. We have had TANLA members and their dependents receive these awards in the past. For more information please visit: <http://www.cta.org/scholarships>.



**The TANLA office will be closed
December 20, 2019- January 3, 2020.
The office will reopen on
January 6, 2020**



12 Days of Teacher Self-Care to Get You Through December

Excerpt from weareteachers.com

December has some of the most stress-filled days of the year for teachers. Not only are we dealing with the usual hustle and bustle of the holidays, but many of us have report cards due, PD to squeeze in before the end of the year, and kids that are *so* ready for holiday break. It can be difficult to find time for you, but it's definitely important. So here are 12 teacher self-care ideas we should all try to make time for this month.

1. Let someone else make your coffee.
2. Take a few minutes to stretch (or dance)
3. Try essential oils
4. Get together with friends and talk about happy things.
5. Each day, write down three things you're grateful for.
6. Get your students involved, they can help.
7. Get a few extra winks of sleep.
8. Remember to hydrate.
9. Try a little organization.
10. Take the long way home and enjoy the lights.
11. Do something to pamper yourself.
12. Celebrate with your students, family and friends.

Communication

- Stay in touch with TANLA to get the latest updates and information.

Visit our TANLA website. Go to Tanlaeducators.com

EMAIL- Contact TANLA with your personal email address and receive emails on information.



For updates and announcements find us
@**TanlaEducators**



Find us on **Facebook**

Members can friend us on Facebook. Look for **TanlaEducators**. Please use this forum to ask questions, address concerns and/or comment.

