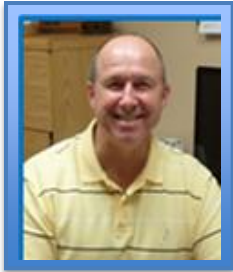




February 2019

# TANLA TALKS

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



## *President's Message TANLA President -Clay Walker*

Great things are happening at TANLA that will benefit our members as we begin 2019!

On behalf of TANLA, I would like to extend a sincere word of congratulations to each of the Incumbents and newly elected candidate, *Jorge Tirado*, for being elected to the Norwalk-La Mirada School Board! Our elected School Board has been entrusted with a distinct privilege and responsibility to *instill value* in and *demonstrate recognition toward* the outstanding and committed educators who serve in our District with professionalism and dedication. Furthermore, when that value and recognition expresses itself in tangible ways, a unique capacity is created within our District that facilitates a culture of empowerment and job satisfaction. The net result will lead to greater levels of *student achievement* in Norwalk-La Mirada.

TANLA ratified a 4% retroactive salary increase to the salary schedule. The entire contract was open for negotiation and ratified by membership with an astounding 94.5% approval! While there is always more work to be done as we endeavor to bring teacher salary in Norwalk-La Mirada in line w/surrounding districts, a major goal was achieved by the TANLA Bargaining Team when it was able to secure the 4% retroactive raise! I am extremely proud of our bargaining team, chaired by Maureen Quiros, for their hard work and dedication on behalf of **all** certificated members in Norwalk-La Mirada!

TANLA believes that creating capacity and ongoing sustainability for our new educators is vital to their success. Recently, TANLA Executive Director Dr. *Christopher Arellano* and Membership Engagement Chairperson *Denise Daguimol* prepared and submitted a grant through the NEA Great Public Schools. Consequently, we were recently notified that TANLA has been awarded **\$431,200!** The title of the grant: *Caring for Our Profession: Providing Effective Professional Development and Cultural Proficiency* will create additional capacity for TANLA to support our members. We are excited about the Professional Development opportunities this grant will support!

We believe it is vital to the ongoing growth and development of TANLA to actively engage our members and build strong professional relationships. TANLA's Fall Membership Blitz began on November 14<sup>th</sup> and concluded on December 14<sup>th</sup>. Our goal was to visit all sites within the district and speak with our members about the various programs our District offers (i.e. MTSS, PBIS, Math Campaign, PLC's, 2020 Blended Learning). Information gleaned from our site visits will assist TANLA in developing its "Top 10 Recommendations" for the District's Local Control Accountability Plan (LCAP).

Finally, TANLA is in the process of getting a new look! We will be getting a new web site that will be up and running within the next 45 days. Our new web site will have greater capacity than the current platform and will have a more colorful look. As you can see, we are continuing to work to build greater levels of capacity for our members as TANLA seeks to better serve its members!

***Remember, You Are TANLA!***



## *Message from the Executive Director* **Dr. Christopher Arellano**

**Happy Chinese New Year TANLA Members,  
2019 is proving to be a good year for TANLA and public education.  
Allow me to share some of the good news!**

**T.A. Ratification:** TANLA members overwhelmingly voted to approve the tentative agreement with the vote approved at 94.5%. The Tentative Agreement was ratified on by NLMUSD on February 4, 2019. We were successful in bargaining a fair contract, an above average COLA raise at 4%, and we have new contract language on new teacher orientation. This allows us to meet new hires and let them know of the positive work that TANLA does for our members. I know that we were successful with our negotiations because of the tremendous amount of political activism and constant organizing by our members.

**United Teachers Los Angeles:** In January, we saw our sister union UTLA walk out and strike for 6 days. As a former Area Representative with UTLA, I worked on the organizing of the strike build up in 2016/2017 school year. I know the hard work that went into building up to a strike. While there were many items of importance, a few of the most important were; class size, hiring more nurses, hiring more counselors, and taking on the charter school expansion in LAUSD. At the end of the 6<sup>th</sup> day of the strike, UTLA won a 6% for the 2 years of negotiations, class size reduction, the hiring of more nurses, and mental health professionals. UTLA worked closely with Mayor Eric Garcetti, Governor Gavin Newsom, and our new State Superintendent of Instruction Tony Thurmond, in developing a moratorium request for the state to study the harmful effects of the *charterization* of LAUSD schools and their overall impact in California. UTLA was extremely successful in garnering parent and community support in their quest for creating *The Schools that Los Angeles Students Deserve*. Lastly, TANLA supported the striking teachers and adopted Lincoln High School in Lincoln Heights and was able to provide them with delicious pizza from a pizzeria in DTLA.

**NEA Great Public Schools Grant:** Our Membership Engagement Chair/TANLA Secretary *Denise Daguimol* and I worked diligently on the grant last year for over three months. Our goal was to create a teacher led professional development and training program here at TANLA. **We were notified on February 8, 2019 that we were awarded the NEA grant in the amount of \$431,200.00**

Our Grant is entitled: *Caring for Profession: Providing Effective Professional Development and Cultural Proficiency*. We focused on 5 goals:

- New teachers in their first 3 years of the profession will be supported to help them thrive and stay in the profession.
- Local association leaders will identify, recruit and develop new educational leaders.
- The local will research, plan and create a professional webinar library.
- The local will provide quality and effective teacher led professional development to help educators reflect upon and improve their practice.
- Local association leaders, site representatives and members will become knowledgeable and competent in cultural competence practices.

We are beyond ecstatic in hearing of the great news from the NEA. This grant will give TANLA the money and resources to create high quality P.D. that will be union and teacher lead.

Stay tuned for more information and for opportunities to get involved.

***TANLA Is Union Strong!***

## **Membership Engagement: FALL BLITZ Report-**

The goal of the Blitz was to meet with as many members as possible, collect data from members on *district programs, what supports educators need to fully implement these programs* and set TANLA's recommendation for the Local Control and Accountability Plan (LCAP).

School districts have to create a Local Control and Accountability Plan with the input from parents, employee groups and the community. Stakeholders can give input on what is planned and how funds are spent. This is a very similar to how a school must create a school plan and a site budget.

Over the 4 week Fall Blitz campaign TANLA was able to visit sites/workplaces and interviewed over 500 members! This was accomplished with the help of our member volunteers, our awesome blitz team. The TANLA Membership Engagement team is currently reviewing the data and will soon put forward TANLA's formal LCAP recommendations for this year based on YOUR input.



*Blitz participants; Clay Walker, Ron Dell Valle, Ruth Rodriguez and Nina Montoya*



### **What Is RED For ED?**

When we think about the promise of education today, we see the future leaders of our nation and the qualified educators who reach, teach and inspire them. We see classrooms with modern tools that help students prepare to make an impact on the world. We see students getting the support they need to thrive and educators having the support they need to serve. We see progress and hope.

But today we also see budgets being cut, overcrowded classrooms and outdated materials. We see educators working around the clock to make a difference in the lives of their students and standing up to lawmakers to ask for better pay and school funding. We're raising our voices together for our students, for our schools and for ourselves as educators.

That's why we are wearing Red for Ed. Across the nation educators are rising up to advocate for public education on the picket lines and in the voting booth. To learn more log onto <http://neatoday.org/redford/>



### **Upcoming TANLA events**

- Monday, March 18 or Thursday March 28<sup>th</sup> Site Rep. Training.

Reps need to RSVP.

- Sunday, March 24<sup>th</sup> Angel vs Dodgers baseball game at Angel Stadium.

Tickets are \$15 each. Contact the TANLA office to reserve your tickets today!

- Thursday, May 2<sup>nd</sup> Theater Night -join us for a performance of Singing in the Rain at the La Mirada Theater. Tickets are \$36 each and available at TANLA.

- Thursday, May 7<sup>th</sup> TANLA Day of the Teacher Open House.



*Looking for tips on planning a reading event at your school*

*Log onto:*

*<http://www.nea.org/grants/886.htm> for free resources.*



## Member Benefits

**2019: A Good Year to Focus on Your Financial Wellness**

Interested in some advice on financial wellness? The **CTA** Financial Wellness Center can be found at [www.CTAinvest.org](http://www.CTAinvest.org). We spotlight key financial topics so you can get the most out of your money and achieve your financial goals. You'll find helpful videos, calculators, resources, tools, and information about the **CTA** 403(b) Retirement Savings Plan. New Years Resolution: check!



## 2018 Income Tax Reminder

**Please check with your tax advisor for your allowable deductions**

Work Percentage	Dues Paid
61% - 100%	\$1,187.50
51% - 60%	\$698.75
33 1/3 % - 50%	\$614.50
26% - 33%	\$369.90
25% or less (Members of sub differential or LOA w out pay want to cont. membership)	\$328.75
Adult School 21 hours/week or more	\$698.75
Adult School less than 21 hours/week	\$228.50



**Educators are always looking for ways to improve and polish their practice. CTA and NEA offer members great learning opportunities via online learning communities, conference opportunities and grants.**

## Resources and Fun for Your Classroom

It's grant application time! The CTA Institute for Teaching has established a competitive strength-based grant program for CTA members and chapters to demonstrate what teachers can do when they have the freedom to create and invent. Grant proposals need to reflect innovative efforts to enhance student achievement. Applications also must specify how the proposed project is strength-based and how it will improve teaching and learning conditions. The grant application process is open to individual CTA members, small teams of educators and affiliated local chapters. **All CTA members** are eligible to apply for an Educator grant (up to \$5,000) or an Impact grant (up to \$20,000) for the 2019-2020 school year. **The application deadline is March 31st. Learn more and apply on CTA's IFT website: [teacherdrivenchange.org](http://teacherdrivenchange.org).**

## Be a part of the NEA edCommunities

Joining NEA edCommunities means sharing your commitment and dedication through an open exchange of strengths and resources with thousands of other education professionals. Free and open to all, NEA edCommunities is driven by you to foster student success. Log onto <http://www.nea.org/home/edcommunities.html>



## Communication

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

Visit our TANLA website. Go to [Tanlaeducators.com](http://Tanlaeducators.com)



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

Join the **TANLA Phone Tree-** Contact TANLA with your home or cell phone number and receive messages on important information and reminder.



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