

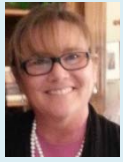
THE NAVIGATOR

October 8, 2014

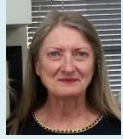
NEWPORT-MESA FEDERATION OF TEACHERS

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N-MFT Office



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Middle School VP
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Executive Director
Nicholas Dix
N-MFT Office

Site Rep/General Meetings

October 28, 2014 :

SR Meeting 3:30-5pm

5pm Vote for Elementary V.P

December 16, 2014: 3:30-5pm

January 27, 2015: 3:30-5pm

February 24, 2015: 3:30-5pm

March 24, 2015: 3:30-5pm

April 28, 2015: 3:30-5pm



Jeff Qualey
Treasurer

Long-Time Union Activist - Jeff Qualey

"We are strong because we work together." Jeff Qualey, N-MFT Treasurer, has served tirelessly to support Newport Mesa teachers. He was co-chair and treasurer of the Committee on Political Education (C.O.P.E.), a delegate to the California Labor Federation, long time site rep, Elementary VP, and has served on many committees. Jeff has also helped campaign for those school board

candidates he found desirable. "Many in the district and community may not realize how much N-MFT does to help. We are proactive and head off a lot of problems. Support your union!!" Jeff hails from Wisconsin, graduated from Costa Mesa High School in 1982, earned a degree in business finance and entered the business world, where he was the boss over eighty employees. Then

he sought a teaching credential at Cal State Fullerton, landed a position in our district in 1999, first at Andersen and now at Mariners Elementary School, where he happily teaches a fifth grade class of 26 students. Jeff's posters near his desk are indicative of his positive attitude. "You Can Change the World." and "You'll Never Regret Doing the Right Thing!"

District Fails To Respond To Heat Wave

We have received many calls regarding the excessive heat that many of you are experiencing at your school sites. We have met with the District to address the risk of harm that our unit members are exposed to when working in poorly ventilated class rooms or class rooms without air-conditioning during high temperature days.

We are still awaiting a response from the District regarding the meetings we have requested at school sites regarding the District's comprehensive plan to address the excessive heat. We have also requested that Dr. Navarro attend these meetings to give specific directives to site administrators and to provide the district resources necessary to improve working, learning and health conditions.

The National Weather Service has issued several Heat Advisories since the start of the school year and temperatures have exceeded 90 degrees throughout the District. We have been made aware that both students and staff have suffered heat-related illnesses.

Despite site visits by the Superintendent, cabinet members and various directors, conditions have NOT improved.

We have major concerns regarding the District's longstanding lack of preparation and action during heat waves. Pursuant to California statutes, the workplace should not be a source of injury or illness or threaten the lives of those who work there. The District is mandated to establish, implement and maintain effective programs to prevent injury and illness as required by

the Cal/OSHA Injury and Illness Prevention Standard. See, Title 8 CCR Section 3203.

In light of this statutory mandate we have requested that the District provide us with the following relevant and necessary information:

1. The District plan, by school site, to ensure the health and safety of our bargaining unit members.
2. A copy of the District's mandated "Injury and Illness Prevention Program". Please highlight the program specific policies that identify the measures that will be taken in work areas where the risk of heat illness is known. Include examples of the appropriate corrective actions and the employee education that has been implemented to protect our unit members.
3. The District's plan to minimize the impact of heat illness related absences.

Many of our unit members have asked what leaves are available when working conditions become so intolerable that they harm the health of an employee. Without knowing the District's plan to improve working conditions, we can only advise employees that if they become too ill to work, they may use accrued sick leave.

In addition to demanding that the District comply with Cal/OSHA requirements, we are exploring the feasibility of a Williams Act complaint. The

Williams Act provides in pertinent part that:

"A condition poses an emergency or urgent threat to the health or safety of students or staff. Emergency or urgent threat means structures or systems that are in a condition that poses a threat to the health and safety of students or staff while at school, including but not limited to gas leaks; non-functioning heating, ventilation, fire sprinklers, or air conditioning systems; electrical power failure; major sewer stoppage; major pest or vermin infestation; broken windows or exterior doors or gates that will not lock and that pose a security risk; abatement of hazardous materials previously undiscovered that pose an immediate threat to students or staff; or structural damage creating a hazardous or uninhabitable condition."

We believe that a complaint can be filed for excessively hot classrooms or any "...condition(s) that poses a threat to the health and safety of students or staff while at school." Based on the statutory guidelines referenced above, we believe that conditions at our schools during periods of extreme heat meet the threshold requirements for filing a Williams Act complaint.

We will keep everyone updated regarding these efforts.

By: Nicholas Dix
Executive Director



President's Message...

Overall, there's a lot to be grateful for in 2014-2015! At the local level, we have negotiated a 6% raise effective July 1, 2014 and maintained the current benefits plan (POS plan) through September 30, 2015. On a statewide level, schools are much better off due to the state funds provided through the efforts of passing Proposition 30 and the process by which districts distributed those funds through the Local Control Accountability Plan (LCAP). There is much to be grateful for in terms of the work of our union too!

As workers with a union-negotiated contract, we understand the need for adequate tools and working conditions to get our jobs done – and we know that it sometimes requires a unified fight to get those tools and working conditions! For example, even though some of us work in spaces that are air conditioned, we know that we must stand together and insist that we all work in tolerable temperatures! We understand the injustice of being employed in a school district with a vision to "provide a world-class education for every child, every day" when the only consistent rule regarding world-class spaces are found in administrative offices. Yes, many work-spaces and classrooms are located in buildings conducive to working and learning, but this is not the rule when it comes to spaces that include students and teachers. As

I write, another week of oppressive heat is on its way and many classrooms will be full of 98.6 °F human-heaters doing their best to work and learn. I have received hundreds of emails, phone calls, and text messages reporting temperatures in the high 80s and 90s. This has been happening for several years now. The N-MFT leadership has been communicating our complaints and insistence on an adequate response. We will continue to stand together to insist on working and learning spaces that are conducive to just that – working and learning.

Another area of solidarity on which we find ourselves united is the need for time to plan, prepare, and respond to the needs of our students and their parents. We all went into this profession because we care.

We care about the future of our own families, our students, our community, our state, our country, and our world. Educators are continuously looked to for help on many aspects of the lives of our students. We are expected to respond, too. If we do not have the time it takes to plan, prepare for and respond to our students, we won't be able to help them in the way our students deserve and need.

Time is an essential resource that we need in order to do our jobs well. Not all of our colleagues

have time to plan, prepare, and respond to the needs of our students. With the addition of Transitional Kindergarten (TK), the demands on our primary teachers are even greater. The TK- 3 elementary teachers in our district have absolutely no guaranteed time under our contract to plan, prepare, and respond to their students outside of the instructional day. Though it seems like it should be a "no-brainer" that this time is needed by all teachers, the District has, thus far, refused to agree to include language in our contract that allows for this fundamental work-tool. Unfortunately, it looks like we will have to demonstrate our solidarity with all teachers and fight for our TK-3 teachers so they are allowed the time they need to do their jobs fully. TK-3 grade students deserve teachers who are equally prepared to provide quality public education as well as meet the educational needs of their students. Folks, it's time we unite to fight this unfair condition.



In Unity,
Kimberly Claytor

Willful Defiance' Reform Good First Step, but Another Unfunded Mandate

Signed by Gov. Brown, law limiting suspensions and expulsions needs resources to be effective

The California Federation of Teachers (CFT) today praised Gov. Jerry Brown for signing AB 420, which will reduce or eliminate suspensions and expulsions of students for reasons of "willful defiance." However, CFT also stressed that without the necessary resources to address the underlying issues surrounding willful defiance, the law is not much more than another unfunded mandate.

"While a step in the right direction, this law provides no resources for additional mental health professionals, counselors or nurses to help these students who act out through willful defiance," said CFT President Joshua Pechthalt. "It's just another

in a long line of unfunded mandates from Sacramento with no resources to move it beyond symbol to substance."

The new law will eliminate the authority to suspend from school a pupil enrolled in Kindergarten through Grade 3, and the authority to recommend for expulsion a pupil enrolled in Kindergarten through Grade 12 for disrupting school activities or otherwise willfully defying the authority of school personnel engaged in the performance of their duties. However, it also allows teachers to remove the student from class temporarily (up to two days) and requires the teacher to pull together a parent teacher conference as soon as possible. If practicable, a school counselor or school psychologist may attend the conference.

"Willful defiance" far outnumbers the other 23 reasons for which a student in California may be suspended, and is disproportionately cited for suspending or expelling students of color. CFT took a neutral stance on AB 420, strongly

supporting the intent behind the bill to institute progressive models of student discipline that keep young people in school rather than expel them, while underscoring the need for real resources to provide a greater positive impact on students' lives. CFT supported legislation in the spring called "Healthy Kids, Healthy Minds," which would have required schools to bring in a full-time nurse and a mental health professional, and keep school libraries open before and after school.

"Healthy Kids, Healthy Minds would have provided funding for these types of holistic services needed by all of our students, especially including those cited with willful defiance," Pechthalt said.

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The California Federation of Teachers represents faculty and classified workers in public and private schools and colleges, from early childhood through higher education. For more information, www.cft.org.

Classroom Teachers - A Veterans Day Project

N-MFT is partnering with other OC unions for our 2nd annual Veterans Day project. For our part, we are asking teachers to activate their students by simply asking your students to write a friendly letter to a member of our armed forces. These letters could tell a little about their lives and how much they appreciate the soldier's service for our country. They could include a hand-drawn picture on it as well. This is a great gift for our soldiers overseas as they really appreciate getting letters from the United States. **Please do not date the letters, as they may be sent out at different times during the year.** Please send your letters to the N-MFT via district mail by November 10th.

COPE CORNER

This section presents the candidates who requested endorsements and have been vetted and endorsed by the N-MFT's Committee On Political Education (C.O.P.E.). This committee is made up of those N-MFT members who have joined C.O.P.E. and wished to participate in the vetting process. C.O.P.E. membership funds are used to support those candidates or initiatives endorsed by C.O.P.E.

The following candidates are endorsed by C.O.P.E. Their positions are taken from their official Candidate Statements and may have been abridged to fit in the available space.

CHARLENE METOYER, Candidate for Newport-Mesa USD Trustee Area 2, full term:



Our District must rigorously challenge students to succeed in college or their career. We must ensure our teachers provide the highest quality instruction. I will continue to demand high expectations for student behavior, while creating a climate where students are safe and personally accountable for their actions.

I oppose the expansion of any school district facility without input from the residents of the community. I will work closely with the neighborhood leaders and City Council Members to solve school traffic and bike safety issues before they become problems, not after the fact.

Serving the community through education has been my mission since I graduated from college. I ask for your vote in the November 4th election.

FIDEL MORA, Candidate for Newport-Mesa USD Trustee Area 7, full term:



I am a husband and father of two. I am a typical community member in that I am very involved in the education of my two children, and I have served my community by volunteering in school programs such as the Daily Pilot Cup, and other after-school programs. I have been a small business owner for 18 years. I want to continue to improve my community by serving as a Newport-Mesa Unified School, District Trustee.

To improve our schools, I will strive for more accountability in directing resources to our students. I support small class sizes, direct academic support for students, bilingual education, guidance counselors, school, nurses, library services, technology, school staff, principals and classroom teachers.

STEVE SMITH, Candidate for Newport-Mesa USD Trustee Area 1, short term.

As your school board member I will:

- Work to improve all school performance
- Take a "best practices" approach to decisions
- Be a watchdog over your tax dollars
- Work to stabilize the disciplinary policy
- Not be a "rubber stamp"
- Think independently and ask the tough questions
- Advocate local control over privately raised (PTSA) funds

- Support greater teacher job satisfaction
- Increase communication between parents and the board
- Advocate continuous improvement

Your child's education should not be an experiment. The school board and district administration should seek out proven, successful programs that have worked at similar schools to implement here, as well as clearly defined goals and objectives for each program and each student.

JOEL FLORES, Candidate for Coast Community College District Governing Board Member, Trustee area 5



As an educator and parent, I offer an updated and optimistic vision to the Coast Trustee Board. Here is my plan to improve Coast Colleges for you and/or your children:

Expand access to high quality education. Students need more full-time professors who are available for individual attention and assistance. More full-time faculty will increase student success, retention and achievement.

Improve Fiscal Responsibility. Coast's budget allocates too few dollars to students. The majority of the budget should go to the classrooms. Additional classes will open more pathways to four-year institutions and career/technical education. Let's stop turning students away!

Improve Morale. I will advocate for respect-based campus communities that value the contributions made by students, faculty and staff.

TOM TORLAKSON, Candidate for State Superintendent of Public Instruction



Teaching has been my life--and my passion--for the past 37 years. As a classroom teacher, coach, legislator and parent, I know our policies must be based on a simple question: *What is in the best interest of our children?* Not bureaucrats and not politicians. It's time we had a teacher who will put children first and fundamentally reform our schools. First, I will demand real accountability through a comprehensive fiscal and performance audit to cut waste and mismanagement and put those savings into new textbooks and computers. Second, I'll make sure all our neighborhood schools are safe and expand after school, job training and mentorship programs. I'm proud to have received the endorsement of virtually every major public safety organization in California including the California Professional Firefighters along with local classroom teachers. Third, we need involved parents to support teaching that character counts, while promoting trustworthiness, respect, responsibility, caring and good citizenship. Fourth, I'll expand career technical education for high school students. Finally, I'll make the health and fitness of students a top priority. As Chair and Founder of

the California Task Force on Youth and Workplace Wellness, I led the effort to ban junk food from school campuses and expand physical education requirements. We can do this. We must do this. Our kids only get one chance at a good education. As a teacher, I have the experience, energy and ideas to transform our schools. Let's do this together. I'd be honored to earn your support.

KATRINA FOLEY, Candidate for Costa Mesa City Council



For 10 years, I've partnered with others to make Costa Mesa a better place for families:

- Saving the Orange County Fair
- Improving School Facilities
- Protecting our neighborhoods from traffic and encroaching development
- Building and improving parks, walk-ability and bike trails
- Supporting Sustainable Building and Planning
- Ensuring completion of the Cut and Cover over Newport Blvd. instead of allowing the 55 freeway to degrade businesses and neighborhoods
- Improving our athletic facilities, while protecting nature parks and green spaces
- Providing incentives for senior housing
- Opposing expansion of John Wayne Airport
- Opposing a 19th St. Bridge, The Charter scheme, and 405 toll lanes.

I own a Newport Beach law firm. My husband, Casey, is a teacher, and we are longtime homeowners, raising two high school age sons. We love this community and want the best of Costa Mesa restored.

MIKE SCHEAFER, Costa Mesa Sanitary District Director



When you elected me to this board in 2010, my goal was to find as many ways to reduce rates as possible. I am proud to report on successes in the last four years:

- Consecutive yearly rate decreases in trash collection fees.
- New programs that provided additional sewer and trash services at reduced costs.
- Financial assistance to homeowners needing new sewer systems.

I am committed to providing sewer and trash services at competitive and affordable rates. As trash collection moves to more recycling, I will support ways to meet State mandates, at affordable cost to all.

MEASURE O, the proposed Home Rule City Charter for Costa Mesa

The C.O.P.E. Committee voted to OPPOSE Measure O because it was not needed and could result in a more restrictive charter with greater power going to a City Council majority rather than the protection our citizens and community currently enjoy and deserve under current law.

By: **Bob Kelly, Acting COPE Chair**

