



### Dates to Remember

- ❖ February 15<sup>th</sup>: Rep Meeting
- ❖ February 16<sup>th</sup>: SEA Day

### Hot Topic - SB1040



The great news heralding in the new year relates to the Governing Board's approval of 33/2/65 percent values related to teacher evaluation scores that will take effect in 2012-13. Board members unanimously approved that 65% of our evaluation will be derived from the evaluation scores we *earn* based on the observation and evaluation scores we receive from our site administrators on the (8) standards-based TPAI-R instrument. This large percentage is significant; our colleagues in other districts are still facing the possibility of earning only 50% of their total evaluation from their actual performance scores as a teacher. Only 35% (for others -- 50%) of the total evaluation score will come from the performance of *others*, students, school, or district scores. We in SEA take great pride in our strong SB1040 partnership with the district which helped convince the board to award the lion's share of evaluation to the actual performance of teachers delivering their best practices to SUSD students.

**Thank you to all of you who came out to Zipps on Friday, January 20<sup>th</sup>. We had a great turn out. Visit Zipps during their happy hour for great food and drink specials.**

### Resources:

- Need Help?..... [www.aeahelpdesk.org](http://www.aeahelpdesk.org)
- Member Benefits..... [www.neamb.com](http://www.neamb.com)
- AEA information..... [www.arizonaaea.org/](http://www.arizonaaea.org/)

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### A Member Speaks Out Why I can't AFFORD not to be an SEA Member:

After reading through our Teacher Employment Agreement, Section II, subsection M., *Arbitration*. Fear began to resonate inside of me. I started thinking of the what ifs which we all have a tendency to do in an unpredictable economy. What if I was wrongly accused of professional misconduct? What if I share a difference in opinions with my evaluator? In the event I receive two or more approaches on my teacher evaluation, I probably need representation. Where would I find \$1500 - \$3000 for an arbitrator and the additional cost for a court reporter? Or the greater expense of legal representation which would run tens of thousands of dollars?

Let's simplify...my \$585 per/year dues merely covers the cost of 2.5 hours for legal representation. How can you afford not to be a member? Then I had to remind myself...I am an SEA Member and I can rest easy knowing that the association will be there for me. If necessary, the association will provide me with the necessary expenses involved in proper representation to protect my professional rights.

**SEA membership is an insurance policy for my career. It is well worth the investment.**

### Stay on Top of Your Evaluation!

Just a reminder that we are approaching the time of year when teachers will be receiving their final evaluations for the 2011-12 school year. It is in your best interest to review the appropriate procedures and timelines by going to the SUSD website {Employees→H R→Certified→Teacher Eval (FTPAI-R)}. Being familiar with the required process and options may save you from finding yourself in an uncomfortable position at the end of the year!

### Coming Soon: Staffing for 2012-13

Remember the "Purple Sheets (Staff Criteria Worksheet)?" We are rapidly approaching the beginning of the process and timeline for determining staffing and placement of certificated staff for next year. The "Transfer Timeline" will be shared with teachers in the near future. SUSD staff will be sent the Staffing Criteria Worksheet electronically this year (no Purple Sheet!). All of the fields, except "Specialized Training" and "Leadership/Professional Contributions," will already be filled in. The form will be submitted electronically to the SUSD HR Department.

### Car Insurance Rates Drop!

California Casualty (AEA Member Benefits partner) just announced a rate reduction of 10% for auto insurance. Now is a great time to contact Jill Strandquist ([jstrandquist@calcas.com](mailto:jstrandquist@calcas.com)) for a rate quote on you auto and home insurance!