

Please join us for our  
November/December  
Faculty Rep Meetings

**Tuesday, November 30**  
4:15 PM, Top Shelf Cantina,  
1976 W. Southern Ave.  
(Dobson/Southern)

**Wednesday, December 1**  
4:15 PM, Mi Amigo's  
6465 E. Southern Ave.  
(Power/Southern)

Please RSVP by **Monday, Nov. 29**  
to 833-8400 or via email to  
heather.tanner@arizonaea.org.

*We welcome ALL members to join us  
at either meeting and hope to see  
you there!*



### Inside the Record

- Page 2 ... RIF Procedure Informational Meetings
- Page 3 ... Goodbye, and I Wish You All the Best
- Page 3 ... Go Green with the Record
- Page 4 ... MEA Quick Notes
- Page 4 ... Your Spare Time
- Page 4 ... MEA Calendar of Events



### Thanks - It's Been a Long Year!

*By Kirk Hinsey, MEA President*

It is that time of year again to think of all of our blessings. As president of MEA, there are several reasons that I am thankful. I have looked over this last year and realized all the obstacles public education had to overcome and all the challenges that we face, especially financially.

First and foremost I am **thankful for my health**. Every day I am able to get up and face the day and all of the trials and tribulations that lay ahead. Although not every day is sunshine and rainbows, there are always opportunities to look for that pot of gold.

Next, I am thankful to those of you that read my message and respond, both positively and negatively. It is through this feedback (it is a gift) that I can grow personally and as a leader. Critical feedback is valuable and I thank you for your courage to talk to me directly.

I am thankful for the educational leaders who have inspired and supported a vision that every student can learn and are more than a test score. Thank you Mary Ann Price for always reminding me to do "what is best for kids". Thank you Dr. Cowan for always giving the message of supporting the teachers and the teaching going on in the classroom. Thank you Dr. DePrez for always listening to concerns and being open and frank during our discussions. Thank you Dr. Mendivil for the quick responses to assist teachers with certification questions and concerns. Thank you to the other educational leaders in the district who know we do a great job, but are always looking for innovation and creativity.

Thank you to each of you for the incredible job that you do and for your membership in MEA. You are some of the most passionate and caring educators I have had the pleasure to work with. Your belief in your profession and desire to make it better shows through your hard work and dedication. Our **members make it happen**.

As you approach this season, remember the blessings in your life. Take the time to say thank you to those that have inspired you. With the challenges ahead, we will need to be thankful for the little things that get us through the day. Thank you.

# RIF Procedure Informational Meetings

This past month, MEA hosted four informational meetings to discuss the recommendations of the new RIF procedure. There were over 200 educators who attended over the four days. We also gathered plenty of feedback and will add those ideas to the next committee discussion on Monday, November 22.

We would like to thank Val Angus and Jennifer Tellez-Carson for their work on the committee and bringing such good insight to a challenging process. We would also like to thank the teachers who attended the meetings and gave us their feedback on the procedure.

You can view the latest RIF procedure news and updates, as well as leave feedback, on the MEA website at [http://mesateachers.org/RIF\\_Procedure\\_News.html](http://mesateachers.org/RIF_Procedure_News.html)



Photo Credit (All): Heather Tanner, MEA

Will Moore, AEA Organizational Consultant, emphasized the unique and collaborative process the Subcommittee has had so far.



Teachers at the November 16 RIF meeting brought many concerns and ideas to the committee's attention.



Kirk Hinsey, MEA President, outlined the RIF procedure proposal.



Attendees were asked to fill out feedback forms, so that their questions and suggestions can be addressed by the RIF Subcommittee.



Brian Minarcik, Principal at Guerrero Elementary and member of the RIF Subcommittee solicited feedback.

# Goodbye, and I Wish You All the Best

By Will Moore, AEA Organizational Consultant

When winter break begins next month, I will retire from the Arizona Education Association, ending almost 35 years of this kind of work in three different states. I began working with MEA in May of 1993, almost 18 years and four superintendents ago. We have accomplishments that I am very proud of. In 1995, the Association took a leading role in Mesa's first Override election – as it has in each renewal election since then – and we've never lost one of these. MEA continues to maintain a healthy bargaining relationship with the district, even in very hard times. The current negotiations for a new RIF procedure demonstrates that we can innovate and collaborate, while serving the best interests of our members. MEA's leadership ranks are strong, with a new generation of Association leaders coming forward.



My biggest concerns? In Mesa we still can't elect legislators who really care about our public schools. I'm afraid that this sad fact will now hit home harder than ever before. Maybe things will finally get bad enough that the voters who consistently approve the Override will also toss out the anti-school legislators. I also feel bad that so many Mesa teachers are willing to take a free ride on the dues-paying members of the Association. After all these years I still get seriously irritated by the teachers who tell me that they support our work but "can't afford" to belong. Fortunately for the profession there will always be those who keep the organization strong. It's been my great good fortune to have known and worked with so many of you!

## What have over 140 of your fellow MEA Members done during the last 2 years? Gone Green with the *MEA Record*!

**Going Green** is a fast, convenient way to receive your monthly newsletter. Not only does it save expenses and trees - it also helps eliminate clutter in your school mailbox. Have an iPhone or other smartphone? With the *MEA Record* in your inbox, you can access it anywhere!!



If you would like to **GO GREEN**, fill out and return the form below, or visit our website at [www.mesateachers.org](http://www.mesateachers.org) and click on the MEA Record link. **Remember, we are NOT allowed to send MEA communications via the District e-mail system.** You must provide a **PERSONAL email address** (Yahoo, Gmail, Cox, Hotmail, etc.) to receive the MEA Record electronically.



Please send me the *MEA Record* via e-mail! I DO NOT want a paper copy each month.

Please send me the *MEA Record* via e-mail! I would also like a paper copy each month.

Name \_\_\_\_\_ School/Site \_\_\_\_\_

PERSONAL e-mail address \_\_\_\_\_



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**(480) 833-8400 (Office) (480) 834-6890 (Fax)**  
**www.mesateachers.org**

**MEa Quick Notes:**

- If you ordered See's Candy this year, it will be available for pickup in the MEa Office the week of December 6 - 10. You will receive a reminder to pick up your order.
- Time is running out to get your 2011 Entertainment Book! Each book is \$30 and proceeds go to the MEa Scholarship Fund. Books are available until December 17, so get your book while they last! Stop by the MEa Office to pick one up, or send a request with your payment to the MEa Office and we will school mail your book.
- Be sure to check our website at [www.mesateachers.org](http://www.mesateachers.org) for the latest news and information about MEa.

**MEa Calendar of Events**  
**November 2010 - January 2011**



**Monday, November 22:** *Aflac Benefits Meeting*, 4PM, Sunland Village East Village Café Pub, 2250 S. Buttercup Ave. *Open to ALL STAFF.*

**Thursday, November 25-Friday, November 26:** *Thanksgiving Break, No School*

**Monday, November 29:** *Aflac Benefits Meeting*, 4PM, Top Shelf Mexican Cantina, 1976 W. Southern Ave. (Dobson/Southern). *Open to ALL STAFF.*

**Tuesday, November 30:** *West Side Faculty Rep Meeting*, 4:15 PM, Top Shelf Mexican Cantina, 1976 W. Southern Ave. (Dobson/Southern) *Open to all members*

**Wednesday, December 1:** *East Side Faculty Rep Meeting*, 4:15 PM, Mi Amigo's, 6465 E. Southern Rd. (Southern/Power) *Open to all members*

**Thursday, December 9:** *MEa/MESPA Holiday Exec Board Meeting*, 5 PM, Iguana Mack's, 1371 N. Alma School, Chandler.

**Friday, December 17:** *End of 2nd Quarter*

**Monday, December 20 - Friday, December 31:** *Winter Break, No School*

**Tuesday, January 4:** *MEa Exec. Board Meeting*, 4:30 PM, MEa Office

**Saturday, January 8:** *MEa/MESPA Bargaining Team Retreat*, Location TBD

**Friday, January 14 - Sunday, January 16:** *NEa Western States Conference*, Salt Lake City



**Your Spare Time**

*By Kirk Hinsey, MEa President*

I know how busy we are with our professional lives at school and our personal lives at home, but I would like to highly recommend a book that challenges and addresses many of the frustrations we are facing in education. Diane Ravitch, an educational researcher who was an author of NCLB, and then in 2006 said it was a mistake, has written a well-researched and easy-to-read book entitled: The Death and Life of the Great American School System.

The book takes us through the misuse of data and testing. It addresses the fallacies of school choice and voucher systems. It takes on all of the political fodder that all sides have been voicing for the last 20 years. It is full of explanations of what has gone wrong with so many of the programs that have been implemented in the name of creating better schools.

It is a great read and will reaffirm what many of us in the profession have felt. At the end of the book there are many lessons learned. Now, if only the right people would read the book and act upon it, public education would thrive and continue the excellence it has done for years.

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*The MEa Calendar is also available online at*  
[www.mesateachers.org/calendar.html](http://www.mesateachers.org/calendar.html)