

Please join us for our
October Faculty Rep
Meetings

Tuesday, October 26
4:15 PM, Top Shelf Cantina,
1976 W. Southern Ave.
(Dobson/Southern)

Wednesday, October 27
4:15 PM, Mi Amigo's
6465 E. Southern Ave.
(Power/Southern)

Please RSVP by **Friday, October 22**
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 ... Superintendent's Forum
Report

Page 3 ... Is New Money Available
for the District?

Page 3 ... Go Green with the Record

Page 4 ... MEA Quick Notes

Page 4 ... MEA 1/2 Day Training -
It's Not Too Late!

Page 4 ... MEA Calendar of Events

The Undercover Boss

By Kirk Hinsey, MEA President



Like many in the country, I have been caught up with the show "Undercover Boss" and the realizations the bosses **learn** after going to work within their company. Every boss has discovered places to improve as well as the importance of the people that work in his or her organization. The bosses are truly touched by the human side of the company they represent.

So I started thinking about how this would look in Mesa Public Schools. We have many bosses (both really good and some needing improvement). At the site level, we have some administrators who may have forgotten the day to day stressors of teaching. Some have had limited experiences in the classroom. But we all know our administrators and they may not learn the value of their teachers and educators.

We have bosses that work in the Superintendency who might gain from the "undercover" experience. Their knowledge and decision-making are far removed from the day to day running of a classroom. Their decisions about the budget affect the schools, but have they truly **seen the effects** on the quality of the education? Do they know the effects of fewer counseling programs since we cut counselors? Do they recognize the effects of cutting qualified media specialists?

We have our bosses who are School Board members who many of us would recognize. Most of them have not been inside a classroom since they attended school. When they do visit campuses, everyone is on their best behavior and the reality of their decision making is not discussed openly.

Finally, we have our elected politicians, furthest from the classrooms, but having the greatest impact. Maybe we could get them to work undercover to see how their decisions are diminishing quality public education in Mesa. But one has to ask, are they willing to take the risk and go undercover? Would they listen to and see the dedication of the employees and want to make a difference? Or are they like many bosses: they already know it all?

With frustration rising and morale declining, it is time we have these **discussions** with all of **our bosses** and **share our stories**. By going "undercover," bosses have **rediscovered their mission** and have learned to respect their employees. There are amazingly dedicated educators throughout the District and their stories should be heard, recognized, and celebrated as a way to move positively forward.

Thank you **MEA Members** — **you** make it happen!

Superintendent's Forum Report

By Kirk Hinsey, MEA President

MEA proudly hosted our fourth Superintendent's Forum on September 30 at the Holiday Inn in Mesa, and over 50 MEA Members attended.

It began with AEA lobbyist Jennifer Laredo framing the discussion and describing how actions by our legislature have affected education. Dr. Mike Cowan then presented some remarks about the state of the district and opened it up for questions.

I was proud of the professionalism and the quality of the questions. PLCs are the biggest concern as well as the loss of time to truly teach and assess in our classrooms. I look forward to continued communication in the months ahead. For more information about the forum, go to MEA's website at www.mesateachers.org.



ME A Member Liz Hendrickson (Irving) voicing concerns about PLC's and how they were implemented.



Dr. Cowan addressing over 50 ME A Members at ME A's Superintendent's Forum on September 30.



Gayle Peterson from Poston asking Dr. Cowan about site-based decision making.



(l-r) ME A Members Olga Grant (Lincoln), Cheryl Vance (Taft), Kathy Ray (Taft) and Anna Cicero (Westwood) listen to Dr. Cowan's presentation.

Is New Money Available for the District?

By Will Moore, AEA Organizational Consultant

Does the district have unexpected money this fall? We know that the federal Education Jobs Fund provided the district with a substantial amount of new money. Exactly how much we don't yet know. We also believe that the district was able to save money due to teacher turn-over. Many teachers retired last spring, more than expected. Did that allow the district to save more money that we anticipated? How much more?

It's possible that the district has several million dollars more than they knew about when the Governing Board passed the budget last summer. MEA has formally asked the district to provide us with specific data on these questions. This could be a first step toward re-opening the meet-and-confer process. If there is money available, we want to have a voice in how the money is used. Do we need a second furlough day? Can we put some money back into performance pay bonuses?

Now, here's the potential downside. The district may be reluctant to spend or even commit the money if they think the state will take the money away. It's possible that the legislature will try to fix their budget crisis by reducing state support for school districts during the current budget year. They've done it before. The state already took one major cut out of the federal money. They could take another.

The Association's strategy is to keep all of our options open. We want transparency: we want to know how much money is potentially available and we want to know who is making the decisions. We want a voice: we want to speak on your behalf before the decisions are made.



What have over 130 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 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 _____



MEA Record

1032 E. University Dr., Mesa, AZ 85203
(480) 833-8400 (Office) (480) 834-6890 (Fax)
www.mesateachers.org

MEA Quick Notes:

- Your MEA Membership Packets have gone out through school mail. If you did not receive this year's membership packet, please contact Christine at the MEA Office at 833-8400, ext. 100.
- See's Candy is back! MEA Members can order See's Candy at a significant discount (great for holiday gifts!) and pick up their order at the MEA Office the beginning of December. Order forms have gone out in school mail are due back by Friday, November 12. Call the MEA Office if you need another form.
- 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, 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.



MEA 1/2 Day Training - It's Not Too Late!

Don't miss your chance to attend MEA's 1/2 Day Rep training on Thursday, October 28th. The focus will be on leadership at your sites and within the Association. The training will run from 11:30 AM - 4 PM and will be held at the MEA Office, 1032 E. University Drive. Lunch will be served first, and if you need to arrive late, just let us know. We will reimburse you for your sub if you attend!

Contact the MEA Office ASAP to reserve your spot at 833-8400 or email heather.tanner@arizonaea.org.

MEA Calendar of Events October - November 2010



Tuesday, October 26: *West Side Faculty Rep Meeting*, 4:15 PM, Top Shelf Mexican Cantina, 1976 W. Southern Ave. (Dobson/Southern) *Open to all members*

Wednesday, October 27: *East Side Faculty Rep Meeting*, 4:15 PM, Mi Amigo's, 6465 E. Southern Rd. (Southern/Power) *Open to all members*

Thursday, October 28: *1/2 Day New Rep Training (Part 2)*, 11:30 AM, MEA Office

Tuesday, November 2: *General Election* (Be sure to VOTE!)

Tuesday, November 9: *MEA Exec Board*, 4:30 PM, MEA Office

Thursday, November 11: *Veterans' Day, No School*

Wednesday, November 17: *National ESP Day*

Saturday, November 20: *AEA Bargaining and Organizing Conference*

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

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 ALL MEMBER Meeting*, 4:15 PM, Mi Amigo's, 6465 E. Southern Rd. (Southern/Power) *Open to all members*

The MEA Calendar is also available online at
www.mesateachers.org/calendar.html

follow us on
twitter

@MesaEA



www.facebook.com/MesaEA