**November 2017 President’s Message**

**Dear Members-**

**TOMORROW- Friday, November 3, 2017 Leona Sie, Marine Dagesyan-Lucha, Jackie Butler (CTA) and I will be negotiating for Early Childhood. Please support us and the Early Childhood Educators by wearing your DUEA/CSEA or BLACK shirts.**

**I met with Rev. Doug Edwards last week. He ensured me that he'll help convey to the District that teacher voice, by-in, true collaboration and salary/benefits is of utmost importance as we move forward. He is committed to voting for the best interest of our students and staff and will not just go right along with what our Supt. or other Board members' votes. He showed this to be true by voting for another educator to be on the Board (Dr. Irene Murray) and not who Dr. Mucerino and his 2 supporters- Reyna and Ken wanted. This is Rev. Edward's last term in office. When his term is up he looks forward to spending time with his wife (who's an organizer for AFL-CIO Nurses' union Oregon). When asked *"what message would you like me to send to membership?"* he wrote this to me-  *"With the school of the arts in place and our schools embracing academy identities, the enrollment in our district has risen dramatically.  To sustain this first year change, I look forward to addressing the gaps that are a natural part of change, continuing to address compensation and benefits, and focusing district resources on a robust CAP that includes growing DHS into an excellent high school".***

**Secretary Joe Kenney and I met with Supt. Mucerino yesterday. Joe spoke of the importance of having a focused plan for DHS for increasing enrollment and cutting the number of administrators down at both district level and DHS. He also urged Dr. Mucerino to commit to improving salary/benefits now that we are in INCLINING enrollment with a symbolic show of the commitment he made in the CAP. By moving #6 in the plan *"Incrementally increase the average teacher, staff and Leadership Team salaries to be no less than the median in LA"* to the Number 1 Priority, he would be sending a message that this priority will be a true priority and will continue to be priority in the years to come. We are looking for a significant increase over the next few years that reflects the "destination district" motto for employees, not just the students.  I spoke about teachers not having a true, influential voice or valued as a professional in the decision making process from site level up.  Particularly where our veteran teachers are more experienced than some of our administrators yet are shut out of aiding in the transition to prek-8 grade schools. Another part of the CAP plan is increasing employee moral. While I hear that moral has improved at some Sites, it's also declined at others. Point - it doesn't improve by typing it in the CAP.**

**Speaking of the CAP, it will be revised through Steering Committee input over the next few months. Although the CAP effects ALL OF US along with our students, the past CAP Steering Committee had only 2 teachers, Scott Moses, who was acting as Association Representative and Laura Thomas (now retired) who was on the "Community Steering team".  On page 57 of the CAP, "include teachers and staff in decision making processes from 2016 on ". We need to pressure the district to include more teachers in decision making processes.  Through the Steering Committee meetings and through the negotiations process we do have a voice on the CAP; the CAP is the plan which then drives  funding in the LCAP.  Choosing to embrace these opportunities, allows us to have influence over how $ is spent- including professional dev. and program implementation, a Board on our side secures our influence.**

**Speaking of $--- Joe Kenney and Marine Degesyan-Lucha represent DUEA on the Budget Committee. Dr. Mucerino stated that the district budget meetings are taking a collaborative, committee recommendation approach instead of meetings to have a meeting.**

**Lastly, if you have not done so please take the Organizing Survey**

**and consider walking with CTA Service Center One Educator's Walk for Hope at City of Hope this Sunday. There is a 2k and a 5k walk. Cost is $30 registration with a t-shirt!**

<http://nationalevents.cityofhope.org/site/TR?pg=entry&fr_id=3352>.

Respectfully,

**Heather C. Messner**

President, Duarte Unified Education Association