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To: alana.charnofsky@gmail.com

Subject: PLEASE READ! Higley Education Association =K-6 teachers

Good Evening Colleagues-

As you know the survey is out, and there not much we can change about it! However, there are ways of minimizing negative impact on K-6 teachers. (Please note: 7-12 teachers have received a similar email)

I understand that many of your have already taken the survey, but it has come to my attention that it will allow you to resubmit multiple times. Here are a few things to consider.

You will need to read the survey carefully as #1 is the cut you want to make and #6 is the cut you absolutely do not want.

Here is a list of possible actions you may take on your part to make next year survivable.

Things to consider when reading survey questions 3-7:

*Once salary and benefits are reduced or lost it is difficult to ever get it back. Losing prep time is another every difficult thing as we know in K-6. Three years ago, we had 45 minute prep five days a week. If you select specials as a favorable to cut, it is assured that we will never see that time again.

*Reducing medical benefits and premiums is extremely challenging to accomplish. Once these cuts are made, it takes Board approval and will not be enacted until the following year. Further, cuts to medical could be financially hurtful even more so than salary reduction.

*Salary reduction is extremely hurtful as K-6 teachers can spend hundreds of dollars of personal pay to pay for classroom supplies no longer provided by the district. It took many years for HUSD to make salary equitable to neighboring districts.

*Maintaining class sizes will impact parents the most. Making cuts which impact only the teachers do not motivate full participation by parents to pass overrides.

*If the community does not feel the impact of the cuts, then the community will continue to not support the override.

Things to consider when filling in the comment section of the survey:

*In surrounding districts, they do not have Assistant Principals in their Elementary schools unless they are over 900 students.

*Administrators in surrounding district do not have their families medical benefits covered by their district, they have to pay for them like the teachers.

*Surrounding districts don't pay their instructional coaches out of 301. This could help off set any losses to pay for the teachers by increasing "bonus checks".

*Making the HCPA a self-sustaining entity.

*Surrounding high schools like Red Mountain and Queen Creek charge \$250.00 for student parking where we charge \$50.00.

*Increase sports fees 50% and eliminate family cap.

*Use in-house professional development instead of bringing in speakers and trainers that teachers see little value from.

Two last points:

*It is imperative that teachers are present at all School Board meetings. There is an upcoming meeting on February 4 and 6:30pm.

It is always best for teachers to show presence at a board meeting when such drastic decisions are going to be made. You can check the board agendas on the website to see what will be discussed.

*Please make EVERY effort to attend the Mandatory Meeting on Tuesday at HCPA.

Thank you for your hard work and dedication you give to the students in Higley. We will continue to "monitor and adjust" to the changes that are sent our way. Please know that the HEA is here to support you and our voice is stronger than some may think. Please feel free to discuss these points with your colleagues, but make sure that this email stays OFF OF DISTRICT EMAIL. If you have questions, please contact your site rep or Eboard members.

I will continue to send out information as it is made available.

Have a wonderful Super Bowl weekend,
Alana

Go "fill in the name of your favorite team"!!!!