



# ADVOCATE

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(714) 638-7480

## Focus on the Human Rights Committee

### In This Issue:

### Focus on Human Rights Committee

The Advocate will be writing a series of articles focusing on the incredible work our teachers who volunteer their time to GGEA committees are doing for our staff, students and community.

### President's Message

The GGEA Human Rights Committee advocates equity in all aspects of GGEA activities. The committee engages staff, members and the public in human rights and social justice activities designed to empower all public school children and educate teachers and students to accept different cultures and sexual orientations, thus promoting understanding and tolerance of all differences. Therefore, the intent of the Human Rights Committee is to promote positive human relations and improve the education of all students with a focus on equitable access to public education by focusing on the following concerns:

### Workplace Bullying

- *A quality education for all students*
- *Respect and dignity for all students and teachers*
- *Education on human/civil rights issues*
- *Empowerment of diverse communities to take part in educational decisions*

### Calendar

### Seth's Law

### I Make a Difference Award

Know a GGEA member who makes a difference? The Human Rights Committee is looking for members who make positive contributions outside of the classroom by volunteering their time and energy to benefit the school community or the community at large. Nominations are accepted all year long through [humanrights@ggea.org](mailto:humanrights@ggea.org) or by filling out a form and sending it to the GGEA Office. Please include the nominee's name, school and contact information along with a description of his/her specific contribution. Visit our website at [ggea.org/humanrights.html](http://ggea.org/humanrights.html) for past recipients.

### New Members

### Larry James - CIF Hall of Fame Induction

### Teaching Diversity

California's FAIR Education Act mandates that students in grade levels K-12 study the roles and contributions of women, ethnic minorities, members of the LGBT community, and people with disabilities during their social science instruction. In an effort to help teachers incorporate all populations in our classrooms, the Human Rights Committee has gathered a number of FREE! Virtual Resources. Please visit our website at [ggea.org/humanrights.html](http://ggea.org/humanrights.html) for a list of organizations and links that can provide a variety of lessons and resources.

### New Site Reps

### Call for Craft Fair Vendors

### Call for Articles

### GGEA Professional Library

Not finding what you're looking for in our virtual library or have an idea that requires materials you can't afford? Send your wish to [humanrights@ggea.org](mailto:humanrights@ggea.org). Perhaps your idea can make it to our professional library available for check-out.

# President's Message

The heat is on! The school year heated up early and often. And we are just getting started!

We started the school year differently this year. Armon and I were able to visit Super Week and PD sessions. We heard loud and clear that there were many opinions on all of this. Our TOSA members ignited everyone with extensive planning and preparation to present the trainings that would meet the many needs of our certificated personnel. Attendees participated and gathered information for themselves to use in this new school year.



Math warmed up with the roll out of new text books and materials. The State Standards continued to burn into the curriculum. And the dog days of summer brought sweltering weather to many classrooms where not enough fans can make up for a lack of air conditioning. We continued the heated discussion about getting help for those difficult days.

Meetings with the GGEA Board of Directors, the various members of GGUSD and the GGUSD School Board members proved that communication is key to keeping informed and setting the tone for a successful school year. Our commitment to the GGEA/GGUSD protocols benefited members as we dealt with some issues before they became inflamed. We appreciate our members working with their Reps at their sites to continue positive use of the protocols.

Let us set this year on fire with the advocacy of representing others, the passion of teaching our youth and the professionalism of fulfilling ourselves as educators. Thank you for dealing with such a scorching beginning of the year and finding ways to keep cool as the year heats up.

## WORKPLACE BULLYING: WHAT YOU NEED TO KNOW

On October 8, 2015, Dr. Dana Jo Tate, a teacher at Jordan Intermediate, hosted a workshop regarding workplace bullying. The workshop was developed to help site leaders and employees identify and deal with bullying at their school sites. Dr. Tate defined workplace bullying and provided practical advice and information on making workplaces safer for everyone concerned. This event was sponsored by the Human Rights Committee. For more information regarding workplace bullying or to connect with Dr. Tate, please contact the Human Rights Committee at [humanrights@ggea.org](mailto:humanrights@ggea.org).





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When you're out of commission, you aren't just out of the classroom. You're missing out on what makes you, you. That's why it pays to protect your way of life with CTA-endorsed Disability Insurance from The Standard. It replaces part of your income to pay for the things medical insurance won't cover — like groceries, the mortgage, utility bills and more. Get the confidence that comes with knowing you've protected your future so you can focus on making the most of today. Learn more at [CTAMemberBenefits.org/TheStandard](http://CTAMemberBenefits.org/TheStandard).



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## Calendar of Events

<b>10/20</b>	Board of Directors	<b>11/11</b>	Veteran's Day Holiday
<b>10/23-25</b>	CTA State Council	<b>11/13</b>	Craft Fair
<b>10/27</b>	Rep Council	<b>11/13-15</b>	GLBT Conference
<b>10/29</b>	Maternity Workshop	<b>11/17</b>	Rep Council
<b>11/03</b>	Board of Directors	<b>11/23-27</b>	Thanksgiving Recess
<b>11/10</b>	Segments Meeting	<b>11/30</b>	Last Day of First Trimester

*\*Attorney available October 28 and November 4, 2015.  
Please call for appointments.*

### Advocate Editorial Staff:

Willie Burghard, Sara McCarthy, Tina Gustin-Gurney, Susan Kaylor

### Contributors this Month:

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GGEA Office



# AB 9: SETH'S LAW

## NEW TOOLS TO PREVENT BULLYING IN CALIFORNIA SCHOOLS

CALIFORNIA EDUCATION CODE SECTIONS  
234, 234.1, 234.2, 234.3 AND 234.5

A FACT SHEET FROM THE ACLU OF CALIFORNIA

### What is Seth's Law?

"Seth's Law" is a new law that strengthens existing state anti-bullying laws to help protect all California public school students. Seth's Law requires public schools in California to update their anti-bullying policies and programs, and it focuses on protecting students who are bullied based on their actual or perceived sexual orientation and gender identity/gender expression, as well as race, ethnicity, nationality, gender, disability, and religion.

### Why did the California Legislature pass Seth's Law?

California law says that all public school students should have equal rights and opportunities. Yet many lesbian, gay, bisexual, transgender, and questioning students report that they experience significant bullying in California schools. And teachers, administrators, and other staff often fail to address the bullying when they see it. Seth's Law is named after a 13-year-old California student who tragically took his own life in 2010 after years of anti-gay bullying that his school failed to address.

### AT A GLANCE: What does state anti-bullying law require school districts to do?

- Adopt a strong anti-bullying policy that specifically spells out prohibited bases for bullying, including sexual orientation and gender identity/gender expression.
- Adopt a specific process for receiving and investigating complaints of bullying, including a requirement that school personnel intervene if they witness bullying.
- Publicize the anti-bullying policy and complaint process, including posting the policy in all schools and offices.
- Post on the district website materials to support victims of bullying.

### School Personnel Must Intervene

Seth's Law specifically contains the following requirement: "If school personnel witness an act of discrimination, harassment, intimidation, or bullying, he or she shall take immediate steps to intervene when safe to do so." [Education Code Section 234.1(b)(1)]

continued →



**AB 9: SETH'S LAW—New Tools to Prevent Bullying in California Schools**

**Anti-Bullying Policy**

Each school district is required to adopt a policy that prohibits discrimination, harassment, intimidation, and bullying that applies to all acts related to school activity or school attendance occurring within a school.

Under Seth's Law, the policy must specifically prohibit discrimination, harassment, intimidation, and bullying based on these actual or perceived characteristics: disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, and sexual orientation. Discrimination, harassment, intimidation or bullying directed at someone associated with a person or group with one or more of the listed actual or perceived characteristics is also prohibited. [Education Code Section 234.1(a)]

**Anti-Bullying Complaint Process**

School districts must adopt a process for receiving and investigating complaints of discrimination, harassment, intimidation, or bullying. The process must include a timeline to investigate and resolve complaints and an appeals process for the complainant. All complaints are

to remain confidential, as appropriate, and schools are required to protect complainants from retaliation. [Education Code Section 234.1(b) & (f)]

**Publication of Anti-Bullying Policy and Complaint Process**

School districts must publicize their anti-bullying policy and complaint process, including information about how to file a complaint, to students, parents, and the general public. The anti-bullying policy must be posted in all schools and offices, including staff lounges and student government meeting rooms. The anti-bullying policy and any complaint process forms must be translated, as appropriate. [Education Code Section 234.1(c) & (d)]

**Posting of Bullying Resources**

School districts are required to post and annually update support resources to youth who have been subjected to school-based discrimination, harassment, intimidation, or bullying and their families on their websites. A list of these resources must also be provided to each school within the district. [Education Code Section 234.5]

**When does Seth's Law go into effect? July 1, 2012.**

For more information on implementing Seth's Law, please contact us.



ACLU of Northern California ♦ [www.aclunc.org](http://www.aclunc.org) ♦ [415] 621-2493  
ACLU of Southern California ♦ [www.aclu-sc.org](http://www.aclu-sc.org) ♦ [213] 977-9500  
ACLU of San Diego & Imperial Counties ♦ [www.aclusandiego.org](http://www.aclusandiego.org) ♦ [619] 232-2121

# Welcome New GGEA Members!

Diane Acosta-Calderon  
 Jacqueline Acosta-Calderon  
 Samantha Baksic  
 Stephanie Bertelson  
 Jennifer Brannon  
 Michael Buenafe  
 Sarah Buenafe-Brennan  
 Matthew Burger  
 Cristine Burkhalter  
 Wendolyne Camero  
 Vladimir Campos  
 Rene Cantoran  
 Sarah Carter  
 Jessica Case  
 Keith Collier  
 Marisol Corona  
 Linda Dang  
 Farah D'Antoni  
 Vithuyen Dao  
 Ryan Davidson  
 Nadia DeTroya  
 Shira Dillon  
 Ana Dinh  
 Nikki Dinh  
 Justin Dishong  
 Jennifer Eastwood  
 Valerie Espiritu  
 Laura Fast  
 Kelly Flindt  
 Dawn Floyd  
 LaDonna Fooladivianda  
 Tiffany Ford  
 Daniela Franco Moreno  
 Sandra Franco Moreno  
 Angela Gaines  
 Stephanie Gamst  
 Ervin Garcia  
 Nancy Garcia

Yesenia Garcia  
 Cheryl Gibbs  
 Kirandeep Gill  
 Laura Gilmore  
 Alexandra Gold  
 Enrique Gonzalez  
 Rachel Grizzel-Rue  
 Kristin Gurney  
 Keith Hall  
 Matthew Henry  
 Carissa Hernandez  
 Jennifer Hidalgo  
 Brittney Holt  
 Arquilla Howard  
 Benjamin Huntingsinger  
 Corinne Ingalla  
 Ellen Jovero  
 Courtney Kolovos  
 Michael Lam  
 Joy Lambert  
 Benny Li  
 Magaly Lopez  
 Larissa Lozano  
 Debora Mabry  
 Barbara Manrique  
 Katherine Mauler  
 Nick McHatton  
 Marisa Mendoza  
 Maureen Mesa  
 Alyflor Navalta  
 Kim Ngo  
 Anthony Nguyen  
 Kimberly Nguyen  
 Robert Nguyen  
 Terry Nguyen  
 Theresa Nguyen  
 Maria Opfell  
 Belen Ortega

Matthew Payan  
 Melissa Peterson  
 Dung Pho  
 Amberly Piotrowski  
 Amy Poe  
 Colin Pratt  
 Yvonne Ramos  
 Suzen Rieger  
 Veronica Rojas-Gudino  
 Diana Roman  
 Eduardo Romero  
 Soratha Sarith  
 Claire Scahill  
 Dana Serlin  
 Tanya Serrano  
 Brianna Slater  
 Jameka Starks  
 Michele Stevens  
 Winsey (Irene) Tang  
 Kristin Taylor  
 Donny Terranove  
 Leslie To  
 Autumn Trail  
 Diana Tran  
 Jenny Tran  
 Thu Hang Tran  
 Jasmine Trinidad  
 Jennifer Trujillo  
 Devin Vadeboncoeur  
 Alfredo Varela  
 Erin Vavricka  
 Dianne Waite  
 Jared Wallace  
 Chelsea Waring  
 Adam Waugh  
 Carolyn Williams  
 Alysse Yakinian  
 Eric Yost



Larry James taught at La Quinta for 45 years. The photo on the left is of him being inducted into the CIF Hall of Fame for his 37 years as the boys' volleyball coach and his 22 years as the girls' coach. He was also the ASB advisor for about 25 years.

His five minute induction speech expressed his gratitude for the lifetime relationships his experience as a coach allowed him to have with players who would eventually become doctors, lawyers, state department workers, and teachers, all over the nation and world. When Coach James retired, he was in the top five for wins as a volleyball coach in the state. Larry James is an amazing man and his impact through teaching and coaching at La Quinta is incredible and far-reaching.

# Thank you to our new GGEA Reps!

Thank you for volunteering to represent your school site. We've had record attendance at our monthly meetings and we think you all are awesome!

Please see the information about our upcoming Rep Training below.

Melanie Perez	Carver ECEC	Ashley Dos Santos	Alamitos
Carol Mendoza	Crosby	Shelley Kovich	Alamitos
Cathy O'Toole	Faylane	Carl Siersma	Irvine
Emily Waugh	Northcutt	Lori Stephens	Jordan
Jeraldine Villalba-Lara	Riverdale	Veronica Conklin	Lake
Anh Warren	Rosita	Claire Bischoff	Lake
Kimberly Garcia	Simmons	De Anna Olsen	McGarvin
Joanne Anderson	Simmons	Sarah Chau-Lee	Bolsa
Carrie Waite	Warren	Benny Li	Santiago
Sonya Hollon	Warren		

## Be a GGEA Facebook Friend

*To join:* Facebook members search for "Garden Grove Education Association" and ask to join the group. Allow our administrators 24-48 hours to accept your request.

This is a closed group for members of GGEA only and not open to the public. If you have any questions, send a message to the group administrators or ask your rep.



## GGEA/GGUSD Rep/Principal Training



For any New Reps and their Admin or any New Admin with their reps

Please plan to attend with your administrator on

**Thursday,  
November 12**

**3:30-5:00**

Hourly Stipend will be available

We will meet at Doig Intermediate MPR to learn about communication protocols between GGEA and GGUSD







### ARE YOU A CRAFTY INDIVIDUAL?

If so here is your chance to share your craftiness with GGEA teachers and maybe make a little extra holiday moolah!

GGEA is hosting its third annual Fall Craft Fair and we have room for 24 stations, which will be given to the first 24 people who RSVP to GGEA by emailing:

**Armon Akerboom at [exec@ggea.org](mailto:exec@ggea.org)  
by November 6.**



1. Make sure to put **Craft Fair RSVP** in the subject line.
2. Please **specify what you will be selling** (scarves, ornaments, candles, jewelry, hair accessories, jam, etc). **Handmade items are encouraged!**
3. We will provide name tents and table coverings, but you are responsible for pricing and any fancy decorations that you may want to spruce up your table.

**Refreshments and snacks will be served.**

**When:** Friday, November 13 from 3:30 - 5:30 p.m.

**Where:** GGEA Office



## Check out our NEW and IMPROVED GGEA Website!

**GGEA.org**

## CALL FOR ARTICLES!

Are you or your colleagues doing something fabulous at your school site? We would love to hear about it! The Advocate Team is looking for articles about YOU, our GGEA teachers and your students. We want to spread the word about the fantastic teaching, events, and successes happening at all the schools across our district. Please email your stories, articles, ideas, and photographs to [ADVOCATE@ggea.org](mailto:ADVOCATE@ggea.org) by Dec. 1, 2015. We can't wait to hear from you!

## Everyone knows that buying in bulk is a better value.

Whether it's 5 gallons of mayonnaise or 100 rolls of toilet paper, when you purchase items in larger quantities, you tend to get a better deal.

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### Protection Facts\*

Serving Size 365 days per year

Average Savings:	\$495
Rates Locked In:	12 Months
Summer or Holiday Payments:	Skipped
ID Defense:	FREE
Deductible Waiver:	\$0
Discounts:	Up to 42%
Claims Service:	24 / 7
Towing & Roadside Assistance:	Minimal Fee
In-School Advocates:	Daily

\*Coverage described and subject to availability and eligibility. Not available in HI, IL, IN, MI, NY, OH. See Policy for complete details.

Discounts for: multiple vehicles; bundled savings for homeowners; good driver/student; mature drivers and many more.

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Questions, please call  
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