



CTA Award-Winning Newsletter of the Garden Grove Education Association

# ADVOCATE

GGEA is affiliated with the California Teachers Association and the National Education Association

VOLUME XXXXVIII

ISSUE 3

Jan 2023

(714) 638-7480

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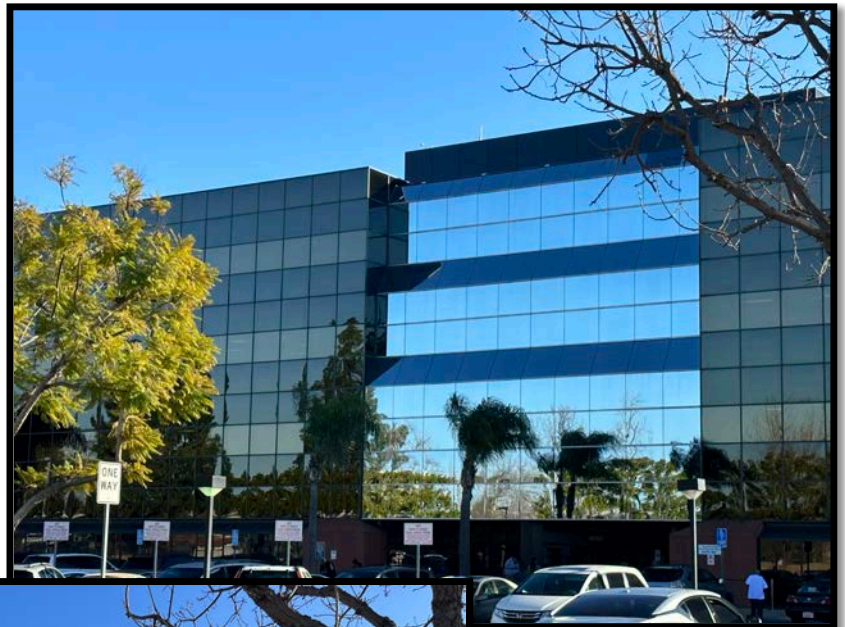
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## GGEA IS MOVING!

GGEA has a new home! In March, GGEA will be moving to its new location. President Bridget Holdermann will make an official announcement of the new address soon, but in the meantime, here is a sneak peek of the exterior to our new office building!



**Garden Grove Education Association**

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Fax: 714-638-9167  
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**Executive Director**

Paul Kim  
GGEA Office

## EXECUTIVE DIRECTOR MESSAGE

I wanted to take the time to welcome four new members to your union. The Junior Reserve Officers' Training Corps (JROTC) Instructors reached out to GGEA and they are now part of your association. Currently there are four JROTC Instructors. There are two at Santiago High School. The gentleman on the left is 1<sup>st</sup> Sergeant Vance Richardson who has 24 years of active-duty service with the United States Army and has a bachelor's in interdisciplinary studies-Global Studies and a PhD in Theology. Major Huascar Matias-Vasquez is standing on the right. He has 21 years of active-duty service with the United States army and has his Bachelor's and his Master's Degree in Business Administration.



Pacifica High School also has a JROTC program and the instructors there are First Sergeant James Haslip (left) and Captain Todd Geyer (right). James' personal awards include the Purple Heart, Combat Action Ribbon, Navy Commendation Medal, Navy and Marine Corps Achievement Medal in lieu of 2nd award, and Marine Corps Good Conduct Medal in lieu of 6th award. First Sergeant Haslip currently is serving as the Junior Reserve Officer Training Corps Naval Science Instructor at Pacifica High School. He is happily married to his wife Aja Haslip. They have three beautiful children Ayden 19, Alayah 8, and Jemma 3. Captain Todd Geyer is the JROTC Senior Naval Science Instructor at Pacifica. He has been affiliated with the Active Navy and Navy Reserve for 40 years. He has an AAS in Marine Diesel Technology and a Bachelor's in Professional Studies in Business Management. Captain Geyer has been married for 35 years to Theresa and has one son and four grandchildren.

***Let's welcome them to  
GGEA!***



# PRESIDENT'S MESSAGE – Educator Rights

At the time of writing this article, I have had the privilege of visiting 38 of our school sites. There have been multiple concerns voiced about student behaviors and the rights of educators throughout the district and across grade levels. Therefore, I would like to draw your attention to some of your rights as an educator, suspending a student from your class and your Weingarten rights.

**Per Ed. Code 48910** – “A teacher may suspend any pupil from class, for any of the acts enumerated in Section 48900, for the day of the suspension and the day following.”

- Immediately report the suspension to the principal of the school and send the student to the principal or the designee of the principal for appropriate action.
- Document what strategies have already been attempted and all contact with parent or guardian.
- As soon as possible, ask the parent or guardian of the student to attend a parent-teacher conference regarding the suspension.
- The student shall not be returned to the class from which the student was suspended, during the period of the suspension, without agreement between the teacher and the principal.
- Keep in mind, suspension from class should be a last resort.

It should be noted that a student may not be suspended from school for “disrupting school activities or otherwise willfully defied the valid authority of supervisors, teachers, administrators, school officials, or other school personnel engaged in the performance of their duties.” (Ed. Code 48900 (k)(1)) However, they can be suspended from an individual teacher’s classroom.

**Weingarten Rights** – 1975 SCOTUS decision in the case of NLRB vs. J. Weingarten gave us the following rights during an investigatory interview:

During an investigatory interview, the Supreme Court ruled that the following rules apply:

## **Rule 1**

The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

## **Rule 2**

After the employee makes the request, the employer must choose from among three options:

- Grant the request and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee;
- Deny the request and end the interview immediately; or
- Give the employee a clear choice between having the interview without representation, or ending the interview.

## **Rule 3**

If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

# WHAT IS THE IMAD AWARD??

The Human Rights Committee recognizes GGEA members who make a positive contribution outside of the classroom with the "I Make a Difference Award." This award is given to members who volunteer their time and energy to benefit the school community or the community at large. Past IMAD winners have been involved in working in local charities, after school tutoring projects, library reading programs, soup kitchens, charity runs and human rights endeavors.

**Nominations** can be submitted to the GGEA Human Rights Committee via our website online form (located on Human Rights Committee page at [GGEA.org](https://www.ggea.org)) or emailed to [humanrights@ggea.org](mailto:humanrights@ggea.org). Nominations can be submitted by a single member, by a group of members, or by the entire school staff. Please include the following in your nomination:

- The nominee's name, school and contact information
- His/her specific contribution (please provide details)
- Your name and contact information

Each month, the committee will honor an IMAD recipient at a Rep Council meeting and feature him/her in the *GGEA Advocate*.

**NOMINATE A COLLEAGUE TODAY!!**




**We'll take care of this...**

**So you can take care of them.**

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[WeProtectEducators.com/CTA](https://www.WeProtectEducators.com/CTA)

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## Calendar of Events

2/07	Board of Directors	3/07	Board of Directors
2/13	<b>Lincoln Holiday</b>	3/14	Segments
2/14	Segments	3/21	Rep Council
2/20	<b>President's Day</b>	3/27-31	<b>Spring Recess</b>
2/21	Open Tuesday	4/04	Board of Directors
2/28	Rep Council	4/11	Segments



### Advocate Editorial Staff:

*Willie Burghard, Sara McCarthy, Bridget Holdermann, Susan Kaylor*

# WWW.GGEA.ORG

## Did you know your union has a website?



Garden Grove  
Education Association

HOME

GOVERNANCE

COMMITTEES

RESOURCES

CONTRACT

CALENDARS

CONTACT

GARDEN GROVE  
EDUCATION ASSOCIATION

12966 Euclid  
Suite 100

### KEY FEATURES designed with YOU in mind:

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- CTA & NEA BENEFITS
- ADNOTES ARCHIVE
- ADVOCATE ARCHIVE



SCAN QR CODE TO VISIT  
GGEA.ORG

# TET CELEBRATIONS AT NORTHCUTT





*GGEA leadership and committee members attended the State of the District event earlier this month. We are so proud to represent you!*

## SEND US YOUR ARTICLES!

WE HAVE A **NEW GOOGLE FORM** FOR ADVOCATE SUBMISSIONS.

*The Advocate is GGEA's monthly newsletter highlighting the fantastic teaching, events, and successes happening across our district.*



SCAN THE QR CODE TO SUBMIT YOUR ARTICLES AND PHOTOS!

LOOK FOR A LINK IN THE ADNOTES TOO!



## "Where's my Raise?"

We have received several emails and phone calls at the GGEA Office regarding when the raise and retro pay will show up on our paychecks.

Here's the information:

**RAISE: should be on the Jan. 31 paycheck**

**RETRO: should be on the Feb. 28 paycheck**



## TK CORNER!

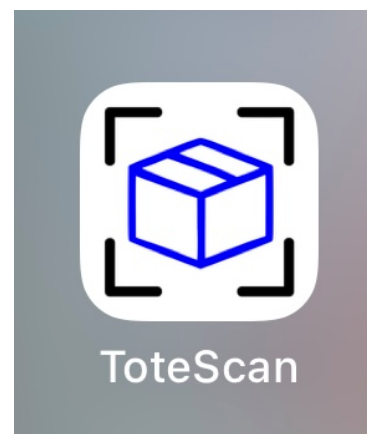
As early childhood educators, we are often dealing with hundreds of books and tons of supplies related to learning themes in our curriculum. We know that daily lessons can change in a heartbeat due to class interests, social emotional needs of the day and shorter attention spans of 20 minutes or less. Our science, math and art requires a lot of hands on supplies and it is helpful to know how much and what we have on hand without searching through all our storage areas and closets.



prop on the app on my phone and text them to let them know where to find it. My aides can also scan the QR codes to see what is in the current theme's bucket.

I have over 1000 books and props in my classroom and being organized has been time saving and more efficient.

Happy organizing!



One thing that has helped me in the classroom is organizing my books, supplies and props with an app called ToteScan. ToteScan comes with labels with QR codes to put on theme buckets, shelves and file cabinets. The QR code sheets come in packs of 45 labels that you can order on Amazon as well as through the app. There are similar products on the market but this is the one I am currently using.

You can take pictures of the books in the buckets, label them on the app and look up books using one or two words in the title. This has also helped when I have had to call a sub last minute or needed to ask my aide to find a book or prop. I just

look up the book or





# TET CELEBRATIONS AT CLINTON CORNER



▲ Proudly serving Members like Arronda D.

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\*Promotion valid Aug. 1, 2022 through Dec. 31, 2022. Subject to credit approval. SchoolsFirst FCU's credit card program features a range of variable interest rates based on a variety of factors, including the applicant's credit rating.

# Make more moments.

Get rolling with the only Disability insurance plan endorsed by CTA.



## You deserve an insurance plan that has your back, so you can focus on what's ahead.

- ✓ CTA-endorsed Disability insurance replaces up to 80% of paychecks if members miss work due to illness, injury, pregnancy or childbirth.<sup>1</sup>
- ✓ The CTA-endorsed plan gives you exclusive access to the Student Loan Benefit, Cancer Benefit and new Summer Benefit<sup>2</sup> at no additional cost.

For opportunities to apply with no health questions asked, visit:

[CTAMemberBenefits.org/Disability](https://CTAMemberBenefits.org/Disability)



<sup>1</sup> For disabilities occurring prior to September 1, 2022, you will receive up to 75% of your regular daily salary, less any sources of deductible income, while you continue to be disabled. For disabilities occurring on or after September 1, 2022, you will receive up to 80% of your regular daily salary, less any sources of deductible income, while you continue to be disabled.

<sup>2</sup> Summer Benefit is offered by CTA to eligible members who meet additional specific criteria during the months of June and July. CTA provides this benefit at no extra cost, and The Standard acts as the claims administrator of this benefit. Summer Benefit is not provided under the Voluntary Disability insurance policy.

For costs and further details of the coverage, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policy may be continued in force, please contact Standard Insurance Company at 800.522.0406. Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204  
GP190-LTD/S399/CTA.1 GP190-LIFE/S399/CTA.3