

SCHOOL SUPERVISORS ASSOCIATION (SSA)
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www.ssa1977.org

November, 2010

INFORMATION ABOUT SSA

We encourage our SSA members to go to our website at www.ssa1977.org to view information about the background and goals of SSA. This website is useful to all members, but especially to our new members who would like to learn more about the School Supervisors Association. You will find information about our objectives, profiles of our current Board members, links to our SSA contract and other helpful information. (We are in the process of updating our link to the contract and hope to have that completed soon)

SSA is your legally recognized union representative. SSA was formed in 1977 to represent classified school supervisors in WCCUSD (then RUSD) regarding negotiations, contract issues and other workplace issues. SSA has an elected Board of Directors, consisting of employees of the district who are members of the supervisory bargaining unit. They meet monthly to conduct SSA business and to set direction and policy of the association on behalf of the members. They contribute many hours of their own personal time to help other SSA members.

SSA OBJECTIVES

The SSA bylaws and objectives guide our Board and Executive Director in carrying out SSA duties and actions. One of those objectives is to ***“promote the efficiency and raise the standards of service of all public school employees”***. As supervisors, our members carry a great responsibility in carrying out their duties, by being responsible for establishing a positive and cooperative work environment— with those they supervise, and with administrators, faculty, parents, students and others with whom they come in contact; for setting high standards of accomplishment for themselves and by being positive role models for others; and among other things, developing and maintaining a work climate that promotes a “team” attitude. This can be difficult and challenging at times; however, these are standard expectations for supervisors in the workplace.

SSA BOARD OF DIRECTORS, DUTIES AND RESPONSIBILITIES

By now you have received the notice of our December meeting regarding the nominations and **VOTE** for SSA Board of Directors. For a profile of our current Board members, please view our website. Some of you may wonder what is expected of your elected SSA Board members. SSA Board members serve as volunteers on behalf of their co-workers in the SSA unit in many capacities.

Our SSA Board members spend many hours of their own time helping others and in order to serve on the Board of Directors must agree to participate and spend their personal time doing so. They must make the commitment to attend SSA meetings, help in the planning and development of member activities, serve on a variety of committees pertaining to members and SSA activities, and participate in a variety of activities helping other members. In addition, depending upon the contract period, Board members may serve as negotiators for full contracts or “re-openers”, or serve on joint SSA-District committees of various types. All of this takes a personal commitment on the part of the individual Board members to be involved, to make decisions that are in the best interests of the whole group over personal interests, and to be willing to spend many hours of their own time working to help others. Depending upon the number of committees, workshops and meetings that may occur, SSA Board members spend anywhere between a few hours per week and as much as ten hours or more per week OF THEIR OWN PERSONAL

TIME, helping SSA members. During contractual negotiations times, the number of hours the negotiations committee spends working on their own time on behalf of others can be even greater.

SSA Board members should also be familiar with the general concepts of unionism and collective action; they should be familiar with the contract; they must be able to work with the Executive Director at times to assist co-workers who are experiencing difficulties; they may be asked questions about SSA or the contract and they need to be accurate, patient and helpful in their responses as well as exercising judgment about when to refer a member to the staff for assistance. Most importantly, SSA Board members absolutely must maintain **Confidentiality**, whether it be regarding other members' situations, regarding workplace issues, information of a sensitive nature, or negotiations issues during the course of negotiations meetings. In addition, SSA Board members must be committed to upholding the Objectives and Purposes of SSA, must follow the bylaws and guidelines of SSA, must attend SSA Board meetings on a monthly basis, and support the principles of SSA.

At our December membership meeting, members will have the opportunity to hear from candidates for the Board of Directors. The agenda for that meeting will include required general SSA business, a presentation regarding the EAP program, nominations from the floor and presentations from each of the nominated candidates before the Voting occurs. Ballots will be counted at the meeting following the vote. Because we represent employees who must work later hours in the day, we will first conduct the business portion of the meeting and will open the floor for nominations at 7:00 p.m. Once nominations are closed, candidates will make their individual presentation and members will vote immediately following that, and then we will count ballots.

LEADERSHIP TRAINING WORKSHOPS FOR SSA MEMBERS Thank you very much to the members who responded to the survey regarding Leadership Training for our members. Your President, Mary Jones and Board Member, Sandi Brown, along with Executive Director, Sandra Falk have met several times with H.R. to begin planning for training workshops. If you want your input to be counted, please send in your survey if you have not already done so. We initially asked for a response by November 17; but will extend that to **November 30** as the final date, to give those who have not yet responded more time to do so and so that we can receive as much input as possible. Although District resources are drastically limited, we hope to be able to begin the workshops early in 2011.

HEALTH BENEFIT INCREASES SET BY CALPERS DEVASTATING TO EMPLOYEES

As you are aware, the cost of the health benefits offered to employees is set by the statewide CalPERS system. In the past CalPERS has been able, due to its size and negotiations power, to help contain the cost of health benefits. Millions of public employees are covered by CalPERS benefits. The district (and other public agencies which are part of the CalPERS health benefit system) do not set the premium rates, nor do they have the ability to try to negotiate them—CalPERS does that on behalf of the enrollees. You have all received the notice from the District alerting you to the January 1, 2011 increased health care costs. They are shocking to say the least, and quite devastating to all employees of the district. Unfortunately, the State finances seriously impact the District's revenues, and the financial picture for WCCUSD does not look promising. We had anticipated meeting with the District to review the cost increases and options that might help alleviate the impact on employees; however first the lack of a State budget made it extremely difficult for the District to predict with any certainty the future budget. Then, although the State announced it had passed a budget, we now have all been informed that there is an even more critical deficit at the State level, with no certain answers or expectations about the impact on School Funding. Your Board and Negotiations team is staying in touch with the District on an informal basis and we are keeping a watchful eye so that we can evaluate options on your behalf.

SSA CONTRACTS DISTRIBUTED

SSA contracts have been distributed to our members. In addition the contract is on the WCCUSD website and we are in the process of placing it on the SSA website.

EAP PLAN OFFERED TO EMPLOYEES ~ CONFIDENTIAL ~ NO COST ~ VOLUNTARY

The Employee Assistance Plan (EAP) being offered to employees at no cost is a one year pilot program. The EAP offers many types of counseling and support services to employees on a voluntary basis at no cost. Any interactions with the EAP program are **COMPLETELY CONFIDENTIAL**. We will have more information for you about this program at our December membership meeting.

YOUR SSA BOARD OF DIRECTORS

Mary Jones, President

Sandi Brown, Vice President

Linda Castellan

Jim Edward

Dave Frazier

Nicole Joyner

Derek Milton

Daniel Moreno

Ken Russell

In addition, **Ms. Nell Young** assists the Board with recording minutes, keeping membership records up to date, sending notices to members and assisting the Board and Executive Director in carrying out the SSA business essentials. Nell has been assisting with the operations and business of SSA since 1977, and we all owe her a great amount of recognition and appreciation.

THANK YOU ALL SSA MEMBERS FOR YOUR HARD WORK!

WELCOME MEMBERS WHO ARE NEW TO SSA

***YOUR SSA BOARD WISHES YOU ALL A HAPPY
THANKSGIVING HOLIDAY***

FOR MORE INFORMATION, VIEW OUR WEBSITE AT

www.ssa1977.org

