



2013 - 2014

Member Handbook

**National Education Association
New Mexico**

nea-nm.org



Great Public Schools Begin With Us!

NEA-New Mexico

Our Mission

The NEA-NM and its affiliates will be the recognized advocate for students, public education, and public education employees in New Mexico.

Strategic Focus

The Association will focus the energy and resources of its members toward achieving Great Public Schools for every student and school employee in New Mexico. Great Public Schools Begin With Us!

Strategic Objectives

- ☀ To assure equity and excellence in education, NEA-NM will lead the movement to provide the best possible learning opportunities for every student.
- ☀ To provide a Great Public School for every student and to ensure excellence and equity, NEA-NM will work to maintain the required vital investment in public education.
- ☀ To inspire professional excellence among education employees, NEA-NM will work to maintain the standards for preparation, licensure, and employment that are culturally sensitive, valid, and performance-based, thereby assuring an education work force of the highest quality.
- ☀ To protect, improve, and expand the right and influence of education employees, NEA-NM will utilize advocacy processes such as exclusive recognition, collective bargaining, political action, and litigation to gain greater personal and contractual security.
- ☀ To secure a commitment to the intrinsic value of public education, NEA-NM will promote a positive public image of, and self-esteem among, education employees.
- ☀ To secure for members the benefits of an independent, united education association, NEA-NM will empower education employees through strong local affiliates; visionary, responsive leadership; and inclusionary practices which will increase membership, resources, and the personal commitment and involvement of members.
- ☀ To promote and defend human and civil rights, NEA-NM will work independently and collaboratively to eliminate all forms of discrimination and to attain equitable treatment for all people.
- ☀ To achieve its Strategic Plan, NEA-NM will support the systems and services that provide the basic framework described in the Strategic Budget.

NEA-New Mexico Association Guide 2013-2014

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NEA-New Mexico Headquarters

2007 Botolph Road, Santa Fe 87505

505.982.1916 • f: 505.982.6719 • nea-nm.org

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From the President

Betty Patterson, *NEA-NM President*

Hello Fellow NEA-NM Members,

Welcome back to an exciting new school year! I am ecstatic to be venturing into this new position as your NEA-NM President. I am so glad that you are a part of our team!

We are heading into a year filled with changes, from the teacher and principal evaluations to full implementation of Common Core.

This year we'll see continued progress made from programs in New Mexico like K-3 plus and expanded preschool programs.

As educators, our first responsibility is to the children and students of New Mexico, but we should also take care of ourselves and others in the work place. We need to be advocates for each other. Remember it takes a village to raise a child; in our case it takes every one of us from cafeteria workers to custodians to maintenance workers to nurses to educational assistants to teachers.

Take the time to really look at our students and our surroundings, be aware of things you have the power to change; be the change needed in Education!

There are many beneficial resources in this calendar including phone numbers and dates that you need to know. We cannot do it alone; we need you to be a stronger, more relevant Union. Please be sure to ask your friends, co-workers, and neighbors to join; together we can make this the strongest Union in New Mexico.

Finally, remember to laugh every day, to enjoy the wonderful things children say and to find fun and delight in this wonderful education world.

In Unity,

Betty Patterson

Board of Directors



Betty Patterson (2016)
President

c: 575.571.8882 w: 505.982.1916
bpatterson@nea.org



Mary Parr-Sanchez (2016)
Vice-President

w: 575.527.9455 c: 575.571.3293
psanchez1992@msn.com



Geraldine Franco (2015)
NEA Director

w: 575.234.3304 c: 575.302.8597
the_tchr1@hotmail.com



Rosemary Carrasco (2015)
Alternate NEA Director

w: 575.234.3310 c: 575.361.0554
carrasco123@yahoo.com



Henry Armendariz (Oct. 2013)
ESP At-Large

c: 575.200.4202
karinacooks43@gmail.com



Bruce E. Bennett (Oct. 2013)
ESP At-Large

c: 505.515.8866
bennettbruce23@yahoo.com



Rosalinda Carreón-Altamirano
(2016) *SW-CSEC & Las Cruces*

c: 575.642.3129 h: 575.541.6091
raltamir@lcps.k12.nm.us



David Chester (2015)
NE-NCntrl

h: 505.710.7715 w: 505.710.7715
nonlabel@mac.com



Diana Jackson (2016)
SW-outside Las Cruces
 w: 575.812.5100 c: 575.430.4472
 dlj7598@beyondbb.com



Pat Jaquez (2014)
Retired At-Large
 h: 575.526.4243
 jpatriciajaquez@aol.com



Lucille Martinez-Holguín (2016)
NE-NCntrl
 w: 505.351.2964 h: 505.750.9413
 lamholguin@gmail.com



Mary McGowan (2014)
Cntrl
 w: 505.865.9652 h: 505.321.3494
 mmm13mmm@aol.com



Tony Mendoza (2016)
SE-Dist. 2
 h: 575.623.3971
 reaam_50@hotmail.com



Ann Meyer (2014)
NW
 w: 505.599.8880 h: 505.330.5202
 ameyer@fms.k12.nm.us



Randy Mondragon (Oct. 2013)
ESP At-Large
 c: 505.490.1449
 randylori2@aol.com



Carol E. Parr (2016)
SE Dist 1
 w: 575.234.3319 h: 575.885.5705
 carol.parr.nm@gmail.com



Patrick Sánchez (2014)
SW-CSEC & Las Cruces

h: 575.523.4801 c: 575.571.3081
psanchez1992@msn.com



Carol Teweleit (2014)
Retired At-Large

h: 575.434.0987 c: 575.443.4212
ctevalamo@aol.com



Pandy Van Auken (Oct. 2013)
ESP At-Large

c: 575.430.1024 w: 575.812.5989
pklb58@outlook.com



Laura Vazquez (2015)
Cntrl

c: 505.306.6373
lwvazquez@msn.com

Executive Staff



Charles Bowyer
Executive Director

w: 505.982.1916 c: 505.238.0371
cbowyer@nea.org



Edie Brycelea
*Office Manager/
Events Coordinator*

w: 505.986.2860 c: 505.501.2667
ebrycelea@nea.org



Linda Moody
Director of Business and Finance

w: 505.986.2861
lmoody@nea.org

Professional Staff



Patrick Chavez
UniServ Director

w: 505.986.2854
pchavez@nea.org



Leslie Fritz
UniServ Director

w: 575.523.7951 c: 575.639.0968
lfritz@nea.org



Charles Goodmacher
UniServ Director

w: 505.986.2857 c: 505.450.3155
cgoodmacher@nea.org



Debbie Hanson
UniServ Director

w: 575.523.7951 c: 575.636.4584
dhanson@nea.org



Brian Huebner
UniServ Director

w: 505.883.4737 c: 505.259.0640
bhuebner@nea.org



Ewa Krakowska
UniServ Director

w: 505.326.6746
ekrakowska@nea.org



Greg Maxie
UniServ Director

w: 575.396.8988 c: 575.631.5711
gmaxie@nea.org



Paul Sanchez
UniServ Director

w: 505.982.1916 c: 505.310.0866
psanchez@nea.org

Associate Staff



Yuyu Cheng
Staff Accountant

w: 505.986.2853
ycheng@nea.org



Julie Gonzales
Program Assistant

w: 505.883.4737
jgonzales@nea.org



Elizabeth Martinez
Executive Program Assistant

w: 505.986.2855
emartinez@nea.org



Robbie Morgan
Program Assistant

w: 575.523.7951
rmorgan@nea.org



Lesley Myers
Program Assistant

w: 505.986.2858
lmyers@nea.org



Roxana Pringle
Program Assistant

w: 505.326.6746
rpringle2@nea.org



Danielle Smail
Accounts Receivable/Admin. Assistant

w: 505.982.1918
dsmail@nea.org

Your Representatives

NEW MEXICO PUBLIC SCHOOLS INSURANCE AUTHORITY
800.548.3724

Tonya Carrell: h: 575.302.6645 • e: tonyadell75@yahoo.com

Mary Parr-Sanchez: h: 575.523.4801 • c: (575) 571-3293

NM RETIREE HEALTH CARE AUTHORITY: 800.233.2576

Marilyn Brown: w: 505.242.0861

NEA-NM PRESIDENT FOR RETIRED

Debbie Schoonover: h: 575.523.1987

e: debbiews@comcast.net

NEA-NM REP. TO THE EDUCATIONAL RETIREMENT BOARD

Mary Lou Cameron: w: 575.494.2796

e: mlcameron48@gmail.com

Education Political Action Committee

(Elected by Members)

Betty Patterson, Chair (2016)

bpatterson@nea.org

Trish Ruiz, SE-Dist. 1 (2014)

trishruiz@hotmail.com

Mary Parr-Sanchez

Vice Chair (2016)

psanchez1992@msn.com

Lucas "Carlos" Arzabal

SW-CSEC & Las Cruces (2016)

lucasarzabal@hotmail.com

Danille Young, NW (2016)

danilleyoung@yahoo.com

Carolyn Serafin-Abeyta

Cntrl (2015)

csabeyta@msn.com

Carol Cutler Linder

NE-NCntrl (2015)

carollinder@msn.com

Bobbie Stratton

NE-NCntrl (2014)

strattonbobbie@gmail.com

Steve Eisenberg, Cntrl (2014)

saeunm@aol.com

Donna Stromei

Retired (2015)

dstromie@msn.com

Jacqueline Grijalva

SW-outside Las Cruces (2014)

jackieg@cobre.k12.nm.us

Beverly Whygles, SW (2014)

bwhygles@hotmail.com

Tony Mendoza

SE-Dist. 2 (2015)

reaam_50@hotmail.com

Charles Goodmacher

Staff Liaison

cgoodmacher@nea.org



The National Education Association Vision, Mission and Values

Adopted at the 2006 NEA Representative Assembly

We, the members of the National Education Association of the United States, are the voice of education professionals. Our work is fundamental to the nation, and we accept the profound trust placed in us.

Our Vision

Our vision is a great public school for every student.

Our Mission

Our mission is to advocate for education professionals and to unite our members and the nation to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world.

Our Core Values

These principles guide our work and define our mission:

- **Equal Opportunity**
- **A Just Society**
- **Democracy**
- **Professionalism**
- **Partnership**
- **Collective Action**

For more information go to **nea.org**

If it was easy... You could do it alone!

You joined NEA-NM for the same reasons you became an educator: You're willing to stand up and be counted and you are willing to fight for the things you believe in. You must know someone who feels the same way.

- Membership is in the employee's best interest.
- It counts when the Local Association negotiates a good contract or advocates collectively and strongly.
- It counts when the state and national organizations lobby successfully for educational change.
- It counts when the individual is in a jam and needs legal assistance.

Here's how to make a difference

Personalize:

People organize people, paper doesn't. Get to know the people you work with, members or not. Communicate face-to-face.

Customize:

People join for their reasons, not yours. Find out what the prospective member knows about the Association. Learn about their needs and interests. Show how the Association makes a difference.

Empathize:

People need to know you care, before they'll care what you know. Listen with the intent to understand, rather than the intent to reply.

Listen More - Learn More

Be interested and show it. Don't jump to conclusions. Look for the main ideas. Watch for feelings. Monitor your own feelings. Keep an open mind. Get feedback.

Always Remember: That the strength of the local, NEA-NM and NEA grows as does its size and success. Each member contributes to that strength!

For more information on how to recruit a colleague, go to the membership link at nea-nm.org.

Getting Involved

NEA-New Mexico is a member-driven, grassroots organization. It's easy to take part in setting the direction for your state Association or learning the skills to be an effective advocate for local members. Here are some opportunities:

NEA Representative Assembly

Charts the course of the National Education Association. State and cluster delegates are elected early in the calendar year, while local delegates are elected by April each year. Watch for information in our NEA-NM communications and on the NEA-NM website.

NEA-New Mexico Delegate Council

The Delegate Council, the highest governing body of NEA-NM, meets once a year (October 26, 2013). Delegates set the state Association's legislative and program priorities, elect at-large members of the Board of Directors, and conduct other business. They are elected on the basis of one delegate for each 25 local members. To run, contact your local president.

NEA-New Mexico Board of Directors

In addition to the President, Vice-president, NEA Board Member, and NEA Alternate Board Member, members of the Board of Directors are elected from governance regions based on one Board member for each 700 active members or major fraction thereof. The Delegate Council elects at-large members of the Board if necessary to provide minority and ESP member representation. Retired members elect board members representing them.

Association Committees

Program and standing committees are another way to get involved. Committees include: Education Support Professionals; Ethnic Minority Affairs; Educational Issues; Resolutions; and Constitution, Bylaws, and Standing Rules. If you are interested in serving on a committee, contact your Region Chair or NEA-NM President

Association Representative (AR) Training

AR's are the face of the Association at the worksite. Local AR trainings are held at the beginning of the school year in most locals. Region trainings are also offered on September 14, 2013 and March 29, 2013.

Budget Conference

"Understanding District Budgets" is scheduled for Dec. 7, 2013 and negotiation strategies on budget issues will be covered on March 29, 2014.

ESP Conference

An ESP Conference is planned by the NEA-NM ESP Committee to address ESP issues. Check the website for dates and locations.

Support for the Local Presidents

Local presidents have several meetings throughout the year to provide support and networking opportunities. On Oct. 25, 2013, presidents meet the evening before Delegate Council. Dec. 7, 2013, and March 15, 2014, will be all day sessions for local presidents. On June 10, 2014, local presidents will meet in conjunction with the Summer Leadership Academy to prepare for the coming year.

Bargaining Conferences

Dec. 7, 2013 is the date for our session on "preparing to bargain." Negotiations strategies will be covered on March 29, 2014. Training on Bargaining Basics will be held during the Summer Leadership Academy on June 11-12, 2014.

Legislative Trainings

Members will gather in the NEA-NM Training Center in Santa Fe on Jan. 22, 2014, to get the latest information on legislative issues just prior to the start of the Legislative Session.

Summer Leadership Academies

SLA is a bi-annual conference held in even years. This

conference is planned to help local leaders enhance their planning, leadership, and advocacy skills. Details are posted on our website at www.nea-nm.org. June 11-12, 2014, are the dates for sessions on collective bargaining and building strong locals.

Count on Your Local Association

Your local Association is your first line of support for assistance in many situations. Your Local President and your Association Representative at your worksite are your contacts for these services. These services and assistance include:

- Representation in grievances and other collective bargaining agreement enforcement;
- First-level representation in most employee rights situations;
- Newsletters and other communication about local issues;
- Advocacy before the local school board;
- Regular worksite and school district meetings to hear member concerns;
- Outreach to community organizations and local news media; and
- Many other important local activities.

Count on NEA-NM, its Regional Offices & UniServ Directors

Many programs and services are delivered by NEA-NM through state-wide activities and regional offices. These include:

- Training and professional consultation on negotiations;
- Statewide public relations;
- Advocacy on human and civil rights;
- Training and representation beyond the local level on employee rights;
- Political action at the state and national level;
- Legislative issues;
- Advocacy and training on teaching and learning;

- Help with member recruitment;
- Internal communications;
- Help with crisis management; and
- Training and expertise on school finance.

UniServ is the delivery system for local, state, and national Association programs. Through UniServ Directors, who work out of NEA-New Mexico headquarters and regional offices, NEA-NM brings a wide range of programs and services to members and local associations. NEA-NM UniServ Directors are organizers, consultants, lobbyists, negotiators, trainers, spokespersons, higher-level grievance representatives, and advocates. Each has extensive training and experience in advocacy. If you have an employment-related problem, contact your building representative or local president. **Your local Association will call your UniServ Director if assistance is needed.**

UniServ Directors are the first line of support for services from NEA-NM.

Elections: Ensuring Member Democracy

Elections conducted by NEA-New Mexico

NEA-NM conducts all elections for the state officers, the NEA Director, the NEA Alternate Director, amendments to the NEA-NM Constitution (and the dues bylaws), NEA-NM Board Members, EdPAC Members and State, Cluster, Student and Retired Delegates to the NEA Representative Assembly by secret ballot voting online as determined by the Elections Committee.

The local's responsibility in these elections is to encourage member participation. Members are responsible for voting for their representatives.

Elections conducted by Local Associations

Elections conducted by local associations include elections of local officers, local governance document changes, and election of local delegates to the NEA

Representative Assembly and the NEA-NM Delegate Council.

Both NEA and NEA-NM standards of affiliation require that local affiliates conduct local elections on a one-person-one-vote standard with an open nomination process and a secret ballot. NEA-NM's bylaw 10, Standards for Affiliates, in addition to the one-person-one-vote requirement, requires that "each affiliate shall conduct all elections with open nominations and a secret ballot. The president of the local affiliate shall make available information concerning issues and candidates. Each affiliate president shall be responsible for following election procedures and time lines." The NEA-NM Constitution further states, "No governance affiliate shall discriminate against its members in their right to vote, seek office, or otherwise participate in the affairs of the affiliate, of other governance affiliates, or of the [NEA-NM] Association."

Building Great Public Schools through Political Action

All of our political action seeks to influence New Mexico politics in a positive direction for our members and the students they serve. NEA-New Mexico's Education Political Action Committee (EdPAC) is created in our governing documents to oversee our participation in politics. The process is member driven. All members of EdPAC are democratically elected, representing all regions of New Mexico, proportionate to their membership in the Association. This process allows members to make reasonably small financial contributions that add up to collective political clout. NEA-New Mexico also works with local associations to get members active at the grassroots level of political participation.

NEA-NM EdPAC collects voluntary contributions from members in the same manner as dues are collected. Members who do not wish to participate in

this 25 cents per pay period (12.5 cents for Education Support Professionals) effort may request that this money be returned to them and, thus, decline to participate in the financial support of our political action program. Of course, many members go the extra mile and become a part of our Century Club and give \$100 per year for extra recognition and extra assurance that they are helping elect friends of public schools to state office.

The criteria used to evaluate candidates for state office comes from the legislative program and resolutions approved by the NEA-New Mexico Delegate Council. The criteria make sure candidates 'measure up' by demonstrating commitment to:

- strengthening public education
- ensuring children's health and safety
- maximizing student learning
- respecting school employees

Professional Behavior On & Off the Job

Even though the First Amendment protects your speech as a private citizen on matters of public concern, that speech may fall outside of First Amendment protection if it "impedes your employer's effectiveness or efficiency, or otherwise disrupts the workplace."

On social networking sites, avoid posting anything on your profile page about your colleagues, administrators, or students. Be aware that social media applications, quizzes, games, and other related features also can result in content appearing on your profile page. Make sure that anything posted on your page is appropriate. **When you post photographs and personal information on one of these sites, you could be sharing them with millions of people around the world.** For teachers and education professionals, an inappropriate page on one of these sites could lead to disciplinary action or dismissal.

Social Networking “Do’s and Don’ts”

DO:

- Use social networking sites to connect with friends, family and colleagues.
- Use common sense when using this technology - and consider who will see your page before you post any information, photos, or anything else about yourself or others.
- Be aware that users can search for you by anything in your profile (your employer, university, etc.).
- Control who sees your page and who can search for your page. Set your privacy settings so that only “friends” can review your information.
- Monitor comments that are posted to your page. Delete any with inappropriate language or content.
- Monitor your friends’ photographs. If someone “tags” you in an inappropriate photograph, remove the tag and ask that the photo be taken down.
- On Facebook, disable the Google search function in the Privacy Settings.

DON’T:

- Accept friend requests from students or their parents.
- Accept someone you do not know as your friend.
- Join or link to “groups” that may be considered unprofessional or inappropriate.
- Post language or materials that could be considered inappropriate or unprofessional.
- Post photos which could be considered inappropriate or unprofessional.

Text Messaging/Cellular Phone Usage

- Do not share your cell phone number with students.
- Do not call your students on their personal cell phones.
- Do not text message your students.
- Like e-mail, text messages are not necessarily “private” messages, and can be discovered through litigation.
- Do not text message anyone about unethical, illegal, or other inappropriate subjects.
- Do not text for personal reasons during your paid work day.

Using Your Employer’s Technology

Remember your employer owns the technology you use at work and provides it for work-related activities. Be sure to follow your employer’s appropriate use policy in using computers, employer provided email, the internet and telephones. In most instances your employer has the right to track and monitor your communications on this technology. Check your collective bargaining agreement or district policies; they may provide more protection for your privacy.

Internet Safety for Students

The safety of students using computers under your supervision is your responsibility. Check your employer’s appropriate use policy. You can also give parents and students useful information about internet safety at home. You can sign up for a free e-newsletter on internet safety at nea.org.

Corporal Punishment

Corporal punishment is not allowed in New Mexico Public Schools.

Staff/Student Boundaries

It is important for those staff members who are closely involved with students to understand the difference between friendly behaviors and overly friendly behaviors that cross the line between appropriate and inappropriate conduct with students.

Friendly, appropriate behaviors are those that create a safe environment for students to grow and learn, to seek help for solving problems and develop socially through activities.

Overly friendly, inappropriate behaviors can cross the boundaries separating student from adult needs and create a personal relationship that becomes peer-to-peer rather than adult-to-child.

Staff members and volunteers who work in extracurricular activities or have frequent one-to-one contact with students can be at risk for situations that lead to questions about boundaries.

Even if you are not at risk yourself, you have a role in assuring that adult-student boundaries are observed in your school. It is important to follow laws for reporting abuse. It is also important to create a school climate in which boundaries and behaviors can be discussed in ways that lead to resolution of issues and problems among students and staff, before they lead to reportable incidents. Go to our website for a link to the NEA brochure, "Teach, Don't Touch."

Help Keep Your School Bully Free

Schools often foster a competitive environment that can create a fertile ground for bullying. By law, New Mexico school districts must have a bullying prevention policy and implement bullying prevention programs. Below is a list of suggestions on how you can help create a safe, bully-free environment for students.

- Ensure that all students, parents, and staff view bullying and harassment as serious infractions of school policy, guaranteeing all students a violence-free learning environment.

- Enforce behavior codes. Be consistent and fair in disciplining students promptly and appropriately for infractions of such codes.
- Consider using behavior contracts. Focus on teaching positive social skills and eliminating negative behaviors.
- Discipline students in private. Avoid embarrassment when disciplining or evaluating students to preclude peer teasing or harassment that might arise from disciplinary action.
- Model fair and impartial treatment. Establish an atmosphere of mutual respect among students, parents, teachers, and staff.
- Rethink “healthy competition.” Plan activities that increase interpersonal communications, promote cooperative effort, develop supportive relationships and encourage accomplishments based on achieving one’s best.
- Declare a bully-free zone. Publicize rules and consequences for not cooperating.
- Apologize when you’re wrong. Give others the chance to do the same.

For more information go to: nea.org/home/NEABullyFreeSchools.html.

NEA-NM Professional Resources

Looking for information & resources on current issues, class size requirements, professional issues, common core, or Read Across America? Be sure to check nea-nm.org for these and other links.

NEA-NM Professional Development

- The Education Support Professionals Conference is designed by our ESP Committee to specifically address the needs of ESP members.
- State and regional workshops are held on school and union issues throughout the year. These include training on school budgets, legislative advocacy, collective bargaining, employee rights,

professional issues, communications and political action, and are detailed on page 12.

- Through our NEA Member Benefits Program (neamb.org), locals have access to training on identity theft, financial planning and more.

New Teacher Support

- New teacher members receive a new teacher handbook with tips to help them get off to a good start in their chosen profession.
- We provide beginning teacher members on-line support and feedback from a master teacher as they work on their dossiers.
- NEA provides classroom management training opportunities through the NEA Academy at nea.org.

All School Employees, Licensed & Education Support Professionals, have Employment Rights under New Mexico Law

Licensed (Certified) employees have due process rights in the event of a discharge (being fired during an annual employment contract) and, after three years of continuous employment, in the event of termination (being fired at the end of an annual employment contract). This means that these employees have rights when they work the first day of their third contract, termination rights at the end of that year and discharge rights during the year.

Classified employees (Education Support Professionals in our membership) have due process rights after three years of continuous employment. This right to due process for Education Support Professionals is unique to New Mexico; it was won after much effort by NEA-New Mexico and carried in the Legislature by former NEA-New Mexico President, Representative Ima Lee Wells of Doña Ana County. Since classified employees are not required by law to sign annual employment contracts, there

is no procedure comparable to discharge for them; firing always equals termination.

These important rights cover all school employees except: a licensed school instructor employed to fill the position of an instructor entering military service; a person who is employed as a licensed school administrator; or a classified school employee employed to perform primarily district-wide management functions.

The process of discharging or terminating a public school employee begins when the local superintendent serves notice of intent to discharge or terminate. Just cause is required when a licensed employee is discharged or when any employee with at least three years of service is terminated. Just cause is a legal term used in many different employment contexts. However, it is defined in the School Personnel Act as "a reason that is rationally related to an employee's competence or turpitude or the proper performance of his duties and that is not in violation of the employee's civil or constitutional rights." This essentially means that a school district must provide an employment-related reason for the termination or discharge. In addition, the school district has the "burden of proving by a preponderance of the evidence" that there was just cause for the termination or discharge. This means that there must be more evidence to support the school district's decision to terminate employment than on the employee's side of contentions that the decision to terminate does not meet just cause standards.

Any employee may request, in writing, the reasons for termination or discharge. Employees with three years of service who are terminated and licensed employees who are discharged have the right to know the reasons for the termination or discharge and to refute those reasons in writing to the local superintendent. After constructing contentions about why the reasons to discharge or terminate do not amount to just cause, they have a right to a hearing

before the local school board. The board can confirm or overturn the superintendent's decision to fire an employee. The board must use the just cause and preponderance of the evidence standards described above.

If the board sustains the superintendent's decision to terminate or discharge, the employee can appeal that decision to an independent arbitrator. Appeals from the decision of the local school board (or governing authority, in the case of state-supported schools) shall be decided after a *de novo* (new) hearing before an independent arbitrator. The arbitration is binding, meaning that it is equivalent to a final judgment.

Timelines and procedures for ensuring these rights are spelled out in the School Personnel Act, 22-10A-1 through 22-10A-39 (NMSA 1978) in New Mexico Statutes. **Meeting those timelines is essential.**

The notice to the school district that an employee intends to contest a firing must occur within five working days from when an employee receives the notice of intent to discharge or terminate! **Notify your local Association or UniServ Director immediately if you receive notice of intent to terminate or to discharge you from your employment.**

Job Protection

If you face a job-related problem, make your first call to an appropriate local officer who may refer you to a UniServ Director. Meanwhile, remember:

- Do not make a statement.
- Do not sign or promise anything.
- Do not resign.
- Immediately write a detailed account of all actions related to your problem.
- Request an Association representative to accompany you to any meetings to which you are called.
- If you are refused representation, do not risk insubordination by refusing to attend a meeting on work time. Do not respond to charges until

you speak with a representative.

- Keep copies of all written correspondence and evaluations that you receive related to your problem, including postmarked envelopes of any documents mailed to you.
- Avoid confrontations with an administrator.
- Refrain from discussing your problem with anyone but Association representatives.

What to do Until Help Arrives

Should an employment problem arise, here are some basic rules to follow until you can contact your NEA Representative or UniServ Director for assistance:

- 1) Remain calm.** As hard as it may be, you will be better off if you hold your temper. Resist the impulse to vocalize an immediate defense, take careful notes of the discussions, and tell your immediate supervisor you will think things over and respond later.
- 2) Don't resign.** Once your resignation is accepted, you may have cancelled any further rights you might otherwise exercise. In some instances, a resignation can be used in civil or criminal action as evidence of an admission of guilt.
- 3) Don't say anything under pressure.** Politely refuse, saying you need time to think it over. If you are ordered to sign under threat of insubordination, sign the document and add a statement that you disagree with the contents and are signing under duress.
- 4) Don't involve other educators, students, or the media.** Until you have talked with an expert, it's best to keep quiet. The exceptions are your NEA-NM Association representative and local Association president who can help you contact NEA-NM.
- 5) Contact your local NEA-NM Association Representative immediately.** As a member, your first line of defense is your local Association and

your area UniServ Director. Our UniServ Directors are professional employees trained to assist you with any employment problem, and our attorneys are specialists in school employee defense.

In Case of Assault

- 1) Try to avoid responding physically.** If you have to respond physically to defend yourself or others, use the minimum force needed, given the student's age, size and ability to inflict injury.
- 2) Be sure that the situation is stable** and that a qualified individual assumes supervisory responsibility for your students.
- 3) Contact the school nurse,** if available.
- 4) Identify all witnesses,** record names, address and phone numbers, time of the incident and facts surrounding the incident.
- 5) Immediately report the incident** to the school administration. Ask for medical diagnosis and treatment. If refused, go immediately to your doctor for an examination. Color photos of the injury should be taken.
- 6) The Association representative and/or victim should insist that the administration contact the police** immediately. If refused, the Association representative or victim should call the police. An accurate report should be filled out and a copy of it obtained. **Press charges against assaulting students or others after appropriate consultation.**
- 7) Insist that the administration immediately document the incident.** Obtain a copy of that report. If the report is inaccurate, reserve the right to correct or add to it.
- 8) In situations that might result in charges of corporal punishment, make no statements without contacting your Association representative.** Do not agree to any report or charges without

consultation with the assigned attorney and UniServ Director. Do not resign. Insist on the right to representation.

- 9) In the event criminal charges are filed against you, **remain silent when questioned by police until an attorney is consulted.** Conversations with your UniServ Director and local representative are not privileged.
- 10) **Contact your UniServ representative for information on NEA-NM liability coverage.**

\$1,000,000 Professional Liability Coverage Provided by NEA-NM & NEA

The National Education Association of New Mexico and the National Education Association jointly provide each member with excess liability insurance coverage in the amount of \$1,000,000. The complete text of the EEL policy is in a brochure provided on the "members only" section of the nea-nm.org website. The following is a brief summary of the Educators Employment Liability (EEL) Program policy provisions:

Educators Liability

Pays the legal costs of defending civil proceedings (other than proceedings concerning civil rights) brought against the insured in the course of performing his or her work as an educator, and pays damages assessed against the insured as a result of such civil proceedings, not to exceed \$1,000,000 per occurrence. This includes coverage if you are sued while participating in a peer review system activity.

Defense of Civil Rights Issues

Coverage will pay up to \$300,000 per occurrence for defense, settlements or judgments, and other supplementary payments for proceedings concerning civil rights.

Criminal Proceeding

Reasonable and necessary costs and attorney fees for services rendered up to \$35,000 are reimbursed when incurred in the defense of any criminal proceeding arising out of an occurrence or event in the course and scope of the insured's educational employment activities, provided that the insured is exonerated or all charges are withdrawn or dismissed.

Bail Bond

Reimburses up to \$1,000 per bond required of the insured, arising out of the insured's educational employment activities.

Personal Property Benefit for Assault

Pays up to \$500 for damages to or destruction of the insured's personal property, other than a vehicle and school property, caused by an assault upon the insured on or surrounding school property or during an authorized school activity.

While members are covered for the usual kinds of professional liability problems that arise, there are some activities that are excluded from coverage.

If you have any questions about the exclusions, please call your UniServ Director or NEA-New Mexico.

Attorney Referral Program

An Attorney Referral Program is provided by NEA-New Mexico and the National Education Association to meet members' personal needs for legal consultation or representation. For details visit nea-nm.org.



“Helping Make Members’ Lives Better”

The role of NEA Member Benefits is to provide a wide range of programs and consumer resources that help improve the overall quality of life for members and their families.

Life Insurance Programs

- NEA Introductory Term Life Insurance
- NEA Complimentary Life Insurance
- NEA Group Term Life Insurance Plan
- NEA AD&D Insurance
- NEA Guaranteed Issue Life Plan
- NEA Level Premium Term Life Insurance Plan
- NEA Joint Protection Life Insurance

Health, Disability, & Casualty Insurance Programs

- NEA Long-Term Care Insurance Program
- NEA Hospital Care Insurance Plan
- NEA Medicare Supplement Program
- NEA Income Protection[®] Plan
- NEA Auto & Home Insurance Program[™]
- NEA Dental & Vision Insurance Program

Savings, Deposit, & Investment Programs

- NEA-Sponsored Money Market Account
- NEA-Sponsored CD
- Tax Deferred Retirement Savings Program

Credit Programs

- NEA[™] Platinum Plus[®] Credit Card with World Points[®] rewards
- NEA[™] Accelerated Rewards[®] American Express[®] Card
- NEA Cash Rewards[®]



“Your Dedication Drives Ours!”

Loan and Mortgage Programs

- NEA National Board Certification Loan®
- NEA Home Financing Program®
- NEA Personal Loan®
- NEA Smart Option Student Loan® by Sallie Mae

Special Discount Programs

- Click & Save @ neamb.com/clickandsave.com
- NEA Car Rental Programsm
- NEA Magazine Servicesm
- NEA ID Theft Protection Program
- Costco Membership Discount
- H&R Block
- Whirlpool Corporation VIPLINK® Program
- NEA Auto Purchase Advantage Program
- NEA Pet Insurance

Professional Services

- NEA Academy
- SmileMakers
- Curriki
- TeachAde.com

For more information, go to NEA Member Benefits website at:

neamb.com

or

call toll free: 800.637.4636

Planning Calendar

October 2014

S	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
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November 2014

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December 2014

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January 2015

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February 2015

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March 2015

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April 2015

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May 2015

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24	25	26	27	28	29	30
31						

My Building Rep: _____

Ph: _____

My Local Pres: _____

Ph: _____

My UniServ Consultant: _____

Ph: _____

Names & Numbers

Name: _____

Address: _____

Phone: _____ Cell: _____

Email: _____

Name: _____

Address: _____

Phone: _____ Cell: _____

Email: _____

Name: _____

Address: _____

Phone: _____ Cell: _____

Email: _____

Name: _____

Address: _____

Phone: _____ Cell: _____

Email: _____

Important Numbers

NM State Legislative Switchboard

State Capitol, Santa Fe, NM 87501
505.986.4300 (during session)

NM Legislature

Senate Chief Clerk 505.986.4714
House Chief Clerk 505.986.4751
nmlegis.gov

Governor's Office

State Capitol, Santa Fe, NM 87501
505.476.2200
governor.state.nm.us

Public Education Department

Jerry Apodaca Education Building
300 Don Gaspar, Santa Fe, NM 87501
505.827.5800
ped.state.nm.us

Professional Licensure Unit

Public Education Department
505.827.5821 • f: 505.827.4148
ped.state.nm.us

New Mexico Retiree Health Care Authority

4308 Carlisle Blvd., NE, Suite 104
Albuquerque, NM 87107
800.233.2576
nmrhca.state.nm.us

New Mexico Educational Retirement Board

Santa Fe Headquarters Office • 505.827.8030
Albuquerque Office • 505.888.1560
866.691.2345
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**National Education Association
New Mexico**

nea-nm.org

Headquarters

2007 Botolph Road, Santa Fe 87505

505.982.1916 • f: 505.982.6719

Northwest

505.326.6746 • f: 505.327.3835

Sandia

505.883.4737 • f: 505.883.4641

Southeast

575.631.5711 • f: 505.982.6719

Southwest

575.523.7951 • f: 575.523.7956

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Promoting Professional Excellence

Improving the Well-Being of School Employees