The Advocate's Voice is the member publication of The National Education Association - New Mexico

Handbook Issue 2013-2014

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Page 10: LEGAL SERVICES: Power when YOU NEED IT!
What an exciting time to work in education! We will all be using Common Core, a new evaluation system and new exciting teaching methods!

This is the year to shine and NEA-NM wants to help you do that. NEA has added a toolkit for Common Core, with ideas, lessons and activities. NEA-NM just developed an interactive form to help you keep track of your evaluations, observations and walk-throughs. If there is a problem NEA-NM can track it and get in touch with you for assistance! Thanks to one of our incredible designers, Danielle in the Headquarters office, the form is interactive and you can save it to your laptop or desktop. It is so important to keep track of all your observations, evaluations and walk-throughs.

NEA-NM is also tracking any changes being made to the Evaluation Rule and letting you know about them as soon as possible. NEA-NM is your source for information, we are here to let you know what is going on in our state. NEA is also your best source for information about education in our country.

This summer I was privileged to hear Jeff Charbonneau, NEA’s Teacher of the Year, speak. What an incredible young teacher. He said to remember that everyday is the most important day in the lives of your students. Find solutions to funding difficulties, and share ideas with each other. Create a culture of high expectations, professionalism, and show that you care about your students. He told a story of his wife going to the hospital, three of his former students were nurses in the room, he was glad he could say that he had taught them well! Finally he said that “Our students are us!” They reflect our likes, dislikes, beliefs, and values so be sure you are sharing the important ones.

We have many incredible education staff out there! Praise each other, help each other, let parents know you have a wonderful hard working staff. It will make it a better year for all. Share your joy of teaching with your students and your families!

Let me know how NEA-NM can help you! Thank you for teaching our children, for driving them to school, for feeding them! You have chosen the most valuable career in the world. We can change the world and make it better. Take Care!

Betty Patterson, NEA-NM President
bpatterson@nea.org

NEA-NM members are counted among the ranks of the varied professions practiced in public education including both other “Certified” and “Education Support Professional” (ESP) members. After teachers, Education Assistants (Paraprofessionals) are our second largest constituency. Secretaries, Counselors, Librarians, Nurses, Social Workers, Custodians, Drivers, Cooks, Technicians, Maintenance, Security and others are all also members. Our membership includes Retired educators (of all job categories) and Student members too. Seats on our Board of Directors are reserved for ESP and Retired Members Statewide and Local Association officers include members of all these professions.

The many types of Education Assistants (SPED, Library, Health, Classroom, etc.) all have in common two things: (1) a growing importance within the changing school environment and (2) an abysmally low salary structure in New Mexico. NEA-NM successfully worked hard to establish a minimum statewide salary eight years ago (from no minimum to one of $13,000). This year we’re going back to the legislature to create a career ladder with higher minimum salaries.

NEA-NM works hard to help all ESP advocate to:

- Increase base salary
- Reduce time spent on duties not in job descriptions
- Have a stronger voice in decisions affecting your work
- Benefit from in-services that actually help you better serve the students.
You Make the Difference:
Power UP for Public Education
NEA-NEW MEXICO EdPAC

NEA-New Mexico believes in the power of collective action. We encourage you and your colleagues to contribute financially to our efforts to influence New Mexico politics in a positive direction for our members and the students we serve. NEA-NM EdPAC collects voluntary contributions from members, both through direct contribution, and in the same manner as dues are collected.

Members who choose not to participate in this 25 cents (12.5 cents for Education Support Professionals) per pay period effort, may decline financial support of our political action program and have the money returned to them. Anyone who wishes to decline participation may download the form at nea-nm.org to return to NEA-NM EdPAC.

INCREASE THE POWER!

Make an even bigger difference with an additional contribution. Send a check or your credit card information with the Activation/Volunteer form coming soon on nea-nm.org. Your voluntary donation helps us in so many ways including:

- Support for member participation at legislative hearings and other key political events;
- Create opportunities for members to speak directly with legislators;
- Support campaign efforts to elect a pro-public education legislature;
- Influence policymakers with reports and information;
- Support expert testimony.

POWER UP IN YOUR DISTRICT!

Your involvement back home is the single greatest source of ability to make the needed difference in Santa Fe. Member involvement takes many forms, including voluntary contributions to EdPAC.

Write emails and letters to legislators and publish them in Local newsletters or in the local newspaper. Hold a meeting in your building to discuss issues of the greatest concern to the group, and share those with your legislators directly, or work with NEA-NM to communicate them together with you. Engage with the PTA at your school, community groups and other organizations. Initiate discussions on public education in your church or other faith-based institution. Attend school board meetings. Participate in the January NEA-NM legislative training and lobby day and the joint lobby day February 15, 2014.

COLLECTIVE ACTION WITH EDUCATION ALLIES

As the experts, we in AFT NM and NEA-NM are committed to collective action on Joint Legislative Goals. These Joint goals represent our stands on issues likely to come before the 2014 Legislature. We introduce and support legislation reflecting our positions on these issues. We also defeat legislative proposals which would lessen successful learning by New Mexico students and would be against your interests as a public education employee.

The power of your membership is multiplied because NEA-NM works together with both the AFT NM and our other allies in the Education Partners (the NM School Boards Association, the NM Coalition of Educational Leaders, and NM Parent Teacher Association). Our Joint AFT NM and NEA-NM Legislative Goals for 2014 are on the website at nea-nm.org.
Get a closer look at **NEA Member Benefits.**

We’re here to make every stage of your life better. Turn to us for money-saving offers, member-only discounts and expert advice on what matters most to you. You’ll find everything from low-cost ways to get away, to resources that make your retirement even more rewarding.

The NEA Member Benefits Programs & Services Brochure is your guide to all you’re entitled to. Download your personal copy at [neamb.com/learnmore](http://neamb.com/learnmore). And if you have any questions about your benefits, don’t hesitate to call 1-800-637-4636. We’ll be glad to help you.

△ The NEA Member Benefits Programs & Services Brochure is packed with more than 50 benefits.

Get a closer look now at [neamb.com/learnmore](http://neamb.com/learnmore)
Your Individual Voice Raised Higher
You serve the students directly. Policymakers respect your voice when you raise it together with colleagues.
- Your membership adds volumes to the collective voice for quality public schools.
- You help shape our education professions when you vote and hold office in the national, state and local Association.
- Your suggestions impact negotiations and you vote on ratifying the local collective bargaining agreement that sets your working conditions, including your salary, as well as who your Local leaders are.
- More members means more power when we raise our voice with policymakers. Membership numbers count!

Grow Professionally
No matter your job title, there’s more to learn and you can do that through NEA.
- Use the MEMBERS’ ONLY electronic tool designed to document evaluation and walkthrough activity affecting you and to store evaluation-related files for your own use. Protect yourself while you grow professionally. See page 8 for more on the Evaluation Tool.
- Your Local Association and NEA-NM offers trainings throughout the year.
- Use our Online Member Only resources such as: Teacher Tool Kit, “Works For Me” and more to help build your success
- Enjoy discount rates for members through the NEA Academy on Degree programs and Certifications to help members succeed in all job categories

Your Legal Services and Representation
(see also page 10 of this Advocate’s Voice)
NEA works tirelessly to help you.
- Representation in your school, in your District
- Legal assistance for employment-related matters
- NEA’s Educators’ Employment Liability (EEL) $1 million policy
- The NEA-NM Attorney Referral Program for discounted legal services for non-employment concerns

Enjoy Benefits for You and Your Family
Life is about more than your career. NEA is here for you and your family. Let NEA Member Benefits help you Invest, Insure, and Save.
- Exclusive Home and Auto Insurance tailored for school employees
- Tax-Deferred Retirement Savings Program
- Home Financing Program
- Credit Card Programs
- Accidental Death and Dismemberment Insurance

Discounts and Free Goodies for You and Your Family
- Exclusive Member Discounts through the NEA “Click & Save” Program
- NEA Vision & Prescription Savings Plan
- Fantastic deals on new and used vehicles through the NEA Auto Purchase Advantage Program
- Exclusive Member Discounts at SmileMakers
- Travel and restaurant savings galore!
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<tr>
<th>OCTOBER 2013</th>
<th>NOVEMBER 2013</th>
<th>DECEMBER 2013</th>
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<tbody>
<tr>
<td>25 • NEA-NM Board Meeting &amp; Hall of Fame Reception, ABQ</td>
<td>3 • Daylight Savings Ends</td>
<td>6 • NEA-NM All Staff Inservice Day</td>
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<td>26 • NEA-NM Annual Delegate Council, ABQ</td>
<td>11 • Veterans Day</td>
<td>7 • NEA-NM Winter Presidents’ Council &amp; Advocacy Conference, ABQ</td>
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<td>31 • Halloween</td>
<td>27-Dec 5: • Hanukkah</td>
<td>23-Jan 3 • WINTER BREAK (NEA-NM Offices Closed)</td>
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<td>28-29 • Thanksgiving Break (NEA-NM Offices Closed)</td>
<td>25 • Christmas</td>
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<tr>
<th>JANUARY 2014</th>
<th>FEBRUARY 2014</th>
<th>MARCH 2014</th>
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<tbody>
<tr>
<td>1 • New Year’s Day</td>
<td>7-8 • NEA Board Meeting, Washington DC</td>
<td>3-7 • RAA Activities</td>
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<tr>
<td>17-19 • NEA National Leadership Summit (West), Las Vegas, NV</td>
<td>14 • Valentine’s Day</td>
<td>7-9 • NEA ESP Conference, San Francisco, CA</td>
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<td>20 • Martin Luther King, Jr. Day</td>
<td>15 • Legislative Lobby Day</td>
<td>5 • Ash Wednesday</td>
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<tr>
<td>21 • NM Legislature Begins</td>
<td>7 • Presidents’ Day</td>
<td>9 • Daylight Savings Begins</td>
</tr>
<tr>
<td>22 • NEA-NM Legislative Conference &amp; Reception, Santa Fe</td>
<td>20 • NM Legislature Ends</td>
<td>15 • NEA-NM Spring Conference &amp; Presidents’ Council, Santa Fe</td>
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<tr>
<td>23 • NEA-NM Board Meeting, Santa Fe</td>
<td>31 • Chinese New Year Begins (Year of the Horse)</td>
<td>17 • St. Patrick’s Day</td>
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<tr>
<td>31 • Chinese New Year Begins (Year of the Horse)</td>
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<td>19-Apr 9 • Statewide Testing Window for NMSBA</td>
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<tr>
<th>APRIL 2014</th>
<th>MAY 2014</th>
<th>JUNE 2014</th>
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<tr>
<td>5 • NEA-NM Board Meeting, Santa Fe</td>
<td>2-3 • NEA Board Meeting, Washington DC</td>
<td>10 • NEA-NM Presidents’ Academy &amp; Treasurers’ Training, TBD</td>
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<tr>
<td>12 • NEA-NM EdPAC Meeting, TBD</td>
<td>5 • Cinco de Mayo</td>
<td>11-12 • SLA &amp; ELC, TBD</td>
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<tr>
<td>18-21 • Spring Break (NEA-NM Offices Closed)</td>
<td>11 • Mother’s Day</td>
<td>13-14 • NEA-NM Board Meeting, TBD</td>
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<tr>
<td>20 • Easter</td>
<td>26 • Memorial Day (NEA-NM Offices Closed)</td>
<td>15 • Father’s Day</td>
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<td>22 • Earth Day</td>
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<td>30 • NEA Board Meeting, Denver, CO</td>
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<tr>
<th>JULY 2014</th>
<th>AUGUST 2014</th>
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<tr>
<td>1-6 • NEA RA, Denver, CO</td>
<td>23 • Tentative NEA-NM EdPAC Meeting</td>
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<td>4 • Independence Day (NEA-NM Offices Closed)</td>
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<tr>
<td>16-21 • NEA Western Region Organizing Institute (by invitation)</td>
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<td>24-25 • NEA-NM Board Retreat</td>
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<td>26 • All Committee Day, TDB</td>
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THE POWER OF THE CAT

2014 Read Across America is March 3

Get ready to grab your hat and read with the Cat in the Hat on Monday, March 3, 2014 for the 17th Annual Read Across America Day. The National Education Association is building a nation of readers through its signature program, NEA’s Read Across America.

The Seussical celebration will kick off a week of reading across the nation as NEA members gather students, parents, and community members together to share their love of reading. It’s never too early to plan your event and NEA’s RAA will be posting tips and resources to help you make your event Seussational.

NEA-New Mexico celebrates RAA

NEA-New Mexico’s RAA celebrations involve an annual Chairperson and theme. This year’s Chair is Charles Gerheart, and our theme is “Reading is Music To Our Minds.” Past chairs include authors, artists, musicians, elected officials, and journalists— all of whom promote reading in their work.

“Never stop learning. The moment you feel you know everything, or are on top of your game, it will negatively impact your students ... your personal pride is not as important as your students’ success,” says the 2013 recipient of the NEA-NM Award for Teaching Excellence, Charles Gerheart, who is also serving as this year’s Read Across America Chair. Gerheart teaches music at Cobre High School in Bayard. In 2013, he also received awards as the NMMEA Educator of the Year and NM-NFHS Outstanding Music Educator.

Want the CAT at your school?

NEA-New Mexico has a full-size (smaller adult) Cat in the Hat costume available only for members to use in their schools. Not just for RAA, the Cat is ready to rev up reading year-round. Interested? Contact Elizabeth Martinez (EMartinez@nea.org) to make arrangements.

New Seuss store and Cat-a-log

Looking to decorate your school and classroom in Seussian style? NEA Member Benefits has created a new online Seuss store for your celebration. You’ll find one of the largest selections of Dr. Seuss products including reading awards, pencils, decor, and so much more.

Visit our website nea-nm.org for ideas and more resources on how you can celebrate March 3 and EVERY DAY as NEA-NM Read Across America Day.

THE POWER TO TRACK

SECURE YOUR JOB & YOUR LICENSE! Use Your TEACHER EVALUATION TOOL

If you have not yet signed on for the MEMBERS ONLY tool to help you navigate the new evaluation system, give it a try. It’s your chance to fully understand the system and to document your experiences in a way that benefits you, your students and your professional standing. You will find it front and center on our web page nea-nm.org.

Bottom line... with this new complex process, both you and your administrator are going to have trouble keeping track of what was done and when regarding observations and the entire evaluation process. This tool allows you to keep track with precision of the entire process, thereby giving you a “leg up” that may just save your job. If administrators don’t follow the process correctly, then their evaluation of you may not stand. Use this tool to download and save for yourself any and all documents that can make the difference in your professional career.

The “Individual ID” referred to on the Tool is your NEA-NM membership number. This number is located on the postcard sent to you announcing this Tool. This number is also located on your membership card, which you should have received in your 2013-14 Membership Packet. If you have any difficulty accessing the Tool or need assistance, please contact Danielle Smail (dsmail@nea.org) or Edie Brycelea (ebrycelea@nea.org) at NEA-NM.

Do this for yourself and in the process you’ll also be helping NEA-NM track how this new process is working overall. It also allows NEA-NM to monitor the evaluation system statewide. Using the tool can save your job!”
You’ll find exclusive discounts and member-only offers that could save you more than it costs to join. Here’s just some of what you’ll enjoy as a new member:

▶ **Valuable gifts for new members only**, including $15,000 of no-cost Introductory Life Insurance coverage and a free year of your favorite magazine.

▶ **Free lesson plans and classroom tips**, deeply discounted classroom supplies, and 5% to 20% off continuing education through the NEA Academy.

▶ **Cash back on the things you buy most** with our member-only credit card.

▶ **Great deals on new and used cars.** Members save an average of $2,678 off MSRP—and an average of $443 a year on auto insurance.

▶ **Even more savings** on everything from restaurants to clothes. We use the buying power of America’s educators to negotiate deals you won’t find anyplace else.

We’ve already given back more than $8 million to NEA members. And we can’t wait to start giving back to you. Visit neamb.com any time to explore all that we offer. If you have any questions, please don’t hesitate to call our Member Service Center at 1-800-637-4636.

Take an advance look at NEA Member Benefits now.
Legal Issues May Impact You

If you have legal difficulties on the job, don’t assume the school district will protect you.

1. Your job can be threatened through disciplinary action, or by the school district violating the employment rights provided through school district policy or the negotiated labor agreement.
2. Your job and your licensure may be threatened by evaluation systems linked to the performance of your students or that of your entire school.
3. You can be sued for damages by parents or a student.
4. You can be charged with an employment-related crime, such as child abuse, or harassment.

Your Membership Helps If Your Job Standing is in Jeopardy

Whether you are called to a disciplinary meeting, receive a reprimand or other disciplinary measure, your Local NEA-NM member leaders are your first line of defense. They are trained as first contacts for advice and representation in meetings with your supervisor(s). Most grievances are resolved at this level. If you need more assistance, a NEA-NM UniServ Director advises your local leaders.

In the event of a threat to your job such as termination, NEA-NM provides staff to represent you in formal hearings with the school district. In the unlikely event your dispute with the school district requires a legal challenge in state or federal court, NEA-NM may provide legal counsel in accordance with NEA-NM Board Policy.

Real or Potential Criminal Charges Against You

If you are under investigation for an alleged crime or are threatened with criminal charges, contact your local president who will contact the local NEA-NM UniServ Director. Do not discuss the specific allegations or investigation with anyone except the UniServ Director and your attorney. Members have the needed coverage when investigations are imminent or underway but no charges have been filed. Visit nea-nm.org for more information.

Possible Civil Actions Against You

The National Education Association (NEA) and NEA-New Mexico (NEA-NM) believe it is the responsibility of your employer to provide you with insurance to protect you from personal financial liability stemming from employment-related lawsuits. In New Mexico, this is the coverage required by the Tort Claims Act. Unfortunately, employers often sacrifice employees in order to limit potential damages against them. EEL is secondary coverage to that required by the New Mexico Tort Claims Act. For all the details and exceptions visit nea-nm.org.

THE POWER BENEFIT OF ATTORNEY REFERRAL

NEA-NM provides members full legal protection in employment-related matters. But at one time or another each of us needs legal counsel on personal matters important to us and our families. That’s why NEA created the Attorney Referral Program.

During any membership year, members are entitled to two free, 30-minute consultation sessions with any lawyers approved by NEA and NEA-NM to participate in the Attorney Referral Program. During the two free sessions, you may discuss any legal matter except tax issues.

In addition to free consultations, members may have specific legal work performed in five “core” areas at a 30-percent reduction of the attorney’s normal fees. The five “core” areas include: Wills and Estates; Real Estate; Domestic Relations; Consumer Protection; and Traffic Violations.

Members must identify themselves as an NEA member to take advantage of the Attorney Referral Program. Visit nea-nm.org for details and participating attorneys.
That’s why we’ve teamed with California Casualty to create the NEA® Auto and Home Insurance Program to provide auto and home insurance designed exclusively for you and your fellow educators.

For 100 years, California Casualty has delivered trusted, personalized insurance for professionals who protect, strengthen and enhance the quality of life in American communities.

It’s California Casualty’s policy to do more for the people who give more, starting with you. Call today for your free, no-obligation quote.

Our promise:
To support those who support our children.

exclusive member benefits | payment skip options | vandalism and collision deductible waived*

CA Lic#0041343 *Coverages described are subject to availability and eligibility. ©2013 California Casualty

For a free coverage comparison, call 1-866-680-5139 or visit www.calcas.com/neanm
The nea-nM sT aTewide eLeCTions 2014

Election postcards are mailed out in January. If we don’t have your current address, phone numbers or email, please contact the Santa Fe office 800-432-2017.

Your vote matters!
Make sure NEA-NM has your correct information.

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<tr>
<th>Date</th>
<th>Event</th>
<th>Term</th>
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<tr>
<td>October 20, 2013</td>
<td>Deadline for Nominations</td>
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<tr>
<td>January 31, 2014</td>
<td>Electronic Voting is Activated</td>
<td>1 year term</td>
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<td>(postcards are mailed to members with their password)</td>
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<tr>
<td>February 18, 2014</td>
<td>Close of Electronic Voting</td>
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Board of Directors 3 year term
Retired Board of Directors 1 year term
At-Large Board of Directors 1 year term
EdPAC Committee 3 year term
NEA State, Retired & Cluster Delegates (delegates to the NEA Representative Assembly)

Information and nomination forms are posted on the NEA-NM website: nea-nm.org