

# MCALLEN AFT NEWS

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## TEXAS AFT 5-YEAR PLAN

During the weekend of December 2-3, 2011 the Executive Council of the Texas AFT met in Austin to do Strategic Planning for the next five (5) years.

This was a detailed no holds barred meeting. We will see the rough draft in March and vote on the final plan in June.

We talked about the following issues:

The legislature's terrible treatment of public school employees (lack of pay increases, loss of health benefits, packing of classrooms, cutting hours and pay of paraprofessionals, custo-

dians, skilled labor, librarians, library clerks, and closing libraries). Texas will soon have a larger population than California. In addition, retirees have been neglected with no pay raise in 10 years. Justice needs to be done.

The legislature is turning to the charter school (for profit) as the way to improve education in Texas. Charter schools pay their administrators very high wages and hire beginners for the most part to teach their classes. Charter school teachers have no contract (can be fired with two [2] week notice), no conference period, no duty free lunch, and do intense fund raising.

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### Special points of interest:

**Legislature's Treatment of School Employees**

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## TIDBITS

McAllen AFT is here to help you. If you are written up because of student problems, parent problems, or PDAS situations let us know.

If you are placed on a TINA (Teacher in Need of Assistance), we are here to help you clear your record. We're familiar with the process.

If you need training, let us know. We are prepared to help you. We are a full local (#6329) and offered assistance with different situations.

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## SURVEY OF BUDGET CUT IMPACTS FALL 2011

### Findings for 3,549 participants across Texas:

92% said their district eliminated positions this year.

79% reported cuts to programs that serve students.

87% said class sizes increased in their district.

81% said climate for students, teachers, and staff is “worse” or “much worse”.

When asked to further describe the climate for students, teachers, and staff the following was said:

- 72% described it as “Stressful and Taxing”
- 9% described it as “Hostile and Unfriendly”
- 8% said “Busy but Positive,” and 11% said “Hectic but Normal”.

### Some of the top cuts noted by respondents:

Stipends cut (math, science, bilingual); support specialist positions cut; grade level supplies cut; district science kits cut; ESOL services cut; class sizes increased; no money for training or supplies; renovations delayed; field trips canceled; employee benefits cut.

## ADDITIONAL SURVEY COMMENTS



**THEIR FUTURE  
 OUR FIGHT!**

Teachers/staff say the following:

- Increased paper work
- Loss of planning
- Longer work day
- Pay cuts
- Way or the Highway
- Stress
- Class sizes
- No supplies
- Low morale

Programs Cut as follows:

- Early Childhood 38.5%
- Special Edu. 35.5%
- Art and Music 35%
- Tutorials 54.6%
- PE 20.6%
- Electives 51.5%
- Foreign Language 16.2%