



membership matters!

a publication of acsa's member services and professional standards departments volume 22

PSAs begin 10th year of service to ACSA



The ACSA professional standards advocacy team includes, left to right, Sharon Dezutti, Rod Todd, Bill Tschida, Brad Lantz, Joanne Godfrey, Lloyd Wamhof and Pat Souza.

PSA Area 1: Butte, Colusa, Del Norte, El Dorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity and Yuba counties. Patricia Souza, (909) 484-7503, psouza@acsa.org • **PSA Area 2:** Alameda, Contra Costa, Humboldt, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma and Yolo. Bill Tschida, (909) 484-7503, btschida@acsa.org • **PSA Area 3:** Alpine, Amador, Calaveras, Fresno, Kern, Kings, Madera, Mariposa, Merced, San Joaquin, Stanislaus, Tulare and Tuolumne counties. Lloyd Wamhof, (909) 484-7503, lwamhof@acsa.org • **PSA Area 4:** Inyo, Mono, San Bernardino and Riverside. Rodney Todd, (909) 484-7503, rtodd@acsa.org • **PSA Area 5:** Los Angeles, San Luis Obispo, Santa Barbara and Ventura. Sharon Dezutti, (909) 484-7503, sdezutti@acsa.org.

Nine years ago, Assistant Executive Director Joe Jones decided to change how the Professional Standards department served ACSA members. With approval of Executive Director Bob Wells and the Board of Directors, the expanded service began with the hiring of six part-time professional standards advocates.



Joe Jones

The new delivery of services was ushered in with the hiring of Pat Souza, Bill Tschida, Lloyd Wamhof, Rod Todd, Gil Blanco and Brad Lantz. Joining the Professional Standards team was Joanne Godfrey, administrative assistant/ACSA Ontario office manager.

The six advocates had recently retired from education and represented 220 years of service to schools. Blanco retired from the team four years ago and has since been replaced with Sharon Dezutti, former assistant superintendent of human resources for the Los Angeles County Office of Education. Dezutti is beginning her third year as a PSA.

The significance of this change in delivery of services is that each PSA served in a specific geographic area of the state and, therefore, had closer physical proximity to more ACSA members. Although they still have assigned areas today, they each serve members across the entire state as well.

As the 10th year of the program

begins, the record of service to ACSA members speaks for itself. More than 5,700 members have been assisted; more than 17,000 contacts made; and 836 regular members have received legal services.

Some of the hot topics PSAs assist with include:

- Reassignment, demotion, transfer, termination, layoffs.
- Evaluation questions.
- Assistance with contracts.
- Due process.
- Settlement agreements.
- CTC credentialing issues.
- Sexual harassment.
- Staff and community complaints.
- Investigations.
- Superintendent/board relations.
- Development of MOUs for administrative units.

The PSAs also conduct presentations at the ACSA Leadership Summit, the Personnel and Superintendent Academies, Superintendents' Symposium, Negotiators Symposium, Personnel Institute, and at region, charter and district administrative group meetings.

For helpful articles, important Web sites, and services such as contract/MOU assistance, please call (800) 608-ACSA or visit ACSA Online at www.acsa.org, and click Resources/Professional Legal Assistance. There you'll find articles on such issues as March 15 notices, sexual harassment, defamation, and Aug. 15 layoffs.

Remember to stop by the PSA booth at the Leadership Summit in November for more information.

ACSA kicks off new mentoring program with region support

ACSA has begun promoting its new ACSA Mentoring program, starting with individual region participation in spring 2009.

In a meeting in fall 2008, ACSA region presidents were presented with the initial considerations for the development of a mentoring program that regions would eventually be able to offer as a service to members.

As a result of this initial meeting, a mentoring draft brochure and presentation were developed and subsequently presented to a variety of ACSA committees and councils. The following committees are now sponsors of the development of the ACSA Mentoring program: Equity, Achievement and Diversity for Success, Retirement and Member Services.

Numerous presentations were made at regional ACSA conferences and events, including the region leadership trainings in June. At each presentation, draft materials were distributed and discussed, and additional concerns, suggestions and ideas were collected and incorporated into a finalized program brochure.

Several regions indicated an interest in offering ACSA Mentoring to their members and are individually working with their leaders to develop member interest, determine the initial scope for the region program, identify region resources, and create timelines for launching the program.

Interested regions currently include Regions 2, 3, 4, 6, 15 and 19. An initial meeting of representatives from these regions, including region leaders and Member Services

representatives, was held Aug. 26 in Sacramento. Participants previewed preliminary mentor training materials, raised issues for additional clarification or support, and left with the task of helping their regions determine next steps.

The meeting also produced valuable guidance for ACSA regarding the development of additional tools and resources to support region delivery of the program.

ACSA will continue to work with interested regions to help bring their region-based mentoring programs to fruition. ACSA support for region mentoring programs will include:

- Providing all mentor training and materials – on a cost-recovery basis.
- Establishing an ACSA Mentoring page at www.acsa.org with additional resources and support for ACSA mentors statewide.
- Publicizing region mentoring programs.
- Offering ongoing collaboration through a region mentoring program coordinators network.
- Presenting mentor support workshops at region conferences.

ACSA will continue to promote the expansion of the ACSA Mentoring program into additional regions based upon region interest. Every effort will be made to offer informational ACSA Mentoring presentations at regional statewide events, including conferences, symposia, and committee and council meetings.

For more information on ACSA Mentoring, contact Michael Bossi or Mary Gomes at (800) 608-ACSA.



Meet, greet and grab a small bite to eat. Coming to a Region near you!

Mark your calendars for the first-ever statewide Oktoberfest, where current members can network with old friends and non-members can make new contacts while learning the value of membership. Food, fun and door prizes are on the agenda so don't miss out!

Region	Date
1	October 9, 2009
2	October 12 & 13, 2009
3	October 14, 2009
4	October 15, 2009
5	October 13, 2009
6	October 16, 2009
8	October 16, 2009
11	October 15, 2009
12	October 15, 2009
13	October 5, 2009
15	October 5 & 22, 2009
18	October 1, 2009
19	October 14, 2009

For more information visit www.acsa.org or community.acsa.org or contact Margarita Magliocco at mmagliocco@acsa.org