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the HUB

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The student-created news source for Davis High

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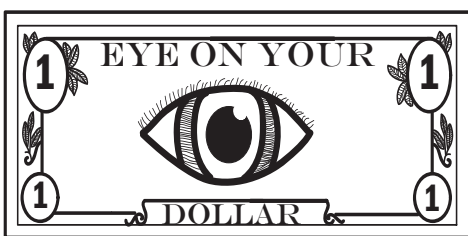
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Sub pay lower in Davis schools

By ALBERT HU & MEGHAN BOBROWSKY
HUB Staff

This news feature is the third in a series of articles that looks into the school district's use of funds. We try to answer the question: Is taxpayer money being used appropriately? In this edition, we investigate substitute teacher daily rates and the current substitute shortage.

According to the most up-to-date documents on respective district websites, the Davis Joint Unified School District pays its day-to-day substitute teachers up to 18 percent less than the average salary of neighboring school districts such as Woodland, Vacaville and Natomas.

These competing districts make attracting and maintaining a sufficient number of substitutes difficult for DJUSD, leading to a recent substitute shortage.

"When the economy was bad, we had lots of substitutes. We rarely had a day where the jobs went unfilled," said Matt Best, Associate Superintendent of Administrative Services.

"Since the economy has turned around, almost all those substitutes have jobs now. Our substitute pool is about the same size, but we're competing with all the other districts to a greater degree."

According to Best, DJUSD generally has five or less unfilled substitute positions on Tuesdays, Wednesdays and Thursdays, which escalates to 10 vacant substitute positions on Mondays and Fridays.

This lack of substitutes forces teachers, ad-

SUBSTITUTE TEACHERS on page 2

All the Answers



Ben Skinner, Eliot Williams and Ethan Skinner compete at the Sacramento Fall Tournament on Sept. 17.

Quiz bowl team excels at regional level

By WILLA MOFFATT
HUB Staff

The DHS Quiz Bowl team may have a small presence at the school, but they are well known to the rest of the state as one of the most successful teams in California. Most recently, the varsity A team snatched first place at the History Bowl tournament in San Mateo, Calif. on Sunday, Dec. 4.

Senior and club president Eliot Williams, a member of the winning team,

also finished first place individually in the history bee portion of the event, with junior Ethan Skinner coming in third.

Results like these are nothing new to the quiz bowl team. Just this year, the varsity team has won all five tournaments it has competed in.

The club began in spring of 2013 when it sent a team to one tournament. That following school year was the first full season of participation for Davis. Now, under Williams, the team competes

regularly in both regional and national competitions.

A typical season consists of three Sacramento tournaments in fall, winter and spring. There is also a Cal Cup series of four tournaments run by the quiz bowl team at UC Berkeley. Placement at those four competitions determines which team wins the series overall. Last year, that winner was Davis.

"We're very successful on a regional

QUIZ BOWL on page 3

The HUB misses key demographics in journalism coverage

By CHRISTINE KIM
HUB Staff

The HUB administers a diversity audit each year to evaluate reporting and ensure that it proportionately reflects the DHS student population.

HUB staff compiled a list of all DHS students interviewed and photographed on all HUB platforms for two months, including: BlueDevilHUB.com, videos posted on BlueDevilHUB.com, The HUB newspaper, as well

as Instagram and other social media platforms used by the HUB. By recording all students by grade, gender and race, comparisons between the demographics of the HUB class as well as those of DHS could be made.

The audit revealed that males, sophomores and Latinos were all underrepresented in the past two issue cycles. Significantly less male students were interviewed—30 percent, compared to the 70 percent of females rep-

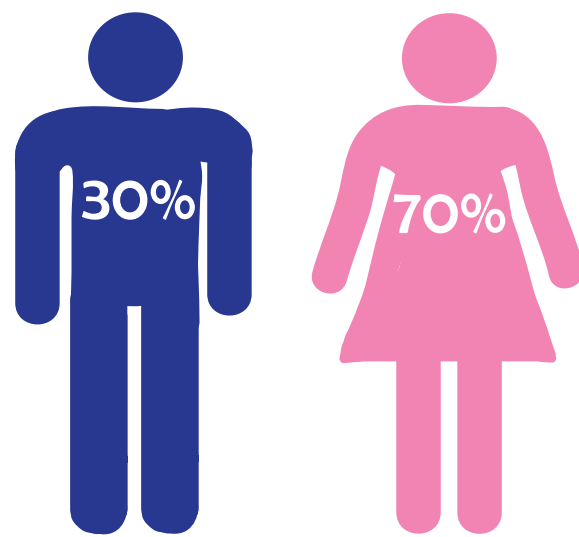
resented.

Coverage of sophomores is also lacking: 34 percent of DHS is made up of sophomores, while only 11 percent of HUB coverage included sophomores. The lack of sophomore coverage could reflect the absence of sophomores in the HUB staff.

The Latino population of DHS was also significantly undercovered, with coverage just 4%,

DIVERSITY on page 2

Gender of DHS students interviewed on all HUB platforms



HUB GRAPHIC/CECE CANNATA

Interfaith families celebrate the holidays in unique ways

By ERIN BENEDICT
HUB Staff

The Heeren house is decorated with lights and stockings are hung by the fireplace, there is a real evergreen tree in their family room and the entire house smells of Christmas. All kinds of presents of different sizes lay under the tree. The joy of the holidays and presents are in the air.

Isabella Heeren has a Christian mom and a Jewish dad. "But both peacefully coexist in our house," Heeren said. In their house both Hanukkah and Christmas are celebrated—each in its own way.

Instead of receiving eight presents each day of Hanukkah the family purchases a family present. Last year, the family got a trip to Hawaii.

Ethan Heeren thought it was a joke

and both could not believe it until their parents said, "here see for yourself," and showed them the plane tickets.

On Christmas, the Heeren family gets a real tree, puts up decorations, hangs stockings by the fire, and receives lots of presents.

Being in an interfaith relationship can be hard enough with the different religious viewpoints, but adding kids to the equation makes parents have to make the right decisions for their family. For example, what holidays to celebrate, if and how they celebrate, whether or not they force their children to be that certain religion, or go to certain religious activities.

Interfaith couples have the opportunity to talk about what is important to them in connection with their religions

HOLIDAYS on page 2



HUB PHOTO/ERIN BENEDICT

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NEWS

SUBSTITUTES: Teachers impacted by shortage

Continued from page 1

ministrators and librarians to fill in the gap.

"I would say probably 95 percent of the time, one-hour [substitute positions] get filled by [teachers] because usually it's like 'I gotta go to the doctor or I gotta pick up my kid,' and you'll talk to your colleague," Best said.

This creates a stressful dilemma for teachers.

"There are times when you have to go photocopy something or you have a student that's requesting something and you have to get it done. So when you're asked to sub in another class, it can make a teacher's life more stressful because you want to help out a colleague, but then you're sacrificing what you need to do," social studies teacher Fern O'Brien said. "We do it with a smile on our face when necessary, but there's really a hidden cost there that we end up paying for in our own stress load."

DJUSD pays its substitutes based on how many days they have worked in the district for the current school year—incentivizing loyalty and commitment to Davis.

After 20 days at schools in DJUSD, substitutes receive a \$5 pay raise. Compensation grows by \$5 again after 40 days and 80 days of work. An additional \$7 hike in the daily raise occurs after 100 days, though Best said that few substitutes reach this step on the pay schedule.

However, even with DJUSD's salary based on days worked in the school year, a substitute would need to work at least 101 days just to match the Woodland Joint Unified School District's or Vacaville Unified School District's flat rate of \$130 per day.

According to Best, only three substitutes even come close to working every day in the district—most do it part time. This means that by the time DJUSD substitutes finally earn the same amount as other district substitutes, the school year (184 days) would already be close to over—causing a substitute's daily rate to reset.

Richard Bruce, a dedicated DJUSD substitute with more than 20 years of experience, states that substitutes with financial difficulties prefer to sub in other districts for the higher pay and for the neighborhoods with cheaper rent.

However, Best affirms that there is a "non-monetary value" to subbing at Davis High, due to the more friendly and supportive community in addition to a potential opportunity for future employment as a teacher.

Bruce agrees that Davis is "a good place to start subbing [...] because the students are easier to handle." He believes this is a strong incentive for new substitutes to begin their career in Davis. However, according to Bruce, once these new substitutes gather enough experience from Davis, they will move to another district for the higher pay, making DJUSD the district that "train[s] everyone else's employees."

Substitute teachers at Davis High must have a 30-day subbing credential, a teaching credential or be a DJUSD retiree.

The most common substitutes are those with a 30-day credential, which requires a Bachelor's Degree, passing of the California Basic Educational Skills Test and clean fingerprints, Best said.

Districts stagger their rates of pay for substitutes based on credentials and legacy. In Davis, substitutes with a full teaching credential receive about \$10 more per day than substitutes with a 30-day credential. DJUSD retirees are also allotted their own increased daily rate.

However, across the board, neighboring school districts provide a higher rate of pay—regardless of credentials.

The starting rate per day for 30-day credentialed substitutes in Davis is a meager \$104; compared to \$130 for Woodland and Vacaville, and \$120 for Natomas. In Davis, this rate increases to \$114 for fully credentialed substitutes; while in Woodland and Vacaville, the pay rises to a flat \$150 and \$140, respectively.

In Davis, retired DJUSD teachers start with a salary of \$136, while in Natomas, retired teachers can earn an extra \$25 a day, equating to \$145. For retirees in Woodland and Vacaville, their rate rises to \$170 and \$160, respectively.

Looking forward, Best explains DJUSD's current plan to make its substitute rate more competitive with neighboring districts.

"[The daily] rate has gone up 2 percent each year just like the [pay for full-time] employees. It didn't before. We basically got authorization from the board to say if employees get a raise, the sub rates go up also. That was [in] 2014."

However, according to CNN Money, this 2 percent raise is below the average 3 percent raise that most employees across America receive per year. In fact, it is only just high enough to keep up with America's inflation rate, which is currently about 1.6 percent, according to U.S. Inflation Calculator.

The HUB was not able to locate the previous rates of pay for substitutes in neighboring districts, and thus was not able to determine if substitutes in other districts experience a yearly pay increase as well.

Is taxpayer money being used appropriately?

The HUB says:

Properly compensating substitute teachers is essential to making sure schools run as smoothly as possible without placing additional burdens on teachers or other staff. The district should allocate more funds to substitute pay to be more competitive with other districts in order to ensure all substitute positions are filled.

"When you're asked to sub in another class, it can make a teacher's life more stressful because you want to help out a colleague, but then you're sacrificing what you need to do."

-Fern O'Brien

Student government budgets for events

By MEGHAN BOBROWSKY
HUB Staff

Like any organization responsible for managing large sums of money, Student Government has a budget; however, not in the traditional sense. Instead, each committee creates a budget based on precedents set by previous committee heads.

"They have binders that go back 10-15 years in which they detail how much money was spent on each of the events, and that's how we budget as a class," ASB President Sam Goidell said.

The binders have completed purchase orders, a report of what the group did and feedback, according to Student Government adviser Anthony Vasquez.

As of Dec. 6, Student Government had \$45,889.35 in its account, which subtracts \$4,695.47 worth of outstanding purchase orders, according to ASB Treasurer Kasra Soltani Nia. According to Goidell, the class generally spends the same amount of money each



In this photo illustration, ASB president Sam Goidell and ASB treasurer Kasra Soltani review the student government budget for the 2016-17 school year.

year—\$20-25,000 that they do not make back. He also explained that the class tends to keep a safety net of \$15-20,000 each year.

"You need to keep that amount year-to-year because you're not guaranteed you're going to sell a certain amount of ASB cards. This year, we got really lucky," Goidell said. "The most people bought ASB cards in my three

years at Davis High, so that's why we have a little bit more money than before."

For the 2016-17 school year, Student Government earned \$46,085 from the sale of ASB cards, which are sold prior to the start of the school year for \$65. Half of that revenue goes straight to athletics to fund sports programs, ASB Bookkeeper Cheryl

Ozga said.

Additionally, each graduating class has its own financial account, Vasquez said. Winter Ball is considered the juniors' event, which means they fund the event and keep the profit from the dance to use for their Senior Ball.

STUDENT GOVERNMENT
continued on page 3

DIVERSITY: The HUB strives for diversity

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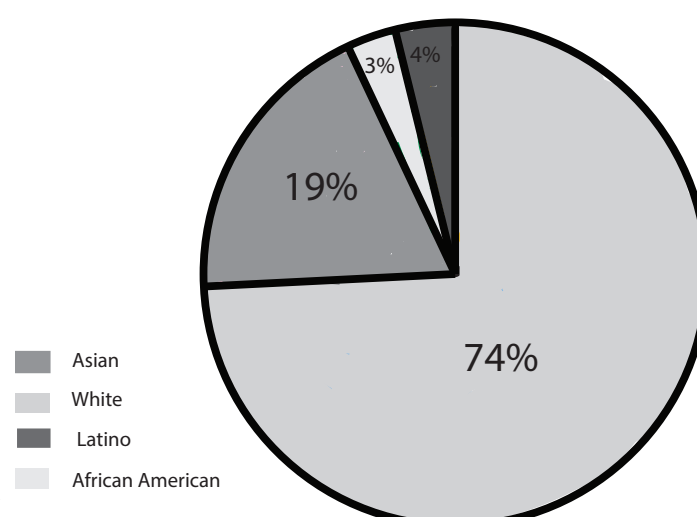
compared to the 18% of Latino students at the school. The HUB class also has a very low percentage of Latino students at 2 percent.

However, in other categories, the demographics of students interviewed generally reflected the DHS student population.

"It's a top priority for us to accurately represent the entire DHS population on all HUB platforms," print editor-in-chief Hanah Wyman said. "We are going to do better."

To work to correct the misrepresentation of these groups on HUB's platforms, staff members reached out to underrepresented demographic groups for this

Race of DHS students interviewed on all HUB platforms



HUB GRAPHIC/HANAH WYMAN

month's issue, by going into several classes and shooting video interviews with many students to find out what stories the HUB staff is missing.

In the future, the HUB staff plans to include more interviews with currently underrepresented groups of students.

As stated in the HUB

mission statement, reporters aim to give a voice to the voiceless and monitor power through representative coverage of students to give an accurate portrayal and interest of the DHS student body.

"In the future we will do our best to ensure that all types of people at DHS are being given voices in our stories, not just people in our class or our friends," multimedia editor-in-chief Meghan Bobrowsky said.



Find numbers at
<http://www.bluedevilhub.com/2016/12/14/diversity-audit-results/>

HOLIDAYS: Acknowledging different religions

Continued from page 1

and make a choice about their family life. "[This] begins with conversations about their shared values and then leads to deciding how they will enact these values and teach them to their children," Rabbi Jillian Cameron said.

One of the biggest obstacles Cameron sees is when couples don't have the conversation about their options as a family. "I strongly suggest that every couple and family make this decision," said Cameron.

"Not having the discussion and expecting that children will just make their own decision can be difficult and often leads to children not having a connection with anything and then not having the education or comfort with any religion as they grow older," said Cameron.

There are a growing number of schools and communities that are aiming to support those families who choose to do both. In Davis, one example of that is the Multifaith Living Community. This is a place where students of all faiths or no faith are eligible to live in ways that "honor others and the earth," according to the website.

In Cameron's line of work many families choose a certain religion for their household and share a vari-

ety of experiences in the other religion. "These choices can look different for each couple," Cameron said.

Sophomore Emily Eckey lives in a household with a Christian dad and a Jewish mom. "But my dad isn't that religious, so we don't celebrate Christmas," Eckey said. Her favorite part is lighting the candles because she takes off her glasses and "just sits, staring at the pretty lights and it all just looks like a colorful blur."

Sophomore Sherlyn Garcia lives with her dad and for two years, from fifth to seventh grade, attended a Catholic private school, called Saint Ann School.

When she was coming back from one of her classes that had just ended she complained to her father how boring it was. He then laughed saying, "Well, one day you'll thank me for this because when you grow up you're gonna want to get married in a church."

At first, she believed him but now that "I think about it and I'm older and have developed my own opinions on things like religion, I don't think I'd want to get married in a church, I am very happy that I didn't continue going to the school."

"There isn't one right way... everyone is different and people seek out religion in different ways throughout their lives," Cameron said.

Corrections

Due to editing and communication mistakes within the HUB class, several errors were printed in the Nov. 18 issue. An earlier version containing errors was printed in the final edition of the paper.

- 1) "How much money does student government have in their account as of Nov. 8? \$76,758.60—nearly enough money to fund two additional first-year teaching positions at DHS." This is a false statement because the money earned is not sustainable, meaning it cannot be used to fund long-term projects or staff salaries.
- 2) "An upward swing in ASB card sales this year has left student government with a surplus of \$10-20,000, which could be alternatively used to address concerns from The Western Association of Schools and Colleges' 2016 report on DHS. Potential areas of improvement were cited as the academic performance of High Priority students and English-Language Learner students along with school climate and school connectedness. Student Government's extra funds could expand the AVID program for struggling students, purchase additional chromebooks for teacher instruction and develop Link Crew to create a more welcoming school environment." This is a false statement because Board Policy-BP 3452 states that student organizations may not fund programs that fall under the district's responsibility.
- 3) A quote stating that "AVID program for struggling students" isn't accurate because AVID supports college bound students.
- 4) The name Stephanie Chong was published on page four; this name was supposed to be Christina Chong.