

sdta HOTLINE

February 11, 2015

CTA • NEA

14/15 – 7

Message from the President

This time of year is often hard for our new teachers as the March 15th non-reelection deadline looms. If you are a temporary or probationary employee, these are some basic facts you should keep in mind:

- By law, the district must notify probationary employees of their intention to non-reelect them prior to March 15th. This is done officially by the Board of Trustees at a regular business meeting. As their last meeting prior to that deadline is on March 4, probationary members who are being non-reelected will be notified by their site administration on February 20th or 23rd.
- The Sequoia District has long believed in offering its employees the option of choosing to resign in lieu of being non-reelected. This decision is entirely yours and has no impact on your ability to collect unemployment or qualify for COBRA benefits.
- The District has NO legal responsibility to notify temporary teachers by the March 15th deadline. However, employees who are hired as Temporary under Education Code 44909 will receive notification similar to Probationary employees.
- Non-44909 Temporary teachers are considered to have signed a one-year contract and are not guaranteed a position beyond the last day of that year. Often temporary teachers are indeed re-hired by the district, but members should not rely on this as it has also happened often that employees have waited to hear from their site about their assignment for the next year while administration is actively interviewing and hiring their replacement. Until you have signed a contract for the next school year, you should consider that you do not have a job and should be pursuing openings in other districts. Talk to your site management and ask them their intentions. Don't let loyalty to your site prevent you from having a job next year!

If you have any questions or concerns about your employment status, please contact one of your site reps or contact me directly.

-Edith Salvatore

CHANGES IN THE BOARD OF TRUSTEES

At the January 14 meeting of the Board of Trustees, long-time Trustee Olivia Martinez announced that she was resigning her position, effective March 1st. As her term expires at the end of this year, the Board of Trustees has chosen to fill the vacancy by appointing a trustee for the interim rather than incur the cost of a special election. The vacancy is being advertised and the application period has been opened. The board will meet in a special session in March to interview interested candidates and make their determination on an interim replacement for Trustee Martinez. The date of this special session will be decided at the next Board meeting.

This November, this seat will be up for election, along with Trustees Weiner and Du Bois. As always, SDTA is interested in supporting candidates who value teaching and learning and who are willing to dialogue with the union about issues facing the district. If you are interested in joining SDTA's Political Action Committee in this work or know of anyone in the community who might be interested in running for Board of Trustees this fall, please contact your site rep or the SDTA office.

READ ACROSS AMERICA

March 2, 2015, is **Read Across America**. This day is all about reading — how important it is and how much fun it can be. While this has traditionally been more of a celebration in the elementary grades, this year, CTA has expanded its recommended reading to include all grades, Pre-K through 12 as well as recommendations for adults. This is part of a new project known as **California Reads**, where a committee of teachers and librarians select books four times a year for all grade levels. As you finalize your plans for RAA, visit www.cta.org/raa to download bookmarks, posters, certificates (English and Spanish), and reading tips for parents (in eight languages). You can also download the entire year of book recommendations with the accelerated reading levels.

Tax Time

It's that time again. As you are collecting your receipts and W-2s, don't forget that if you itemize, your union dues are deductible. Below are the monthly amounts (based on category) for the 2013-2014 year and the 2014-2015 year. Because the dues amount did not change, the monthly amount for both years is the same. Most employees have dues deducted on an 11-month basis, regardless of whether they have elected to receive 11 or 12 paychecks. Some new members may have had dues deducted on a 10-month plan. If you did not receive a paycheck in August, or if you received a paycheck in August and there were no dues deducted, you should use the 10-month numbers.

11-month Plan

Category (% of full time)	Monthly (13/14)	6 months (Jan-June)	Monthly (14/15)	5 months (Aug-Dec)	Total*
60%-100%	105.09	630.54	105.09	525.45	1156
50%-60%	61.73	370.38	61.73	308.64	679
33%-50%	54.50	327	54.50	272.50	599.50
25%-32%	40.32	241.92	40.32	201.59	443.50
< 25%	36.73	220.38	36.73	183.64	404

10-month Plan

Category (% of full time)	Monthly (13/14)	6 months (Jan-June)	Monthly (14/15)	4 months (Sep-Dec)
60%-100%	115.60	693.60	115.60	462.40
50%-60%	67.90	407.40	67.90	271.60
33%-50%	59.95	359.70	59.95	239.80
25%-32%	44.35	266.10	44.35	177.40
< 25%	40.40	242.40	40.40	161.60

*This total only applies to those members who were on the 11-month pay plan for both 2013-14 and 2014-15. Remember that if you were hired new LAST year, you may have been on the 10-month plan then, and the 11-month plan now. As always, it is better to confirm with the information on your actual pay stubs.

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Your SDTA Site Reps:

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