

# sdta **HOTLINE**

August 20, 2015

CTA • NEA

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## Message from the President

To our returning members, welcome back to another school year! For our newly hired members (and those of you who still need to join...), welcome to the district. Hopefully I have already gotten an opportunity to meet you at the new teacher luncheon last week. If not, please don't hesitate to stop me in the hall if you see me on your campus. I look forward to getting out to all our sites over the next month.

*-Edith Salvatore*

## NEW PLAYERS IN THE DISTRICT

As you no doubt noted at the opening of school convocation, there were a number of new administrators hired at the end of last year and over the summer. As has long been the practice in our district, SDTA was invited to send a representative to the interview panel for each of these positions and we are confident that the district has hired strong individuals who will work with teachers to continue to improve the quality of education we are delivering to our students. If you have not yet met the new administrators, make a point of stopping in to say hello. We work best together when we know each other well.

## CONSTRUCTION ON CAMPUS

The 2015-16 school year greets us with varying levels of construction underway at all the sites. While construction is never painless, we hope that the contractors and site management are able to work together to prioritize student learning and minimize disruptions. If you have had difficulty getting into your classroom or locating items that were packed because of summer work or relocation, please contact your site reps so that they can work with administration to rectify situations. As the year continues, do not hesitate to forward unanswered questions or concerns about construction to your site reps so that we can assist in uncovering the answers.

## ATTENTION NEW MEMBERS

As a new employee of the school district and a member of CTA, you are entitled to certain benefits that expire after 120 days of employment. Chief among these is the opportunity to enroll in disability insurance with The Standard without any sort of medical exam or medical background check. This means you can qualify for coverage despite pre-existing conditions if you apply within the first four months of this year. To get more information about this and other benefits available to you, visit <http://www.cta.org/en/Member-Services/Member-Benefits.aspx>

## NEW CONTRACT PROVISIONS

Last Spring, our membership voted overwhelmingly to ratify the tentative agreement reached between SDTA's bargaining team and the district. This agreement not only resulted in a 5% raise to the salary schedule (which is reprinted for you on the back of this Hotline), but also in a handful of new provisions in the contract.

A handful of members have already asked me about one of these provisions – personal necessity leave – this year. As of July 1<sup>st</sup>, 2015, sick leave and personal necessity leave are no longer separate categories. The new language eliminates the personal necessity category and defines sick leave as available to be used “for the purposes of illness or injury, personal necessity, or for the purposes described in the Healthy Workplace Family Act of 2014”. This means that you no longer need to make a distinction between the two types of leave nor do you need to request permission before entering those absences in the AESOP system.

This is a giant leap forward in the way the district treats us as professionals, but as Uncle Ben told Peter Parker, “with great power comes great responsibility.” This new contract language does not change your professional responsibility to ensure that the absence is reported appropriately and that adequate lesson plans have been left for the substitute. SDTA is confident that our members will use their sick leave wisely, remembering that our priority is always to provide the best possible education to our students, which happens when we are in the room working with them. We also remind you that your sick leave is a valuable asset that converts into service credit when you retire and as such should not be “wasted” lightly.

That said, under this year's contract you will no longer need to worry that your great aunt's 100<sup>th</sup> birthday celebration, college roommate's wedding ceremony, or spouse's work award ceremony might not count as “major life events”. You can define what is your personal necessity and redirect the time you once agonized over those requests into planning an amazing lesson for your students.

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**<http://www.facebook.com/groups/MySDTA>**

**Your SDTA Site Reps:**

**Carlmont**

Katya Burton  
Connie Dominguez  
Cary Milia\*  
Hai Nguyen  
Genevieve Tep  
Carolyn Wade\*  
Kelly Redmon  
*(communications)*

**Menlo-Atherton**

Tim Bowler\*  
Manuel Delgado  
Karina Escobar-Weaver  
Tania Kranzler\*  
Patrick Maier  
Mike Molieri  
Liane Strub

**Sequoia**

Belén Álvarez-Iglesias  
Debolina Dutta  
Guadalupe Navarrete  
Octavio Rodriguez  
Edith Salvatore\*  
Jasmine Schimek  
Dylan Shelley\*  
Kate Sheehan

**Woodside**

Adele Alvarez  
Rick DeFrancesco  
Greg Gruszynski\*  
Diana House  
Alexandrina Pretto  
Marian Welch  
Felicia Yang

**Redwood**

Javier Galaviz\*  
Mike Martin  
Maureen Svenson

**District Office**  
*(available opening)*

\*bargaining team