

sdtaHOTLINE

November 11, 2015

CTA • NEA

15/16 – 4

Message from the President

I would like to take this opportunity to thank our members and representatives who turned out to phone bank and walk precincts to support our candidates in the election. The shift to an all-mail-in ballot this year was a new challenge to us and we had to hit the ground running earlier than ever before. For those of you who live in the district and voted, thank you. We are looking forward to a productive year and it is because of the work we have done together.

-Edith Salvatore

ELECTION RESULTS – Du Bois and Jack Take Top Spots!

SDTA is very excited that our two endorsed candidates took the top two spots in the election Tuesday night. Repeating on her success four years ago, current Trustee Du Bois received the most votes of any candidate again this year with over 27% of the overall vote and improving on her recent bid for election, Georgia Jack garnered an impressive 23% of the vote.

Current Board President Allen Weiner was also re-elected, coming in third with nearly 23%. Appointed Trustee Laura Martinez failed to earn an elected spot on the board with just 20% of the overall vote.

SDTA looks forward to greeting the new board and working with all the Trustees to ensure that we remain a top district and that the education we provide our students and working conditions enjoyed by our members continue to improve.

UPDATE – SCHEDULE B RATE

Earlier this year, SDTA noticed a discrepancy in the curriculum rates our members were seeing in their pay checks. Unfortunately, somehow the 5% raise we negotiated last spring did not get applied to Schedule B which defines our curriculum rates. SDTA has notified the district and they have compiled a list of all members who have received curriculum rate (“timesheet” hours) since July 1st and the adjustment will be made for these members on their November 30th paycheck. If you notice at that time that you did not receive this adjustment, please contact your site rep.

WHAT TO DO IF...

...YOU ARE CALLED INTO A MEETING WITH AN ADMINISTRATOR

- You have the right to know what the meeting is about ahead of time.
- Under our contract, if the meeting has the potential to become disciplinary, the administrator **MUST** advise you ahead of time of your right to bring union representation. If this happens, please contact a rep immediately and arrange for someone to attend the meeting with you.
- If you are not advised of your right to representation and you become uncomfortable during the course of the meeting, you have the right to ask to stop the meeting and reschedule. This is as easy to do as stating, “I would like to stop the meeting now and reschedule when I can have union representation present.” If the administrator persists, you have the right not to answer any questions until the meeting is rescheduled.

...YOU FEEL THREATENED BY A STUDENT OR PARENT

- If you feel threatened by a student – whether or not an explicit threat has been made against you – you should contact administration immediately and inform them.
- Be specific about the incident, in writing, and be sure to include the phrase, “I feel threatened by this.”
- If you are uncomfortable having the student return to your class, be sure to communicate that, in writing, to the administrator and ask that you be informed what disciplinary action is to be taken and how your future safety will be ensured.

LEGAL RIGHTS TRAINING DEC. 1st

SDTA, along with our colleagues from San Mateo and South San Francisco, is happy to be able to bring you a training in your legal rights as a teacher. (More information on the back of this Hotline)

SAVE THE DATE: SDTA TGIF
FRIDAY, DECEMBER 4TH 4:00 – 6:00

As the holidays are upon us and the semester draws to a close, it's time to get together and decompress a little with colleagues. Location TBD.

NEW MEMBERS:
TIME IS RUNNING OUT

If you're a newly hired CTA member this year, you may be eligible for a special, limited-time opportunity to apply for CTA-endorsed Disability and Life Insurance from Standard Insurance Company (The Standard).

If you apply within your first 180 days of starting your new job, eligible CTA members can get up to **\$200,000 of Life Insurance** coverage without answering any health questions.

You can also apply for **Disability Insurance**, which can help with the everyday bills like your mortgage and utilities, that continue even when you can't work -- expenses that health insurance won't cover. The CTA-endorsed Disability Insurance plan was specially designed to address the gaps in coverage that many California educators face.

Remember, you only have 180 days to apply for this unique opportunity. Don't miss out.

For costs and further details of the coverage and this enrollment opportunity, including exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policy may be continued in force, call The Standard's CTA Customer Service Department at **800.522.0406**, or visit www.standard.com/cta/newhire to apply online.

UPDATE – PERSONAL NECESSITY

You may have heard that there was some confusion at the beginning of the year over the interpretation of our new contract language around

personal necessity. Luckily, after a number of discussions between SDTA leadership and District management, we were able to come to an agreement and our interpretation of this language will stand, at least for this year – all of your accumulated sick leave is available for use for personal necessity and no prior approval or form is necessary.

A change from the beginning of the year is the options available in Aesop when you report your absence. For a brief time in August, there was a single option available if you were reporting and absence for sick leave. Since then, the options have changed to include the option of either “personal illness” or “personal necessity”. While there is no limit on either, beyond the limit of the number of days you have accumulated, you should be sure you code your absence accurately as it could affect timelines for extended disability or other unanticipated needs in the future. You can review your absences for the year by visiting <https://www.aesoponline.com/login2.asp> and selecting the option “Past Absences” in the “My Absences” drop down menu.

LEGAL RIGHTS TRAINING DEC. 1ST

The training is being conducted by Dale Brodsky, one of our Group Legal Services attorneys and will be held at the CTA Headquarters building at 1705 Murchison Avenue in Burlingame on **Tuesday, December 1st from 4:00pm – 6:00pm.**

Topics will include:

- Union Representation
- Social Networking
- Parent/Teacher Interaction
- Unfair Treatment by Administrators
- Maintaining Boundaries

This is a great opportunity for new and veteran teachers – please consider attending.

RSVP for the event to April T. Laxa at alaxa@cta.org or (650) 552-5561.

Join our Facebook Group for Updates
<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
**bargaining team rep*

Redwood

Javier Galaviz*
Mike Martin
Maureen Svenson
District Office
(available opening)
EPAA
Tamesha Wise