

# sdta **HOTLINE**

**November 17, 2016**

**CTA • NEA**

**16/17 – 4**

## **Message from the President**

This year's election, and the unexpected results at the national level, have left many of our members feeling a little battered and bruised and worse has left many of our students wary and fearful. The reactions on our campuses have been varied, and as we move farther from the initial shock and student rush to respond and demonstrate, we must keep in mind that it is our responsibility to maintain safe spaces for our students but also that we must look out for our own well-being. As we enter the hectic holiday season, be sure to take the time you need to reflect on the election results and the potential they have to affect you and your students. Revisit why it is you chose a career in education and what brings you to work each morning. It may be a cliché that "all politics are local", but it rings true in this situation – regardless the situation in Washington, DC, we have the opportunity to create our own reality in our communities and our classrooms. Regardless of the tone of unrest or coarseness we see in our nation, we must model calm and respect for our students. It is a big task, but it's the one we accepted when we chose to work with young people and I believe we are up to it.

*-Edith Salvatore*

## **PROPOSITIONS 55 AND 58 PASS**

A bit of big news from the election this year – both Propositions 55 and 58 passed by wide margins – 62% and 72% respectively. Prop 55 will allow districts throughout the state to avoid massive layoffs and cutbacks and to continue to work on the progress made over the past 4 years. Prop 58 simplifies the process by which schools can establish bilingual programs, easing some of the red tape that has faced these programs over the past two decades.

CTA was successful in getting the message out about these two issues in large part because of the efforts of our members, who voted, talked to neighbors and friends, wore buttons, and posted signs in their cars and homes. SDTA would like to give special thanks to our members **Patrick Maier, Javier Galaviz, Cary Milia, Kelly Redmon, Ken Soelberg, Michael Vossen, Rich Weigelt, Edith Salvatore, and Belén Álvarez Iglesias**, who volunteered their time to phone bank for the cause.

## **NEW REPRESENTATIVE AT WOODSIDE**

SDTA is happy to announce the election of a new representative at Woodside High School, **John Arner**. John has been attending SDTA meetings as an observer since the beginning of the year and was recently selected by his colleagues in a special election in which he received 68 of 69 votes cast to fill the vacancy left by retiree Rick De Francesco.

As mentioned in the last Hotline, there are also vacant positions available at East Palo Alto Academy, and the District Office/TRACE as well as additional positions available at Woodside. If you are interested in running for one of these positions, please talk with a site rep or contact President Edith Salvatore at the SDTA Office.

## **BARGAINING UPDATE**

The bargaining process for the 2016-17 contract continues. While SDTA and the District have come to tentative agreements on a wide variety of items, the sides have yet to find common ground in the area of compensation. Discussions continue on December 5.

SDTA would like to thank **Jose Rosario, Evan O'Reilly, Marcello Di Cicco, Kat Keigher, and David Edel** who spoke to the Board of Trustees about the crisis of affordability many of our members are facing.

## **NEW EMPLOYEES: TIME RUNNING OUT TO QUALIFY FOR THE STANDARD**

If you are a new member of SDTA and a new employee to the district, you have 120 days from the time of employment to enroll in disability insurance with The Standard without having to submit to any health questions. If you started with the District on August 15<sup>th</sup>, this deadline is fast approaching on December 13<sup>th</sup>. If you are interested, you can get more information at <https://www.ctamemberbenefits.org/Insurance/Disability%20Insurance> .

## POLITICAL DOs AND DON'Ts

### On Campus Political Activity in General

School employees have the right, under both the employee participation and organization access provisions of the Educational Employment Relations Act ("EERA") and Education Code Section 7052, to engage in political activity (discussions and meetings) on public school premises, including: discussing union endorsement of candidates and initiatives in partisan and non-partisan political campaigns; distributing union literature containing such information; posting related information on union bulletin boards; and soliciting union members to participate in political activities. **Such meeting and activities on school grounds should only occur during non-working time**, i.e., before or after school, or during lunch or other non-duty break time during the work day. **These activities should be limited to bargaining unit members and cannot involve students or parents.**

In addition to these organization rights, school employees may fully exercise constitutional speech and association rights while on the premises of a public school, subject only to narrow time, place, and manner restrictions. Such restrictions may not be based on the content of the speech and may not prohibit speech which does not disrupt the educational or other activities of the employer.

### Wearing Political Buttons on Campus

School employees are free to wear political buttons on campus – even while they are teaching. And,

even if a district has a policy prohibiting the wearing of political buttons while teaching, school employees may still wear political campaign buttons while they are on duty and not providing classroom instruction. Districts may not prohibit wearing political buttons at other locations and times on campus, even if students are present. Thus, for example, teachers may not be prohibited from wearing political buttons at a back-to-school night or other school-sponsored event.

### Car Signs in District Parking Lots

As a general matter, free speech rights protect school employees' right to place signs, stickers, etc. bearing political messages on their cars, even when those cars are parked on district property, as in a faculty parking lot. Such signs, however, should not suggest in any way – either by their actual message or their placement – that the school employer has endorsed the message. A sign sponsored by the union should clearly indicate that it is a union sign. And while a district may lawfully restrict signs that interfere with district operations, this is unlikely to be the case for regular-sized signs placed, for example, on car windows or bumpers.

## IMMIGRATION INFORMATION

The presidential election has left many students worried about immigration status. Sequoia High School's DREAM club disseminated talking points and information that can be shared with students and families expressing these concerns. Please contact a site rep to get a copy of the information.

### **SDTA THURSDAYS ~ Show your SDTA pride on Thursdays this school year!**

SDTA representatives hope you'll join us in supporting your bargaining team on Thursdays this year. If you need to get a new t-shirt, please email the office at [sdta2@sbcglobal.net](mailto:sdta2@sbcglobal.net) with your request. We have t-shirts in black and ash gray in a variety of sizes (though, sadly, women's small and medium shirts are limited and on back-order). If you are requesting a replacement shirt, we would appreciate a \$10 donation to cover the cost of the shirt. For new members, your first shirt is on us

**Join our Facebook Group for Updates**  
**<http://www.facebook.com/groups/MySDTA>**

### Your SDTA Site Reps:

#### **Carlmont**

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

#### **Menlo-Atherton**

Tim Bowler\*  
Manuel Delgado  
Tania Kranzler\*  
Patrick Maier  
Daryl Solomon  
Liane Strub  
Ana Ventura

#### **Sequoia**

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

#### **Woodside**

John Arner  
Greg Gruszynski\*  
Diana House  
Alexandrina Pretto  
Felicia Yang

#### **Redwood**

Javier Galaviz\*  
Mike Martin (interim)  
Chris Beetley-Hagler

#### **East Palo Alto Academy**

Caren McDonald

#### **District Office**

(available opening)

\*bargaining team