

# sdta HOTLINE

January 19, 2017

CTA • NEA

16/17 – 6

## Message from the President

As we settle into the beginning of the second semester, it is good to remember that this time of year is often hard for our new teachers as the March 15<sup>th</sup> 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 15<sup>th</sup>. This is done officially by the Board of Trustees at a regular business meeting. This year, the District intends to do this at their February 15<sup>th</sup> Board meeting. Employees who are being non-reelected will be notified by their site administration ahead of that date.
- 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 15<sup>th</sup> 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

## SDTA CONTRACT RATIFIED AND APPROVED

The tentative agreement between SDTA and the District was ratified by our members by a total of 471 votes in favor of the new contract and 13 against. This represents a 97.2% approval rate among those who voted. After factoring in those members who did not vote, the approval rate was still 82%. The Board of Trustees approved the contract at their January 18<sup>th</sup> meeting by a 4-0 vote, with one Trustee absent due to illness.

In discussions with Human Resources, the goal is for both the new salary schedule and the retroactive payment (the 4.33% raise for August through December) to be on the January 31 paycheck, though retroactive payment for work done on Salary Schedules B and C may come later.

## NEW HIRES – DON'T MISS THIS OPPORTUNITY!

Remember new CTA member have 120 days from your time of employment to enroll with The Standard for disability insurance with no medical screening necessary. Call 800-522-0406 or visit [www.standard.com/cta/newhire](http://www.standard.com/cta/newhire) to apply online.

## 2017 ALL-STAR TEACHER AWARD

Presented by CTA-endorsed Provident Credit Union and Comcast SportsNet, this award recognizes Northern California teachers at the middle- and high-school levels who go above and beyond in their dedication to their students and who make a difference in their communities. If you would like to nominate a colleague, you can learn more and download the application at [www.providentcu.org/allstar](http://www.providentcu.org/allstar). Nominations are being accepted through February 6<sup>th</sup> for this year's award, so don't delay

## 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 2015-2016 year and the 2016-2017 year. Because the dues amount changed for 16-17, the monthly amount for is slightly different. 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 (15/16)	6 months (Jan-June)	Monthly (16/17)	5 months (Aug-Dec)	Total*
60%-100%	105.82	<b>634.92</b>	107.27	<b>536.35</b>	1171.27
50%-60%	62.23	<b>373.38</b>	63.05	<b>315.25</b>	688.63
33%-50%	54.86	<b>329.16</b>	55.59	<b>277.95</b>	607.11
25%-32%	40.68	<b>244.08</b>	41.14	<b>205.70</b>	449.78
< 25%	37.02	<b>222.12</b>	37.43	<b>187.15</b>	409.27

### 10-month Plan

Category (% of full time)	Monthly (15/16)	6 months (Jan-June)	Monthly (16/17)	4 months (Sep-Dec)
60%-100%	116.40	<b>698.40</b>	118.00	<b>472.00</b>
50%-60%	68.45	<b>410.70</b>	69.35	<b>277.40</b>
33%-50%	60.35	<b>362.10</b>	61.15	<b>244.60</b>
25%-32%	44.75		45.25	<b>181.00</b>
< 25%	40.73		41.18	<b>164.72</b>

\* This total only applies to those members who were on the 11-month pay plan for both 2015-16 and 2016-17. 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.

\*\* Be sure you note when you started receiving your paychecks from the district and what was withheld.

## 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 appreciate a \$10 donation to cover the cost of the shirt. 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\*  
 Matthew Miskelly  
 Hai Nguyen  
 Genevieve Tep  
 Carolyn Wade\*  
 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

**East Palo Alto Academy**  
 Caren McDonald

#### Redwood

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

**District Office**  
 (available opening)

\*bargaining team