

sdta HOTLINE

February 8, 2018

CTA • NEA

17/18 – 6

Message from the President

As we look forward to the upcoming Mid-Winter Break, it is good to remember that 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. This year, the District intends to do this at their March 7th 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 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 administration 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

BARGAINING UPDATE

Bargaining Proposals were sunshined at the January 31 meeting of the Board of Trustees. The District's proposal reiterates the desire to cap District benefit payments at the Kaiser level and to offset that with a 1% raise to the salary schedule. Additionally, they propose to tie the cash-back option for those members who do not take District benefits to that same Kaiser premium rate, rather than the highest HMO rate. The District also states an interest in forming a committee to "identify innovative professional development opportunities and professional development time" and an interest in addressing working conditions unique to small schools (including EPAA and TIDE Academy). Finally, the District identifies an interest in revising language about leaves to "preserve instructional time with students' regular teachers." SDTA's proposal was detailed in the last Hotline. Both sides met on February 13 to begin negotiations.

UPDATE FROM THE BOARD

The Board of Trustees at its last meeting approved a job description for a new position of Executive Director of Small School Innovation and Alternative Education. This individual, when hired, will be tasked with both the design, development, and implementation of all plans for the District's new Menlo Park Small School, TIDE Academy, as well as various oversight responsibilities for alternative education programs as well as the current small school sites at Redwood and East Palo Alto Academy. This is the second Executive Director position the District has created in as many years and it is unclear at this point exactly how the job will be split between its responsibilities at TIDE and elsewhere.

SUPPORTING LABOR ON THE PENINSULA

On January 31, SDTA President Edith Salvatore and Bargaining Chair Greg Gruszynski joined with labor leaders, workers, and some elected officials from throughout the Peninsula to support the efforts of Pullman SF Hotel workers to unionize. Along with Salvatore, SUHSD Trustee Georgia Jack was among those who spoke at the rally.

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 2016-2017 year and the 2017-2018 year. Because the dues amount changed for 17-18, 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 (16/17)	6 months (Jan-June)	Monthly (18/19)	5 months (Aug-Dec)	Total*
60%-100%	107.27	643.62	109.36	546.80	1190.42
50%-60%	63.05	378.30	64.18	320.90	699.20
33%-50%	55.59	333.54	56.64	283.20	616.74
25%-32%	41.14	246.84	41.70	208.50	455.34
< 25%	37.43	224.58	37.95	189.75	414.33

10-month Plan

Category (% of full time)	Monthly (16/17)	6 months (Jan-June)	Monthly (17/18)	4 months (Sep-Dec)
60%-100%	118.00	708.00	120.03	481.20
50%-60%	69.35	416.10	70.06	282.40
33%-50%	61.15	366.90	62.30	249.20
25%-32%	45.25	271.50	45.90	183.60
< 25%	41.18	247.08	41.75	166.98

* This total only applies to those members who were on the 11-month pay plan for both 2016-17 and 2017-18. 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.

As always, this information is provided as a guide for SDTA members – you should always consult your own financial records to verify amounts.

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

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