

sdta HOTLINE

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CTA • NEA

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Message from the President

The teaching year is broken up by many events in the calendar – holiday breaks, grading periods, finals, testing, and so much more. One of these that is most concerning for our newer teachers is the March 15th non-reelection deadline. 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 February 27th Board meeting. Employees who are being non-reelected will be notified by their site administration ahead of that date, probably in the first weeks of February.
- 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 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

In October, SDTA and the District settled on a 2-year contract agreement with limited “re-openers”. Based on the input from the 2019 Bargaining Survey, the Bargaining Team will meet on February 12th to develop our initial proposal, to be sunshined before the Board of Trustees on February 27th. We already have a few negotiations dates in late March set to begin talks with the District.

LABOR NEWS IN EDUCATION

Earlier this month, educators in Los Angeles went on strike, drawing widespread support from elected officials and members of the community. The strike ended as a supermajority of members supported the tentative agreement reached with the district. This landmark settlement included a 6% pay raise, guarantees of a nurse in every school every day, a teacher librarian in every secondary school every day, counselor ratios for secondary schools, more psychologists and counseling services, enforceable hard caps on class sizes (which LAUSD had proposed to raise to 46 in secondary and 39 in elementary) with yearly improvements, transparency in assessments and impacts on instructional time with the goal of reducing assessments by 50%, support for community schools, special ed caseload norms and release time for testing, and more.

These issues are not unique to Los Angeles and the teachers' victory there has the potential to shift the conversation about education and funding in California in a positive direction for all our students.

Teachers continue to struggle in our own back yards. On January 12, thousands of people rallied in Oakland in support of public education and the Oakland Educators Association, which is in negotiations with the Oakland Unified School District. OEA has scheduled a vote between January 29 and February 1 which would authorize the organization to call a strike. Among OEA's demands are living wages (a 12% raise over 3 years), smaller class sizes, and more school counselors and nurses (current ratios are 600:1 and 1350:1 respectively).

It is important to note that the need for counseling, psychologist, and nursing support for students are

central issues in both these high-focus districts, just as they are for us in SDTA and that contract

negotiations reflect the commitments to student achievement and success.

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 2017-2018 year and the 2018-2019 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 (17/18) | 6 months (Jan-June) | Monthly (18/19) | 5 months (Aug-Dec) | Total* |
|---------------------------|-----------------|---------------------|-----------------|--------------------|---------|
| 60%-100% | 109.36 | 656.16 | 111.73 | 558.65 | 1214.81 |
| 50%-60% | 64.18 | 385.08 | 65.50 | 327.50 | 712.58 |
| 33%-50% | 56.64 | 339.84 | 57.82 | 289.10 | 628.94 |
| 25%-32% | 41.70 | 250.20 | 42.36 | 211.82 | 462.02 |
| < 25% | 37.95 | 227.70 | 38.55 | 192.75 | 420.45 |

10-month Plan

| Category (% of full time) | Monthly (17/18) | 6 months (Jan-June) | Monthly (18/19) | 4 months (Sep-Dec) |
|---------------------------|-----------------|---------------------|-----------------|--------------------|
| 60%-100% | 120.03 | 720.18 | 122.90 | 491.60 |
| 50%-60% | 70.06 | 420.36 | 72.05 | 288.20 |
| 33%-50% | 62.30 | 373.80 | 63.60 | 254.20 |
| 25%-32% | 45.90 | 275.40 | 46.60 | 186.40 |
| < 25% | 41.75 | 250.50 | 42.40 | 169.60 |

* 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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