

SBUUT ANNOUNCER

South Bay United
Teachers

3551 Voyager Street #105
Torrance, CA 90503
(310)921-2500
Fax: (310)921-2502
sbuut@aol.com
www.sbut.org

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WE HONOR OURS



The work that occurs in your chapters every day, sometimes behind the scenes, sometimes out front, is critical in keeping the organizational wheels turning and ensuring that members are well represented. The people who participate in making that happen are an invaluable resource and it is a pleasure each year to single out some of those people and honor them at the CTA Bay Valley 'WHO' Awards dinner.

Sarah Robinson is a dedicated and innovative Spanish teacher at Redondo Union High School. Whenever RBTA has needed help, Sarah has stood



SARAH ROBINSON
Redondo Beach
Teachers Association

up and her voice has made a difference. At present Sarah is the bargaining chair, a member of the representative council and a Minority-at-Large representative on CTA State Council. Whether leading RBTA at the bargaining table or representing a member in need, Sarah's calm, cool and intelligent approach gets things done. She is a teacher leader at her school, for RBTA, and in State Council and we are

grateful for her dedication to her students and her fellow teachers. RBTA proudly honors Sarah.

Kathleen Rarewala is an amazing teacher and unit member. Kathleen has been teaching for 40 years. Her love for the arts has inspired many students and helped them develop an appreciation for art in their lives. Kathleen has been a rep for PVFA since 2001 and a



KATHLEEN RAREWALA
Palos Verdes
Faculty Association

member of the executive board since 2011. Along with serving as Director, she has served as membership chair and helped increase the number of members in her tenure. She is a tireless advocate for member rights, association practices, and building membership involvement. PVFA is proud to honor Kathleen.

Juliet Smith and her poodle emoji email always adds a bright spot of color to rep council meetings. Her representation of members at her site has been a demonstration of the kind of courage and grace needed to speak truth to power. Juliet took on the role of union rep and has truly trans-

formed the image of "unionism" at her site. The ability to feel that members at a school site have someone on-campus that will speak up for them and spearhead a plan contributes to the power of our unity. Juliet brings her can-do optimism (tinged only slightly with a hint of irony) to all of our organizing efforts. She represents members in one-on-one meetings with admin, she strategizes actions to effectively confront contract violations, and she proactively addresses looming equity issues before they burgeon out of control. Juliet also resourcefully integrated the positivity posters into her school's monthly "inclusion celebration" taking the message of positive union organizing to the wider school community. Juliet's example of positive union action is an inspiration to her colleagues and is greatly appreciated by MBUTA leadership.



JULIET SMITH
Manhattan Beach Unified
Teachers Association

Raised in Manhattan Beach, Tammy Kostan serves the community of her hometown and helps to make the connections from one generation to the next. The cul-

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SBUT “OPEN OFFICE”—RETIREMENT WORKSHOP

Many members came out for this popular workshop and learned some important information about retirement. Some of those things included:

REVIEW YOUR ANNUAL STATEMENT!!

Even if you are sure the information is correct, you want to get any errors corrected early. Since 2014, you must make a request to continue receiving your progress report in the mail. Otherwise, you can access it on the CalSTRS website. If you have not yet done so, you'll need to set up an account. Then you'll be able to

- Access your *Retirement Progress Report*
- Manage your beneficiary recipient designations
- Change your state and federal tax withholding preferences
- View your account balances
- Complete and submit CalSTRS forms electronically
- Elect a preretirement option
- Apply for Service Retirement
- View and print your 1099-R forms and benefit payment statements
- Sign up for Direct Deposit
- Ask questions about your accounts and receive prompt, secure answers
- Request e-delivery of newsletters, notifications and statements.

EXPERIMENT WITH THE CALCULATOR

and get an idea of what your retirement benefits will be.

There are three main factors that determine the monthly benefit you will receive upon retirement. Your **age** (which determines the “retirement factor” used in the calculation), your **years of service**, and your **final compensation** (either your final year or final three years). Check it out at <http://resources.calstrs.com/CalSTRSComResourcesWebUI/Calculators/Pages/RetirementBenefit.aspx>

Are you 55?

Once you turn 55, you may choose an Option Beneficiary for your CalSTRS retirement. This allows you to provide a lifetime monthly benefit to a beneficiary.

Choosing an option will reduce your monthly benefit to a degree (based on which option you choose), and will provide an amount to your beneficiary, again, based on the option you choose. For a good overview and a discussion of the advantages and disadvantages, visit the CalSTRS website and watch this video: <http://>

www.calstrs.com/video/beneficiary-options

If you have not chosen an Option Beneficiary and die before you retire, no monthly benefit will be paid to your beneficiary.

Are you 65?

If you are approaching 65 years of age and you get correspondence from Medicare, ***don't toss it!*** **If you don't sign up for Medicare Part B when you're first eligible, in most cases you'll have to pay a late enrollment penalty.** You'll have to pay this penalty for as long as you have Part B and could have a gap in your health coverage.

*If you think you may have discarded a notice, you may still sign up at **Medicare.gov** if you are in the enrollment period:*

You are first eligible for Medicare during the 7-months that surround your 65th birthday. The initial Enrollment Period to sign up for Part A and/or Part B begins 3 months before the month you turn 65, includes the month you turn 65, and ends 3 months after the month you turn 65.

You can sign up for free Part A (if you're eligible) any time during or after your Initial Enrollment Period starts. Your coverage start date will depend on when you sign up. If you have to buy Part A and/or Part B, you can only sign up during a valid enrollment period.

Once your Initial Enrollment Period ends, you may have the chance to sign up for Medicare during a Special Enrollment Period (SEP), so if you've missed the initial enrollment period, go to www.medicare.gov for more information.

Be aware that any Social Security benefit to which you are entitled (from your own qualifying work or your spouse's) is affected by your STRS monthly benefit. Though there is still discussion of getting rid of the “Windfall Elimination Provision” and the “Government Pension Offset” laws, at present each of them have ramifications for STRS members who also have at least 40 quarters of qualifying Social Security employment. For more information: <https://www.ssa.gov/planners/retire/gpo-wep.html>

<http://www.calstrs.com/post/windfall-elimination-provision>

<http://www.calstrs.com/post/government-pension-offset>

ture of the community is woven by people with deep roots. Her children attended MBUSD schools and Tammy has been an elementary teacher at Meadows for 12 years. Her devotion to her students and to the important work of developing the strong foundation of curiosity and knowledge at an early age is a clear hallmark of her career. Tammy stepped in to fill the shoes of a retiring long-time union rep at her school. Her service is crucial and her reliable and resourceful attitude is key to our “continuous or-



TAMMY KOSTAN
Manhattan Beach Unified
Teachers Association

ganizing” goals. On the day of our “Teacher Walk-In” the signs were not delivered to her school site and Tammy printed the PDFs, gathered the teachers in the rain before school and hosted a positive event for parents and students demonstrating to the community the faces of positive union activism. Her service is deeply appreciated.

CVSTA honored Crystal Thayer who has been a tremendous asset to the union as a teacher, local site representative and executive board member. As a French teacher at Leuzinger High School, Crystal motivates her students to broaden their potential to succeed by excel-

ling in world languages. As a union leader, Crystal is an advocate for the fair treatment of educators in Centinela Valley and continues to stand up for the rights of her colleagues. She has also been instrumental in increasing effective communication to the members at her site by combating gossip and inaccuracies with truth and by encouraging more member involvement. Crystal's service with CVSTA has been well spent; doing good union work and increasing the effectiveness of her chapter.



CRYSTAL THAYER
Centinela Valley Secondary
Teachers Association

Contract Enforcement

Each SBUT chapter has its own bargaining team. CVSTA, MBUTA, PVFA and RBTA negotiators spend a great deal of time each year negotiating improvements to compensation, benefits and working conditions for our members—bargaining unit members—so it is very important for members to follow up on whether or not what was negotiated is actually what is being received or implemented.

For instance, RBTA members who take students on overnight trips for three nights or more get a \$350 stipend—not nearly enough, but more than it had been. Under the contract article *Leaves*, new parents can take up to 12 weeks to bond with a new child and be fully paid if they have the sick

time. If out of sick days, the new parent can still be paid sub differential for the balance of the time up to the 12 weeks. Check out your RBTA contract revisions here: http://www.sbut.org/RBContract2014-17_RevOct2016.pdf

MBUTA bargaining unit members must now be told if a meeting is going to be disciplinary. See Article 10. <http://www.sbut.org/MBContract20142016.pdf> Also, if a group of 3 or more bargaining unit members at a site want to meet with the principal, she or he must schedule a meeting with them.

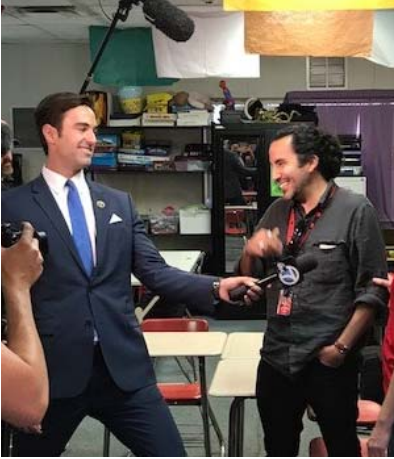
The contract for Centinela Valley STA bargaining unit members can be reviewed here: <http://www.sbut.org/CVContract2016-17.pdf>

See Article 3 for a recent agreement that the District will minimize the number of IEP meetings impacting the teacher's prep time. After the third time, you'll be paid your professional hourly rate or \$38 whichever is more.

Bargaining unit members in Palos Verdes who teach combo classes in K-5 (not Special Ed) shall receive a stipend. See the Stipend Table here: <http://www.sbut.org/PVContract2015-18.pdf> The “contract hourly” rate is \$45.

If you notice a difference between what was negotiated and what you are experiencing, please let your rep, officer or chapter president know. We want to be sure you get what we bargain.

‘Random Act of Helpfulness’ for Hawthorne Teacher



Ivan Flores, Special Ed teacher at Hawthorne High School, was the recipient of a Honda “Random Act of Helpfulness” during Teacher Appreciation week.

While Ivan was on a field trip with his students, Honda’s team came in and did a classroom makeover, organizing materials into new storage containers and providing a “relaxation center” for the students.

Ivan’s heartwarming story and his commitment to his students is covered briefly in this video from ABC’s coverage. Check it out:

<https://www.facebook.com/ABC7Elex/videos/802920319856595/>

MORE ON PARENTAL LEAVE

Be sure to read the guidesheet at <http://www.sbut.org/ParentalLeaveGuidelineSheet.pdf> for a general overview of the law. Here are a few more things to keep in mind:

“Parental Leave” runs concurrent & in conjunction with the California Family Rights Act (that is, the rights and requirements of CFRA apply unless specifically excluded). Therefore, any parental leave taken will count against CFRA for a 12-month period. (Parental leave & all family leave needs are limited to 12 weeks for one year).

However, the differential pay for parental leave is SEPARATE from differential pay for a unit members’ illness. Your contractual right to 5 months of differential pay once sick days are used is not diminished by taking parental leave.

Summer is almost here!

Check out your summer discount opportunities at

tsaspecialservices.com

and

est.us.com

(Members, call the office for the access code).

SBUT Members—Summer drawing!

*Call or email the office by June 15, 2017
to win 1 of 10
AMC Movie Tickets*

*Email: lnewton@sbut.org (Lissa) or
sbut@aol.com (Elise)*

**SBUT Summer Office hours:
Monday—Thursday
10:00am—2:30pm**