

## South Bay School Districts Receive More Revenue

*Bargaining Teams Negotiate to Restore Days and Pay*

Bargaining teams for the Palos Verdes Faculty Association and the Redondo Beach Teachers Association were successful in not only negotiating calendars with all furlough days restored, but providing a little relief in the form of a 2% increase to salary schedules. Both locals were also able to secure a small increase in health and welfare benefits.

Negotiators on both sides of the table have been able to agree to the improvements to salary and benefits thanks to the passage of Proposition 30 last November. The measure, which was soundly approved by California voters, enabled Governor Jerry Brown and the State Legislature to pass a budget that not only provides more funds for schools, but overhauls the funding mechanism. The new funding formula—the Local Control Funding Formula (LCFF) is providing more dollars for those students that cost the most to educate.

Districts used to receive money through categorical funds that could only be spent on specific programs. There were over 40 of these categorical programs, the majority of which have been eliminated under LCFF. The rest of the money, called the revenue limit, was given out using a complicated and outdated formula. The calculation was different for

each district, and did not take the needs of students into account. Districts could use these funds at their discretion.

New funding breaks down like this--

### **BASE GRANT**

The LCFF establishes uniform per-student base grants, with different rates for different grade spans. These differences are intended to recognize the higher costs of education at higher grade levels.

### **SUPPLEMENTAL GRANT**

The LCFF acknowledges that English learner, low-income, and foster youth (EL/LI/FY) students have greater needs that require more resources to address. For each EL/LI/FY student, districts receive an additional 20% of the adjusted base rate per student.

### **CONCENTRATION GRANT**

On top of the supplemental grant, districts that have a high proportion (over 55%) of EL/LI/FY students receive an additional 50% of the adjusted base rate per student for each student above 55% of enrollment.

No districts receive less money than they would have under the old system. Most districts (all

SBUT districts) will receive more. As negotiations continue in Centinela Valley and Manhattan Beach, members should feel confident in supporting their bargaining teams as they advocate for settlements that are comparable to surrounding areas.

The LCFF will add \$2.1 billion in funding for the 2013-14 school year. When fully implemented, the LCFF will increase California's education spending by \$18 billion. School districts are getting more money and a lot more freedom to spend it how they want. Though the old system's categorical programs were problematic, they did ensure that districts had to spend money on certain important priorities. Now spending decisions are largely left to the discretion of local districts. By January 31, 2014, the State Board of Education must set the rules regarding how LCFF funds can be spent. The LCFF requires districts to develop Local Control and Accountability Plans (LCAPs) that establish annual goals for all students; describe what will be done to achieve these goals; and detail how funds will be spent to increase or improve services for EL/LI/FY students. These plans do not have to be adopted until July 2014.

# WE HONOR OURS

Last spring, the CTA Bay Valley region hosted the annual "WHO" Awards at the Universal Sheraton Hotel in honor of those chapter members who provide exceptional service to their local chapter. The SBUT chapters recognized four outstanding individuals:

Race Headen has represented the Centinela Valley adult school members for the past ten years. During 2012-13 he fought tirelessly as the district reduced the adult school from 24 members to four. Race organized students and faculty to fight to save the school and its programs. He continues to advocate for full restoration of adult school funding and to keep Adult Education in the K-12 system.



Race Headen  
Centinela Valley Secondary  
Teachers Association

James Meade has been a Palos Verdes Faculty Association rep for 5 years and takes his involvement seriously. He was our number one caller during the CTA campaign in support of Prop 30 and against Prop 32, understanding the gravity of those issues and doing something about it. James constructed "180" signs for a school board rally with members rallying in support of restoring days to our district calendar. If something needs to be done, James will rally the troops and complete the task. PVFA thanks James for his leadership.



James Meade  
Palos Verdes  
Faculty Association

Adam Geczi has been teaching for 10 years and has served as a site rep as well as a bargaining team member for the Manhattan Beach Unified Teachers Association. Adam has been a strong negotiating team member where he is currently the Chair. Through his leadership, MBUTA earned a 3% raise for all our bargaining unit members for 2012-13. On top of that, MBUTA was awarded the Ralph J Flynn memorial award for the website that Adam developed to keep members apprised of the status of negotiations as well as an organizing tool for collective action. Adam is a "go to" guy and without him surely our union would not be as strong as it is today.



Adam Geczi  
Manhattan Beach Unified  
Teachers Association

Amy Santa Cruz has worn many hats as a union leader of the Redondo Beach Teachers Association, and she has worn each hat with style and grace. Amy served as president of RBTA for six years and she worked on the bargaining team as a member and chair for even longer. For the last six years she has been a board member of South Bay United Teachers, where she also served as chair. Amy began her union involvement as a representative for Madison School. Through her contri-

bution on many district committees, she has made a difference for the teachers of Redondo Beach. She has been a member of numerous interview committees, the superintendent's advisory committee, our political action committee, RBUSD's evaluation committee, the safety committee and PTA Council. Using her charm and likeability, Amy cemented a positive relationship between the school board and RBTA that continues to pay dividends. She was instrumental in the successful campaigns that brought about the passage of school bond measures that modernized all of our schools. The students, teachers and Redondo Beach community will benefit from Amy's work for years to come. She has been a tireless advocate for our teachers by defending their rights and helping those in need. She has also been an exemplary teacher whose expertise has been shared with state and national lawmakers. Amy navigated RBTA through a very difficult time with integrity.



Amy Santa Cruz  
Redondo Beach  
Teachers Association

Thanks to her leadership, RBTA and RBUSD are looking forward to a bright future. We are forever indebted to Amy Santa Cruz.



## Feeling Stressed?

Here is some seasonal advice from **EASE**, a Program provided to members of CVSTA, MBUTA and PVFA. Your Districts contract with this L.A. County program and it is free to you.

### Financial Stress

Money is a core survival issue. When people are fearful and anxious about money and their personal finances, they frequently are too overwhelmed and stressed to be focused and mentally “present” at work. Prolonged financial pressures can lead to increased problems with spouses and higher incidences of alcohol and drug abuse, depression, despair, and even suicide.

Money remains a somewhat taboo subject for many people and can trigger an array of emotions such as shame, fear, guilt, and anxiety. Consequently, people often develop avoidance strategies as a means of coping with their feelings about money until they “hit bottom” financially and are forced to confront their emotions.

As the holidays approach, review your financial situation and be realistic about what it is you are able to do about gift giving.

- 1) Create a written plan for holiday spending and gift giving. Include possible gifts, dollar amounts, and alternative

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<http://www.lacoe.edu/Portals/0/LACOE/EASE%20Brochure.pdf>

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If you are an RBTA member and have Blue Shield, you may also contact Life Referrals 24/7:

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## California Legislation Updates

**AB 375**—This bill sought to streamline the teacher dismissal process that can often take over a year—a long time to have an educator’s career hang in limbo. **This bill was vetoed by Governor Brown.**

**AB 484**—Signed into law by the Governor, this bill suspends California Standards Tests (CSTs) for this school year. Some school districts may pilot the Smarter Balanced Assessments (SBA), but they need to be ready from a technology standpoint. The SBAs are not mandated for this year but will be for 2014-15.

Because the transition to Smarter Balanced Assessments will leave a lack of comparable data, AB 484 authorizes the suspension of API for the first two years. Here is a snapshot of the timetable:

- 2013-14: Field testing of computer-based tests
- 2014-15: Full implementation of tests in all districts; Paper testing administered for those that are not quite ready
- 2015-16: Assessment results set the new API base
- 2016-17: Assessment results used to calculate API growth targets

choices.

- 2) Establish spending limits for gifts for each person on your list and start looking for bargains early.
- 3) If it has been a challenging year financially, you need
- 4) to shrink your holiday gift list. Begin by talking with those you exchange gifts with and perhaps suggesting not exchanging gifts or mutually observing lower dollar-limits on gifts.
- 5) Separate shopping trips (when comparing prices, quality, value, etc.) from spending trips (when making a purchase) and resist taking cash, credit cards, or a check-book on window-shopping trips.
- 6) Wait for those sales! Increased food and energy costs this time of year could bite into holiday sales so discounts and clearances could come earlier than usual.
- 7) Keep an eye out for flyers advertising discounts on items you intend to purchase.

Many workers are being affected by the financial crisis. If you need help or support, contact EASE by calling 1-800-882-1341. EASE provides resources to employees to help identify and change money patterns, beliefs, and behaviors.



**AB 1266**—Transgender access to education was signed into law. This means that schools must treat transgender boys the same as other boys and transgender girls the same as other girls, applicable to use of restrooms or participation in sports

**AB 4**—The Trust Act establishes statewide standards for responding to federal ICE requests. The authors of the law seek to address a dilemma in which documented or undocumented immigrants who are victims or witnesses to crime may be afraid to call or cooperate with local law enforcement, because contact can potentially result in separation from their families.

**AB 263**—Makes it unlawful to retaliate against any person for exercising a right protected under state labor and employment laws, in efforts to protect the rights of im-

*Don't miss these*  
**GRANTS, SCHOLARSHIPS, MONEY-SAVING OPPORTUNITIES**

**NEWLY HIRED TEACHERS:**

**You may sign up for**

**GUARANTEE ISSUE**

**DISABILITY AND LIFE INSURANCE**

within 120 days of your hire date.

(Deadline is fast approaching, so be sure to check it out!)

If you're a CTA member, you can enroll in CTA's **Voluntary Disability and/or Life plans** from The Standard without completing the health questionnaire during your first 120 days of employment. Check out the programs available at

<https://www3.standard.com/net/public/cta>

**Any CTA member** may apply for coverage at any time, but applications will be subject to health evidence underwriting and insurance company approval. Call the SBUT office for an enrollment brochure or visit The Standard website.

**César E. Chávez Award Program**

Submit written essay & visual arts projects that focus on the principles of César E. Chávez's legacy.

Winners will receive recognition and up to \$550 for both students and sponsoring CTA members. Group entries will share the award.

A CTA member may submit up to three (3) individual entries (one (1) entry per student per year) or a group of no more than three (3) students.

**Deadline: January 10, 2014**

[www.cta.org/scholarships](http://www.cta.org/scholarships)

**NEA FOUNDATION GRANTS**

Supporting new ideas and practices to strengthen teaching and learning, their goal is to fund and share successful strategies to educate and prepare students for bright and rewarding futures. Grants available for

- Student achievement
- Learning & leadership
- Classroom materials
  - Special Grants

Visit the website at

<http://www.neafoundation.org/pages/grants-to-educators/>

**CTA SCHOLARSHIPS**

- A maximum of thirty-four (34) scholarships of up to **\$5,000** are awarded for dependents of CTA members
- A maximum of five (5) scholarships of up to **\$3,000** are awarded to CTA members.

**Martin Luther King Memorial  
Scholarship**

Applicant must be pursuing a teaching-related career in public education and be a member of a defined ethnic minority group. Applicants must also be an a dependent child of an active, retired, or deceased CTA member, or an active CTA member. Funded by voluntary contributions, scholarship amounts vary.

**Application deadline: February 7, 2014**

[www.cta.org/scholarships](http://www.cta.org/scholarships)

**GIFT CERTIFICATES  
DRAWING!**

**SBUT members: Add to your holiday cheer by winning one of five gift certificates for a 1 lb. box of See's candy.**

Call or send an email to the office by Wednesday, December 18th at 4:00pm to put your name in the drawing. (And be sure we have your current home mailing address which is where we will send the certificate).



**California Casualty Thomas R. Brown  
Athletic Grants**

Awards from \$1000 to \$3000 will be granted to select public high school athletics programs. Awards must be used to help subsidize school sports programs in ways such as purchasing new equipment or paying for competition travel costs. The grant cannot be used for individual student awards.

**Deadline: January 15, 2014**

<https://www.calcas.com/web/calcasathleticsgrant/>