

S B U T ANNOUNCER

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WE DID IT!

Now What Does the Passage of Prop 30 Mean?

Your Union asked for your help to pass Proposition 30—a tax measure designed to stop more drastic cuts from hitting our schools. You responded by making phone calls, holding rallies outside your school sites, precinct walking and striking up conversations about why this measure is so important, not just to schools, but to all of California.

Because the voters approved Proposition 30, the automatic education budget cuts of about \$457 per student **will not happen**. This would have been approximately: \$3.7 million for Redondo Beach USD; \$5.3 million for Palos Verdes Peninsula USD; \$2.9 million for Manhattan Beach USD and \$2.7 million for Centinela Valley Union HSD. Your district DID NOT experience those cuts. While each school district has its own challenges, we know that the severe budget hits that they have been planning will not occur in the foreseeable future. Given this reality, and the

fact that each of your districts is on solid financial footing, there is no reason for any to demand any concessions which would result in salary or benefit cuts.

While there are many unknowns about the Governor's proposed budget for 2013-2014, we do know that there is a commitment to not only

protect education, but to take action to improve our funding situation. The Governor has proposed funding schools in a new way. He's calling it the Local Control Funding Formula (LCFF)* and while there are many aspects of it that we simply don't know enough about at this point to cost out, we can glean from its outline that there is an intent to pay back what has been deferred and restore the revenue that has been placed on hold for the last several years. Under Proposition 98—which

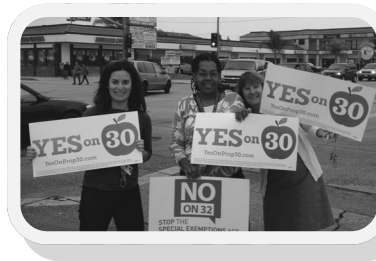
was a "funding floor" for how much schools should receive from the State, nearly 23% of what should have come to our districts has been essentially loaned to the State so that it could meet its other commitments over the last several years. His **PROPOSAL** provides in-

creased funding to the tune of about \$2700 per student by 2016-17. But we are concerned about nearly all "categoricals" being swept into one funding grant. School Districts would be able to determine their own spending priorities. Some categories would remain outside of the grant formula—Special Education being one of them.

THIS IS ONLY a proposal at this point, but stay tuned. Better days are ahead, but there are currently too many unknowns. As the budget goes through the process of revision over the next few months we

will have more solid information. Since the lawmakers now get docked pay for late budgets, (and there is a supermajority that can actually make financial decisions) there is a good chance we will see a budget that is on time.

*See our Facebook page for more information about the Governor's budget proposal and the LCFF.



School Safety is Everyone's Concern

Our hearts were broken over the news of yet another school shooting—this time at an elementary school and at a time when we were focused on peace and good will. Educators across the country are being forced to consider what they would do under similar circumstances—some of you have already experienced a lockdown when trouble in the community spilled onto your campus. School officials and parents too are considering what steps can be taken to help keep students and the school community safe.

Amid the growing outcry for action, NEA (the National Education Association) polled 800 of its members January 9-10, 2013. The poll included teachers, and education support professionals. Here are some of the findings:

- Educators overwhelmingly support stronger laws to prevent gun violence. Nearly two-thirds (**64 percent**) of NEA members polled feel gun laws in the U.S. should be made stricter, compared to 7 percent who believe they should be less strict.

- NEA members polled support background checks and bans on assault weapons and high capacity magazine clips.
- **90 percent** of NEA members favor a proposal to require background checks before people can buy guns at gun shows or from other private sellers, including 85 percent who strongly back this proposal.
- **76 percent** of NEA members support a proposal to ban the sale and possession of military-style semi-automatic assault weapons to everyone except the police and military, including 70 percent who strongly favor this proposal.
- **69 percent** of NEA members back a proposal to ban the sale and possession of high capacity magazine clips, which allow some guns to shoot more than 10 bullets before they need to be reloaded, including 64 percent who strongly support this proposal.

Regarding what is perhaps the most controversial proposal being debated; America's educators resoundingly reject the notion of arming school employees. Only

22 percent of NEA members polled favor a proposal to allow teachers and other school employees to receive firearms training and allow them to carry firearms in schools, while **68 percent oppose** this proposal (including 61 percent who strongly oppose it.)

While there are many ideas out there, there are some things that we can all do right away that it won't take an act of Congress to achieve. Familiarize yourself with your school's safety plan. Your school must have one on file and there should be one available for you to review. Every site is different, but be sure that you can lock your classroom or office door. Also, make sure you have the right keys to gates that are a part of your emergency exit plan or a part of a plan to lockdown the campus in the event of an intruder. Most importantly, talk with your colleagues about what you can do at your site to make it safer and share those points with your administrator. As we saw in Newtown, everyone is vulnerable. We all must do everything we can to make our schools safer.

CHECK OUT YOUR CONTRACT LANGUAGE REGARDING SAFETY:

CVSTA—Article 19

MBUTA—Article 5

PVFA—Article 14

RBTA—Article 5

SCHOOL DISTRICT BOARD POLICIES

0450

COMPREHENSIVE SAFETY PLAN

INVESTING IN YOUR FUTURE

In this day and age, saving for retirement is more important than ever. Check out the options available through your district at **403bcompare.com**

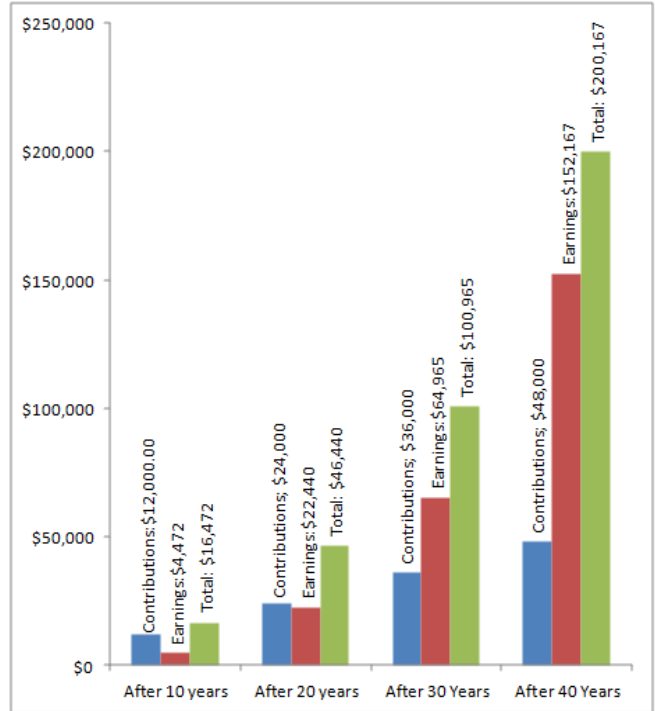
Below is an excerpt from the CTA-published, “California Educator’s Guide to 403(b) and 457 Plans” that gives you an idea of the importance of starting early.

If you have been an educator for many years, it’s still not too late to start saving for retirement. But if you are young and just starting out in your career, you have an important advantage: time.

If you have decades before you retire, you can truly benefit from the magic of long-term compounding. The money you invest (your principal) earns interest and/or dividends and those dividend and interest are added to your principal and begin earning more interest, and so on. Over time, the money you earn in your account can actually outpace the principal amount you invest.

*As your money compounds for longer periods, the share of your balance from reinvested earning grows. The chart to the right shows how your balance grows if you invest \$100 a month in a tax-deferred 403(b) that earns a 6% annual return.**

Here’s another reason why it makes sense to start saving earlier rather than later. When you start early, you can invest smaller amounts each month to reach your goals than if you start later. For example, suppose two colleagues— let’s call them Patricia Proactive and Patrick Procrastinator—start working at the same time. They are both 25 years old and want to retire in 35 years, at age 60.



*Patricia signs up for her 403(b) plan right away and starts investing \$150 a month. Patrick waits 10 years and starts investing \$300 a month. They choose investments that provide the same 6% average annual rate of return.** Here’s how their accounts look:*

	Patricia Proactive	Patrick Procrastinator
After 5 years	\$10,465	\$0
After 10 years	\$24,582	\$0
After 15 years	\$43,623	\$20,931
After 20 years	\$69,306	\$49,164
After 25 years	\$103,949	\$87,246
After 30 years	\$150,677	\$138,612
After 35 years	\$213,707	\$207,898
<i>Total amount contributed:</i>	<i>\$63,000</i>	<i>\$90,000</i>

*Assumes \$100 a month invested in a tax-deferred 403(b) or 457 account at an annual average rate of return of 6%. Rate is for illustration only and does not represent the return of any actual investment. Your returns will vary. Taxes will be due upon withdrawal. Distributions from a 403(b) plan before age 59 1/2 (age 55 upon separation from service) may incur a 10% tax penalty (does not apply to 457 plans).

**Rate of return is for illustration only and is not meant to represent the return of any specific investment. Your results will vary. NO taxes or fees were included in the calculation. Investing in a 403(b) or 457 plan does not guarantee a profit or protect against loss in a declining market.

To make up for the 10 years he lost, Patrick had to contribute twice as much each month as Patricia. He ended up contributing \$27,000 more and still accumulated \$5809 less than she did.

For a copy of the booklet “California Educator’s Guide to 403(b) and 457 Plans,” call or email the office. Or you can download an electronic version by logging on to MyCTA and visiting “member benefits, financial services.”

Learn more at www.ctainvest.org

The **NEA Foundation Awards for Teaching Excellence** recognize, reward, and promote excellence in teaching and advocacy for the profession.

All affiliate awardees receive expenses-paid travel to the NEA Foundation's *Annual Salute to Excellence in Education* Gala in Washington, DC. Five awardees are selected for The *Horace Mann Awards for Teaching Excellence* and receive \$10,000 each plus expenses paid travel for themselves and a guest. The *NEA Member Benefits Award for Teaching Excellence* recipient, selected from the five, receives \$25,000 in cash and a personalized commemorative gift.

All current members of an NEA local affiliate or bargaining unit are eligible. Nominations are due by **February 25, 2013**. For more information and an application, visit the sbut.org website, "current news" page.

CALIFORNIA CASUALTY Academic Award

You may win \$2500 for your school! The deadline has been extended to February 28, 2013. To register, visit the sbut.org website, "current news" page and click on the "win \$2500" link.

CTA SCHOLARSHIP Deadlines:

2/8/2013: CTA Scholarship for members or dependents of member

2/22/2013: MLK Jr. Memorial Scholarship

Check the website, "current news"

SCAVENGER HUNT!

The office receives various promotional items throughout the year, so we have a collection of some funky, possibly useful items that may appeal to some members!



Find this icon on the SBUT website and click on it to see the items available for a drawing. Here's a sampling...



WORKER'S COMPENSATION

Your right to pre-designate a doctor.

You may advise your employer in writing **before an injury** that, if hurt on the job, you wish to be treated by your personal physician.

New law imposes additional restrictions on pre-designation. The doctor must agree to be the treating physician. He or she must be the employee's regular physician, with an existing medical record and history of care. It is a good idea for the doctor to sign the pre-designation form. The law does not require a signed form, but it would be up to the employee to prove the doctor agreed to be the treating physician before the injury was sustained; therefore, this is strongly recommended.

Employees should complete a pre-designation form and make two copies (one for their records and one for their doctor's files) stamped with the date they file it with their supervisor. The original is to be filed with the district. Pre-designated physicians may refer employees to appropriate specialists and therapists or for other treatment.

Many districts provide you with a form for use. If not, you may download one from www.sbut.org, "resources" tab.