

WHO HONOR OURS

It is always an encouragement to see those honored who have given so much of their time and talent to their colleagues through their work in the local chapter. This year is no exception and we honor these individuals:

Lorraine Parsons—CVSTA

From 2010 to 2012 Leuzinger High School had a principal who was so aggressive and intimidating that not one member ran for site representative at the school. Members were too afraid that they would be targeted by the principal. Lorraine Parsons, Leuzinger High School counselor, said that she had no fear and she would run for site rep. She worked with the members of her site to restore a union presence at Leuzinger. Her courage to stand up and become a union activist under such difficult circumstances has earned her the respect and admiration of our membership. She has also built a constructive relationship with the current site administrator, who now includes Lorraine and CVSTA in the decision-making process at Leuzinger. Last year she became a member of our bargaining team and in June she was elected to our executive board.



Lorraine Parsons
Centinela Valley Secondary
Teachers Association

Shawn Chen—MBUTA

Shawn epitomizes what it means to be a teacher advocate. There isn't a battle that she backs down from, nor a channel she won't explore to resolve a problem. Her willingness to listen to every teacher at every site is commendable. Outspoken, direct and unshakable are words that can be used to describe Shawn's leadership as President of MBUTA. She serves colleagues completely, always with their best interest in mind. This is the type of teacher



Shawn Chen
Manhattan Beach Unified
Teachers Association

leader that is admired because she isn't intimidated by district leadership. Instead, she is motivated by doing what is right by the teachers. We recognize Shawn for her devoted service, not only as a teacher, but as a teacher who is 100% devoted to making sure teachers are treated with respect in the district.

Linda Daly—MBUTA

Linda is a homegrown example of activism. Nurtured in the schools where she now serves, she is giving back to the very teachers who instilled in her the motivation to lead her colleagues. Her willingness to step into the double job of secretary and treasurer of our local, MBUTA, while running a vibrant and motivational middle-school humanities program demonstrates the qualities we wish to honor. Her courage and steadfast resolve have helped reinvigorate the entire middle-school campus. Through her leadership, the entire faculty became more educated and more vocal in the difficult contract negotiations. Her active participation in our team has been a vital part of the renewed vigor our local has enjoyed this year.



Linda Daly
Manhattan Beach Unified
Teachers Association

Lauri Gonalons—MBUTA

Lauri has been a French language and literature instructor at Mira Costa for 14 years. She devotes herself to her students, taking them on trips to France and spending countless hours devoted to their linguistic and overall development.



Lauri Gonalons
Manhattan Beach Unified
Teachers Association

In this way, her service as MBUTA Vice President has been an extension of her instructional expertise. In the same way that she occasionally leads her students in meditation to increase their focus and decrease stress, she has been a guiding force of calm intelligence on MBUTA this year.

She takes time away from her 8th grade son, who often arrives at school board meetings from the soccer field next door. He waits patiently until the conclusion of the meeting. His cooperation is needed as Lauri often attends School Board, PTA and Education Foundation meetings that occur late at night. Her presence at these meetings signals the decision makers in our district that MBUTA cares about our members. She crafts her statements to the members in a way which reveals her even temperament and calmly rational perspective during even the most tumultuous times. MBUTA members are fortunate to have this voice of reason at the tiller of our storm-tossed vessel.

Tim Coleman—PVFA

Tim has been a strong PVFA member for a number of years, serving as a site rep and on the bargaining team. Tim recently became the bargaining chair and led the negotiation process through one of the most difficult financial times in the history of education. During these difficult times, Tim always considered the whole K-12 picture, balancing the needs of elementary and secondary education. Tim's straightforward, no-nonsense and informed approach to bargaining kept the team on track and the district on its toes. As he continues his role as bar-



Tim Coleman
Palos Verdes
Faculty Association

gaining chair, PVFA is relying on Tim to lead us in what we anticipate to be a much more optimistic future.

Hilary-Berry Cahn—RBTA

Hilary has served Redondo Beach Teachers Association in many capacities since 1987. She has supported the teachers of Redondo Beach by being a site representative, bargaining team member, Vice President and South Bay United Teachers board member. In these many roles, Hilary has worked to create better and improved



Hilary Berry Cahn
Redondo Beach
Teachers Association

compensation and health benefits for all of our members. She has always been willing to step up when our union has needed her. When we need a job to get done, we go to Hilary. Redondo Beach Teachers Association is a stronger union because of the efforts of Hilary Berry-Cahn.

Linda Dillard—RBTA

Linda is an exceptional teacher and educational leader at Redondo Union High School. She has been a member of the bargaining team since 2007. Linda has played an integral role on the team during a time of economic upheaval. Her insightful and honest input have been invaluable to the bargaining team and teachers at RUHS.

Throughout bargaining sessions for the past 6 years, Linda has kept impeccable notes, and by doing so created an accurate record of the proceedings. Linda has demonstrated her educational leadership by being head of the Science Department and by mentoring beginning teachers in the BTSA program for many years. We are indebted to Linda Dillard for her service to the members of the Redondo Beach Teachers Association.



Linda Dillard
Redondo Beach
Teachers Association

Unfair Labor Practices In Manhattan Beach

In 1975 then-Governor Jerry Brown signed the Rodda Act into law. That law sponsored by State Senator Albert Rodda, Jr. is also known as the Educational Employment Relations Act or EERA.

EERA gives public educators the right to collectively bargain. Your union, either CVSTA, MBUTA, PVFA or RBTA is the exclusive representative for your respective certificated non-administrative employees. It is their right and responsibility to bargain on your behalf.

When leaders prepare for negotiating with the District, they must have information that helps them to determine what a rational settlement might be. It is important that school districts compensate teachers and other certificated personnel who work most directly with students in a manner that recognizes the preparation and skill necessary to perform their jobs on a daily basis.

While our bargaining teams work aggressively to advocate for the best compensation possible, they also are careful not to make proposals that would jeopardize the district's financial standing.

It is then extremely important that your leaders be provided with information as requested. As public entities, school district's financial records are public records that anyone can request under the California Public Records Act. Your union though, by virtue of its role as exclusive representative, is entitled to information which is necessary in the fulfillment of its duties under EERA.

In April 2013, after eight months of having its requests for information related to the district's finances ignored, the Manhattan Beach Unified Teachers Association filed an Unfair Labor Practice charge against Manhattan Beach Unified

School District.

One year later, the District provided what appears to be a good portion of the information requested. MBUSD did this just a few weeks shy of the hearing before PERB (the Public Employment Relations Board) earlier this month. A response should have been sent within ten days.

While we await the official decision of the administrative law judge, it has been clear to the leadership that the MBUSD has been operating in bad faith. They have deliberately withheld information necessary for the union to represent its members and have created a breach so deep that it is doubtful this administration can do anything to repair it.

By continuously ignoring, dismissing and attempting to marginalize the union, the superintendent and deputy superintendent have created a climate of disrespect and distrust that is now spilling out into the community.

Parents are outraged and demanding answers. Yet the administration still will not be forthright in providing answers.

Why did the District wait 5 months to correct what they claim was an accounting error. This "error" misstated the district's bottom line (and ability to pay teachers more) by making the district look over \$1million poorer than they were.

To put it into perspective, \$1million is about what a 4.5% increase is to teachers. Whether deliberate or accidental, this is a serious error for which there must be accountability. We are turning the corner on an era that has cost working families a great deal. It is more important than ever that school districts be good stewards of the public trust--and if necessary replace those who are found to be unworthy of that trust.

UNION CODE OF CONDUCT

- *I will not criticize any union colleague except to the individual directly.*
- *If any union colleague is being criticized in my presence, I will confront the criticism and ask that it stop.*
- *I will not participate in any conversations with management that criticize, or negatively speculate about, any union colleague.*
- *I will settle my differences with union colleagues within the union.*
- *I will engage in debate, offer others every opportunity for debate and respect minority viewpoints, but I will observe and support the majority mandate of my union.*
- *I will avoid actions that undermine the bargaining and contract rights of other unions in the workplace.*
- *I will not perform the work of a worker who is off the job because he/she is taking a stand for the rights of workers to fair treatment and decent working conditions.*

DON'T LET YOUR CREDENTIAL LAPSE

We have had members who have run into difficulty after allowing their credentials to expire. Please go to the Commission on Teacher Credentialing website to check yours: <http://www.ctc.ca.gov/> and follow the “search for an educator” link.

While it's nice if your district sends out reminders before your credential expires, they are not required to do so and each one of our chapter districts has had members who have NOT received such notices—even when reminders were sent to others. Ultimately, it is your professional responsibility to maintain a valid credential.

Confirm the date your credential expires. If you need to renew, follow the “online services for educators” link. It's advisable for you to renew it as soon as possible (no more than a year before it expires). Pay the fee and answer the questions truthfully. Check back in a few days to see that your credential has been granted. Print out an unofficial copy (the official copy stays online) and get it over to your district (Email is good so that you have verification of time/date.)

So take a moment to follow the link(s) and make sure you are up-to-date and put a reminder in your calendar of when to renew.

CALIFORNIA CASUALTY SEARCHING FOR THE NEXT \$2,500 ACADEMIC AWARD WINNER

California Casualty, our endorsed auto and home insurance vendor, created the Academic Award to help defray costs that educators pay for classrooms and other instructional materials.

It's easy to apply! Just complete the online entry form at <http://calcasacademicaward.com>

Check out your summer discount opportunities at

tsaspecialservices.com

and

est.us.com

(access code: ETF72G)

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

Summer drawing! Call or email the office by Wednesday, June 18 at 3:30pm to put your name in a drawing to win one of seven \$10 Jamba Juice cards

Common Core

Recorded Presentations Archive Now Available for *Common Core and Beyond: A Practicum on Literacy in the Content Areas, Mathematics, Instructional Strategies, and Assessments*

This series—brought to you by the California Teachers Association (CTA), the California Department of Education (CDE), the Comprehensive Center at WestEd, and the Association of California School Administrators—was designed to deepen educator understanding of the Common Core State Standards (CCSS) and the Smarter Balanced assessments. Sponsored through a grant provided by the National Education Association, these one-day seminars offered workshops; many provided by classroom practitioners; in the areas of curriculum, technology, literacy across the content areas, and assessment. The live seminars took place from January to May 2014 and CTA has made available the presentation recordings and resources at

<http://cta.peachnewmedia.com/store/provider/custompage.php?pageid=99>

WORKERS COMP ISSUES

We're about done for the year, so no Worker's Comp claims are expected, but it is good to be reminded of the availability of WC Attorneys for our members. The law firm of Gordon, Edelstein, Krepack, Grant, Felton & Goldstein, LLP has been assisting CTA members with workers comp issues for several years. The following is a short article regarding their new "forms" page to help members navigate the sea of confusion when involved in a worker's comp claim.

GEK Website's New Form Pages Help You Stay Afloat in a Sea of Paperwork



Forms, forms and more forms. Anyone who files a Workers' Compensation claim for an on-the-job injury can expect to receive a wide variety of forms, particularly in light of Senate Bill (SB) 863, the most recent Workers' Compensation "reform."

These forms cover everything from medical treatment to financial benefits. It is vital that each is read carefully; some must be filled out, others are merely informational. But, how does a lay person know what to do with these confusing notices and, more importantly, how is one to understand and comply with the many timelines involved?

The law firm of Gordon, Edelstein, Krepack, Grant, Felton & Goldstein, LLP (GEK) has made this paperwork maze less intimidating by creating new [form pages](http://www.geklaw.com/forms.html) (<http://www.geklaw.com/forms.html>) on the GEK website. This is a one-of-a-kind archive for injured workers.

When in doubt, contact an attorney before completing or complying with the instructions outlined on a form. Some forms include strict deadlines that must be met. For instance with the new Independent Medical Review (IMR) process, an injured employee has only 30 days from the date of a decision to deny medical treatment to request an IMR of that decision. If the employee misses the 30-day deadline, the denial of medical treatment remains in effect for an entire year (with some limited exceptions).

SB 863 has tilted the scales unjustly, and injured workers are worse for it. Having an experienced, knowledgeable attorney represent you is often the best way to ensure that you receive the full range of benefits to which you are entitled. GEKLAW attorneys are available at 213-739-7000.