

SBUT ANNOUNCER

South Bay United
Teachers

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Union membership and legal representation

One of the most important benefits you receive as a union member is legal representation in professional matters. There are different benefits for different situations, however, and it is good to be reminded of what is and is not available. You do *not* have unlimited access to an attorney at no cost. You DO have:

- representation by a union appointed attorney in employment-related matters, including but not limited to dismissal/suspension cases, credential reviews, employment-related criminal matters, child abuse reporting, and STRS disability appeals (cost limited*)
- access to a union appointed attorney for ½ hour of legal advice for non-professional related issues
- the opportunity to talk to a union appointed lawyer about an end-of-year dismissal if you are a temporary or probationary teacher (time limited)

- representation in layoff hearings

*There are time limits established for each professional issue. On a case-by-case basis, the union appointed attorney who represents you may request further funding from CTA once the initial funding has been depleted. There may be a situation when an attorney will ask for a retainer in order to proceed, but this would only be those cases when the funding has been depleted and they are wanting to move forward representing you.

You know that as a union member you are covered by a liability policy for up to \$1,000,000. This covers legal defense costs in **lawsuits arising out of your educational employment activities** and up to \$35,000 reimbursement of attorney fees and costs to defend employment-related criminal proceedings.

If you have had an incident where you may have sustained an injury at work,

you must file a report with your district right away and contact the SBUT office for a referral to a Worker's Comp attorney who will represent you on a contingency basis.

Because California Education Code is thousands of pages and each district has a collective bargaining agreement that often has ambiguities, many legal questions arise in the course of your daily employment. Many of these questions come up regularly and as your site representatives often know the answers, they should always be your first level of defense. Your CTA staff representative, Sandra Goins, can and does answer hundreds of questions with which reps are not familiar. For situations that require more legal expertise, Sandra may consult with the staff attorneys who are employed by CTA and as appropriate, she may refer a member to an attorney.

SUMMER NOTES:

Office hours during the summer are 10am-2:30pm, Monday-Thursday. Emails to sbut@aol.com are retrieved regularly.

Union email does not go through district systems, so if we don't have a personal email address for you, you may miss important union information. Send your personal email address to sbut@aol.com (Elise) or sbutoffice@aol.com (Lissa).

Be sure to check out your summer discount opportunities before spending on tickets:

tsaspecialservices.com and
est.us.com (access code: ETF72G)

SBUT is proud of MBUTA member

Maggie Mabery

who is the

**CALIFORNIA TEACHER OF
THE YEAR!**



See Maggie as she participated in "Schools on Point" at <https://www.youtube.com/watch?v=o2AatrwQqaQ>

Maggie on collaboration:

"Teachers need to meet and collaborate.... I learn more by going to watch my colleagues, who are amazing, in one hour, than I do by going to hear any guest speaker speak about anything."

WE HONOR OURS

The leaders of your union work many hours on your behalf, often behind the scenes when you aren't even aware. The chapters of SBUT are privileged to have many outstanding leaders. At the awards banquet at the Universal Sheraton in April, these individuals were honored for their contributions and service to our SBUT chapters.

Jason Johnson—RBTA

Jason Johnson is the high school director of RBTA. Jason is a great communicator and organizer. He makes it a point to meet and develop a relationship with each teacher on the Redondo Union High School campus. This is no small task since there are more than 100 teachers and the campus is huge. His emails to the faculty are informative, positive and creative. Jason has developed an open and honest working relationship with the administration of RUHS. He works to create positive solutions where members' rights are protected. We are extremely grateful that Jason has been willing to serve on the executive board while pursuing an administrative credential and working with students who face many challenges. Most people would have said they were too busy but Jason stepped up again because he believes in our union's cause. His passionate support of teachers is contagious. RBTA is proud to honor Jason.



Jason Johnson
Redondo Beach
Teachers Association

Kathleen Sullivan—PVFA

It is with great pleasure that PVFA honors Dr. Kathleen Sullivan. Kathleen has been a valued member of the Palos Verdes Faculty Association since 1995 and has had an active role in our association for the majority of those years.

During her tenure, Kathleen has served on numerous committees and been a PVFA representative for several school sites. She has served in the field of special education for over 40 years and holds Bachelors degrees in

both elementary education and special education, and a Masters and PhD in special education. Kathleen has been the recipient of numerous community and professional awards for her outstanding service and dedication to special needs students. She has served as a BTSA advisor and mentored many teachers over the years. Always an advocate for the needs of Special Education students, Kathleen has also tirelessly advocated for the members of our bargaining unit that serve the needs of Special Education students, serving as a valued member of the bargaining team for seven years.

Kathleen is a role model as a purveyor of public trust in a profession that matters. Kathleen's unwavering passion for teaching students and supporting her colleagues shows through in everything she does. Dr. Kathleen Sullivan's expertise, her integrity, and her determination are what set her apart and we are grateful she is a member of our PVFA team.



Kathleen Sullivan
Palos Verdes
Faculty Association

Stacey Cooke—MBUTA

Stacey Cooke has participated the past few tumultuous years as a site representative at the middle school. Her efforts have significantly increased communication among members at her site and the rest of the district teachers. Stacey has spoken eloquently and professionally at board meetings, union meetings and school site meetings on the issues which have plagued our district.

An increasing focus on teacher evaluation in our district has created opportunities for teacher involvement in the creation of new evaluation tools. Stacey has pitched in whole-heartedly for the time-consuming task of educating our district leadership regarding the problematic implementation of new evaluation policies. This year she spent countless hours away from her classroom in meetings with district admin as we attempt to mitigate the harmful consequences of new policies. Her insight, integrity and professional presentation of ideas helped strengthen our union and protect teacher rights across the district. Stacey is a dedicated teacher whose science lessons inspire her middle school students to ponder the impact that science has on their lives. MBUTA is fortunate to have such a strong teacher be a strong union advocate on behalf of her colleagues.

It is for her outstanding service and strength in leadership that we thank her for giving of her time and intelligence so generously.

Jen Grant-Rucker—MBUTA

Fighting for what's right comes naturally to Jenny Grant-Rucker. As a full time middle school advisor, Jenny is known for her fierce support of teachers and students. Whether or not she's wearing her union hat, she has the uncanny ability to handle uncomfortable situations with grace and honesty. When district administration have mismanaged employee relations or have violated the contract, Jenny



Stacey Cooke
Manhattan Beach Unified
Teachers Association

has been able to address each situation straightforwardly, demanding professionalism and accountability.



Jen Grant-Rucker
Manhattan Beach Unified
Teachers Association

Whether she is standing before her staff, in front of the school board, or in a district meeting, Jenny will speak her mind passionately, often using her quick wit, and her incredible sense of humor, to uphold the rights of teachers.

Jenny's union household, which includes her husband who serves on the bargaining team, has helped MBUTA to survive several years of tough negotiations. Jenny has supported the work of the bargaining team in a district that declared Impasse two of the last three years and was found to be unfair in its labor practices with the teachers. She encouraged members at her site to be united when facing district proposals that devalue the work that our membership does—and to stop giving away that work until a fair agreement was reached. Jenny's high profile among parents and her well-known integrity has contributed to a shift in the community's perception about the union.

MBUTA is proud to have Jenny as a member, and to honor her with a well deserved WHO award.

Daniela Olson—MBUTA

Over the past year, Daniela Olson has become a force of unity for the teachers in Manhattan Beach Unified School District. Daniela has a busy life, with two small children and a history teacher husband who is also an award-winning baseball coach, so stepping up as a union rep at Grand View Elementary School was certainly not something at the top of her to-do list.

Her elementary school was in need

of union leadership. The members there have been under a great deal of pressure by administration and it had been nearly impossible to find someone to shoulder the burden of representation. Daniela's work as union rep has had a transformative effect on her colleagues. The proactive manner of her leadership style has served as an inspiration to her peers on her campus. She has stepped in to identify and challenge numerous contract violations occurring on her campus.

Daniela's role at her home campus is



Daniela Olson
Manhattan Beach Unified
Teachers Association

a smaller part of her larger influence. By stepping in as a rep for a challenging site to represent in our small district, Daniela has helped communicate to district leadership that MBUTA is, indeed, unified. Her perceptive observations shared at rep council help to influence other elementary teachers to activate members at their own sites. The reverberating effect of her willingness to speak up has helped strengthen our membership throughout the district.

Members are grateful for her wisdom and calm insistence that administration follow our contract and respect our members. Daniela's leadership has been instrumental in bringing equity to the membership of Manhattan Beach Unified Teachers Association.

Kathy Givens—CVSTA

Kathy was hesitant at first about becoming a representative, but once she joined leadership she quickly became a key part of our executive board. She has a gift of being able to organize events and encourage others to get involved. She can easily persuade members to participate in meetings and actions even when we

need members to show up on short notice. She always makes sure that events are well planned and that we have refreshments and all of the materials that we need. Kathy is always smiling and her easy going demeanor helps other members to feel comfortable in even the most challenging and tense situations. During a recent confrontation that our association had with our school board, her presence at this meeting helped reassure newer teachers who had never participated in a union action.



Kathy Givens
Centinela Valley Secondary
Teachers Association

Maura Tremblay—CVSTA

Maura has been involved in union leadership for more than ten years. This year she earned the appreciation of many of her colleagues when she successfully led an effort to install air conditioning in her building. In the days after an unusually early August start of the school year, the heat in two buildings at Lawndale High School became intolerable. At first, administration simply said that



Maura Tremblay
Centinela Valley Secondary
Teachers Association

heat was not new and that the weather would cool down eventually. For Maura, this answer was simply not good enough. She organized regular lunch meetings in her room and caused district officials to be bombarded with complaints about the intolerable conditions. At last, two assistant superintendents, the district plant manager, and the principal showed up at one of the lunch meetings, where they pledged to install air conditioning for both of the buildings. Thanks to Maura's leadership, both buildings have permanent air conditioning.

NOTES FROM CTA:

The California Teachers Association wants to know what you thought of the Smarter Balanced Assessment Consortium (SBAC) state administered in California this year. Please take a few minutes to complete this quick survey at: <https://www.surveymonkey.com/s/CTASBACSurvey>

TAKE ACTION: ESEA Vote Close. Contact Congress Today

The *Every Child Achieves Act of 2015* — the Elementary and Secondary Education Act (ESEA) rewrite recently approved 22-0 by the Health, Education, Labor & Pensions (HELP) Committee — is coming to the Senate floor soon. Your calls and emails have been fantastic thus far, but don't stop now! Visit <http://getesearight.com> and hold Senators' feet to the fire. Tell them to GET ESEA RIGHT THIS TIME. View the CTA website for specifics on the goals for how to assure that the bill is reauthorized to ensure equal opportunity for ALL students.: <http://www.cta.org/Issues-and-Action/Education-Improvement/ESEA-NCLB.aspx>

The opt out question and student testing

If you're looking for more information or for suggestions on how to talk with parents about the opt out question and state-mandated tests, look no further. CTA's legal team has provided a Q&A that should help. (<http://www.cta.org/Member-Services/Legal-Services/Opt-Out.aspx>) NEA is also dealing with the issue and has information and guidance for educators for when parents ask about opting out. (<http://lilysblackboard.org/2015/04/the-opt-out-end-game/>). The California Department of Education is another resource with descriptions of the testing system (<http://www.cde.ca.gov/ta/tg/ai/cefcaaspp.asp>) and additional information on exemptions for students with disabilities. (<http://www.cde.ca.gov/ta/tg/hs/cahseefaexempt.asp>)

Congress: Your invoice is PAST DUE

Educators, it's time to hold the federal government accountable for its 40 years of broken promises on special education funding. Fight for great schools for all students by sending the federal government an *invoice* for its unpaid portion of the Individuals with Disabilities Education Act (IDEA) — and get parents and allies to do the same! (<http://educationvotes.nea.org/fundidea/>)

Standing with the UFW

Our union brothers and sisters with the United Farm Workers (UFW) need our help in their battle to get Fresno-based fruit grower Gerawan Farming Inc. to recognize the UFW as the collective bargaining representative of about 5,000 workers. Under the Prima label, giant union-busting Gerawan sells peaches, nectarines, plums, apricots and grapes. Please review explanatory memo from CTA President Dean E. Vogel to Chapter Presidents (https://images.magnetmail.net/images/clients/CTA_//attach/UFWGerawan1.pdf), and sign the online petitions relating to worker health benefits and exposure to pesticides (<http://action.ufw.org/page/s/gerawanmedical?source=web>) Get more background at www.ufw.org.

Start your summer off by winning one of ten
AMC Movie Tickets

SBUT Members: call or email the office by June 15, 2015
to enter your name in the drawing.

