

# SBUT ANNOUNCER

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

MARCH 2012

## “PAYCHECK DECEPTION”

**An initiative will appear on the November ballot seeking to lessen the influence of public employee unions.** This initiative is misleading, deceptive, and full of unintended consequences. Instead of reforming campaign finance laws, this initiative creates more problems and wastes tax dollars. This initiative claims to be about stopping special interest money in politics, but instead it would change the rules to benefit corporate interests at the expense of middle class workers and their unions.

This initiative, deceptively titled “Paycheck Protection,” was carefully written to appear as if it limits corporations and unions equally. But when you read the details, you will see this measure does not limit corporate contributions at all. In fact, it creates a big loophole that allows corporations to continue to make political contributions without restrictions. By only limiting workers and unions, more power will be given to corporations to spend as much as they want on lobbyists and influence politicians.

Union members already have the ability to stop their dues money from being used in political campaigns. This measure attempts to fix something that doesn’t need fixing to hide its real intent – to give corporations more influence over politics and to stop unions from speaking out. If this flawed initiative passes, teachers would be prevented from advocating for students, nurses would be prevented from advocating on issues like appropriate patient staffing levels and firefighters could not advocate for training and equipment to deal with industrial disasters or forest fires.

	<b>Candidate Contributions Prohibited</b>	<b>Independent Expenditures Prohibited</b>	<b>Ballot Measure</b>	<b>Require Yearly Written Consent of Members to Use Funds for Politics</b>
<b>Labor Union General Funds</b>	Yes	Yes, if payroll deduction used	Yes, if payroll deduction used	Yes
<b>Labor Union PAC</b>	Yes	Yes, if payroll deduction used	Yes, if payroll deduction used	Yes
<b>Corporation General Funds</b>	Yes	No	No	No
<b>Corporation PAC</b>	No	No	No	No

# CTA Dues Dollars = Good Political Work



## Defeated bills

*SB 266 (Dutton)*  
Proposed paying pink-slipped teachers at the lower substitute rate even when they fill positions for over 20 days.

*SB 355 (Huff)* Proposed to virtually eliminate seniority as a consideration when layoffs are required and institute a test-driven system the author calls "performance-based" layoffs.

*SB 871 (Runner)*  
Prohibited compensation increases in a school district if the school year is shortened.



## Initiatives

### CTA Supported

- Minimum School Funding Prop 98 (1988)
- School Bonds (1998, 2002, 2006)
- Class Size Reduction (1998)
- After School Programs (2002)
- Majority Vote on School Bonds (2000)
- Economic Recovery Bond (2004)
- California Balanced Budget (2004)
- Mental Health Services (2004)
- Children's Hospital Bond (2008)
- Passing the Budget on Time (2010)

### CTA Opposed

- Paycheck Protection (Anti-Union) (1998, 2005, 2012)
- English Only Instruction (1998)
- Teacher Due Process (2005)
- Vouchers (1993, 2000)
- State Spending and School Funding Limits (2005)



## Saying Good-Bye

---

After many years of dedicated service, Mary Sullivan, SBUT Office Administrative Assistant, will be retiring. Mary came to SBUT in January of 1995 with a wealth of administrative and life experience. She had recently returned from living in Kenya, Africa, having served with her husband Terry as a missionary. Terry worked as an administrator of a university and Mary provided administrative assistance— this after having served several years in Swaziland where Terry administrated a hospital and Mary worked alongside him.

Prior to their years in Africa, Mary worked as a teacher, a legal assistant, and various other positions as well as raising her two children and participating in school and neighborhood activities in support of them. She has been and remains active in her church with teaching, serving on the board, and missions activities. She supports her current husband, Wes in his occupation as a chaplain and administrator of Marketplace Ministries, whom she met and married after having lost Terry to cancer. Wes and Mary look forward to spending time with their children and grandchildren who are the light of their lives, as well as traveling and continuing involvement in their many interests.

The magnitude of Mary's contribution and dedication to her years at SBUT cannot be overstated and she will be missed more than words can describe.

### Announcement of Employment Opportunity Administrative Clerk *Full-time employment to begin on or after May 1, 2012*

#### **Unit Description**

South Bay United Teachers (SBUT) is an Option II CTA/NEA UniServ in Los Angeles County that is governed by an eight member Board of Directors. SBUT represents more than 1600 certificated bargaining unit members in the Centinela Valley Secondary Teachers Association, Manhattan Beach Unified Teachers Association, Palos Verdes Faculty Association, and Redondo Beach Teachers Association.

#### **Duties & Responsibilities**

- Receptionist to teachers and the public.
- Uses computer programs proficiently including financial software, word processor, data base, spread sheet, graphics programs for correspondence, notices, reports, and contracts using correct spelling, good English and correct punctuation.
- Operates office equipment proficiently.
- Maintains office equipment and arranges for repair and replacement as necessary
- Answers telephones and responds to inquiries as appropriate.
- Answers routine questions and requests for information on association program and services.
- Opens and processes mail. Orders office supplies, printing, publications, plaques and awards.
- Performs mail delivery services. Performs office errands.
- Composes routine correspondence. Composes and prepares for distribution a variety of association publications and information.
- Assists in coordination of election logistics and material preparation for chapter & regional elections.
- Maintains office calendar for all association and regional meetings.
- Arranges reservations for meetings, conferences and dinners and performs other required logistics.
- Maintains files and records.
- Processes memberships and prepares payroll transmittals.
- Assists with financial reports and FPPC filings.
- Prepares legal referral forms.
- Assists with workshops.
- Facilitates chapter surveys. Compiles statistics and other information.
- Coordinates and implements association programs including scholarships and tutoring.
- Assists association leadership as requested.
- Works with a minimum of supervision.
- Performs numerous other related duties.

#### **Qualifications**

- B.A./B.S. or higher degree
- Minimum 5 years experience in related position
- Valid driver's license and current auto insurance
- Must have own car and be willing to use it for office delivery services
- Demonstrated ability in written and oral communications
- Ability to use Microsoft Office products (Word, Excel, Access) and learn other programs necessary to support chapter bargaining, organizing and communications.
- Dependability and trustworthiness
- Must be a supporter of unionism and supportive of public educators

#### **Applications**

Interested applicants should apply in writing by March 30, 2012 to South Bay United Teachers. Include a current resume and three letters of recommendation. Interviews will begin in April.

#### **Compensation**

Salary range \$35,000 - \$45,000, dependent on qualifications and skills.  
Benefits and pension program.

# Are you taking advantage of all the resources available to you as a member?

The CTA Website has a great deal of information and resources. For instance, the following publications are downloadable at <http://www.cta.org/Professional-Development/Publications/index.aspx>

**Evaluation: Key To Excellence** - Invaluable information on Due Process, Dismissal Law, Evaluations and Collective Bargaining.

**High School Reform - National and State Trends** - WestEd research on the major initiatives involving high schools and high school reform.

**QuickGuide: The General Educator & Section 504 Issues** - Conditions or

disabilities encountered in the general education classroom that are not covered under the Individuals with Disabilities Education Act (IDEA).

**Student Support Services** - Defines the role and responsibility of school nurse, librarian, psychologist, counselor and social worker.

**Teachers' Rights Mini-Guide** - Quick reference manual designed to help

teachers in crisis in the classroom, with administrators or with parents.

**New Teacher's Rollbook Companion** - Practical hands-on suggestions for successful classroom management, organization and instructional planning, while also serving as an introduction to CTA.

**CCA Advocate** - The Community College Association's newspaper.

## Lesson Plan Share Center

<http://www.cta.org/Professional-Development/Lesson-Plan-Share-Center/Index.aspx>

Download dozens of lesson plans, or upload one of your favorites. The lesson plans in CTA's Lesson Plan Share Center have been designed by educators, for educators, in order to improve student achievement in classrooms across the state and beyond. Click in the Grade Level block of interest or browse all the lesson plans for subjects or curriculum materials that you can use. CTA seeks to improve student learning by giving you this center for sharing and integrating web-based lessons into your instructional practice.

## CTA Financial Planning— A Wealth of Information

<http://ctainvest.org/home.aspx>

**Here is an example of what you can read about and learn:**

### *Why You Need a 403(b) or 457 Plan*

Could you live on just over half of your teaching salary? What would retirement be like on less than two-thirds of your income?

It sounds scary, but in fact, it's reality for educators who are counting on CalSTRS or CalPERS as their sole retirement plan. Consider these facts:

**60%-65%** = Percentage of salary the California State Teachers Retirement System (CalSTRS) pension replaces, on average, for current and retired members.\*

**\$0** = Amount CalSTRS participants can expect in the form of federal Social Security benefits. (Please note that educators participating in the California Public Employees' Retirement System (CalPERS) do pay Social Security taxes and are eligible to receive benefits. In addition, CalSTRS participants may be eligible for Social Security benefits from a spouse's earnings or earnings from other jobs, but those benefits may be reduced by the **Windfall Elimination Provision** (or


Government Pension Offset.)

**90%- 100%** = Percentage of salary financial experts recommend replacing in retirement to maintain same standard of living as your working years.

**30%-40%** = Percentage of CTA members who take advantage of a 403(b) retirement savings plan to supplement their pension plan.

The bottom line: The majority of educators are facing a retirement savings shortfall. That's why you need a 403(b) or 457 plan – to make up the difference. Let's take a closer look at these sources of retirement income:

**CalSTRS and CalPERS** state pension funds. Your pension, or defined benefit plan, is an important part of your retirement savings. These retirement systems continue to provide a key benefit to educators. Your benefit is based on your age at retirement, years of service and final compensation level. You can run the numbers and estimate your benefit level by using the calculators on your pen-

sion's Web site ([www.calstrs.com](http://www.calstrs.com)  or [www.calpers.ca.gov](http://www.calpers.ca.gov)).

**403(b) and 457 plans.** The 403(b) is a tax-deferred retirement plan available for eligible employees of public schools and other tax-exempt organizations. A 457 plan is available for eligible employees of public schools and government workers. They are called defined contribution plans, because the participant makes contributions and investment decisions. It is different than your pension or defined benefit plan through CalSTRS or CalPERS, where you and your employer make contributions and CalSTRS or CalPERS make all of the investment decisions. Ultimately, you are in control of your 403(b) or 457 plan.

The 403(b) or 457 plan is designed with features to help you make the most of your retirement savings. In 2012, you can contribute up to \$17,000, or an additional \$5,500 (total of \$22,500) if you are age 50 or better. If you're a long-term employee who has not consistently contributed to your plan, you may also be eligible to make lifetime catch-up contributions.