

SBUUT ANNOUNCER

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NOVEMBER 2019

Apply online at cta.org/scholarships



The CTA Scholarship Program

Filing deadline: January 31, 2020

- ◆ 34 scholarships of up to \$5,000 for dependent children of CTA members
- ◆ 5 scholarships of up to \$3,000 for CTA members
- ◆ 1 scholarship of up to \$5,000 for a dependent child of a CTA member who attends a Continuation High School

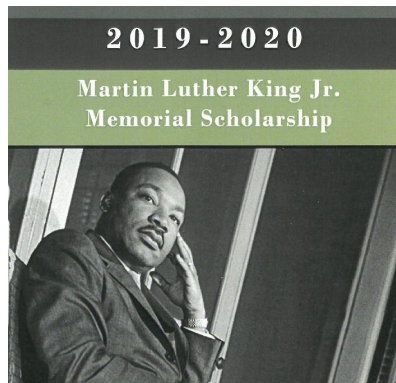
Recommendations and transcripts are needed, so start early!

Martin Luther King, Jr. Memorial Scholarship

Filing deadline: February 14, 2020

For ethnic-minority CTA members pursuing a degree, credential or certification for a teaching-related career in public education in an accredited institution of higher education.

Scholarship amounts vary based on the voluntary contributions that provide the funding.

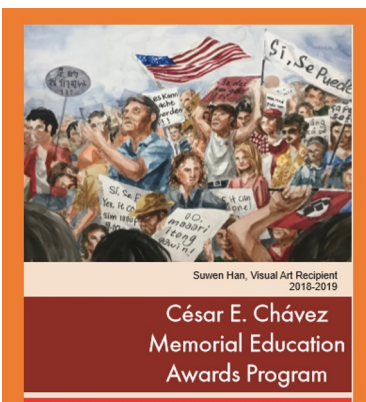


LGBTQ+ Safety in Schools Grant & Scholarship Program

Filing deadline: January 10, 2020

The grant program supports LGBTQ+ groups, projects and presentations that promote understanding and respect for LGBTQ+ persons. Grants are to be used directly with students. Special consideration will be given to projects that recognize, promote and celebrate ethnic diversity and other diversity among LGBTQ+ youth.

Program provides grants and scholarships.



César E. Chávez Memorial Education Awards Program

Filing deadline: March 6, 2020

The César E. Chávez Memorial Education Awards Program provides recognition for educators and their students who demonstrate an understanding of the vision and guiding principles by which César E. Chávez lived his life. The Awards Program honors the memory of this great man

and ensure that the spirit of his work continues in the classrooms of California. Essays & Visual Arts from all grade levels.

cta.org/scholarships

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. 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 sbuto.org/WCPredesignation.pdf

The CTA Disaster Relief Fund is a separate, special fund for members of CTA through voluntary contributions from CTA members, and through CTA fundraising drives throughout the year. The fund, administered by CTA Member Benefits Department, is endowed to provide financial assistance to CTA members who have experienced significant losses due to natural or other disasters in California.

Highlights

- Provides financial assistance to CTA members who suffer significant losses due to natural and other disasters in California
- Funded by voluntary contributions from CTA members, and through CTA fundraising drives throughout the year
- Administrative services provided by CTA Member Benefits Department



Grant and Qualification Details

Standard Grant

CTA members may receive up to \$1,500 for significant economic hardship related to damage to their primary residence, displacement or disruption in required utilities

Catastrophic Damage Grant

Recipients of the Standard Grant may be eligible for up to another \$1,500 if damages exceed \$50,000

Temporary Displacement Grant

A grant of up to \$500 may be available for members who are displaced from their primary residence as the result of a disaster, but do not meet the requirements for a Standard Grant

School Site Grant

Members may receive up to \$500 for damage to their classroom or school site

To apply for a grant, or to contribute to the fund, visit <https://www.ctamemberbenefits.org/Life-Events/Disaster-Relief-Fund>

Look Who's Talking!

Tali Sherman has been lead spokesperson for the CVSTA bargaining team for nearly 4 years now. After teaching in the Centinela Valley Union High School District for some 15 years, she thought it was time to step up her involvement in the Union and help hammer out the contract that teachers, counselors, psychologists, nurses, social workers and librarians work under. The best part about her work on negotiations? "Getting to share member concerns and fight in the best interest of educators and students." She realizes most members aren't aware of all the work that goes into securing the benefits and protections that they enjoy and that the negotiators are always trying to get even more for the members, but there's still a great deal of satisfaction in knowing what you've accomplished for members and their families. Students also benefit from gains made in class size reductions and teachers who stay in the District because they can be compensated fairly. The next bargaining session is on December 6--CVSTA members, show Tali and the bargaining team some support and wear your CVSTA shirt that day!



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Sarah Robinson is the lead negotiator for Redondo Beach Teachers Association and she's been bargaining on behalf of certificated staff (non-administrative) for the last five years. Bargaining is challenging, but Sarah took to it naturally-she is an expert in language after all. Her day job is teaching Spanish at Redondo Union High School-A job she's loved for the last 12 years. Often times members don't realize how much time goes in to building bargaining proposals, but staying current with changes in the law and problems in the workplace are pieces that get brought together in the creation of the collective bargaining agreement (contract). You may have read reports from Sarah from CTA State Council. She's Minority-at-Large Rep and has just started her second term. Through State Council, Sarah stays current on state and national issues. Sarah represented RBTA/CTA at the National Education Association's Rep Assembly in Houston this past summer. "The days were long and the work was constant, but very worthwhile," says Sarah. When she has a rare free moment, Sarah loves traveling, cooking and spin classes. RBTA's contract is locked up for this year, but it's never too early to start thinking about the next agreement.



Thought About Your Preferred Pronouns?

CVSTA members, if you read your contract revisions closely, you'll find that in several places, language has changed from "his" or "her" to "they" or "their." The District wanted the changes to be made to encompass individuals who don't identify with the pronouns previously listed. There were interesting conversations about the importance of using proper English, but the two sides agreed that it was more important that all employees feel included than to stress over grammar. More such revisions will be made in future agreements as we bargain different articles. We expect this to become an issue in other local's contracts as well.

More Funding For Schools

www.schoolsandcommunitiesfirst.org

Be sure to register to vote, there are petitions circulating regarding tax fairness and corporations paying their fair share, Our schools need your help. See your rep for more information about how you can help.

LIFE & DISABILITY INSURANCE

No health questions if you're a new teacher who signs up by the deadline!

Newly hired CTA members and those who have changed districts have a special, limited-time opportunity to protect their income and loved ones with CTA-endorsed Disability and Life Insurance from Standard Insurance Company.

If you apply for coverage **within 180 days of starting work**, you may apply for the following coverages **without answering health questions**:

- Disability Insurance
 - Up to \$200,000 of Life Insurance
 - Life Insurance coverage options for your spouse/domestic partner and/or children
- standard.com/cta/newhire

ARE YOU A TEMPORARY TEACHER?

In general, school districts may hire Temps to replace regular employees on leaves of absence or to fill in for regular employees who have been given categorically funded positions. The Temp doesn't actually have to replace a particular person; but the number of certificated employees on leave throughout the district cannot exceed the number of temporary employees.

If you are a temporary teacher and question your status, you should contact the Union office. Answer this short quiz:

Are these statements true?

- You received written notification that your employment was temporary on or before your first day of paid service
- You received notice from the district before the end of the year of their decision not to reelect you
- You received written notification that your employment was temporary in July of each year thereafter

If any of these are not true, contact the union office.

To be classified as temporary, one of these should also be true. You are:

- replacing a permanent or probationary teacher on long term leave, or
- teaching a class or performing duties that will not last for more than the first three months of any school term, or

- serving in limited coaching assignment, or
- teaching one semester only in anticipation of a reduction in student enrollment, or
- teaching for no more than 20 days due to an emergency, or
- providing services in a non-mandatory categorically-funded program , or project, where you were hired for the term of the program or project

Temps are at-will employees who serve on contracts for one school year or shorter periods of time. This means the District can release you at any time during the first 75% of the school year, with or without cause and without a hearing. If you receive a release notice from the District, Temps don't have an automatic right to reemployment the next year, but under certain circumstances, you must be given some preference if there are vacancies.

THE CALIFORNIA ED CODE SPECIFIES THAT IF THERE IS A VACANCY IN A GRADE LEVEL AT WHICH YOU TAUGHT AS A TEMP, AND IF YOU SERVED AS A TEMP FOR AT LEAST 75 PERCENT OF THE NUMBER OF DAYS OF THE SCHOOL YEAR FOR TWO CONSECUTIVE YEARS, YOU SHALL RECEIVE FIRST PRIORITY FOR THE VACANT POSITION OVER A NEW-HIRE.

It is possible to be a temporary employee for many years. But, if you are rehired into a probationary position for the next school year, then the one previous year in a temporary position will count toward permanent status.