

SBUUT ANNOUNCER

South Bay United
Teachers

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POTENTIAL LAY-OFFS—What to do

Some districts are contemplating lay-offs or RIFs (Reductions in Force) this year. If you are a permanent or probationary teacher, you can be laid off if the school board determines that economic circumstances require decreasing the number of permanent employees. The board can identify a particular kind of service (such as a course or program) that will be reduced or discontinued, or base the layoffs on either a drop in the district's average daily attendance ("ADA") or a state law modifying the curriculum. You must be either personally given, or sent by registered mail, written notice that you are on the district's proposed layoff list by March 15th.

This is a nerve-wracking and frustrating time, but please don't get discouraged and neglect to exercise all your rights if you receive a notice.

Probationary teachers may also receive a notice of non-reelection which is unrelated to economic circumstances, and does not entitle you to a hearing. If you believe the non-reelection is for discriminatory reasons, however, contact the office.

What to do if you receive a RIF notice:

If you receive a layoff notice, request a hearing. If deadlines are missed, it will be too late to change your mind and will be too late to fix any mistakes that might have been made.

You must complete and submit to the district a "Request for Hearing" form within the timeline noted on your RIF notice in order to qualify for a hearing. Ask for a date-stamped copy for your records.

Please contact the office to let us

know so we can help to ensure timelines are met and that you have support through the process. Union members are represented in the hearing process by a union attorney.

Make sure that ALL of your credentials and certifications are on file with the school district, especially certifications to teach English language learners.

Fee Payers (Fair Share) also have a right to a hearing but are not represented by the union attorney. Fee payers may represent themselves, however, or hire their own attorney.

If you are a temporary teacher, you may receive a notice as well, but you are not entitled to a hearing. If, however, you believe you may be classified as a temp incorrectly, please contact the office.

WHAT ABOUT TEMPS?

School districts may hire employees with a temporary classification ("temps") to replace regular employees on leaves of absence or to fill in for regular employees who have been given categorically funded positions, like TSA's, department heads, and class size reduction. 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.

Temps are at-will employees who serve on contracts for one school year or shorter periods of time. This means the District can release them without a hearing. If they receive a release notice from the District, temps don't have an automatic right to reemployment the next year, but under certain circumstances, they must be given some preference if there are vacancies. A person may be a temporary employee for many years. But, if rehired into a probationary position for the next school year, then the one

previous year in a temporary position will count toward permanent status.

In the event of a layoff, temps don't receive layoff notices (although you may receive a 'release' notice from the district) and do not have the same guaranteed rehire rights as probs or permanent employees because their contracts simply terminate at the end of the school year. Because temps have fewer rights, it is especially important to verify the accuracy of the temporary classification.

The Supreme Court to hear “Janus”

The U.S. Supreme Court has granted certiorari (decided to take up) to the *Janus v. AF-SCME* case, which seeks to make the entire public sector “right-to-work” in one fell swoop.

California Teachers Association President Eric Heins issued this statement about the United States Supreme Court announcement granting certiorari and taking up the case *Janus v. AF-SCME* this term:

“*Janus v. AFSCME* is a case with far sweeping implications for working families, our students and the communities we serve. *Janus* is simply the culmina-

tion of decades of attacks on working people by corporate CEOs, the wealthiest one percent and the politicians that do their bidding to rig the economy in their favor, and its outcome could further send our country in the wrong direction. The forces behind this case are the same forces that have pushed for privatizing public education and limiting voting rights, as well as attacked immigrants and undermined civil rights protections.

“Their goal here, as it was in *Friedrichs v. CTA*, is no secret: they want to use the Supreme Court to take away the freedom of working people to join together

in strong unions, because unions give workers a powerful voice in speaking up for themselves, our students, families and communities. Unions have played a critical role in building and protecting the middle class in America. They provide hard-working people economic stability for their families and give them the tools to build a good life, home and education for themselves and their children. For 154 years, CTA has been standing up for working people, our students and the communities we serve. No court case will stop our determination and advocacy for our students and our profession.”

FAIR SHARE

The current Fair Share system is a good compromise and common-sense solution, which is why the Supreme Court approved it unanimously in 1977 in the *Abood* case. Right now, no one is forced to join a union. But unions are legally required to represent all workers, even those who do not join the union. So teachers, firefighters, nurses and public employees who do not want to join the union contribute only toward the costs of the representation they receive — and none of their “Fair Share Fees” may be used for political activities. Abolishing Fair Share would mean some employees get benefits for free, while others pay more than their fair share.

Since all workers enjoy the benefits, job security and other protections that the union negotiates, it’s only fair that all contribute to the cost of securing those benefits and protections.

Strong Unions, Stronger Communities

When working people have the freedom to come together in strong unions, entire communities benefit. Unions give everyday working people the power in numbers they need to make their communities safer and stronger, and they are critical to fixing an economy rigged in favor of the rich and powerful.

Whether it’s emergency workers negotiating for better staff ratios that decrease emergency response times, or teachers speaking up together for smaller class sizes, this report underscores that strong unions are needed now more than ever.

The case studies included in this report are just a few examples of the many ways strong unions are making our communities and our country stronger for everyone. Read the report at:

<https://www.afscme.org/news/publications/body/AFSCME-Strong-Unions-Stronger-Communities.pdf>

FACT FOUNDATION

Assistance for CTA Members affected by disasters

With all the recent natural disasters in the country including wild fires here in Southern California, it is good to be reminded of the Disaster Relief Fund that is available to members who have suffered a loss. And also to be reminded that it provides you with another way to contribute to those in need.

The Disaster Relief Fund is a separate, special fund just for members of CTA. The fund is endowed to provide financial assistance to CTA members who have experienced significant losses due to disasters in California.

Highlights

- Provides financial assistance to CTA members who suffer significant losses due to disasters in California
- Funded by voluntary contributions from CTA members, and through CTA fund-raising drives throughout the year
- Administrative services provided by the FACT Foundation

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

Note: *The filing deadline is 12 months from the date of the incident.*

How to Contribute

If you would like to contribute to the Fund, you may do so by sending a check made out to:
CTA Disaster Relief Fund
1705 Murchison Drive
Burlingame, CA 94010

Automatic Payroll Deduction

You may also contribute through automatic payroll deduction. To request a payroll deduction form, contact: California Teachers Association (CTA) Membership-Accounting Department (650) 552-5278 or membership@cta.org

Your donation will be tax deductible.

Support for victims of the California fires

Our hearts and thoughts go out to the many students, fellow educators and families impacted by the fires that raged through California. In the Santa Rosa area alone, nearly 40 CTA members have lost their homes, with over 100 members losing their homes in several Northern California counties. The [Santa Rosa Teachers Association](#) has started a [YouCaring Fund](#), and the Redwood Service Center Council has started a [GoFundMe page](#) with a goal of \$20,000.

South Bay United Teachers contributed \$500 to these efforts in support of fellow educators in northern California.

KNOW YOUR CONTRACT—JURY DUTY

CVSTA Article 6.6	MBUTA Article 11.19	PVFA Article 13-8	RBTA Article 10.11
The district will pay for up to 10 days of service, which can be extended by the superintendent. Members are encouraged to serve outside of the school year.	The district will pay for up to 10 days of service. Members are encouraged to serve when instruction will not be not adversely affected. Members who voluntarily defer service to summer, winter or spring break will be paid the sub rate for each day served, up to 10 days. Written verification of original summons and actual dates served is required.	The district will pay for 3 days of service.	The district will pay your salary while you are on jury service. Your supervisor may direct you to seek a postponement. If you postpone your service to the summer, the district will give you up to 2 sick days or pay you 2 days at the sub rate, upon verification of your original summons and actual dates served.
<i>Read the contract article for all terms and conditions of jury service.</i>			

DONORSCHOOSE.ORG



TIPS TO FUND YOUR CLASSROOM

Did you know teachers spend more than \$500 each year on school supplies?

Of course you did!

Try these tips on securing small dollar contributions to help out. Crowdfunding is an easy way to get small dollar support for your students.

Visit donorschoose.org to create an account. Then follow these guidelines for maximum results:

1

Focus on your students and not supplies. What do they need to succeed?

2

Skip jargon. Funders aren't educators - describing your need in clear language increases your act and success.

3

Keep it simple. Start with a goal of about \$100-\$200 dollars. Build the momentum with successful outcomes.

4

Catch the eye. "Bring nature into class" is better than "we really need \$". Help potential funders make a connection.

5

Spread the word and keep it going. Make success your starting point. Follow-up with another proposal and share your success with others!



Members Saved about \$3M with CTA's Access to Savings Discounts

CTA Members saved about \$3 Million since the Access to Savings discount was introduced September 1, 2016. Over \$1 Million was for June and July purchases – many for summer fun and for back-to-school purchases. Have you downloaded the My Deals app yet and started to accumulate your own savings on back-to-school purchases?

Access to Savings can help you treat yourself with savings on apparel, shoes, accessories, electronics and more, all while saving up to 50% off! Get your classroom ready for less with great discounts at places such as Office Depot, Dell and Discount School Supply. For these great savings, log in to www.CTAMemberBenefits.org/Access with your username and password and click "Enter".

To download the mobile app, search for the "My Deals" mobile app at the App Store or Google Play (for Android devices).

For more information: <https://www.ctamemberbenefits.org/aneews>



CTA-endorsed auto & homeowners insurance provider

California Casualty

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