



NEWSBREAKER

Volume 7, Issue 1

August 2011

Calendar



- 8/29 Rep Council 4pm
- 9/5 No School
(Labor Day)
- 9/12 Eboard 4pm
- 9/26 Rep Council 4pm
- 10/3 Eboard 4pm

PRESIDENT'S CORNER

By Melanie Driver

Welcome back to most and welcome to Fairfield to our new unit members. On August 9, I attended *Great Beginnings*. There were 15 unit members in attendance. This is the opportunity for new hires to get information about FSUSD. Each year, F-SUTA provides lunch and has an opportunity to meet with the new hires. This is always one of the highlights of my year.

The beginning of the year always presents challenges for some of our members. The first ten days of schools are when enrollment at sites is closely evaluated to determine if there are an adequate number of instructors or surplus at each site. This often results in the elimination or addition of positions at sites. New positions are posted on the District Vacancy List. Article 18 is used when unit members are involuntarily transferred from a site because a position is being eliminated and there are no positions at the site. A unit member being involuntarily transferred would then select a position from the district vacancies. Often, there are not a lot of choices during selection. If a unit member is not happy with the position that they have chosen, there is always the opportunity to apply and interview for vacancies that are posted. If a unit member is involuntarily transferred and the position that they were transferred from becomes available during the year, the unit member has return rights.

WHAT'S INSIDE

- President's Corner 1
- President's Corner 2
Cont'd
- Catastrophic Leave Bank
Due Process
- Tax Fairness Article 3
- School Tech Use 4
Teacher's Rights Guide
- Dues Process Cont'd 5
CTA Structure
- The Standard 6
F-SUTA Eboard



According to Article 18.6.d: Unit members who are involuntarily transferred shall be allowed the daily per diem rate of pay equal to three (3) days. If you were one of those individuals who were transferred from your site involuntarily and have not submitted a time sheet, you can submit a timesheet to your administrator and get paid your per diem rate for three days. The only reason for the time sheet is for accounting purposes. If you qualify and you have not done this already, I encourage you to do so immediately.

Bell schedules continue to be a challenge. Instructional minutes in the contract must be followed. I have been meeting with administration to address issues that have come up. We will continue to meet to resolve these issues. We do not have instructional minutes for minimum days in our collective bargaining agreement. This is an area that I hope to change. I would like to have a standard length of day for minimum days at elementary sites since the purpose of the minimum day for elementary teachers is to have the opportunity to hold parent conferences. Some sites have a longer day than others and I will continue to work on this in hopes that we can have a standard length of day to make sure that all unit members have adequate time to hold parent conferences.

We ended the year with a rehire list of about 145 people. About 30 individuals have accepted full time positions. There are many people on the list that have accepted temporary or long term sub positions. There are changes to the list daily. I should be able to give a more accurate summary in my next update.

I saved the best for last. I would hope that everyone is aware that the current funding for districts is basically the same as last year at this time. As a result, the District presented a revised district budget at the August board meeting. As part of our bargaining agreement,

(President's Corner cont'd on page 2)

(President's Corner Continued...)

we will not be taking furlough days. Individuals on a July-June pay cycle received pay without deductions for furloughs for July to avoid having to give retroactive pay later. The District and the Association will be meeting to determine the restoration of the furlough days and the additional funding following the language of our agreement that was ratified last spring. At this time, I do not have an answer as to when the days will be restored. We plan to keep the membership involved as we determine the restoration of the furlough days.

There is the possibility of Mid-Year Cuts based on 'Triggers' in the state budget. The FSUSD designated a funding source at the August board meeting in the event that Mid-Year Cuts were triggered.

I want to welcome everyone back to the start of another school year. My hope is that we have another great year as we work through the challenges of not having adequate funding. I am amazed by the level of dedication and enthusiasm I see at every site. You are doing a remarkable job and I commend you for what you do each day.

CATASTROPHIC LEAVE BANK

**CATASTROPHIC LEAVE COMMITTEE:
MELANIE DRIVER, LAURIE PARRISH & MEGAN THOLE**



The Catastrophic Leave Bank was created in 1993. Catastrophic Leave Bank participants, whose sick leave is exhausted, may withdraw from the Bank for catastrophic illness or injury, Article 23.3.c.1 of the contract.

All unit members on active duty with the district are eligible to contribute to the Catastrophic Leave Bank. The contract requires that an additional day of contribution is required if the Bank falls below 1,500 days at the beginning of the school year for individuals that were already participants. All unit members were notified last year that all unit members would need to donate a day for the 2010-2011 school year to remain eligible. Currently, it does not appear that we will need to request an additional day this year so anyone that donated during the 2010-2011 school year, will remain eligible to

request a grant from the catastrophic leave bank.

If you haven't donated your day and wish to be eligible for withdrawal from the Catastrophic Leave Bank, please turn in your donation form as soon as possible. We currently have several members that are currently on Catastrophic Leave that are benefiting from the donations. There is a waiting period of thirty (30) days after joining the Bank before becoming eligible to withdraw from the Bank. If you wish to donate a day, please call (707)-864-6193 and request a donation form. You may also pick up a form in HR.

You can find all of the rules and regulations of the Catastrophic Leave Bank in Article 23.3 of the contract.

THE DIRT ON DUE PROCESS...

- "...It is the hope of the California Teachers Association that California will never return to the days before it had due process law..."

Due process exists primarily to maintain and improve the educational opportunities of pupils by protecting their right to learn from the interference of political, social or economic pressure groups that would restrict or distort the educational program in conformity to

their special purposes. To this end, due process operates (1) to set up definite, orderly procedures by which incompetent, unsatisfactory teachers may be dismissed; (2) to protect competent, satisfactory teachers from unjust dismissal; (3) to protect teachers in the

exercise of their rights and duties as American citizens; (4) to encourage boards of education to place the welfare of children above the selfish interests of those political or economic groups which may seek to dominate the schools.

(Cont'd on page 5...)

It's Time to Restore Tax Fairness and Close Corporate Tax Loopholes

While public education and health care programs for children have been devastated by state budget cuts over the last two years, big businesses in California have been handed tax breaks that will cost California taxpayers billions.

- ✓ As part of recent state budget agreements, California lawmakers approved three tax breaks for big corporations that will cost the state of California and California taxpayers more than \$2 billion a year.
- ✓ 80 percent of these tax cuts will go to corporations with gross incomes of over \$1 billion. Nine businesses will receive tax cuts averaging \$33 million a year.
- ✓ These permanent tax loopholes were passed with no public testimony and require no review for effectiveness or economic benefit. The tax breaks contain no requirement to create a single job in California.
- ✓ In the state's tough economic times, the money given to these corporations could be used reduce class sizes, buy new textbooks, provide grants to college students or give dental care to low-income kids.

Other loopholes allow corporations to avoid paying their fair share of local property taxes.

- ✓ Proposition 13 prohibits the reassessment of any property except when ownership changes. It was designed to protect home owners, and the sale of a home is very straight forward. But big corporations often use loopholes to hide ownership changes, which has led to a significant shift in who pays the taxes in California.
- ✓ In Los Angeles before Prop. 13, single-family homes accounted for about 40% of the property tax burden. This year, home owners are picking up 56% of the tab. California families are paying more, while corporations are paying less.
- ✓ Before the law was passed, San Francisco commercial property owners contributed 59% of property tax revenues, while residential property owners paid 41%. Today, those numbers have flipped. Business owners pay 43% of property taxes, while home owners pay 57%.
- ✓ On average, California business property is assessed at only 60% of its full market value.

HOW ARE SCHOOLS FUNDED IN CALIFORNIA?

10% Federal

<2% Lottery

60% State (personal and corporate income tax, sales tax, special taxes and fees) interest income)

6% Miscellaneous Local (parcel taxes, foundations, business contributions, food sales, interest income)

23% Local Property Tax

LEARN MORE ABOUT TAX FAIRNESS AT CTA.ORG/TAXFAIRNESS

USE SCHOOL TECHNOLOGY WISELY

Technology has the power to transform and enhance the work you do as education professionals. Be aware of the potential hazards, however, and keep these tips in mind when using school computers:

Acceptable Use Policy

Check if your employer has an Acceptable Use Policy for using technology. Your district or community college likely has separate policies for students and employees. The Acceptable Use Policy should define where, when, and how long employees may use computers and network services.

Be Prudent About Content

Don't access, accept, or transmit anything that can be interpreted as obscene or pornographic. Review the Acceptable Use Policy about any other potentially objectionable material.

Non-Commercial Use

School & college networks usually prohibit using their network and computers for commercial purposes, such as promoting a personal business.



Protect Student Information

All confidential student data such as Individualized Education Programs (IEPs), grades, and all other private data must be secured, even on a computer. Establish a password that will limit access to computers you use for confidential material, and do not share your password with others (ask your technology staff for assistance if needed).

Your Public Employer Owns Your Email

Do not send anything you wouldn't want read by your employer, or possibly the public. The school district or college owns and controls the email system. Even deleted email can be retrieved and used in lawsuits. Do not send any confidential or private email at work.

Monitoring Student Use

You might be held responsible for inappropriate student use of technology. Because it is impossible to supervise student use at all times, check if your district has a "reasonable supervision" standard.

TEACHERS' RIGHTS MINI-GUIDE

A QUICK REFERENCE MANUAL DESIGNED TO HELP TEACHERS IN CRISIS

DEVELOPED BY THE PROFESSIONAL RIGHTS & RESPONSIBILITIES COMMITTEE OF THE CTA STATE COUNCIL



IN THE CLASSROOM TEACHERS HAVE THE RIGHT TO:

- *Suspend students from class for two days. EC 48910
- *Be informed of students' violent, criminal, harassing, or threatening conduct. EC 49079
- *Make the final decision as to student grades. EC 49066
- *Be notified within a reasonable time before a parent visits your classroom. EC 49091.10
- *Keep accurate and on-going records of student discipline.

WITH ADMINISTRATORS TEACHERS HAVE THE RIGHT TO:

- *Ask what a meeting's purpose is before attending.
- *Be represented in meetings that might lead to discipline.
- *Request unusual directives in writing before complying.
- *Give no explanations until after consulting with a staff representative.
- *Refuse to submit a written statement until after consulting with a staff representative.
- *Remain silent and consult a lawyer if accused of conduct that could lead to criminal prosecution.

CONCERNING PARENTS:

- *Parents are liable for willful misconduct of minor children that causes injury. EC 48904
- *A parent who disrupts a class or school activity is guilty of a misdemeanor. EC 44811
- *If a parent meeting becomes unpleasant, immediately stop and demand the attendance of an administrator.
- *Teachers should keep a record of all parent and administrator meetings on file at home.
- *Teachers have a right to know specific details including the identity of those who make complaints against them.

Teachers sometimes must make crucial decisions that could affect the rest of their careers and lives. These decisions may need to be made quickly without an opportunity to consult with chapter representatives. This information provides general information about your rights to assist you in critical situations. **It does not provide legal advice.**



(Due Process continued from page 2...)

Due process, then, is a process relating to the dismissal of teachers, based on evaluation of instruction, and related directly to the quality of instruction in the schools. California Teachers Association policy emphasizes that teachers must be held to the highest standards of professional preparation and satisfactory performance. It insists only that those standards relate to the quality of education, and,

when charges of substandard teaching are made, that the reasons for the charges are substantial and that they do, indeed exist.

It is the hope of the California Teachers Association that California will never return to the days before it had due process law, when the characteristic hiring and firing practices of that era were rooted in paternalism, nepotism, favoritism,

caprice, whimsy, political patronage, and the personal preferences of individual administrators and board members. A return to that era would once again leave the state's educational programs at the mercy of any political or vested interest groups sufficiently motivated and equipped to wage campaigns of pressure to achieve their special ends.

Know Your Rights!



WHO'S WHO & WHAT'S WHAT IN CTA

EXECUTIVE OFFICERS

CTA's President, Vice-President and Secretary-Treasurer represent the three executive officers of the organization. Elected by CTA's 745-member State Council of Education, the officers and Executive Director Carolyn Doggett report to CTA's Board of Directors. President Dean E. Vogel presides at all meetings of the Board and serves as the official representative of the association. Vice President Eric C. Heins performs all duties assigned to him by the president, and, in the absence of the president, performs the president's duties. Secretary-Treasurer Mikki Cichocki performs the duties of both secretary and treasurer to the organization, maintaining the minutes of the governance bodies and overseeing the preparation of the budget. Executive Director Carolyn Doggett oversees the supervision of the CTA's 500 staff throughout the state.

BOARD OF DIRECTORS

CTA's Board of Directors oversees the implementation of all CTA policies from the State Council of Education. Board members serve on numerous committees and task forces within CTA and with state and local agencies. At the direction of the President, they represent members in the news media, before civic and community groups and with governmental agencies. The CTA Board of Directors is composed of 24 teachers, 17 of whom are elected from geographically drawn districts with 10,000 or more members. In addition, two At-Large Directors represent ethnic minorities statewide; one Director represents higher education members; and one Board seat is reserved for a California member of the Board of Directors of the National Education Association. The three Executive Officers bring the total to 24.

EXECUTIVE DIRECTOR

CTA Executive Director Carolyn Doggett is a veteran classroom teacher and passionate advocate for public education, educators, and union rights. She leads CTA's team of more than 500 employees statewide and has won numerous outstanding victories for students and educators during her long tenure.

Since becoming executive director in 1995, Doggett cites two major accomplishments that stand out among many. One is the passage of the CTA-sponsored Quality Education Investment Act (SB 1133) to help our public schools of greatest need. The law, passed by the Legislature in 2006, will provide lower-performing schools with \$2.9 billion over seven years for proven reforms such as smaller class sizes, more counselors and quality training for educators. It also provides money to community colleges to enhance vocational education programs.

She is also proud of the historic CTA campaign in 2005 to defeat several initiatives that would have hurt our public schools, the education profession and the rights of union members. With unprecedented coalition building and organizing, CTA proved the importance of a united labor movement. The coalition defeated the governor's special election attacks on working families that would have destroyed teachers' due process rights, silenced the political voices of CTA members, and dismantled the state's minimum school funding law.

STATE COUNCIL

CTA is rigorously democratic. Its structure gives members the ultimate voice in what the Association does. By secret ballot, members elect the 745 delegates to the State Council of Education, CTA's highest governing body. Meeting four times a year, the State Council sets all policy for the organization, adopts the budget, determines dues, recommends expenditures to the board, elects the executive officers and other members of the board of directors and performs other similar duties.

REMINDERS FROM THE STANDARD

For more than 100 years The Standard has been dedicated to one core purpose: to help people achieve financial security so they can confidently pursue their dreams. They have earned a national reputation for quality products and superior service by always striving to do what is right for their customers. To learn more about CTA-endorsed Disability and Life Insurance from The Standard, call their dedicated CTA Customer Service Department at 800.522.0406 from 7:00 a.m. to 6:00 p.m. Pacific Standard Time. Or, learn more by visiting www.cta.org/thestandard.



Family status changes

Remember that within 31 days of a Family Status Change, you can add or increase Life Insurance coverage up to \$200,000 and/or add Disability coverage. Family Status Changes include: birth/adoption, marriage/domestic partnership and other qualifying events. For more information about this enrollment opportunity, or to file a maternity Disability claim, visit us at www.cta.org/thestandard.

For costs and further details of the coverage, including exclusions, benefit waiting periods and any reductions or limitations and the terms under which the policy may be continued in force, please contact The Standard's dedicated CTA Customer Service Department at 800.522.0406.

Keep your records up-to-date

At the start of this new year remember to call The Standard if you're moving to a new address or need to make changes to your beneficiary designations. It's very important to keep your records up-to-date, and it's easy to do. Simply call The Standard's dedicated CTA Customer Service Department at 800.522.0406 or go online to www.cta.org/thestandard.

For costs and further details of the coverage, including exclusions, benefit waiting periods and any reductions or limitations and the terms under which the policy may be continued in force, please contact The Standard's dedicated CTA Customer Service Department at 800.522.0406.

2011 – 2012 F-SUTA EXECUTIVE BOARD & CHAIRS

POSITION	NAME	SITE	SITE PHONE	CONTACT #
PRESIDENT	MELANIE DRIVER	F-SUTA OFFICE	864-6193	707-290-0153
VICE-PRESIDENT	STEVE PATTON	DAVID WEIR	399-3348	707-372-5010
RECORDING SECRETARY	LAURIE THOMPSON	ANNA KYLE	421-4105	707-425-9298
CORR. SECRETARY	STACIE RYAN	ANNA KYLE	421-4105	707-334-4579
TREASURER	JANET RENFROW	SUISUN ELEMENTARY	421-4210	
MEMBER-AT-LARGE	STEPHANIE COBB	LAUREL CREEK	421-4291	707-386-3110
	JOSH HARRIS	CRYSTAL MIDDLE	435-5800	
	KATHY WIEGAND	ANNA KYLE	421-4105	707-337-3959
	JOAN GAUT	CRYSTAL MIDDLE	421-4291	707-592-1464
	MONICA BROWN	GREEN VALLEY	864-1503	
	TBA			
STATE COUNCIL	LAURIE THOMPSON	ANNA KYLE	421-4105	707-425-9298
	MELANIE DRIVER	F-SUTA OFFICE	864-6193	707-290-0153
	SHARI SALOMON	WILSON	421-4225	707-246-8165
BARGAINING CHAIR	STEPHANIE COBB	LAUREL CREEK	421-4291	707-386-3110
COMM. CHAIR	STEPHANIE COBB	LAUREL CREEK	421-4291	707-386-3110
ELECTIONS CHAIR	LIZ OSBURN	CLEO GORDON	421-4125	707-372-3105
GRIEVANCE CHAIR	ART ARONSEN	ARMIJO		707-694-5114
HEALTH & SAFETY	JOAN GAUT	CRYSTAL MIDDLE	421-4291	707-592-1464
MEMBERSHIP CHAIR	REGINA WILLIAMS	FAIRFIELD HIGH	438-3000	707-330-6915
PAC CHAIR	KEVIN MCNAMARA	GREEN VALLEY	646-7096	707-310-3971
F-SUTA OFFICE	STEPHANIE WALL	4735 CENTRAL WAY, STE. C F.F. /	864-6193 /	SOEDUCOAL@SBCGLOBAL.NET