

PAEA BUZZZ

SEPT 2008

THE NEWSLETTER OF THE PALO ALTO EDUCATORS ASSOCIATION

WELCOME BACK!

At last count we have 63 new teachers this year. Members of the Exec Board had a chance to meet and welcome some of the new folks at the New Teacher Luncheon on August 14th.

There are some changes to our Executive Board and Rep. Council this year. Take a look on the back of this newsletter for the names of your representative.

Also check out our Association's website <http://www.paeacta.org>

MONEY MATTERS

NEGOTIATIONS

We begin with a calendar and agenda session at the district office on Friday 08/22. Following a few weeks break, to allow everyone to start the school year focused on the students, the two teams will meet again.

What will we talk about? The areas of highest interest to our members on the spring survey were Compensation and Benefits, Transfers and Working Conditions. The district indicated interests in Leaves, Hours, Working Conditions and Professional Development.

The first all day session will be on Friday September 5th at the District Office

BENEFITS

The Joint Benefits Committee met August 20th to hear the newest information on insurance premiums. Kaiser and United/Pacific Care HMO and PPO have quoted increases of 18% and 23.2% and 24.5% respectively. The Vision Service Plan premium is up 12%. Our broker, Keenan will be negotiating for lower bids as well as looking for other providers. Many teachers have asked about returning to Blue Cross. A bid will be sought from our old provider.

DISABILITY

Consider performing an autumnal inventory of your insurance needs. The cold and flu season is fast approaching. Winter germs are on the way. You'll even start getting paid soon. With respect to disability, be aware of the following voluntary options.

- All unit members can join the Catastrophic Leave Bank (Article XI-J in the Collective Bargaining Agreement). To join, just donate one sick day to the Bank using the open enrollment form that the district will distribute soon. Teachers who have already joined and donated do not need to donate again.
- PAEA members have the option of buying CTA Group Disability or Life Insurance. CTA's endorsed provider is Standard Insurance Company (The Standard). Their number is 800-522-0406 and email address is ctaservice@standard.com. Sue Harris, in HR, generally has forms & brochures.

Reductions in CTA and PAEA Dues

PAEA reduced its dues by \$15 this year. CTA reduced its annual dues this year by \$42. At the same time CTA council delegates approved a voluntary annual dues contribution of \$20 for all CTA members. This money would fund CTA efforts to fight attacks on public education and create a CTA foundation.

CTA President David Sanchez remarked on the necessity of having funds available for potential conflicts such as the current fight against the governor’s proposed \$4.3 billion in proposed education cuts and against punitive provisions of the No Child Left Behind Act.

The CTA Foundation will provide more scholarships to members and support teachers’ ideas to improve public school.

The dues contribution is flexible and voluntary. It is a reverse-checkoff. This means that if you do NOT want to donate the \$20 you must fill out a one time form and send it in to CTA. If you decide to donate you can specify where and how you want your money spent on the same form. The form can be found online by following these 3 steps:

- 1) Go to www.cta.org
- 2) Login to mycta.org
- 3) In the middle of the page click on “Voluntary Change Form”

The pdf can be printed out and mailed in to CTA. Do NOT give it to your site Representative. The form looks like the image below. It also contains information on the various choices you can make.

Complete All Fields (Please Print)					Mail to: California Teachers Association Contribution Change PO Box 4178 Burlingame, CA 94011-4178 Requests for refunds received after the 1st of the month will be processed the following month. Requests for refunds or redirection must be received by Nov. 1st for continuous enrollment members. New enrollment members have 30 days from enrollment to request refund or redirection of contribution. Incomplete or late submissions will not be accepted. We are not responsible for lost or redirected mail and illegible entries. Each rebate must be sent in a separate envelope. <i>Please keep a copy of this document for future reference.</i>
Name _____		Individual ID (From membership card or Educator label) _____			
Street Address _____					
City _____		State _____	Zip _____		
Local Association (do not abbreviate) _____					
Alternative Contribution Options (circle one)					
\$20 to CTA Advocacy Efforts	\$20 to the CTA Foundation for Teaching and Learning	\$10 to CTA Advocacy Efforts and \$10 refund	\$10 to the CTA Foundation for Teaching and Learning and \$10 refund	\$20 Refund	
Signature _____				Date _____	

POLITICAL ACTIVITY

As the elections approach I am frequently asked if teachers can engage in political activity at work. School employees have the right to discuss with each other endorsement of political candidates and initiatives, distribute union literature and post related information on union bulletin boards during non working time, i.e., before or after school, during lunch or other non-duty breaks. These activities cannot involve students or parents.

FROM OUR MEMBERSHIP CHAIR, CHERYL TSURUDA

97% of PAUSD teachers are active members of PAEA. Are you one of the 97%? If not, are you aware that dues are being deducted regardless of whether you are an active member and receiving the benefits of membership?

BACKGROUND INFORMATION

In the spring of 1991 the certificated staff in Palo Alto voted to have an "Agency Fee," which means that all certificated staff who work 50% or more must pay association fees. Both active members and agency fee payers pay the same amount, which is determined by the percentage of time you work. Your fees go to PAEA, CTA, and NEA.

The contract gives you three membership options which all cost the same amount of money. The difference is in the level of participation and the benefits.

MEMBERSHIP OPTIONS

I Agency Fee Payers receive some benefits of PAEA, CTA, and NEA, but are not designated as members and do not receive the same level of service and benefits as active members. Most importantly, they are not covered by CTA's \$1,000,000 liability policy, are not eligible for CTA and NEA's travel and purchasing discount services and home and auto insurance. They can, however, apply for a rebate of the portion of the dues that are not directly used by PAEA for contract negotiation. If you work more than 50% and do not fill out an application to join PAEA, you automatically become an Agency Fee Payer (by default).

II Those who declare a religious objection to joining an employee association donate the dues amount to a charity. The contract stipulates that you may pay an amount equivalent to your dues to any charity or educational foundation jointly agreed upon by the District and the Association. You need to discuss this with Triona, our PAEA President.

III Active Members show their support for their local governing body, which is made up of elected representatives who bargain with the district during contract negotiations, assist with problems in the workplace, and process grievances. Active members are eligible for all economic benefits, attorney consultation, and the \$1,000,000 worth of liability insurance.

ARE YOU AN ACTIVE MEMBER?

As mentioned earlier, 97% of PAUSD teachers are active members. How can you make sure that you are an active member? If you received a membership card at the

beginning of the year (either at the beginning of school year event at Gunn or in your box at your school site) you are an active member. New teachers should have their cards in another month.

If you do not receive your membership card by December, you are probably not on the CTA roster. I work on reconciling the roster with the list of PAUSD teaching staff 3 times per year, so you will probably received at least one letter or e-mail from me explaining the different membership options and inviting you to join.

Some reasons you may not be listed as an active member:

- you were hired after school began and have not yet filled out an application to join PAEA
- you returned from a leave and need to fill out a new application
- an error has occurred either locally or at CTA

If you are not currently an active member and would like to be, please contact me and I will send you an application. It is very simple and fast!

TEACHERS WORKING LESS THAN 50%

You are not required to pay association dues. However, many teachers opt to do so in order to be Active Members of PAEA and to receive the benefits of membership. If you work less than 50% and you are not an active member but would like to be, please contact me for a membership application. If you work less than 50% and are having dues deducted now but would like to change your membership status, please let me know.

REMINDER TO ALL TEACHERS

Please be aware that PAEA is not allowed to fund legal assistance for non-members should the need arise, although PAEA can and will continue to work in numerous other ways to support all Palo Alto teachers.

QUESTIONS/CONCERNS

If you have a question or concern about your membership status, please contact me. Email is the easiest and most efficient way to communicate with me. You can reach me at ctsuruda@yahoo.com.



PAEA EXECUTIVE BOARD

President	Triona Gogarty trionag@earthlink.net
Vice-President	Dave Tomatis
Secretary	Amanda Gantley
Treasurer	Robert Siu
Members-at-Large	Kay Gibson, Annette Isaacson, Betty Krumboltz
CTA Field Rep	Bill Empey
Membership Chair	Cheryl Tsuruda

Site Reps for 08-09					
Addison- Terry Baldwin	Barron Park	Briones Mary Goodkind Joane Soraghan	Children's Hospital Kevin Danie	Duveneck Mangla Oza Doug Burress	El Carmelo Diane McCoy
Escondido Richard Garcia Amanda Dungan	Fairmeadow Valerie Sabbag	Greendell Marion Krause	Gunn G. Garger Yukie Hikida Sarah Stapp Judy Niizawa	Hays Rachel Shepherd Kevin Rouse	Hoover Lonnie Spencer
JLS Bobbie Whiteman	Jordan Millie Balsam Mark Allendorf	Nixon Beryl Deremigio Janice Mulholland	Ohlone Kim Prescott Ashley McCrea	Palo Verde Pat Hanley Sheri Cundall	PALY Eric Bloom
Terman Lynn Repetsky Mark Dungan Martin Vetter	Traveling /Music BJ Floersheim	Traveling/PE Karen Dolkas	25 Churchill Open		

If you would like to be a Representative for your site contact Triona Gogarty. There are once a month meetings for which you receive a stipend. Each site can have more than one representative and rep. positions can be shared.

Sept. Rep Council Meeting will be held on Thursday 9/18 4:00–6:00 PM at PALY in the Social Studies Resource Center SSRC adjacent to the library. Host Eric Bloom.