



## Welcome Back Buzz

We hope you have all had a wonderful start to the school year. We have jumped right back in and have already had our Negotiations Team and Joint Benefits Committee meeting with the District to start our work on negotiating the new contract. The PAEA Exec Board also has been working with both CTA and the District to bring a wonderful program to all of the teachers, administrators and hopefully in the future the classified staff. This is the Unconscious Bias Program you might have been hearing about. The Executive Board has attended this two day program and found it very valuable and are excited to be bringing it to our members.

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### In this Addition of the Buzz

- **Unconscious Bias Program**
  - **Benefits Update**
  - **Member Benefits (discounted gym membership, discounted tickets, food delivery)**
  - **Membership Information (explanation of how membership works)**
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### Unconscious Bias Program

Social psychologists and other social scientists have found that all of us, regardless of ethnicity, have cognitive biases that influence how we perceive and make decisions about other people. The behavior of human beings is often guided by racial and other stereotypes of which we are completely unaware. This training will guide participants through a deep journey of personal exploration for an awareness of the shortcuts and subsequent perceptions we make about people and our surroundings. It will also provide skills, through transformative learning, to increase awareness about our cognitive biases and offer intervention strategies. More information:

[Click here for more information](#)

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### Benefits Update

Kaiser came in with a 0% increase in their rates. Blue Shield came back with a 8.4% increase. That results in over \$1.2 million dollars in increased health care costs. In the past we have sent out surveys to find out our members's preferences when it comes to putting money towards benefits and a salary increase. With such a short turn around time needed for member's input, we asked Reps to hold meetings to speak with the members at their sites and ask their opinions.

The district looks at benefits and salary as a compensation package and if we ask for them to cover all of the increase, they have historically taken that amount of money away from a salary increase. The \$1.2 million to cover the cost of the insurance increase is the equivalent of a 1% increase on the salary schedule.

The Reps have reported back and the majority of the membership that provided input would like to put all possible money on the salary schedule for this year.

That said, the district will be contributing to this increase in health care cost.

They are adding \$50 to the cap per FTE (full time employee) and the pick up remainder that is not covered by that \$50 increase to the cap and the employee monthly contributions. That is around \$100,000.

Blue Shield Monthly Contributions		
	Current Monthly Contributions 2015	Monthly Contributions for 2016
Plus Ones	\$135	\$295
Families	\$180	\$395

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## Member Benefits

**City Sports Club:** We have a discounted membership for PAEA Members ([click here for Info](#))

[Click here to Join City Sports Club](#)

**Ticket Monster Perks:** Savings on Concert, Theater and Sports tickets ([click here for Info](#))

[TicketMonsterPerks.com](#)

**FarmHill food delivery:** FarmHill.com is offering PAEA Members a \$3 off discount on all orders placed each Friday using the code PAEA  
They will be catering the October Rep Council meeting on October 0 let us try out their food, so ask your Rep about how it was.

[Farmhill.com](#)

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## Membership Information

### FROM PAEA MEMBERSHIP CHAIR, CHERYL TSURUDA

As we are all getting settled into the newschool year, I thought it would be a good time to remind you of some important information about PAEA membership.

**Many teachers mistakenly think that just because dues are being deducted from their paycheck each month they are active members. This is not true.**

Unless you have filled out an application and it has been processed by CTA, you are NOT an active member and are NOT eligible for all of the benefits of membership (most notably, coverage under the \$1 million liability policy). ***You will want to make sure that you are an active member so that you are not stuck in a situation where you need legal help but cannot receive this from CTA because of your membership status. When you are a member, this is one of the most important benefits you receive.***

More than 98% of PAUSD teachers are active members of PAEA. 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. The difference is in the level of participation and the benefits.

### MEMBERSHIP OPTIONS

- **Agency Fee Payers** 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** and 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).**

- 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.

- **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?

How can you make sure that you are an active member? If you received a membership card at the beginning of the year (from your site rep or in your box at your school site)

you are an active member.

If you have not received your membership card, you are probably not on the CTA roster (*except for new teachers or those who signed up with me before school began*). I just finished reconciling the roster with the list of PAUSD teaching staff, which I do about 3 times/year, so you have probably received an email and application in the pony from me in the last two weeks.

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

- you are a new teacher 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 Cheryl Tsuruda at Fairmeadow School and she will send you another 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.

### **REMINDER TO ALL TEACHERS**

**Please be aware that PAEA is not allowed to fund legal assistance (up to \$1 million) 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.**

PAEA | [paea-exec-board@paeacta.org](mailto:paea-exec-board@paeacta.org) | [www.paeacta.org](http://www.paeacta.org)

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