



Happy New Year!!

We hope you had a wonderful winter break!

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Negotiations Update

There hasn't been much movement in negotiations. We only have two articles open: Compensation & Benefits and Working Conditions.

Compensation & Benefits: Property taxes are estimated at 10% right now, which is 5% more than the District based this year's budget on and what there is to work with. The Board of Ed is considering spending the excess on several new programs that were not part of the original budget proposal. The Board will be talking about the budget again at a meeting in February. Members are encouraged to come to the next few meetings and chime in on how they feel that this year's budget was set and that the extra property taxes should be used for employee raises! Board of Ed meetings start at 6:30 pm at the District Office. The next meetings are:

January 12, 2016

January 26, 2016

February 9, 2016

February 23, 2016

Working Conditions: We are still waiting on the District to hold the

Special Education Committee meetings we agreed upon last year. This committee will be looking at Full Inclusion, RTI, SST's, IEP meetings... and the effects all of these have on our teaching and working conditions. This committee will make recommendations for contract language to the Negotiations team.

The Standard Disability Insurance

We're partnering with Standard Insurance Company (The Standard) to offer Palo Alto Education Association members a special Disability and Life Insurance enrollment opportunity. The enrollment window will be open January 15th to February 15th.

If we can enroll 5% of our membership (45 members) during this window, everyone who wants the insurance WILL qualify regardless of pre-existing conditions and will not need to answer any medical questions.

Disability Insurance is extremely important as we do not get State Disability. This insurance will cover you if you have a medical condition/accident that will keep you out of work and you run out of sick days. They pay you \$25/day after the first 7 days, while you still have sick days you are using. When your sick days run out, the insurance brings your differential pay up to 75% of your salary (but is tax free, so it is like getting almost 100% of your take home pay). When you are off differential pay, the insurance will pay you 75% of your salary, for up to two years per incident. Think of this insurance as paycheck insurance. If you can't live without your paycheck, then you should get this insurance.

Only PAEA/CTA members can sign up for this insurance. Agency fee payers are not eligible.

A representative will be coming to your site to answer questions and sign members up. [Site Visits](#), click here for the list of site visits we have so far.

You can also sign up by clicking the link below.

[The Standard Disability Insurance click here for more information](#)

Enrollment Committee: recommendations on a new school

The Enrollment Management Advisory Committee (EMAC) for secondary schools recommended to the board that they open a 3rd High School/4th Middle School combination school. There are others on the EMAC - primary committee that are concerned about this recommendation. One major concern raised was that only two

teachers were consulted about this and not more were included.

Also that a majority of community members/parents were not in favor of a new school, but were in favor implementing/expanding programs that created smaller communities within our existing schools.

The Executive Board and Rep Council have discussed this and there are many concerns about opening a new secondary school. First, enrollment isn't at capacity at our high schools and the District and community have put millions of dollars into improving our two existing high schools. Even though enrollment is going up at the middle schools, it will be going back down within a few years. If we open a new school at Cubberly, that would take \$5.5 million dollars a year in rental income away from the general fund and the operating costs (not including new teachers) is a minimum of \$3.5 million a year. That is a minimum of \$9 million every year that will come from our general fund and where will that money come from? Who will lose out? The new school will only enroll about 600 students, so money will be taken from the general fund, away from more students than the school will benefit.

These are some of the concerns and you can and should read more in an open letter to the board (click the link below) written by some EMAC members. If you want the Board to slow down this process and really look into this proposal more, with more teacher input, then you can sign the open letter by also clicking the link below. There is more information and documentation that you can find at the link as well.

[Open Letter to the Board of Ed](#)

EdCamp Silicon Valley

EdCamp Silicon Valley is back!

PAEA is proud to sponsor the 3rd local EdCamp Silicon Valley at Paly High School on Saturday, February 27, 2016 from 9:00 am - 3:00 pm. PAEA will provide coffee and pastries for breakfast.

An EdCamp is an *un-conference* gathering of educators to talk about relevant issues and ideas they deem important. Join us for a day of learning determined by you and your fellow educators in attendance.

[Click here](#) for the flyer and click the link below for more information and to register for this great *un-conference*.

[EdCamp Silicon Valley site](#)

Member Benefits

City Sports Club: We have a discounted membership for PAEA Members ([click here for Info](#)) **You only have until January 8, 2016 to take advantage of this great offer!!**

[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 catered the October Rep Council meeting on October 10, so let us try out their food, so ask your Rep about how it was.

[Farmhill.com](#)

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