



# ETA ETIWANDA TEACHERS ASSOCIATION

...representing the teachers of the Etiwanda Elementary School District

## ETA Executive Board

President

Sonya Scott

Vice President

John Mc Cormack

Secretary

Jennifer Uhalley

Treasurer

Christine Sabala



### Salary

Advancement  
Due ~May 15



## Happy Spring!

### Car Insurance, Home Insurance, Life Insurance...

### Got Disability Insurance??



Just like any other type of insurance, ...you need insurance to protect your assets when you encounter an unforeseeable circumstance. Disability insurance is (aka Disability Income Insurance) is the smartest way to take care of your finances. It is insurance on your income, so if you are unable to work due to a covered injury or illness, your monthly benefit payments will allow you to pay your living expenses.

If you do not currently have a short term disability plan, ETA encourages you to do so. Open enrollment is a good time to enroll into a plan. If you have a short term disability plan, it will cover you for 2 years and will eliminate any need for outside donations of sick days. If you currently have the Standard, check out the new and improved benefits offered in American Fidelity's Blue Plan.

Both American Fidelity and The Standard provide disability insurance plans. However, ETA recommends that you compare plans and review the comparison information that was sent via email and considering enrollment in the American Fidelity plan. At the present time, American Fidelity is also offering open enrollment to any teachers currently with The Standard. You can roll over to the Blue Plan (without any medical questions). If you have any questions, please contact ETA Benefits Liason ~ Michele Jacks at (909)803-3319 or Michele\_jacks@etiwanda.org

American Fidelity tentative dates for Open Enrollment dates for elementary school sites. Information on middle school dates will be forthcoming. These dates are subject to change if there appears to be a conflict with your site's calendar of events. Each site will be notified of possible changes.

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Site	Enrollment Dates	Make Up Day	Times
Caryn Elementary	4/30 & 5/01	2-May	8am - 4 pm
C.P. Lightfoot	5/14 & 5/15	16-May	8am - 4 pm
Solorio	4/30 & 5/01	2-May	8am - 4 pm
D.W. Long	5/03 & 5/04	10-May	8am - 4 pm
East Heritage	5/07, 5/08 & 5/09	10-May	8am - 4 pm
Colony	4/30 & 5/01	2-May	8am - 4 pm
Golden	5/14 & 5/15	16-May	8am - 4 pm
Grapeland	5/03 & 5/04	10-May	8am - 4 pm
Perdew	5/07 & 5/08	9-May	8am - 4 pm
Terra Vista	5/14 & 5/15	15-May	8am - 4 pm
West Heritage	5/03 & 5/04	10-May	8am - 4 pm
Windrows	5/07 & 5/08	9-May	8am - 4 pm



## Message from the President



*Dear Etiwanda Teachers,*

It's hard to believe that we are down to the last 7 weeks left of school! Where has the time gone?? The school year seems to have just flown by! As much as I love teaching my students, I hate to admit that I've been searching CTA's TSA Travel guides looking for a good vacation packages and summer fun deals. I am really looking forward to some "r & r" as I am sure many of you are also! All of you have been working extremely hard and it shows not only in your students benchmark scores but also your work ethic and commitment to your students and colleagues. I APPLAUDE you all for your continued dedication to the profession. With all the negative commentary about teachers in the news...I am HONORED to represent the BEST TEACHERS in the WORLD!

We are all quite busy this time of year...especially with State Testing right around the corner... there is no time to spare! However, there will be lots of ETA business over the next few weeks and it is important that all teachers to be aware of important union matters. The most pressing matter is collective bargaining, but also Bylaws updates and annual elections. As you receive emails regarding upcoming meetings, please be aware that you are always invited but each site has a Bargaining Committee Member that will attend meetings and serve as your primary source of information during the collective bargaining process. Some information may be sent via email, yet the most crucial information will be communicated through the Bargaining Committee Members. At any time, you can contact me with questions, concerns, comments and suggestions. I am always available to assist you in any way that I can.

In terms of collective bargaining, ETA has "sunshined" the district with a proposal to open salary and benefits. This proposal was based upon the ETA teacher survey results and our analysis of the district's finances. The ETA Executive Board and the Bargaining Team have held several meetings to discuss the district's budget including consultations with CTA's NODD staff and a direct Q&A session with ESD administrators. We recognize that all teachers have adjusted their household budgets and dealt with a 2.97% cut in salary. We also know the district's reserves are much higher than what is mandated by the state at this time. My goal is to do what is best for all Etiwanda teachers and avoid placing us in a position in which there are future layoffs or additional cuts that will directly affect us. It is always the goal to make decisions that will be most beneficial to you and continue to have a positive impact on the students we serve.

Again, if there is anything I can do to help you in any way, please do not hesitate to contact me via email [sonya\\_scott@etiwanda.org](mailto:sonya_scott@etiwanda.org) or cell (909) 276-8618.

*Serving you,*

*Sonya*

# Q & A's



## 3rd Annual "Driving for Excellence" Golf Tournament

Do you enjoy a good game of golf?

Don't forget to reserve your place as a player in the upcoming golf tournament sponsored by the

E3 Foundation on Thursday, May 24, 2012.

Register online by visiting  
[www.E3Foundation.org](http://www.E3Foundation.org)

### Are there any early retirement incentives this year??

The district has been requested by several certified employees to look into the feasibility of an early retirement program for this year. ESD has collected the census data and PARS (the company that we have used for other early retirement programs) has analyzed the data for potential implementation. The findings of the analysis show that ESD teaching staff is relatively young and that there is no savings to the district by offering the retirement package. Most eligible employees would have to be replaced which would negate any saving and would actually create a potential extra expense. The district will follow the recommendation of PARS to not look at the package again for 3 to 4 years unless there is a significant employee change that warrants a reexamination. If you have any questions please contact Doug for an explanation of the analysis.



Summer is just around the corner, it's not too late to begin planning your summer fun! Check out the discounts available to you on

[www.tsaspecialservices.com](http://www.tsaspecialservices.com)

### Why do auto premiums change??

It's common for auto insurance premiums to change at renewal time. It could be because of a change in your driving record or changes you've made to your policy. But rates are most often affected by outside forces, including:

- The rising costs of automobiles, parts and labor, medical expenses, and legal services
- Increasing accident claims due to higher speed limits
- Increasing number of uninsured drivers

When costs and claims increase, rates may go up. And when costs and claims decrease, rates may go down.

#### Help Put the Brakes on Higher Premiums

Here are some tips to help keep your premiums down

- Avoid accidents and tickets ... be a careful driver
- Raise your deductible
- Insure both your car(s) and home with California Casualty
- Carpool to minimize your annual mileage

#### We Do Our Best to Keep Premium from Accelerating

At California Casualty we try to keep insurance premiums affordable. As a member of CTA, you already enjoy discount rates. We also offer discounts for:

- |                         |                       |
|-------------------------|-----------------------|
| Good student            | Accident-free drivers |
| Multiple vehicles       | 55+/Retirees          |
| Anti-lock brakes        | Auto/Home             |
| Defensive Driver course | Passive Restraints    |



For more information about CTA's programs with California Casualty, visit [www.cta.org](http://www.cta.org) (Member Services/Member Benefits/Insurance Programs/Auto and Home) or [www.calcas/cta](http://www.calcas/cta) or call California Casualty at 866-680-5142.



## Budget 101 ~ Understanding the School District Budget

*The school district budget is more than just numbers. It is a record of a district's past decisions as well as a spending plan for its future. The school district budget is difficult to understand and even more challenging to describe if you aren't familiar with key terminology. Being familiar with common terminology can bring clarity for those who want to understand the budget. This section of the newsletter only provides a brief overview of information. To learn more information about school finances, it is recommended that you visit the following websites:*

[www.edsource.org](http://www.edsource.org)

[www.ppic.org](http://www.ppic.org)



### Budget Terminology

- **Actuals**— the amount a district actually spent in a give period as opposed to budget estimates.
- **Appropriations**—funds set aside by the state or local district boards for a specific time period and specific purpose.
- **Average Daily Attendance (ADA)** - the total number of days of student attendance divided by the total number of days in the regular school year.
- **Categorical Programs** (restricted funds) - allocations from the state or federal government that generally fall into three categories: specific programs, specific students and specific characteristics.
- **General Fund**—the primary, legally defined fund used by the state and school districts to differentiate general revenues and expenditures from those placed in other funds for specific uses.
- **J-90**—an optional salary information report that most districts submit to the CDE.
- **Mandated costs**—school district expenditures that are required by state, federal or initiative measures.
- **Reserves**—funds set aside in a school district budget to provide future expenditures to offset future losses, for working capital or for other purposes.
- **Restricted/unrestricted**—in the general fund budget, the designation of revenue or expenditure as being for specific (restricted) or general (unrestricted) purposes.
- **Revenue Limit**—the amount of general purpose money districts receive per pupil (ADA) from a combination of state funds and local property taxes.

# Unaudited and Audited??

Every year, the school district submits at least five finance related documents for review to the county superintendent and the state superintendent of public instruction. These documents include the district's preliminary budget passed by July 1, the first and second interim reports, an unaudited financial report at the end of the year and the district's annual audit a few months later.

By law, the school district must hire an independent auditor who reviews the financial records once the books are closed for a given school year. The district must submit the audit report to the county office of education, the CDE and state controller. The audit is an after-the-fact look at how the district operated. This tells the governing board and the public about the integrity of the district's financial systems and practices.



## Major General Fund and Expenditure Categories

*District budgets use standardized object codes to classify their General Fund revenues and expenditures. The following represent the main categories into which both are placed.*

### REVENUES

**Revenue Limit Sources (8010–8099):** includes base revenue limits, plus other funds such as Equalization, Summer School, Prior Year Adjustments, etc.

**Federal Revenues (8100–8299):** includes all money received for the No Child Left Behind Act (Title I, Title II, etc.) plus Special Education and other federal programs.

**Other State Revenues (8300–8599):** includes lottery and state categoricals (e.g., K–3 Class Size Reduction, Gifted and Talented Education (GATE), Economic Impact Aid).

**Local Revenues (8600–8799):** includes interest, donations and reimbursements, parcel taxes, rents and leases, and other local sources.

### EXPENDITURES

**Certificated Salaries (1000–1999):** includes teachers, certified pupil support, certified supervisors and administrators, etc.

**Classified Salaries (2000–2999):** includes instructional assistants, athletics staff, clerical and office, maintenance staff, classified supervisors and administrators, etc.

**Employee Benefits (3000–3999):** includes Health and Welfare, Worker's Compensation, and other employee benefits.

**Books and Supplies (4000–4999):** includes approved textbooks and core curricula material, books and other reference materials, materials and supplies, etc.

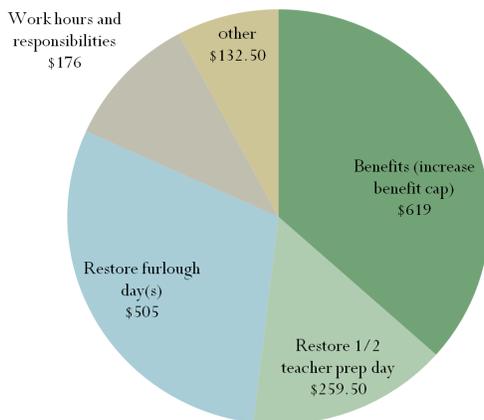
**Services and Other Operating Expenses (5000–5999):** includes travel and conferences, dues and memberships, housekeeping services, rentals, leases, and repairs.

**Capital Outlay (6000–6599):** most commonly refers to site improvements, equipment, and equipment replacement.

**Other Outgo (7100–7299):** includes TRANS, payments to districts, and payments to county offices.

**Direct Support/Indirect Costs (7400–7499):** used to record transfers of direct support and indirect costs within or between funds.

Survey Results in Total Dollars



Survey Results Percentages

