

Etiwanda Teachers Association

...representing the teachers of Etiwanda School District

Message from the
President

Dear Etiwanda Colleagues,

This has definitely been a busy time of year. I know we are all racing to the finish line with the 3rd Benchmark Testing Window, 7th grade State Writing, 5th and 7th grade Physical Fitness Testing, 2nd thru 8th grade State Testing, combined with end of the year activities and events!! It is hard to believe that we can fit it all in.

And... to add to our organized chaos, we have a looming state budget that is forcing our district to make impossible choices that are going to have a devastating impact on our teachers. The Etiwanda Teachers Association has been diligently working many hours to ensure that your union leadership has been trained on proper RIF procedures and has an effective system in place to aide in the due process rights for all teachers.

During these times, it is important for you to remember that your Etiwanda Teachers Association Executive Board is here to support you and answer any questions or concerns you may have.

Sincerely,
Michele Jacks



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ETA
EXECUTIVE
BOARD

President
Michele Jacks

Vice President
Sonya Scott

Secretary
Susan Ralston -Williams

Treasurer
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Important Deadlines

PARS	March 31,2010 by 4:00pm
Golden Handshake	March 31,2010 by 4:00pm
Buy-Out Offer	March 31,2010 by 4:00pm
Transfer Request	April 1,2010 by 4:00pm

Required forms and documents should be submitted to the District Office.

Reductions in Force: What to Expect

Each certificated employee who is served with a RIF notice is entitled to a hearing upon request. You must mail or deliver both a Request for Hearing and a Notice of Defense to the district within the specified time limit or you may waive your right to a hearing.

1. **Request for Hearings.** In order to have a hearing you must request one. This request must be made in writing within the time specified in your layoff notice, usually within 7 days after you receive the notice. Failure to request a hearing within the specified time will waive your right to participate in the hearing and you may be laid off as a consequence.
1. **Notice of Defense.** After the district receives your Request for Hearing, it will provide you with documents including Statement to Respondent and an Accusation. You must deliver the Notice of Defense to the superintendent or district official named in the Statement to Respondent within five (5) calendar days after the Accusation is served. Failure to deliver the Notice of Defense on time, you may waive your right to participate in the hearing.

Tips to Remember

- Ask questions for any part of the process you don't understand
- Keep your records organized
- Keep copies of everything that you receive and submit to the district
- Keep receipts or request a time stamp for documents that you submit to the district
- The ETA Executive Board are available to help and support you if needed.



Timeline

Board Resolution	Issued by the Board: March 3, 2010
Notices to employees	No later than March 15, 2010
Request for Hearing	within 7 Days of notice
Accusation	Issued by the District
Notice of Defense	Within 5 days of Accusation
Hearing	Scheduled by the parties
Proposed Decision by ALJ	No later than May 7
Final decision by the school board	No later than May 15

Need more information?? The California Teachers Association offers a Layoff Survival Guide online in the Legal Services Section.

Please visit www.cta.org



California Ed. Code Briefs



Permanent Teachers - Rehire and Substitute Rights

1. Rehire Right – You have the right to be rehired in order of seniority if, at any time within 39 months of the layoff, the number of employees is increased or the service that was discontinued leading to your layoff is re-established. Educ. Code Sec. 44956(a).

- The district may refuse to rehire in seniority order if it demonstrates a specific need for personnel to teach a specific course or course of study, and shows that the more junior employee has special training and experience necessary to teach that course or course of study, which the more senior employee does not possess. Educ. Code Sec. 44956(a)(3)(A).
- If you are rehired, the period of the layoff will not be considered a break in service, but neither shall it count towards STRS credit. Educ. Code Sec. 44956(a)(4). At any time prior to the completion of your first year of service after rehire, you can continue, or make up, your contributions to STRS for the period during which you were laid-off but neither the state or district is obliged to match those contributions. Educ. Code Sec. 44956(a)(7). If you reach retirement age or become disabled before you are rehired, you are entitled to receive all retirement or disability benefits that you would have received while employed. Educ. Code Sec. 44956(a)(8).
- You may waive your rehire rights for a period of up to a year (meaning that you can ask to be passed over when the district makes rehire offers) without losing the right to subsequent offers of rehire. Educ. Code Sec. 44956(a)(2).

2. Substitute Right – You have the right to temporary and substitute positions, again in order of seniority, while you are waiting to be rehired into a permanent position. Educ. Code Sec. 44956(a)(5). If you substitute teach 21 days or more in a 60 day period, your pay shall be no less than if you had been reappointed to a permanent position. Educ. Code Sec. 44956(a)(5).

Probationary Teachers - Rehire and Substitute Rights

1. Rehire Right – You have the right to be rehired in order of seniority if, at any time within 24 months of the layoff, the number of employees is increased or the service that was discontinued leading to your layoff is re-established. Educ. Code Sec. 44957(a).

• The district may refuse to rehire in seniority order if it demonstrates a specific need for personnel to teach a specific course or course of study, and shows that the more junior employee has special training and experience necessary to teach that course or course of study, which the more senior employee does not possess. Educ. Code Sec. 44957(b)(1).



- If you are rehired the period of the layoff will not be considered a break in service, but neither shall it count towards STRS credit. Educ. Code Sec. 44957(c). At any time prior to the completion of your first year of service after rehire, you can continue, or make up, your own and the district's contributions to STRS for the period during which you were laid-off. Educ. Code Sec. 44957(e).

2. Substitute Right – You have the right to temporary and substitute positions, again in order of seniority, while you are waiting to be rehired into a permanent position. Educ. Code Sec. 44957(d).

Leave Transfer Right – If you obtain employment in another school district, you can transfer your accrued sick leave from your prior district by providing your current district with written notice that you would like to transfer your accrued sick leave together with the name and address of your former district. Educ. Code. Sec 44979.

Reminder!

Friendly Reminders from the Standard

The Standard is available to answer any of your questions about coverage.

Planning to retire this year?

As you prepare for this new chapter in your life please don't forget that you and your loved ones can continue a portion of your current, active CTA-endorsed Life Insurance if you maintain a CTA-NEA Retired Lifetime Membership and apply within 120 days of retirement.

Wedding or baby due?

Congratulations! 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, all without providing proof of good health. Family Status Change includes birth/adoption, marriage/domestic partnership and other qualifying events.

Organizing your desk?

Make sure to call The Standard if you're moving to a new address or needing to make changes to your beneficiary designation. It's 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.

Questions?

Call The Standard's dedicated CTA Customer Service Department at 800.522.0406 (TTY), 7:00 a.m. to 6:00 p.m. Or, email ctaservice@standard.com. And if you haven't taken a look at CTA's Web site, visit www.cta.org for more information.

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The National Education Foundation awards close to 200 grants to support educators' efforts to close the achievement gaps, develop creative learning opportunities for students, and enhance their own professional development.

There are two primary grant categories open to public education professionals:

Learning & Leadership grants provide opportunities for teachers, education support professionals, and higher education faculty and staff to engage in high-quality professional development and lead their colleagues in professional growth. The grant amount is \$2,000 for individuals and \$5,000 for groups engaged in collegial study. **Deadline:** ongoing

Student Achievement grants provide \$5,000 to improve the academic achievement of students by engaging in critical thinking and problem solving that deepen knowledge of standards-based subject matter. The work should also improve students' habits of inquiry, self-directed learning, and critical reflection. **Deadline:** ongoing |



NEA Discounts and Savings\$

As a CTA member, remember that you are eligible for several great discounts through NEA Member Benefits in addition to those that you enjoy with CTA. The following is just a sampling of the fantastic deals negotiated for you and 3.2 million NEA members. Enjoy the fun and the savings! Visit the NEA website for additional deals and information at:

http://www.neamb.com/home/productsAndServices_750.htm?category=Discounts.

Costco Wholesale – Special savings for members and their families

Whirlpool Corporation VIPLINK Program – Huge savings on popular consumer brands from Whirlpool Corporation

Snap Fitness – NEW! Get in shape for less at Snap Fitness. Exclusive NEA member benefits include a 10% discount on monthly dues and no enrollment fee.

Jenny Craig – NEA members and their eligible dependents can save with Jenny Craig.

1-800-FLOWERS.COM – NEA members enjoy a 20% savings every day on flowers, plants, gift baskets, gourmet foods, confections, and plush stuffed animals.

H&R Block – Save on do-it-yourself tax software or in-office tax preparation by an H&R Block professional.

New York & Company – NEA members save 15% every day!

The Walking Company Exclusive Online Offer – NEA members can save up to 15% off all online purchases.

NEA Magazine Service® - Save up to 85% off the cover price of over 900 popular magazines.

Collette Vacations - Travel the world and save with Collette Vacations, a leading provider of over 120 tours, family cruises and weekend getaways.

NEA Bookstore® - Save an extra 5% at Barnes&Nobel.com on books, music, videos and more. Free shipping on eligible orders of \$25 or more.

NEA Click & Save® - Save online at hundreds of your favorite stores.

SmileMakers - Save an additional 5% on your classroom supplies, plus free shipping on stocked items.

NEA Hearing Aid Savings Plan - Special discounts for members and their families

NEA Vision and Prescription Savings Plan - Discounts on vision needs and prescriptions

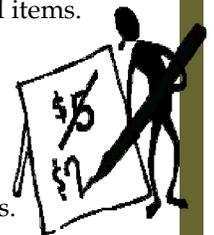
NEA Long Distance - Get rates as low as 3.9¢ per minute on state-to-state calls. No monthly fees.

NEA ID Theft Protection Program - Protection for you and your family members

Nolo Legal – Get a 5% discount from the leading publisher of self-help legal publications, software, and forms

Weekly Reader – Special savings on classroom magazines

For more information, call toll free: 1-800-637-4636, Monday-Friday, 8 a.m. to 8 p.m. or Saturday, 9 a.m. to 1 p.m., ET



Tips for Reducing Stress

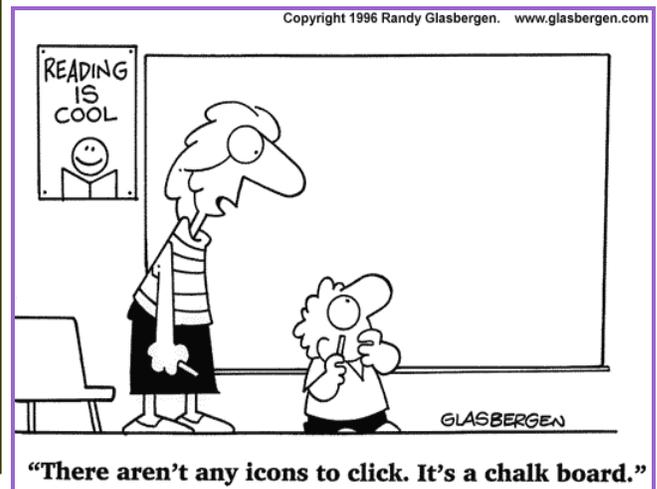
The impact of budget cuts and layoffs can lead you to feel a bit uneasy and stressed. You are not alone. You are one of the millions of stressed-out Americans but there's good news. You can learn to manage stress. Start with these stress management tips:



- Keep a positive attitude.
- Accept that there are events that you cannot control.
- Be assertive instead of aggressive. "Assert" your feelings, opinions, or beliefs instead of becoming angry, defensive, or passive.
- Learn and practice relaxation techniques.
- Exercise regularly. Your body can fight stress better when it is fit.
- Eat healthy, well-balanced meals.
- Get enough rest and sleep. Your body needs time to recover from stressful events.
- Seek out social support.
- Learn to manage your time more effectively.



Teacher Humor



Sources: <http://www.crazy4teachers.com> and www.andertoons.com

Do you have a great idea for the ETA Newsletter??
Please send your suggestions, comments or questions regarding the newsletter or website to
Sonya_Scott@etiwanda.org