



UPDATE

SAN BERNARDINO TEACHERS ASSOCIATION

1997 East Marshall Blvd., San Bernardino, CA 92404
(909) 881-6755 * fax (909) 881-6752

Robert V. Rodriguez, SBTA-President

September 10, 2014

Lesson Plans

Here is what SBTA has agreed to in the past regarding Lesson Plans:

- How a lesson is delivered is more important than how it is written.
- Lesson plans should be written in a manner that is easy for the teacher to use.
- Lesson plans can be vertical, horizontal, word processed or hand written, as long as it is legible.
- Administrators can mandate that certain minimum components be placed in a lesson plan such as objectives, standards, assessments, language objectives, etc. Administrators can also mandate that copies be posted, turned in, or be available to review.
- Lesson plan templates can be given as examples to help teachers write lesson plans but teachers have the professional option to use them or not.

SBTA is collaborating with our Education Services Department to revise these agreements!!!

Check your Paychecks

The contract, Appendix B, states that “*Unit members have an obligation to exercise due diligence by checking their pay warrants to insure that their salary placement is correct. Errors... in an underpayment... will be corrected. The unit member will receive from the district the amount of underpayment, not to exceed one year of underpayment.*” All salary schedules are available on our website www.sbta.info.

(Also, members need to check their sick leave and make sure it is accurate. The district will only correct up to one year of ‘sick leave’ errors.)

Sick Leave

Sick leave is to be used for illness or medical appointments. This can be taken in a minimum of half hour increments. If a sub is needed, they are paid in either half day or full day increments depending on the number of hours worked. The sub pay is separate from your sick leave! So even though a sub is paid for half day, you can still use them for one hour to make a doctor’s appointment. The district has the right to ask for doctor’s verification for sick leave if they have cause. Cause means they have reason to suspect that the sick leave is being abused or the employee’s absences are showing a pattern such calling off on Mondays, before/after a holiday, etc. They can do this on the first day of an absence. If they ask, ask them for the ‘cause’ in writing.

Dues

Your Dues are a combination of SBTA, CTA and NEA. SBTA Rep Council votes on SBTA dues when they adopt the annual budget. The dues are based on a formula prescribed by the SBTA Bylaws. The *revised* dues schedule for SBTA, CTA and NEA are printed on the back of this update for your reference.

Revised!



Revised!

SBTA MEMBERSHIP DUES STRUCTURE

2014-2015

Twelve (12) Months Deduction

Part I - NEA Category (+) Part II - CTA & SBTA Salary Strand = Monthly Deduction

Part I - NEA Category

(+)

Part II - CTA & SBTA Annual Salary Strand

NEA - CATEGORY 1 \$183.00 (+)

For those faculty whose teaching assignment is more than 60% of a normal assignment, except for faculty employed as pre-school, head start, child care, adult education, and substitute teachers whose salaries are less than the minimum teacher salary for the district in which they are employed.

NEA - CATEGORY 2A \$103.00 (+)

For those faculty whose teaching assignment is greater than 1/3 but not more than 50% of a normal assignment.

NEA - CATEGORY 2B \$183.00 (+)

For those faculty whose teaching assignment is greater than 50% but not more than 60% of a normal assignment, or faculty employed as pre-school, head start, child care, adult education, and substitute teachers whose salary in the district in which they are employed is less than the minimum salary paid regular teachers in such district.

NEA - CATEGORY 3A \$63.25 (+)

For those faculty or substitutes whose teaching assignment is 25% or less than a normal assignment, including faculty on unpaid leave.

NEA - CATEGORY 3B \$103.00 (+)

For those faculty whose teaching assignment is greater than 25% but not more than 1/3 of a normal assignment.

NEA - CATEGORY 4 \$63.25 (+)

For those adult education and community college employees employed only on a part-time/hourly basis.

CTA + SBTA - CATEGORY 1 \$851.00

From \$41,000 to Over

CTA Dues \$ 641.00
SBTA Dues \$ 210.00

CTA + SBTA - CATEGORY 2 \$683.80

From \$32,800 to 40,999

CTA Dues \$ 516.80
SBTA Dues \$ 167.00

CTA + SBTA - CATEGORY 3 \$516.60

From \$24,600 to \$32,799

CTA Dues \$ 392.60
SBTA Dues \$ 124.00

CTA + SBTA - CATEGORY 4 \$224.00

From \$10,250 to \$24,599

CTA Dues \$ 175.25
SBTA Dues \$ 48.75

CTA + SBTA - CATEGORY 5 \$98.60

From \$ - to \$10,249

CTA Dues \$ 82.10
SBTA Dues \$ 16.50