



# UPDATE

## SAN BERNARDINO TEACHERS ASSOCIATION

1997 East Marshall Blvd., San Bernardino, CA 92404

(909) 881-6755 \* fax (909) 881-6752

August 03, 2015

Robert V. Rodriguez, SBTA-President

### Welcome

It is my pleasure to welcome all members to the 2015-2016 school year. I hope that everyone had a restful summer and I look forward to working for you to advance our profession as we work together to improve the quality of teaching and learning. SBTA has been active this summer working with the District and the School Board to finalize and approve 5 additional MOUs, the District Assessment Matrix, and filling principal vacancies through the District. SBTA also attended the New Teacher Academy to welcome and recruit our new members. Lastly, SBTA worked with the PAR Consulting Teachers to host PAR Boot Camp training for our members!

### SBTA Office

The SBTA Office is open Monday through Friday from 8am to 5pm. Please feel free to visit, email or call the office if you need assistance (909) 881-6755.

Robert V. Rodriguez, SBTA President [robertsbta@gmail.com](mailto:robertsbta@gmail.com)

Peg Tracey, CTA Staff [ptracey007@aol.com](mailto:ptracey007@aol.com)

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Maxine Aragón, Administrative Assistant [maxsbta@gmail.com](mailto:maxsbta@gmail.com)

Sharon Sadrudeen, Membership Clerk [sharonsbta@gmail.com](mailto:sharonsbta@gmail.com)

### Health Benefits Open Enrollment

All members who have switched to HealthNet should have received their new health insurance cards. Any members who experience difficulty with the new insurance provider, need to contact the SBTA Office immediately so we can assist.

### How do I calculate my retro check?

The July 1, 2015 paycheck should have included 5% retroactive pay for the 2014-2015 school year. Here is an example of how to calculate the 5% retro pay:

- Column D step 11:  $\$397.91 \text{ daily rate} \times 184 \text{ days} = \$73,215.44$  (old annual salary)
- $\$73,215.44 \times 5\% = 76,876.21$  (revised annual salary with 5% added)
- $\$76,215.44 - 73,215.44 = 3,660.77$  (Retro Pay)
- Keep in mind that everyone has different tax withholdings, so the net pay on your paycheck will be different for everyone!

The paycheck members will receive on August 1, 2015 should reflect a pay increase of 7%. All revised salary schedules are available on the SBTA website located under the "Documents" section.



## **ATTENTION NEA AFFILIATES: NEW BRIEF SHOWS BENEFIT OF SMALLER CLASSES, DEBUNKS MYTH THAT SIZE DOESN'T MATTER**

### **Background**

In recent years, many states have been forced to drastically cut back on their budgets. In many cases, those cuts have come at the expense of public schools. This trend coincides with “fashionable” educational programs that attempt to pry funding from public schools. The result: Teacher layoffs, fewer resources – and classrooms with more students in them.

Educators have warned for years that kids don't learn as well in crowded classrooms. Classroom teachers repeatedly say that every additional child in a classroom means less one-on-one interaction between teacher and student. And the more crowded a classroom gets, the more likely a teacher's energy and focus shift to maintaining discipline than educating and nurturing kids.

Now a new brief presents evidence that class sizes do matter – and debunks the myth perpetrated by some parties that class sizes don't have any bearing on a kid's success in the classroom.

According to Northwestern University Professor Diane Whitmore Schanzenbach in a policy brief, *Does Class Size Matter?*, smaller class sizes can help students perform better in math and reading tests. Published by the National Education Policy Center (NEPC) with funding from the Great Lakes Center for Education Research and Practice, Schanzenbach's study points out that increasing class size will not only harm children's test scores in the short run, but also their long-run human capital formation.

### **Why you should care:**

Many charter schools, educational institutions that diverge from the public school model and their supporters have been promoting the notion that class size does not matter and that students can perform just as well in classrooms with many students as those with fewer kids. Because of their greater flexibility, weaker accountability standards and – in many cases – profit-first motives, these voices have been aggressive in pushing to put more students in classrooms, essentially requiring fewer teachers and support professionals in schools.

In the 2012 presidential election, candidate Mitt Romney proclaimed class sizes did not affect a child's performance. His statements were framed by [studies](#) claiming that more students in a classroom did nothing to significantly impact their achievements – claims that were amplified by a compliant media and parroted by some pundits.

## General Overview: *Does Class Size Matter?*

The public debate over class sizes isn't only more relevant today because of the real impacts that teachers, staff, parents and students continue to see year after year since at least 2008. It is more critical today given the high stakes involved: Whether policymakers should invest limited resources to fully fund classrooms as a way to rein in over-crowding – or do they choose the less costly option of allowing classroom populations to balloon.

As states tighten their budgets, public schools are among the hardest hit, with budget cuts translating into more crowded classrooms for kids, fewer resources, teacher and staff lay-offs, and shortages of adequate supplies for both teachers and students.

As Schanzenbach writes in her brief: “Money saved today by increasing class sizes will result in more substantial social and educational costs in the future.”

### **A summary of Schanzenbach's study:**

- Children learn more and teachers are more effective in smaller classes, Schanzenbach says in her study. She writes that reducing class sizes can help students perform better in math and reading tests. Furthermore, research shows that increasing class size will harm children's test scores and impair their ability to develop critical skills later in adulthood.
- Schanzenbach also finds that the pay-off from class-size reduction is greater for low-income and minority children. Increases to class-size for those populations will likely be harmful.
- While no “magic number” for class sizes may exist, Schanzenbach notes that students' achievement on math and reading standardized tests improved by 5 percentile rank points when they were in classrooms of 13 to 17 students, instead of regular-sized classes of 22-25 students. According to other studies, class size impacts may be linear across the range of class sizes, from 40 students to 15.
- Policymakers should carefully weigh the efficacy of class-size-reduction policy against other potential uses of funds. While lower class size has a demonstrable cost, it may prove the more cost-effective policy overall.

**Find the brief on the Great Lakes Center website:**

<http://www.greatlakescenter.org>



# SBTA MEMBERSHIP DUES STRUCTURE

2015-2016

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    \$185.00 (+)

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    \$104.00 (+)

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

## NEA - CATEGORY 2B    \$185.00 (+)

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    \$63.75 (+)

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

## NEA - CATEGORY 3B    \$104.00 (+)

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

## NEA - CATEGORY 4    \$63.75 (+)

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

## CTA + SBTA - CATEGORY 1

From \$41,000 to Over  
CTA Dues    \$ 644.00  
SBTA Dues    \$ 226.00

**\$870.00**

## CTA + SBTA - CATEGORY 2

From \$32,800 to 40,999  
CTA Dues    \$ 519.20  
SBTA Dues    \$ 182.13

**\$701.33**

## CTA + SBTA - CATEGORY 3

From \$24,600 to \$32,799  
CTA Dues    \$ 394.40  
SBTA Dues    \$ 138.41

**\$532.81**

## CTA + SBTA - CATEGORY 4

From \$10,250 to \$24,599  
CTA Dues    \$ 176.00  
SBTA Dues    \$ 61.76

**\$237.76**

## CTA + SBTA - CATEGORY 5

From \$ - to \$10,249  
CTA Dues    \$ 82.40  
SBTA Dues    \$ 28.92

**\$111.32**

# Disneyland Ticket

Cash or Check Accepted  
Must be a Member

## Standard Ticket(s)

**Valid Thru December 31, 2015**

*One (1) Day Disneyland Park OR One (1) Day Disney's California Adventure Park*

**Sold Out!** ~~ADULTS - \$92.00ea. ages 10 & up (While Supplies Last)~~  
~~CHILDS - \$87.00ea. ages 3 - 9 (While Supplies Last)~~

**New:**

**Valid Thru December 31, 2016** CHILDS - \$89.00ea. ages 3 - 9 (While Supplies Last)

## 1 - Day Park Hopper(s)

**Valid Thru December 31, 2015**

*One (1) Day Entrance to Both Parks*

CHILDS - \$133.00ea. ages 3 - 9 (While Supplies Last)

**New:**

**Valid Thru December 31, 2016** ADULTS - \$143.00ea. ages 10 & up (While Supplies Last)  
CHILDS - \$137.00ea. ages 3 - 9 (While Supplies Last)

## Krikorian Movie Tickets

Cash or Check accepted  
Must be a Member

**Movie Ticket(s):** Admission to any Krikorian Movie Theater.

**\$7.50 per Ticket**

# 25 TIPS

FOR STARTING THE YEAR OFF RIGHT

**San Bernardino Teachers Assoc.**

(SBTA)

1997 E. Marshall Blvd.

San Bernardino, CA 92404

(909) 881- 6755

Fax: (909)-881-6752

SBTA Officers:

Robert V. Rodriguez (Pres.)

Ashley Bettas-Alcala (V.P.)

Jerry Kimery (Treasurer)

Nancy Glenn (Secretary)

Website: [www.sbta.info](http://www.sbta.info)



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



**Get organized >** Start off the year by getting your personal, professional documents organized. You never know when you may have to produce a document related to your job. Your certification, past evaluations and professional development records are very important. Set up a good recordkeeping system. Consider keeping it all in an electronic file on a flash drive.

**Keep tax records >**

During the year you may have expenditures that may be used as business deductions on your income tax. Now is the time to set aside a place for keeping tax records and to start keeping track of them. Keep your receipts and be sure to note on the receipt the exact purchase. Those materials you buy all year long add up!

**Improve yourself >** Set your sights on improving your professional ability in at least one area during the coming year. Then decide how best to go about it. CTA has many conferences and leadership programs to help new and experienced teachers improve their craft, such as the Good Teaching Conferences ([cta.org/conferences](http://cta.org/conferences)). Ask your local president how you can attend.

**Develop resources >**

Develop your own sources of information and your resource list. To help get you started, check out [cta.org/ipd](http://cta.org/ipd), [educationworld.com](http://educationworld.com), [pinterest.com/ctaIPD](http://pinterest.com/ctaIPD), [newmanagement.com](http://newmanagement.com), and [nea.org/toolsandideas](http://nea.org/toolsandideas). Go to [ctago.org](http://ctago.org) to register for CTA conferences. For online filing consider Evernote, Diigo, Google Drive, or another online file storage system to organize lesson plans and materials. Another great resource is CTA's Institute For Teaching (IFT) site, [teacherdrivenchange.org](http://teacherdrivenchange.org).

**Build relationships >**

Be friendly to the school secretary and the custodian. Network with your CTA site rep and colleagues.

**Check school policy >** If you plan to do anything new or unusual this year, make certain you mention it to your principal in advance. In the classroom, keep your personal views on religion and politics to yourself. Have plans on how to deal with parental concerns about content and curriculum.

**Give your classroom some class >**

Check out Pinterest for organizing and decorating ideas. Put your personality into the classroom decoration to help building relationships with your students.

**Introduce yourself >**

Create a video or slide show to help students get to know you. Consider a fun true/false quiz based on you. Sometimes a student may find something in common with a teacher and is able to strike up a relationship that could be a positive learning experience.

**Establish the rules >**

Establish class rules, consequences and rewards right at the beginning and let the students have a role in establishing them. If they feel part of them, they will have a tendency to follow the rules. There should be no more than five rules posted where all students can see them. Remember to revisit the rules throughout the year, especially after breaks, as students tend to forget. Consider posting rules as memes. Check out [pbisworld.com](http://pbisworld.com) for rewards.

**Be realistic >** Don't let your sincere concern for each child turn into a depressing experience through a fear of failure. You will not win every battle with every student. Sometimes it is months or years before our positive influence is felt.

**Do your best >** Determine what factors may keep you from doing your job during the school year. If you're not sure how to deal with a wide range of abilities, seek out the school psychologist, resource or special education teacher. If you're having difficulty with disruptive students, ask a seasoned teacher for help.

**See your site rep if you have overages >**

Your locally negotiated contract dictates how many students should be in your classroom. If you have “overages” or more students than contracted for, contact your site representative.

**Look for some hope >** Get in the proper positive frame of mind by watching for something hopeful. It may be those students who give you an indication they learned something new. Check online forums on Twitter, for example, #edchat, #caedchat, or contact CTA’s instructional staff (@ctaipd)

**Turn to a “buddy”>** Every teacher needs a colleague to turn to for special advice or simply to unburden yourself about a special classroom challenge. If you don’t have a “buddy,” find one, or reach out and be a buddy to someone else. Ask your site representatives if there is a buddy system. It’s ok to be assigned a buddy, regardless how long you’ve been teaching.

**Know your rights >** Read or reread your contract so that you know your contractual rights. Study district policies to know other rights. When you have questions, ask your CTA site representative.

**Be prepared for special students >** You may have students with special learning problems or physical challenges. Plan from the beginning how you will deal with them in the best interests of the student, yourself and the rest of the class. Before school starts, check with the special education teacher(s) who have IEPs, and if so, make sure you get a copy of their IEP before school so you can review accommodations and instructional needs.

**Foster curiosity >** Keep in mind that if you want your students to be curious, you have to set an atmosphere that encourages curiosity and doesn’t stifle it.

**Inspire an attitude >** A smile goes a long way on the first day of school. You have the opportunity to help your students determine whether school is drudgery or a serious undertaking that can have its fun moments. If you give the impression that being in class is positive, that attitude will be reflected by your students.

**Don't overlook the gifted >** Once you determine you have students in your class who could be considered gifted, don’t delay in making arrangements to have them tested and to meet their specific abilities.

**Communicate with parents early and often >**

Determine how you will involve parents in your students’ education during the coming year. Consider having a website so parents can easily contact you and ask questions. Elementary teachers may have a class blog to update parents that includes pictures and videos of student work. Consider a classroom notification system, such as [www.classdojo.com](http://www.classdojo.com) or [www.remind.com](http://www.remind.com). Verify a working email address with parents; don’t depend upon school records. Send home a class letter and consider a monthly email newsletter. CTA has resources to help.

**Sharing about you >** Do NOT give parents or students your cell phone number – communicate with students via email or a learning management system such as [www.edmodo.com](http://www.edmodo.com) or [www.schoolology.com](http://www.schoolology.com). In your initial contact to parents, you might want to introduce yourself and tell the parents a little about you, your background and family. Let parents know when you are available and the process and times for getting in touch with you. Include your policy on homework.

**Health-related tasks and your students >** Make an early determination about how you will handle students with special health problems. Consult with your school nurse for suggestions. Some students might have a health plan, which your school nurse will contact you about. If asked to perform health related tasks, consult your site representative immediately.

**Support your local CTA >** Join your local CTA for the moral support of people who understand the difficulty of your job and the valuable resources the association can provide. CTA and NEA offer a wide variety of instructional resources, websites, conferences and staff support.

**Set a positive tone >** Send a positive note home with every student at some time during each grading period. Catch the kids being good!

**And finally....**

Keep these three qualities of good teaching in mind: be flexible, be patient and have a sense of humor.

## SBTA Mission Statement

Adopted September 12, 2001

San Bernardino Teachers Association is an organization of professionals which serves as a powerful voice communicating the needs of educators and students to the district, parents, and community in order to establish a positive school environment and build quality educational programs. The Association will continue to protect the rights of educators, and thereby students, by promoting equity and human rights.

## UNION CODE OF CONDUCT

- I will not criticize any union colleague except to the individual directly.
- If any union colleague is being criticized in my presence, I will confront the criticism and ask that it stop.
- I will not participate in any conversations with administration that criticize, or negatively speculate about any union colleague.
- I will settle my difference with colleagues within my union.
- I will engage in debate, offer others every opportunity for debate and respect minority viewpoints, but I will observe and support the majority mandate of my union.

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

### Weingarten Rights

The US Supreme Court has ruled that The National Labor Relations Act gives workers the right to request union representation during investigatory interviews by supervisors, security personnel, and other managerial staff. These are called *Weingarten Rights*.

An investigatory interview occurs if

- 1) management questions you to obtain information; and 2) you have a reasonable apprehension that your answers could be used as a basis for discipline or other adverse action.

You must ask for union representation either at the beginning of or during the interview. Management does not have to remind you of this right.

If your request is refused and management continues asking questions, you may refuse to answer. Your employer is guilty of an unfair labor practice and charges may be filed.

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### SBTA Reps Refrain From Judging

Other Members

# sbta

San Bernardino Teachers Association

**THE IRON RULE**  
**Never Do For Others**  
**What They Can Do For Themselves!**

**SOLIDARITY/ UNITY**

The basic premise of unionism:  
**An Injury to One is an Injury to All**

### "The Magic Seven"

- I won't disparage colleagues and/or their roles.
- I will risk asking for help.
- I will accept trust.
- I am not in competition with you.
- I will recognize my colleagues and their roles
- I will try to understand and accept you.
- I will take the risk of admitting, "I don't know."

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