



# UPDATE

## SAN BERNARDINO TEACHERS ASSOCIATION

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

January 12, 2016

Robert V. Rodriguez, SBTA-President

### Happy NEW YEAR 2016!!!

I want to begin by welcoming all of our members to second semester of the 2015- 2016 school year! SBTA has been actively working to protect the rights of our members and we will continue to focus our efforts on: lowering class sizes K-12, minimizing excessive testing and lobbying for competitive comparable salaries for all of our membership categories. We are seeing slow but steady changes in our school district and we want to continue improving the quality of teaching and learning in our profession.

Over the course of the 1<sup>st</sup> semester, SBTA has collaborated with the School Board and the District on several key initiatives including:

Competitive/Comparable Salaries Committee

Professional Development Committee

Class Size Reduction Committee

District Assessment Matrix Committee

Joint Evaluation Taskforce

A-G Requirements Committee (Secondary)

\*SBTA will be collaborating with the District to host the English/Language Arts (K-12)

Textbook Adoption, the goal is to have a textbook recommendation by April 1<sup>st</sup>, all

Multiple Subjects, Language Arts and English teachers will have an opportunity to vote!

Last month we experienced a challenging situation with the mass shooting that occurred in our city and our members stood up to protect the safety of our students! Many members were on "lock-down" at various sites for several hours and continued to show up to their school/work sites for remainder of the semester. SBTA is proud of the work we have done together and our hearts go out the victims and their families.

### 2015 Income Tax Deduction

The amount of union dues deducted for Category 1 Certificated employees for the 2015 calendar year is **\$1,055.00**. If you are a part-time employee working less than 60% of the school year, you will need to call or email the SBTA Office for your dues deductions.

### Retirement

If you are planning to retire at the end of the school year and wish to receive retiree health benefits, you must submit your intent to retire no less than (90) days prior to retirement. You must notify Human Resources in writing. SBTA highly recommends that you do so in person and ask for a date stamped copy as proof of submission. To be eligible for retiree health benefits, you must have provided the district (15) full-time continuous years of services. Currently, the District is not offering a retirement incentive.

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# PRESS RELEASE

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**California Teachers Association**  
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Burlingame, CA 94010  
[www.cta.org](http://www.cta.org)

January 11, 2016

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**FOR IMMEDIATE RELEASE**

## **Supreme Court Hears How *Friedrichs v. CTA* Threatens Fairness, Public Services, Middle Class**

WASHINGTON—The U.S. Supreme Court today heard how *Friedrichs v. California Teachers Association* seeks to make it harder for educators to come together to bargain for smaller class sizes, safer schools, and better learning environments for all students. The plaintiffs seek to overturn common sense jurisprudence established in *Abood v. Detroit Board of Education* in 1977, which allows states and localities the freedom to choose whether all public employees should pay their fair share for the employment representation they receive.

“As a classroom teacher, I see every day how collective bargaining is benefiting my students,” said Reagan Duncan, a first grade teacher in Vista, Calif. who was in Washington, D.C. today. “Through my union, we have been able to bargain contracts that provide smaller class sizes which allows us to provide more one-on-one instruction time and individualized attention to ensure our students succeed.”

Witnessing the oral arguments first hand in the chambers was CTA President Eric Heins who describes the proceedings as intense, and a proud personal moment to be able to represent his more than 325,000 colleagues and members from California.

“The current fair share system is a good compromise and common sense solution, and that’s part of the argument we presented to the Supreme Court Justices today,” said CTA President Eric C. Heins. “This case is about our students, our public schools and our country’s economic future. Providing a quality public education for every student starts with educators having the ability to come together and make decisions for their students, as well as negotiating fair wages that attract the brightest minds into our profession. Undermining the collective bargaining process undermines the middle class.”

Under the current system, every employee has the freedom to join a union. However, unions are legally required to represent all workers. It’s not fair for some workers to pay more than their fair share for the same services. This case is attempting to undo nearly four decades of sound, common sense law that has provided stability in the workplace and allowed public employees to provide quality public services to their communities.

More than 24 briefs by hundreds of amici—representing all levels of government, public officials, civil rights organizations, academic experts, and others—were filed with the court in support of the respondents. Weighing in on the case have been 23 states and the District of Columbia, dozens of cities, nearly 50 Republican lawmakers, school districts and public hospitals in support of the value fair share fees provide in terms of the effective management of public services.

“We are worried about our students, our communities and our families,” said Maya Walker, a library media technician in Hayward, Calif. who also traveled to Washington, D.C. representing California’s educators. “If our union is weakened, it will be harder for us to stand together to ensure our students have critical programs and support like school libraries. It will be harder for us to fight for the things our students need—which impacts families and local communities.”

“Make no mistake about it, this case is an attempt to shift the balance away from workers and in the favor of corporate interests,” said Heins. “That’s apparent by the wealthy special interests funding the lawsuit. This case has nothing to do with what’s good for students or working families. It only hurts the middle class at a time when working Americans are finding it harder to get by. For our students and our future, we hope the Supreme Court upholds the current law.”

For more information about the case, including links to friend of the court briefs, columns by experts opposing the deceptive lawsuit, and other data, go to [www.cta.org/friedrichs](http://www.cta.org/friedrichs). For more on national impact and background, see the America Works Together coalition site at [www.americaworkstogether.us](http://www.americaworkstogether.us).

Follow on Twitter at @CATeachersAssoc  
Keep up with the conversation at #WorkTogether

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*The 325,000-member California Teachers Association is affiliated with the 3 million-member National Education Association.*

# Why educators support the Every Student Succeeds Act (S. 1177)



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**For nearly 14 long years, students and educators have lived under the deeply flawed No Child Left Behind (NCLB) Act. The Every Student Succeeds Act returns decision making for our nation’s education back where it belongs - in the hands of local educators, parents and communities - while keeping the focus on students most in need.**

## **The Every Student Succeeds Act**

**Provides more opportunity for all students, including for the first time, indicators of school success or student support to help identify and begin closing opportunity gaps**

- ▶ Requires state-designed accountability systems to include at least one indicator of school success or student support—such as access to advanced coursework, school climate and safety free from bullying, fine arts, regular physical education, and counselors or nurses—to ensure that states report on opportunity gaps and take action to close them.
- ▶ Requires the use of multiple measures of student success in elementary, middle, and high school.

**Includes less focus on, and a decoupling of, the high-stakes associated with standardized tests, so students have more time to learn and teachers have more time to teach**

- ▶ While continuing to require annual tests in grades 3-8 and once in high school, the bill eliminates NCLB’s rigid system of Adequate Yearly Progress (AYP) aimed at 100 percent proficiency in deference to state defined goals. The bill also allows districts to apply to instead use another nationally recognized assessment in high school instead of the state standardized tests.
- ▶ Incorporates the SMART Act to provide funding for states to audit and streamline assessment systems, eliminate unnecessary and duplicative assessments, and improve the use of assessments.
- ▶ Creates a pilot program for state-designed assessment systems that allow for local district assessments driven by teaching and learning, not accountability alone, and allows all states that meet the criteria to participate.
- ▶ Maintains the right of parents and guardians to opt their children out of statewide academic assessments where state and local policies allow them to do so.
- ▶ Allows states to set a cap limiting the time students spend taking annual tests.

**Empowering educators with a greater voice in educational and instructional decisions**

- ▶ Moves decision-making to the people who know the names of the students they educate while maintaining supports that ensure zip codes do not determine the quality of education.

- ▶ Incentivizes supports and interventions that are tailored to local needs while preserving the historic federal role in protecting the most vulnerable: children of poverty, students with disabilities, and English-language learners.
- ▶ Recognizes that the one-size-fits-all approach does not work, and calls for committees of practitioners that include educators, parents and community constituents to work together to improve their local schools.
- ▶ Maintains paraeducator qualification requirements and requires paraeducator voice in multiple relevant sections of the bill, including as it relates to professional development.
- ▶ Prohibits the federal government from mandating teacher evaluations or defining teacher effectiveness.
- ▶ Protects state and local collective bargaining agreements and allows those to cover educator provisions in Title II, including all of professional development provisions and the Teacher Incentive Fund. Ensures that educators and their local unions have a say in their professional development continuum.

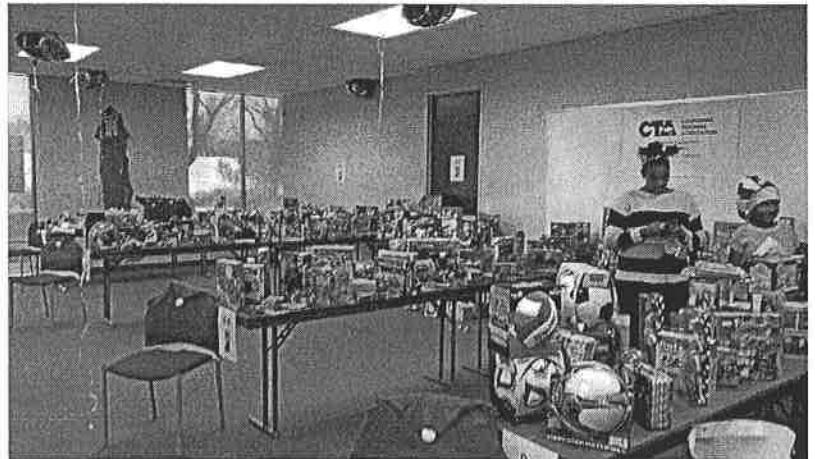
#### **Includes prohibitions on the Secretary of Education's authority**

- ▶ Restrictions on secretarial authority are present throughout the bill and are focused on prohibiting the U.S. Secretary of Education from dictating specific mandates. These include mandates on: standards and assessments, how much elements of the accountability plans should count for or even the criteria themselves, parameters of the accountability system, additional data collection, exit requirements, teacher evaluation, and the definition of teacher effectiveness.

#### **Additional notable aspects of the bill**

- ▶ Provides greater access to early childhood education by authorizing alignment and improvement grants to improve coordination of current funding.
- ▶ Establishes full service community schools program to promote additional ways to serve the needs of the whole child, including wraparound services and supports for children in high-need communities.
- ▶ **Does not** include Title I portability. This exclusion is vital because Title I portability dilutes the impact of Title I, is harmful to students attending Title I schools, and portability does nothing to address the failure to fund Title I adequately.

**Simply stated, the Every Student Succeeds Act will help ensure that all students, regardless of their zip code, will have the support, tools, and time to learn that they need to succeed and that educators' voices are part of the decision making process at all levels. Students who are high school seniors this year have spent their *entire* K-12 experience under NCLB. It is long past time to fix this broken law and give the next generation of students the resources and support they need.**



**Giving Children HOPE**  
**TOY DRIVE**

**Bring joy and hope to a child this Holiday Season!**

Saturday, December 12, 2015 at 3 p.m. at Santa's Workshop, Santa will be present to hand out toys to the homeless children of San Bernardino. Donate your new, unwrapped toy by Thursday, December 10, 2015 before 5 p.m. at any of the following locations:

*Please Note: Business Hours are Monday-Friday 9:00 a.m. - 5:00 p.m. except for the Palm Desert RRC will be closed December 10<sup>th</sup>*

CTA San Bernardino RRC (Santa's Workshop)  
430 East Vanderbilt Way  
San Bernardino, CA 92408

CTA Palm Desert RRC  
75084 Gerald Ford Drive  
Palm Desert, CA 92211

CTA Ontario RRC  
3175-C Sedona Ct.  
Ontario, CA 91764

San Bernardino Teachers Association  
1997 E. Marshall Blvd.  
San Bernardino, CA 92404

For questions please contact Connie Rosales 909.890.4520 or email: [erosales@cta.org](mailto:erosales@cta.org)



Volley Star Community Services  
[www.volleystar.org](http://www.volleystar.org)



*California State Assembly*

*Certificate Of  
Appreciation*

PRESENTED TO:

*San Bernardino  
Teachers Association*

IN HONOR OF:

**GIVING CHILDREN HOPE TOY DRIVE**

*It is with great honor that I present this certificate to you in recognition of your generous act of kindness to support the homeless children of San Bernardino.  
Thank you for your dedication to the families of San Bernardino.*

*December 12<sup>th</sup>, 2015*

*Cheryl R. Brown*

MEMBER OF THE ASSEMBLY

47<sup>th</sup> ASSEMBLY DISTRICT

CALIFORNIA STATE LEGISLATURE



# What Have Unions Done?

This abbreviated list will help us all remember what unions have done to improve this Country, improve our lives and improve our economy.

- Weekends
- All Breaks at Work, including your Lunch Breaks
- Paid Vacation
- FMLA
- Sick Leave
- Social Security
- Minimum Wage
- Civil Rights Act/Title VII (Prohibits Employer Discrimination)
- 8-Hour Work Day
- Overtime Pay
- Child Labor Laws
- Occupational Safety & Health Act (OSHA)
- 40 Hour Work Week
- Worker's Compensation (Worker's Comp)
- Unemployment Insurance
- Pensions
- Workplace Safety Standards and Regulations
- Employer Health Care Insurance
- Collective Bargaining Rights for Employees
- Wrongful Termination Laws
- Age Discrimination in Employment Act of 1967
- Whistleblower Protection Laws
- Employee Polygraph Protect Act (Prohibits Employer from using a lie detector test on an employee)
- Veteran's Employment and Training Services (VETS)
- Compensation increases and Evaluations (Raises)
- Sexual Harassment Laws
- Americans With Disabilities Act (ADA)
- Holiday Pay
- Employer Dental, Life, and Vision Insurance
- Privacy Rights
- Pregnancy and Parental Leave
- Military Leave
- The Right to Strike
- Public Education for Children
- Equal Pay Acts of 1963 & 2011 (Requires employers pay men and women equally for the same amount of work)
- Laws Ending Sweatshops in the United States
- Union Contracts Set Work Force Standards and so much more...

So...next time you are defending unions, ask if they are willing to give up all of these union fought rights? Will they stand by their rhetoric that unions are thugs and refuse to take benefits from these "thugs" or will they hypocritically carry on the diatribe that unions are ruining this Country while enjoying their weekends and paid vacations?