



UPDATE

SAN BERNARDINO TEACHERS ASSOCIATION

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August 10, 2018

Ashley Bettas-Alcalá, SBTA-President

Welcome to a New Year!

As your president, I want to welcome all of you to the 2018-2019 school year. Be sure to take advantage of all the resources and benefits SBTA can provide for you. Our office is open Monday through Friday from 8 AM to 5 PM, when schools are in session. You are welcome to stop by at any time. Please note: the office closes early before Holidays.

One resource we have available is our website at www.sbta.info. Great benefits that members can enjoy are discounted movie tickets. We offer tickets for Harkins and Regal Cinemas. These are available in the office before 4:45 PM each day. Tickets can be purchased by cash or check only, and are limited to ten per month. Also, by appointment, SBTA offers free Notary for members and their immediate family.

The best way to reach me is by email at ashleysbta@gmail.com. Please use personal email, not district email, when corresponding with me.

Sick Leave Hourly Allocations

- In order to be consistent with the real time hours worked by employees not on an 8 hour work day, SBTA worked with the district to adjust the daily allocation of hours for 1 day of sick leave from 6 to 7.
- The total number of hours on the pay warrants should reflect the same number of days previously accrued when divided by 7 and not 6 per day. This adjustment was made starting July 1, 2018.
- If employees are putting in for 1/2 day of leave, the amount of sick leave deducted will now be 3.5 hrs instead of 3. This matches up more accurately with the real time of the work day for teachers, which is already at 7 hours per day. There was **NO** increase in working hours to the work day.
- There is no change in the number of days of sick leave that employees accrue each year as that is dictated by Ed Code and the SBTA/SBCUSD Collective Bargaining Agreement under Article XX Section 1.

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."

You also need to check your sick leave and make sure it is correct. The district will only correct up to one year for that as well.

Dues

Your union 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 dues schedule for the 2018-19 membership year for SBTA, CTA and NEA is printed on the back of this update for your reference.

Let's Have a Great Year!



SBTA MEMBERSHIP DUES STRUCTURE

2018-2019

Twelve (12) Months Deduction

Dues amounts for UEP ACTIVE Membership Categories:

CATEGORY 1

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

NEA Dues	\$ 192.00
CTA Dues	\$ 700.00
SBTA Dues	\$ 252.00
Annual	\$1144.00
Monthly	\$ 95.33

CATEGORY 2A

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

NEA Dues	\$ 107.50
CTA Dues	\$ 360.00
SBTA Dues	\$ 126.00
Annual	\$ 593.50
Monthly	\$ 49.46

CATEGORY 2B

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

NEA Dues	\$ 192.00
CTA Dues	\$ 360.00
SBTA Dues	\$ 126.00
Annual	\$ 678.00
Monthly	\$ 56.50

CATEGORY 3

For those faculty or substitutes whose teaching assignment is **1/3 or less** than a normal assignment.

NEA Dues	\$ 65.50
CTA Dues	\$ 190.00
SBTA Dues	\$ 63.00
Annual	\$ 318.50
Monthly	\$ 26.54

CATEGORY 4

Exempt – Charity Pay

Adult Ed. Teachers:

Above 18 hours per week **2B**

Under 18 hours per week **3**

Under 10 hours per week – deduction not needed.