



TAL Newsletter

December 2012

Happy Holidays!

May the holiday break be just the time you need to rejuvenate, relax and spend some quality time with your friends and family.

See you next year! ~Gina ~

Tal and District meet to discuss MOU

After a long day of discussions an agreement was reached with the district and the TAL bargaining team that cancels the MOU signed last year giving the district two additional years of furlough days (12 days total) in exchange for the teachers receiving no open house, one less staff meeting per month, and no principal agreement on a 5 year evaluation. As Dr. Bowers stated on Thursday, the entire MOU will sunset this year. Releasing our obligation of two years of additional furlough days, as well as releasing the additional exchange items. We did reach an agreement with the district that these additional exchange items (open house, meeting, and 5 year eval.)) will stay in effect until the end of this school year. It was agreed that the 6 furlough days (per year) for the extended two years will be replaced as follows: 3 student days, 2 Professional Development Days, and one full Parent

conference day per year. We will have 3 full pay Staff Development Days this year at the end of school, rather than adjust our current calendar and disrupt holiday plans. All staff members are encouraged to attend these three days. It is understood that some teachers may have made "unchangeable" plans during these three days, if so, you will need to take personal necessity day(s). This agreement only becomes final if the membership votes to accept the agreement.

We will continue to work to improve our contract language as we review the entire contract this year, as well as bargaining for no open house, meeting days, and 5 year evaluations.

The Bargaining Team: Tracy, Bill, Linda,
and Marshal

Concerns About Safety

Last Friday was a tragic day in our nations history as we heard about the horrors that took place at Sandy Hook Elementary School. As educators, we all feel great sorrow that this happened to children in a place we value and hold close to our hearts—school. As we move through the holidays, please be safe. Talk to your children about being safe both at home and at school. This resource will help you address the needs of your students, parents and family. Please take the time to print it out and read it. Have a safe holiday season. ~Valerie—New letter editor~

Talking with Kids about Violence: Tips for Parents and Teachers (also in Spanish, Vietnamese and Korean)
<http://www.nasponline.org/resources/handouts/talkingviolence.pdf>

MEMORANDUM OF UNDERSTANDING BETWEEN THE LANCASTER SCHOOL DISTRICT AND THE TEACHERS ASSOCIATION OF LANCASTER

Friday, December 14, 2012

The Lancaster school District and the Teachers Association of Lancaster agree that all six furlough days in the 2013-14 school year and all six (6) furlough days in the 2014-2015 school year are rescinded. The school calendar for the balance of the 2013-2014 school year shall be adjusted in the following manner: October 15th, 2012, March 29, 2013 and May 24, 2013 will remain unpaid furlough days. June 7, 2013, June 18, 2013 and June 19, 2013 will become paid professional Development days for certificated employees.

Compensation for these three days will be averaged into the certificated salary schedule for the remaining months of the year at each employee's daily rate of pay.

The six (6) former furlough days in the 2013-2014 school year and the six (6) former furlough days in the 2014-2015 school year will be restored in this manner: three (3) student days, two (2) Professional Development days and one (1) full-day parent conference day.

Effective July 1, 2013, Article x, 12.0, open House; Article x, 11.0, Meetings; and Article x1, 1.3,

Evaluation of Teachers; will be restored to current contract language.

Contribution Limits on 403(b) and 457 Have Increased!

The IRS has announced cost-of-living adjustments for 403(b) and 457 plan contribution limits for 2013, although catch-up contribution limits remain unchanged. Here are the 2013 limits: -\$17,500: 403(b) and 457 elective deferral limit (up from \$17,000 in 2012) -\$5,500: 403(b) and 457 catch-up contribution limit (age 50+) (catch-up contributions are in addition to the annual \$17,500 limit)

Be Informed

A 403(b) or 457 plan can help you save for retirement on a tax-deferred basis and supplement your CalSTRS or CalPERS pension. But don't rely on district vendors or pushy sales reps to steer your investment decisions.

Visit CTAinvest.org

2012-2013 Grievance Team Site Coverage

Bertha D'Agostino - bad1995@roadrunner.com

Wendy Clark - tricyko@yahoo.com

Amargosa
Jack Northrop
Linda Verde Center
Miller
Sunnydale

Endeavor
Crossroads
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Piute
Desert View
Discovery
Lincoln
Linda Verde

New Vista
El Dorado
Monte Vista
Sierra

Tina Diaz—diatz@lancsd.org West Wind and Special EdRSP

Early Childhood Education- Dues paying TAL members contact Grievance rep that covers the site you are at.