



## President's Message

Like every other month since I have held this office, this one has been exhausting! Meetings have replaced recreation and sleep has remained elusive. All things considered; however, I am happy with the progress we have made as a membership. We are becoming stronger and more organized. As hectic as every day seems to be, I am so proud to work with such a wonderful group of professionals.

On April 13th, I was proud to honor two of our members with the W.H.O. award. Bill Clark (AC) and Dwight Young (Miller) have sacrificed their time and energy to represent TAL in a variety of positive ways. Bill has served two years on the Negotiating team, worked with Linda Brown on elections, and has been there to help out whenever he could. Dwight, not only our Vice President in charge of Organizing, serves on our insurance committee, DBAC, and go-to guy whenever something needs to be done. In particular, Dwight Young and Roger Ervin (NV Teacher of the Year) spent their entire weekend of the repurposed state council rallying for Prop 30, phone banking, and precinct walking with me.

Please take a moment to say Thank you to our amazing Negotiations team! It is a difficult, thankless job- let's change that and tell them how much we appreciate all they do for us. In a time where other districts are issuing RIF's and others are at impasse, our team has made reasonable decisions which have resulted in the restoration of our non-paid days and other improvements to our student's learning environments and our working conditions.

Congratulations to all of the 2013 Teachers of the year! You deserve to take a moment and reflect on this wonderful accomplishment!

Finally, Congratulations to Christina Penn, 2013 CTA \$5,000.00 scholarship recipient!

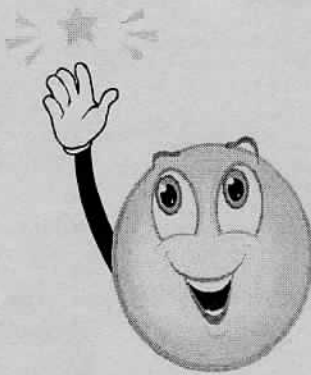
Take care of yourself and one another.

~Gina

## Catastrophic Leave Bank

Several decades ago, the Catastrophic Leave Bank was created to help teachers who have suffered a severe illness or injury. We have been able to assist many individuals during what could be devastating times without our help.

As the head of the Catastrophic Leave Bank Committee, I would like to announce that we will be doing an open enrollment period in June for next school year. We would like to encourage all non-bank members to join! For those of you that are unsure about what this is, the guidelines can be found in the contract, which you can access at [talnewsonline.org](http://talnewsonline.org) (under the TAL business header- search documents and forms). Although some language will be changing slightly, the foundation and purpose will remain the same. Thank you, Amy Keller



**The Teacher Gets A+**  
 I look forward to your class  
 When I come to school.  
 You're an awesome teacher;  
 I think you're very cool.  
 You're smart and fair and friendly;  
 You're helping all of us.  
 And if I got to grade you,  
 From me you'd get A+!

*By Joanna Fuchs*



Amargosa Creek Rebecca Purcell	Desert View Gina Wilson	Lincoln Sandra Stevens	Monte Vista Sandra Stevens
Endeavor MaryAnn Lyons	Discovery Michelle Reynolds	Linda Verde Vivian Knotts	Nancy Cory - Ruth Nettlehorst
New Vista Roger Ervin	El Dorado Gina Nelson	Linda Verde Ctr. Pam Romeka.	Sierra Jody Barton
Piute Ingrid Zamora	Jack Northrop Chi Mercado	Mariposa Linda Gomez Smith	Sunnydale Allison Harmon
Crossroads Jennifer Lara	Joshua - Clair Rhea	Miller Karen Bowen	West Wind Angela Boone
ECE/LLC Jenna Whitney	<b>CONGRATULATIONS</b>		

### Designed with CTA Members like You in Mind

As a California educator, you have unique insurance needs. That's why CTA Member Benefits, in partnership with Standard Insurance Company (The Standard), created voluntary Disability and Life Insurance plans with features specifically designed for education professionals like you, including: Provisions to allow for continuation of coverage during temporary layoffs and labor disputes; Access to the CTA Advisory Panel on Endorsed Services; Coverage for extra-duty pay such as coaching and tutoring; and Coverage for disabilities that occur on or off the job. From **April 1 through May 31, 2013**, members who have disability and/or life insurance coverage through another provider have a special opportunity to make the switch to the only CTA-endorsed Disability and Life Insurance plans – The Standard. No other provider can offer you the peace of mind of CTA-endorsed coverage created specifically for CTA members like you. To start the change-over process, call The Standard's dedicated CTA Customer Service Department at 800.522.0406 from 7:00 a.m. to 6:00 p.m. Pacific time. For costs and further details of the coverage, including exclusions, benefit waiting periods and any reductions or limitations and the terms under which the policy may be continued in force, please contact The Standard's dedicated CTA Customer Service Department at **800-522-0406** 7:00 a.m. to 6:00 p.m.

**UPDATE FROM THE TAL BARGAINING TEAM:**

- \* First and foremost -- all 6 furlough days were restored!!
- \* MOU for next school year - Kindergarten will receive 90 minutes of Para support for the first 12 school days.
- \* MOU for next year - All K-First combinations will receive Para support - 90 minutes per day for the entire school year (while they are a combo class)
- \* MOU - Article 10 (11.0 Meetings) - we will still have (4) meetings per month, but (1) meeting per month will be a teacher prep meeting. Additionally, on this meeting date, TAL REP meetings will be scheduled - with wording in the MOU which lists the reserved TAL Rep meeting days and that TAL Rep members are to be released if there is a conflict. Teachers will report to their principals regarding what they will be working on during this time.
- \* MOU - Article 10 (12.0 Open House) Where ever an Open House falls in the month, there will not be a scheduled staff meeting that week.
- \* In contract - (1) extra day has been added to involuntary school/school moves and  
(1) extra day has been added to involuntary room/room moves
- \* Pre-school Special ED: added in contract - \$5.00 per day when (1) child over cap, Para help will be given in lieu of the \$5.00 when (2) children over cap.
- \* A committee will be formed - equal parts from TAL and the District to write new Evaluation language. Their recommendation will go to the Bargain Team and then to all TAL members for a vote. Until then, the old language is still in the contract as is.
- \* A committee will be formed - equal parts from TAL and the District to review our insurance coverage and ensure best coverage/rates. Their recommendations will go to the TAL Bargain Team and then to all TAL members for a vote.
- \* In contract - Insurance for Retired Couples allows them to choose to retire with one shared policy or continue to have separate policies.
- \* MOU for a ONE YEAR TRIAL - Discovery middle school (6, 7, 8 ) teachers will have a prep period due to a shared PE coach for pull out PE instruction.
- \* in contract - all previously 1/6 teachers will now be 1/7th additional pay -- Also, you are allowed to be out on medical leave up to 40 days and still keep your 1/7 supplemental pay. If out over 40 days, you will lose the 1/7 supplemental pay until you return to full duties. Plan accordingly.
- \* Next year there will only be (3) District Coaches - All teachers will have the opportunity to apply for these positions. Further, money is being given to each school for Site Coaches (more than likely two or more schools will share a coach and share costs) But, job descriptions have been approved in Bargaining for both positions. The Site Coach position will include SST and GATE. Teachers will have the opportunity to apply for this position as well.

We will finish bargaining on Friday, May 3 so watch for announcements to review the entire contract and all the changes made, as well as all signed MOU's - voting will follow. This has been a long bargaining year with having to look at the entire contract, but I feel that the Bargaining Team has had a successful year with making some positive changes for all teachers. Thank you for all of your input through the year, we have tried to listen to and bargain for everyone.

\*\*\*\* The Bargain TEAM Tracy Smotherman, Chair - Bill Clark, Linda Brown, Marshall Zaun \*\*\*\*

**TAL CONTRACT INFORMATION:**

**8.0 CATASTROPHIC LEAVE BANK**

8.1 The Association and the District agree to maintain the Teachers Association of Lancaster Catastrophic Leave Bank which began January 1, 1992. The Catastrophic Leave Bank shall be implemented in accordance with the terms of Appendix "D".

8.2 The Association agrees to defend and indemnify the District against any grievance or arbitration brought by any certificated employee challenging "Teachers Association of Lancaster's Catastrophic Leave Bank."

8.3 The Association agrees the District's obligation and liability is limited only to the deduction of the unit member's sick leave, adding the leave to the Catastrophic Leave Bank, and supplying the Association with accounting records necessary for the administration of the "Catastrophic Leave Bank."

<p>Teachers by Kevin William Huff</p> <p>Paint their minds and guide their thoughts Share their achievements and advise their faults</p>	<p>For our future brightens with each lesson you teach Each smile you lengthen Each goal you help reach</p>
<p>Inspire a Love of knowledge and truth As you light the path Which leads our youth</p>	<p>For the dawn of each poet each philosopher and king Begins with a Teacher And the wisdom they bring.</p>

**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  
Mariposa  
Joshua  
Nancy Cory

**Kym Hickman- delkym@att.net**

**Edith Turriza- eturriza@yahoo.com**

Puite  
Desert View  
Discovery  
Lincoln  
Linda Verde

New Vista  
El Dorado  
Monte Vista  
Sierra

**Tina Diaz—alexisszach@sbglobal.net**

West Wind and Special EdRSP

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