

## Presidents Message

I hope that everyone had a wonderful and restful Thanksgiving break. We have much to be thankful for! I am thankful for the all of you, especially all of the members who came out to help support the passage of Prop 30 and the defeat of Prop 32. Dwight and I have been working on this since the summer and definitely feel like our efforts have been rewarded- it has been a long year so far. The passage of Measure L was also an enormous boon for all of us and our district. Now the work begins... Negotiations will begin on December 14th. Our goal is to begin reinstating what we have lost in the last few years. Your support will be necessary for this to be successful, just as it was in the election. Don't underestimate the power of your one voice. I will continue to work on improving our benefits until we reach a resolution that makes us all happy. I expect the remainder of the year to be busy. If you have any considerations for negotiations, please e-mail the team: Tracy Smotherman (Chair), Bill Clark, Linda Brown, Marshall Zaun. Be prepared to give them your support as well. Your site reps will be notifying all of you

about a visit to your site by the Negotiations team and me to share our financial information. Please make it a priority to attend so that we may all have meaningful conversations about the future of our student's learning conditions which are also our working conditions. It's best to hear it first hand from a primary source rather than relying upon hearing from a secondary source. This is one quick way for miscommunication to occur.

I recently attended the High Desert Leadership conference with eight other board members and/or committee members. We obtained a great deal of beneficial information that will help us proceed with negotiations. I urge all of the RSP teachers to get in touch with Tina Diaz, who attended this conference on your behalf. The team and I will be looking to you for input.

I hope that we all enjoy the remaining weeks of 2012.

I look forward to beginning a prosperous and exciting 2013.

Gina

### **2012-2013 Grievance Team Site Coverage**

**Bertha D'Agostino- [bad1995@roadrunner.com](mailto:bad1995@roadrunner.com).**

Amargosa  
Jack Northrop  
Linda Verde Center  
Miller  
Sunnydale

**Kym Hickman- [delkym@att.net](mailto:delkym@att.net)**

Puite  
Desert View  
Discovery  
Lincoln  
Linda Verde

**Tina Diaz—[diazt@lancsd.org](mailto:diazt@lancsd.org)**

**Wendy Clark - [tricyko@yahoo.com](mailto:tricyko@yahoo.com)**

Endeavor  
Crossroads  
Mariposa  
Joshua  
Nancy Cory

**Edith Turriza- [eturriza@yahoo.com](mailto:eturriza@yahoo.com)**

New Vista  
El Dorado  
Monte Vista  
Sierra

West Wind and Special EdRSP

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

## *Organizing Notes*

Election 2012 has come and gone, and Campaign 2012 has drawn to a successful close. Many, many thanks are owed to the volunteers from TAL who worked the phone banks, carried signs, and talked to friends and neighbors about the importance of the vote to our schools, students, and educators. We prevented an additional \$6 billion in cuts to education in the state budget, and we retained our rights as an association to participate in the electoral process. Our stake in that political discussion is monetarily small—overall, labor unions are outspent 15-to-1 by corporate and monies interests—but our influence is important, judging by the array of entities lined up to take away the voice of working people.

Locally, Lancaster School District's Measure L passed handily to bring in \$63 million in funding to renovate and modernize

our local schools and to build a much-needed gymnasium at Endeavour Middle School. Funds will also be used to relieve debt pressure on our district's budget as well.

We look forward to hearing news from our Negotiating Team. The district's financial situation is not yet what we would call rosy, but with the positive results of November's election, we can say with confidence that we have passed the darkest times!

## *Representative Meeting Dates*

Please mark your calendars!

Nov 27  
Dec 18  
Jan 29  
Feb 26  
March 26  
Apr 23  
May 28  
June 11

Meetings are at the CTA office at 3:30.

A TEACHER AFFECTS  
ETERNITY; HE CAN NEVER  
TELL WHERE HIS INFLUENCE  
STOPS.

HENRY BROOKS ADAMS

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

Contribution Limits to 403(b) and 457 Plans Have Increased for 2013

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](http://CTAinvest.org)