



VOTE! VOTE! VOTE!
School Board Election
Tuesday, March 8th

January 2011

School Board Election: We must change the face of the school board this election. Your future lies in a more understanding school board that is focused on student need, not corporate greed! UTLA has endorsed Marguerite LaMotte for District 1; teacher John Fernandez for District 5; and CTA staff member Jesus Escandon for District 7. They have pledged to collaborate with UTLA members, parents and the community. They cannot get into office without your help. If you are interested in volunteering, contact Bianca Anderson at (213) 637-5147 or visit www.utla.net.

Early Start Calendar: The Early Start Calendar is not a done deal! LAUSD has the right to set the instructional calendar, but negotiations are required to change the work calendar for certificated employees. In other words, nothing has changed. Principals should not send letters to parents informing them that school will end June 1st or begin August 15th. If your school distributed letters to parents, please fax a copy to UTLA at (213) 368-6256. The UTLA Negotiations Team is working vigorously to push back the implementation of the Early Start Calendar this year. We continue to need you to voice your concerns and opposition to this premature, ill-timed plan to the Superintendent and school board members.

Snapshot on Reed Case: The ACLU prevailed as ruled by Judge Highberger last Friday, January 21st. UTLA and its attorneys will file an appeal. Thank you to those who wrote letters voicing your objections. Members are encouraged to write letters stating discrepancies in the points raised by ACLU. The ground level perspective is necessary to give a comprehensive view of why this ruling will not remedy the problems that exist in hard to staff schools. Their argument is student constitutional rights over teacher collective bargaining rights. We know that teacher rights are inherently linked to students' rights to a quality education. The District needs to be accountable for its practice of staffing at risk schools with a majority of less experienced teachers and at the same time held accountable for not seeking to solve the problems our students face on a daily basis. Seniority is threatened because schools cannot RIF above the average layoffs in the District. Therefore, permanent teachers outside of the pending identified 40+ schools will receive RIF notices in March.

**Next scheduled
 Elementary Committee*
 Meeting**
 Wednesday, February 2nd
 UTLA Building
 Room 815
 4:15 pm
 Bring questions and concerns
DINNER PROVIDED
 *every UTLA member is welcomed to attend

Chapter Chair Trainings: Matrix - Thursday, February 10th, 4pm to 6:30pm. **Substitute** - Thursday, March 17th, 4pm to 6:30pm. **First Amendment Rights (in the classroom)** - Thursday, April 14th, 4pm to 6:30pm. **Member Rights and Responsibilities** - Wednesday, May 11th, 4pm to 6:30pm. **New Chapter Chair Training** - Thursday, June 9th, 8am to 3pm. Many thanks to Carl Joseph who worked very hard with me to schedule and prepare for these trainings.

2011 Leadership Conference: The 2011 Leadership Conference will be from Friday, August 19th – Sunday, August 21st at the La Quinta Resort & Spa in La Quinta, CA. All Chapter Chairs and Co-Chairs are strongly encouraged to attend. We are now looking for motivating presenters to provide workshops that will benefit our UTLA Leaders. Go to www.utla.net for more information on how to apply. Registration packets will be mailed June 3rd to all Chapter Chairs and Co-Chairs who have submitted their Chapter Chair Election forms.

Leftovers

2010 Negotiation Reopeners: You told us how we should move forward and what articles should be reopened in the upcoming negotiations. Both the UTLA Board of Directors and House of Representatives passed the motion to accept your recommendations. We will sunshine these reopeners in the coming months. The top three Contract articles that you thought should be reopened were: 32%- Mandated Scripted Curriculum (Article XXV), 27%-Professional Development (Article IX-B), 25%- School Reform (New article to be added to CBA). "Together we are better!" **YOU ARE UTLA!**

Teacher Effectiveness Committee: When is enough, enough? The district has formed **six** different committees to address the topic of teacher effectiveness. These committees range in scope of teacher effectiveness, teaching and learning, evaluations, supporting employee advisory, School Improvement Grant (SIG) and an advisory group on educator contributions to student outcomes. Be assured that we will demand UTLA presence on each of these committees.

Health Benefits: There are a few changes in the Health Benefit plans. The 80/20 EPO Anthem plan will be fully funded for Medicare Retirees, who remain enrolled in Medicare Parts A and B. This means Medicare would continue to pay 80% and Anthem would pay the remaining 20%. This does not apply to Early Retirees (those under age 65). RX drugs prices are increasing at Kaiser. All Actives and Retirees will pay the same co-pay for drugs. For 30 day supply, generic will cost \$10, and name brand will cost \$20. For maintenance drugs (up to 100 day supply) generic will cost \$25 and name brand will cost \$50. There are no other changes for Kaiser Medicare Retirees, beyond drug costs. There were two mandated changes to the Seniority Plus plan for 2011:1) the plan will now include a \$3,400 out-of-pocket maximum. Prior to 2011 there has been no out-of-pocket maximum. 2) The plan will now provide 100% coverage for preventive services (no co pay). Prior to 2011 there has been a \$5 co pay required. For lack of participation and cost savings, the EAP program will be discontinued in its present form

Flushing Logs: Are you still being asked to flush your drinking fountain? UTLA believes that this duty is outside the scope of the duties required under Article IX, Sections 4.0 and 4.2. Presently the grievance process is at Step 1. We will keep you informed.

If you have been told to flush, please do the following:

1. Ask your administrator to issue the directive in writing.
2. Comply with the directive
3. Notify your chapter chair
4. Fax the directive to UTLA at (213) 637-5160

Child Abuse: Please familiarize with the District's Child Abuse Reporting Bulletin, "Bulletin No. Z-10" and California Law which states that there is an obligation of reporting if... "has knowledge of or observes a child whom the employee knows or reasonably suspects has been the victim of child abuse or neglect... **shall** report the known or suspected instance of child abuse to a child protective agency immediately, or soon as practically possible by telephone.(Penal Code Section 11166).

Retirement Information: Most information can be found on the Human Resources website at www.teachinla.com/retirement. Contact Mary Davis at (213)241-5213 or email at mary.davis@lausd.net. For general information contact CalSTRS at www.calstrs.com or call (800)228-5453.