

TCEA NEWS LETTER

Temple City Education Association [Union Members]

Website
www.tcea9.com

January
2019

President

Ellen Laughlin

Vice President

Kyla Hjertstedt

Secretary

Samantha Jennings

Treasurer

Sandy Johnson

Membership

Maria Ioele



[A MESSAGE FROM THE PRESIDENT]

Welcome back! It's the time of year to make resolutions and I made only one this year. My resolution is to continue to lead our association with TCEA's three goals in mind: 1) Give back to our membership, 2) Encourage cooperation with the community, and 3) Promote fellowship among members.

Here are a few ways that I will fulfill my resolution:

TCEA has implemented giving grants as one way to give back to the membership. We are excited that members have applied for professional development grants from our education association. At this time TCEA has approved 6 grants and awarded \$6,179. TCUSD has graciously allowed our members to use a district release day to attend their conference. Thank you, TCUSD! TCEA is currently accepting grants, please consider applying for one by going to www.tcea9.com.

Speaking of grants, TCEA has applied for and received two of their own grants from CTA. We received \$2,850 from CTA for a Community Engagement Grant. The focus of the grant is to promote literacy within the community. With the grant funds, TCEA was able to purchase over \$1,000 worth of books to give to the children of the community, and we are awaiting the approval of our application to have a booth which encourages literacy at the 75th Camellia Festival. This is just another way to work in cooperation with the community.

TCEA also received a Membership Engagement Grant of \$1,275 from CTA. They generously gifted these funds to us for the purpose of growing our active membership. TCEA is nearly 300 members strong and is always seeking members to improve and meet the associations' goals. The bulk of the grant was to purchase food for our members. But food is always a great way to build strong fellowship. Members of the executive board and bargaining team will plan to come to your site in the new year to bring some snacks, hear about your issues, and tell you about the association.

On February 4th our association is hosting CTA's Member Benefit department. CTA will share information regarding travel, entertainment, health, finance, and their ACCESS App. You are invited to stop by TCHS after school, have some pizza, listen, and ask questions. It would be a good idea to attend with a colleague and I can promise this will be a friendly place to meet someone new!

Cheers to a healthy and prosperous new year to you all,

Monthly TCEA Meetings

At Temple City High School

Kyla Hjertstedt's Rm. 216

FIRST Monday every month

@ 3:30pm

Everyone is welcome to attend

our next meeting:

January 7, 2019

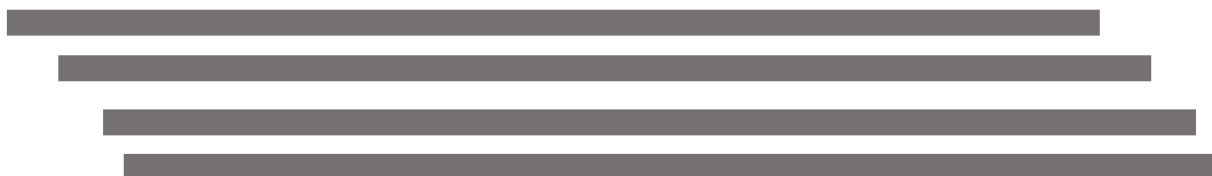
Ellen



Featured Member

[Fred
Folsom]

Hello, my name is Fred Folsom and I am an 8th grade Physical Education teacher at Oak Ave. I am in my 20th year teaching, a career that started at Oak, teaching in Special Ed with the visually impaired students. After a short layover at the Learning Center, I moved back to the Oak PE department and have loved every day of work since. In that time, I coached a bit of swimming and water polo at the high school, I was a building rep and served as a BTSA mentor. I moved to Temple City when I was in 4th grade, attended Longden, Oak and TCHS. Temple City is my home. My two daughters have grown up in Temple City schools and are now both at TCHS. I get to give back to a school district that has made me what I am. One of the great pleasures I have is helping the students learn how to stay healthy. I tell my students that rule number one is don't work hard. If exercise sucks, they're doing it wrong. As a side benefit of teaching PE, I get to have PE five times a day. It helps slow the aging process a bit.



[TCEA Grants]

Our TCEA Grant Committee has been processing professional development grants. Congratulations to the following members who have been awarded a grant.

Jamie Campbell (Oak Avenue) received \$519 to attend "Cue Conference".

Michael Kidd, Nathan Slaymaker, and Riley Saxon (TCHS) received \$1,650 to attend "California State Association of Activities Director State Convention".

Shannon Findley (DDSCLC) received \$1,010 to attend "California Consortium for Independent Study".

We look forward to hearing about your experiences!

Amy Gerling, Ann Marie Lozier and Nicole Medina will receive \$1,000 to partially fund their grant. The teachers wrote grants and are interested in attending respectively, "Disney Leadership Conference", "Get Your Teach On", and the "2019 General and Special Ed Conference." TCEA supports members reaching out to site principals, and the Educational Services Department at the district to fully fund the remaining balance of their grant.

Congratulations to Amy Gerling for receiving the balance of her grant from Assistant Superintendent of Educational Services, Dr. Monica Makiewicz. Amy Gerling stated, "I am so incredibly grateful to TCEA for offering these incredible grant opportunities for personal and professional growth to its membership and to our TCUSD leadership, especially Monica Makiewicz, for funding the Disney Leadership Conference at Disney's California Adventure in Spring, 2019! Thank you TCEA and TCUSD for making teacher leadership a priority! "

We Value Your Input!

The bargaining team and executive board look to the member survey results when determining which direction to take. Our members and the survey responses guide us. This is why it is exceedingly important to check that your site building representative has your personal email address. Most communication will be going to members via their personal email address. For our next survey, TCEA would like to see a greater response from our members as the executive board asks you to evaluate your site leadership.



Patty Hahn and Marie Alvarado, former TCUSD teachers and members of the California Retired Teachers Association (CalRTA) joined Emperor staff last month to honor Special Education teacher Ashleigh Sanders, with a \$200 teacher grant. Both Patty and Marie remember the wonderful years they had teaching at Emperor and La Rosa, but they also remember all the money they spent in their own classrooms. The teacher grant program is one of the reasons they chose to volunteer with CalRTA because they find it rewarding to give back to teachers. Melissa Espinosa (Longden) also received a 2018 CalRTA grant. A new round of grants will be available on 1/1/19. Take a look on their website: www.calrta.org Marie is a former TCEA President (1978) and she mentioned another reason why she chooses to be active in CalRTA. Marie recalled the year she retired and the numerous decisions she needed to make at that time. She feels educators can benefit from receiving information about retirement before they retire. It is through CalRTA that both women give hour long pre-retirement presentations. Patty and Marie have invited TCEA members to attend their presentation in May. Look for more information to come in future newsletters, on your site board, and through your building rep.

TCEA grows stronger every day! A sincere thank you to Amy Gerling (Emperor) for attending the CTA Future Leader Workshop and Conference in DTLA this November. Each year CTA will send two members from a local union to attend the event. The event takes place the last weekend of November, which is a very busy time of year, and the executive board is pleased that one of our members could attend. The executive board is always seeking interested members to be active in our local union. The conference is at the same time next year in case you are interested. www.CTAGo.org

TCEA Benefits Pool - 2019

After reviewing the health insurance selections by members, it has been determined that the TCEA insurance pool will be able to cover 28% of the out-of-pocket insurance costs for full-time educators. (FYI, our insurance pool paid 65% of out of pocket insurance costs in 2007, 45% in 2008, 40% in 2009, 45% in 2010, 25% in 2011, 18% in 2012, 25% in 2013, 21% in 2014, 33% in 2015, 25% in 2016, 23% in 2017 and 25% in 2018.) Insurance costs, district contribution, and TCEA member benefit choices contribute to the determination of this percentage.

The district contribution for Jan. '19 thru Dec. '19 is \$9000. (This is the same as last year.) We are including some examples of how to compute what the pool will do for your out-of-pocket costs. **Actual values depend on your choices of medical, dental, vision and life insurance.**

Formula used to calculate 'pool contribution' = (insurance cost - \$9,000)*(%FTE)*(0.28)

Examples if you are a 100% FTE:

Example 1: family with PERS Choice PPO, Delta and VSP

1. Take the cost of your benefits (\$22,406.40 for this family coverage example).
2. Subtract the district contribution of \$9,000.
3. Multiply that difference by 0.72. (This represents your share of your out-of-pocket cost, after the pool pays 28%)
\$9,652.61
4. That amount is divided by 10 for your monthly deduction which you will see on your January paycheck. **\$965.26**

Example 2: Employee+1 with Kaiser, Delta and VSP

1. Take the cost of your benefits (\$16,820.64 for this two person coverage example).
2. Subtract the district contribution of \$9,000.
3. Multiply that difference by 0.72. (This represents your share of your out-of-pocket cost, after the pool pays 28%)
\$5,630.86
4. That amount is divided by 10 for your monthly deduction which you will see on your January paycheck. **\$563.09**

Example 3: Employee with PERS Care PPO, Delta and VSP

(use same calculations as Examples 1 and 2...)

Cost of benefits = \$11,851.08 for this single coverage example, tenthly deduction = **\$205.28**

Example for people less than 100% FTE:

80% Employee with benefits costing \$22,883.40 (Family with Blue Shield, Delta and VSP)

$22,883.40 \times .20 = \$4,576.68$ (you are automatically responsible for 20% of the cost)

$22,883.40 \times .80 = \$18,306.72$ (pool will help you with this 'FTE% of the cost' after district contribution)

$9,000.00 \times 0.80 = \$7,200$ (district contribution which is FTE% of \$9,000)

$(18,306.72 - 7,200) \times 0.28 = \$3,109.88$ (amount pool pays)

Out of pocket yearly cost = $22,883.40 - \$7,200.00 - \$3,109.88 = \$12,573.52$

Tenthly paycheck deduction = **\$1,257.35**

Please contact Kevin Slattery (kslattery@tcusd.net) by school e-mail if you have any questions. I will respond as soon as possible.

Do you have a Flexible Spending Account?
Remember to submit a request for reimbursement soon as most filings need to be completed by March. Only \$500 can be carried over into the next year, but any more than that has to be forfeited. Know the specifics of your particular FSA. Check with Lisa Sayphraraj in payroll for more information about submitting a request as FSA's can vary.

Important Dates:

First Monday of each month - Wear YOUR TCEA shirt to support the TCEA Rep. meeting [@TCHS, Rm. 216]

Jan. 9 and Jan. 23 -School Board Meeting - Your attendance is appreciated!

~The Standard Insurance Campaign~

23 members enrolled in disability insurance and 8 members signed up for life insurance. Look for this CTA endorsed insurance company next year. They will be at the Back to School Breakfast and at our school sites prior to Open Enrollment.

Maybe this is the year you have some time to do a small or large amount of work for the association as Shelley Scanlan has chosen. Thank you to Shelley for taking the lead on producing our newsletter each month. Thank you to Susan McGee for choosing to spend some of her valuable free time on the Election Committee. We still need 2 more members to help with this task. If you are interested in serving with Susan, contact Ellen at eflaughlin@gmail.com or elaughlin@tcusd.net

TCEA has been working to improve your working conditions.

The following is a change to the bargaining agreement.

Article II DAYS, HOURS, and ADJUNCT DUTIES
IEP/504/SST meetings that have not ended by 4:00 pm shall be halted and reconvened at a later date and time. However, if all members of the team agree to continue the meeting beyond 4:00 pm deadline, the meeting can be extended to an agreed upon time.

As a bargaining team, it was felt that our members would appreciate having the right to end a meeting and when creating this language for ALL team members we were considering how much time members are spending in meetings. Of course, continuing the first meeting, so that another meeting doesn't have to be scheduled for another time, is your choice.

Know your rights!

All members have the right to have a union representative in any meeting with an administrator. Sometimes, an extra set of ears is helpful.

You are protected by the steps of progressive discipline:

- 1) Made aware of the rule and what is expected
- 2) Given a verbal warning that is not included in the employee file
- 3) Written warning - not to be placed in the employee file
- 4) Written reprimand to be signed and placed in the employee's file