

TCEA NEWS LETTER

Temple City Education Association

[Union Members]

Website
www.tcea9.com

January
2020

President

Ellen Laughlin

Vice President

Kyla Hjertstedt

Secretary

Samantha Jennings

Treasurer

Christy Taylor

Membership

Maria Iole

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 6, 2020

Upcoming Events

Pizza in the Parking Lot - January 22, 2020 at 5:00PM
9700 Las Tunas Drive (District Office)

Negotiations – January 27, 2020

Wear your RED TCEA Shirt

TCUSD School Board Meetings

1/22 and 2/12

Closed Session 6 pm

Open Session 7 pm

RELEVANT INFORMATION

Board Policy – BP 4116 – Probationary Status

Probationary employees shall receive training, assistance and evaluations consistent with their needs as new teachers. Such training and assistance may consist of inservice training and/or meetings with the employee's evaluator to discuss areas of strength and areas requiring improvement. Inservice training may be provided during school hours as part of a comprehensive staff development program.

The performance of each probationary employee shall be evaluated and assessed at least once every school year.

B. Contract piece – Article IX

I. Personal Illness and Injury: Sick leave shall apply to all unit members and shall accrue at the rate of one day per calendar month of service for a maximum of 10 days per year.

II. Such leave may be used at any time during the year, including sick leave days that will be accrued during the remainder of the year. Sick leave, if not used, shall be accumulated on an unlimited basis. I.2. The purpose of sick leave utilization shall be for absences, which are caused by illness, injury, maternity or quarantine of a unit member who is in a paid status immediately prior to commencement of said leave under this Article.



[A MESSAGE FROM THE PRESIDENT]

Happy New Year to you!

Thank you for participating in our 2020 wage and benefit negotiation survey and if you haven't received an email to take the survey, please contact Kyla Hjertstedt, TCEA Vice President (khjertstedt@gmail.com). When negotiating we look to your responses for direction and guidance.

Last year our district claimed that it would be a severe hardship to give us a 4.5% salary increase. Then our district gave the superintendent a raise and currently TCUSD has a total reserve of \$17 million.

Last month during the first interim budget report I learned that the district has again received an increase in the Local Control Funding Formula (LCFF). It IS fair to ask for this increased revenue to go toward our salaries. I know you cannot put students first when you put teachers last.

Our Collective Bargaining Agreement (CBA) supports a salary level at or above the median in like districts, and we know the funds are available! But, the ongoing wage and health benefit negotiations still need your help.

Wear your red TCEA shirt. Working together, we can send emails and postcards to make an impact. Members should attend the school board meeting on January 22nd - Wednesday at 6 pm.

We all understand that an investment in educators is an investment in the community. It is time that our school district knows.

Stronger together,

Ellen

The open-ended section of our November 2019 survey had some excellent comments/questions from members and now is an appropriate time to address some of those.

Members were curious as to why our negotiating team initially ONLY proposed a 4.5% salary increase. Our negotiating team doesn't ever want to put the district in financial jeopardy or put members' jobs at risk of lay-off. The team looks carefully at the district's financial data to determine a fair salary increase to propose in negotiations. The district is obligated per our CBA to keep our salary at or above the median salary of our comparable districts.

Why did the district first propose ONLY a 1.5 % bonus for our members? A bonus is one time which is very different from an on salary schedule increase. An on salary schedule increase is considered "on-going" and costs the district more over time than a bonus. An on-going increase will always impact the district's revenue where as a bonus is a "one and done" hit to district revenue.

Why did new administrators to the district receive a salary increase? It is past practice that whatever increase TCEA receives, so do all other factions (CSEA 105, CSEA 823, administration). Reading through the LACOE salary comparable study, it's apparent that administrative salaries are also below median even after the 4.5% increase received last year.

What is COLA? It is the cost-of-living-adjustment (COLA) which is now 3.26% and is included in the calculation of the Local Control Funding Formula (LCFF) which is being fully funded by the state.

Does all of the money the district receives get COLA added to it? No, but a large percentage does. About 90% of the income receives COLA. Categorical programs, such as special education will receive COLA.

What about BOND money? The income the district receives from the community of Temple City for the bond projects is ONLY for the bond project. If the bond money went into the reserve then, it can only be allocated for a bond project.

What is the allocated reserve? It changes, but as of the 2019/2020 First Interim report there is \$12,154,441 in the allocated reserve and it includes 5% mandated reserve (\$2 million) the district maintains for economic uncertainties. Also, some of the remaining \$10 million is for specific projects or programs that cannot be used for salary. For example, some allocated reserve revenue may have come from a grant. However, there is also money in the allocated reserve that is NOT mandated for specific projects or programs. The district can choose which programs or funds to allocate the money toward.

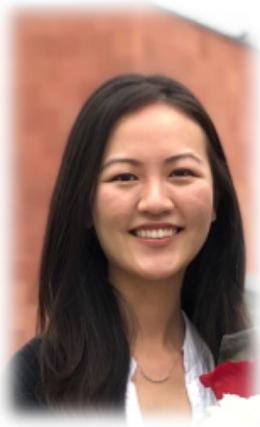
Does TCEA ever look at the district's 3 year budget? Yes, and the district submitted their 3 year budget to LACOE and it is a public document available online.

What is the unallocated reserve? It's money that is not dedicated toward anything in particular. TCEA has been told that some of the unallocated reserve funds are for textbooks and some is for technology. However, we have not been given any more specifics. The unallocated reserve according to the 19/20 first interim report is \$5,599,622.

What about the high STRS contributions the district makes? It is mandatory that the district contribute for STRS and it has been going up significantly since the 2013. In 2013, their STRS contribution was 8.25% and now it's 17.1% of your annual salary. However, the increase in STRS has almost leveled off. STRS increase for the year 19/20 went from 16.28% to 17.10%. The district has done a fabulous job of budgeting for this on-going expense. This year the state has also partially "bought down" the employer contributions from 18.13% down to 17.3%. The district budgeted for 18.3% but got a financial boost from the state which was savings to the district.

Where does the money come from to pay for our STRS? The district uses the general fund revenue to pay for the ongoing STRS expense and at no time has the district used the reserve (deficit spending) to pay for the STRS increases.

Members mentioned that increasing our health benefits above what a single person pays is not fair and just for all. They suggested putting money toward salary because it would penalize single employees if additional money was proportioned to health benefits. Additional money should go to the salary schedule, where all members can be equally compensated.



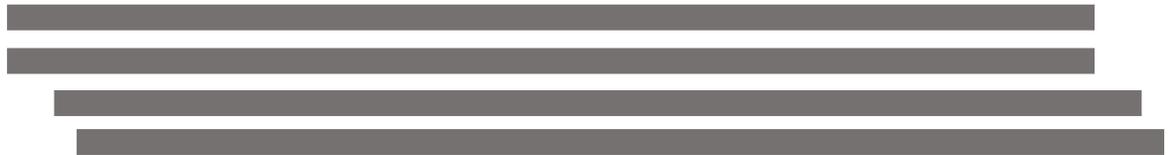
Featured
Member

[Grace
Wong]

Hello! My name is Grace Wong, and I am a new second grade teacher at La Rosa Elementary School. I grew up in Temple City and attended Longden Elementary, Oak Ave, and Temple City High School. Afterwards, I attended Azusa Pacific University where I received my B.A. and M.A. in education. During the last two years, I was a reading intervention teacher for Arcadia Unified where I worked with students from first through fifth grade.

When I am not in the classroom, I enjoy reading, painting, and traveling. Some of my favorite places that I've visited are Hawaii and Hong Kong. I like to integrate my passions in my teaching by showing students different literary genres, art projects, and cultures.

I am so excited to be back in the district and working alongside teachers that inspired me to go into education. Temple City is an amazing district that truly values their students. I hope to create meaningful connections with students and their families. I am looking forward to working with each of you.



HAPPY NEW YEAR