

TEACHERS ASSOCIATION OF LONG BEACH, CTA/NEA

HEARING LOGISTICS: FREQUENTLY ASKED QUESTIONS

Thank-you for your solidarity during this very difficult layoff process. We have compiled some of the most frequently asked questions about the logistics of the hearing, as follows:

1. **WHERE WILL THE HEARING BE HELD?** *The hearing, starting Monday, April 4, will be held at Wilson High School.*
2. **WHAT TIME SHOULD I ARRIVE?** *The first day of the hearing starts at 9AM. You will want to arrive at least 30 minutes early on the first day to deal with parking and check-in at the TALB table.*
3. **WHAT DO I NEED TO BRING?** *If you have an issue that will require documentation (such as a start date issue, credential issue, etc.) you will need **FOUR (4) copies** of any material that is going to be placed before the Administrative Law Judge. It is unlikely you will need it on the first day as we probably won't get to our witness testimony on Day 1, but try to have your copies ready just in case. You may also want to bring a bottle of water, snacks, a book, IPOD, or laptop.*
4. **DO I NEED TO SIGN-IN?** *Yes. We (TALB) will have a table set up and ask that TALB represented members sign in so we know you are here if we need to talk to you or have you testify. **Eric Leocadio** will be helping to get you signed-in.*
5. **DO I NEED TO WEAR THE APPLE STICKER?** *We will provide TALB members with a "Schools Need Teachers" apple sticker upon check-in. We hope everyone will wear the Apple Stickers (Schools Need Teachers, Nurses, and Librarians) as a symbol of unity and so we can easily identify our members.*
6. **WHERE SHOULD I SIT?** *We will try to have everyone represented by TALB sit in the same area. Please try to sit on the **RIGHT** side and **MIDDLE** area seating as you face the stage. **Chris Callopy** and **Virginia Torres** will be helping to get everyone seated in the same area.*
7. **WILL THERE BE A LUNCH BREAK?** *Yes. The Judge will determine the time and length of the breaks.*
8. **WHEN WILL THE HEARING END?** *The Judge will determine the ending time of the hearing each day. Expect it will end between 4pm and 5pm. However, at her/his discretion it could end earlier or later.*
9. **WHAT IF I HAVE TO LEAVE EARLY?** *In some cases, we understand some may need to leave after the end of the regular school day but before the hearing ends to attend to child care or other obligations. Before you leave, please check with **Chris Callopy** to be sure that you are not scheduled to testify.*
10. **WILL THE CTA/TALB ATTORNEY (MARIANNE) BE MEETING WITH US DURING THE HEARING PROCESS?** *Yes. Our attorney, **Marianne Reinhold** may need to talk to the group and to individuals throughout the process. **Chris Callopy** and **Kent Morizawa** (also a CTA/TALB attorney) will also be working with individual teachers during the hearing to prepare them to testify or deal with questions that arise while Marianne and Joe are presenting evidence to the Administrative Law Judge.*
11. **IF I HAVE AN ISSUE NOT INCLUDED IN MY RIF DATA FORM WHAT SHOULD I DO?** *Fill out the Attorney Alert form (on the reverse) and give it to **Chris Callopy**.*
12. **HOW WILL I KNOW IF I AM SUPPOSED TO TESTIFY?** ***Chris Callopy** and **Kent Morizawa** will be working to get folks ready to testify at the TALB table set up on the floor of the auditorium.*
13. **IF I AM WORRIED THAT MY ISSUE WILL NOT GET RAISED BY THE TALB ATTORNEY (MARIANNE) BEFORE THE HEARING ENDS, WHAT SHOULD I DO?** *In most cases, **Marianne** and **Kent** have identified the cases based on your RIF data forms and will call those cases during the hearing. Before the hearing is completed we will check to see if there is anyone who did not testify who believes that they need to, or want to testify.*
14. **WHAT IF THE DISTRICT PITS SOME TEACHERS' INTERESTS AGAINST OTHER TEACHERS' INTERESTS DURING THE HEARING?** *This is a divisive maneuver (sometimes called "skipping") that some Districts like the LBUSD will do during a layoff hearing by asking the Administrative Law Judge to pull some teachers with less seniority off the layoff list while proposing to layoff others with greater seniority. They will do this because they know it will pit one teacher who got a notice against another teacher who got a notice, creating a conflict for TALB and making the teachers feel angry and/or guilty. The LBUSD did this last year, and we expect they will do it again this year. As discussed in the informational meetings, we will get around this by helping impacted members to testify on their own behalf with our help. TALB cannot make a legal argument in this type of situation but will help the involved teachers do that. Unfortunately, a lay off where these types of issues are created by the District can result in a lot of unnecessary bad feelings. The District could do this in a kinder and more just manner, but is choosing a different path.*
15. **IF I HAVE A QUESTION OR CONCERN WHILE THE HEARING IS IN PROGRESS WHAT SHOULD I DO?** ***Attorney Marianne Reinhold** and **Executive Director Joe Boyd** will both be working with members before the Administrative Law Judge and presenting evidence during the hearing. If you have questions during this time, **Attorney Kent Morizawa** and **Asst. Executive Chris Callopy** will be at the "TALB Table" helping members with questions and preparing them to testify. Several TALB leaders, including **President Mike Day**, will be available and working throughout the room to assist TALB members.*

Attorney Alert on Reverse

ATTORNEY ALERT

Complete this "alert" if you have uncovered an issue that you did not include on your RIF Data Form and you believe should be presented to the Administrative Law Judge. Return completed forms to Chris Callopy or Kent Morizawa. While the hearing is in session, direct questions or concerns to Chris Callopy or Kent Morizawa. They will work with Marianne Reinhold and Joe Boyd who will be presenting our cases to the Administrative Law Judge.

NAME _____

SENIORITY DATE (XX/XX/XXXX) ____ / ____ / _____

DESCRIPTION of ISSUE:

CHECK Applicable SUBJECT(s) of ISSUE(s)

? Seniority Date ? Temporary Service ? Credential ? Other

**NOTE: IF NOT ALREADY PROVIDED TO TALB...Please attach copy(ies) all credentials/authorizations/certificates if a credential issue. Please attach copies of all signed employment contracts &/or letters from past years of District service if a temporary service issue.*

CURRENT POSITION _____

(Example: teacher, guidance specialist, nurse, etc.)

CURRENT GRADE LEVEL(S)/SUBJECT(S)/COURSE(S) _____

CURRENT CREDENTIAL(S)/AUTHORIZATION (S)/CERTIFICATE(S)- List All

CONTACT INFORMATION

Home Phone Number () Cell Phone Number ()

Non-School Email Address _____ @ _____