



## Teachers Association of Long Beach, CTA/NEA

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# UPDATE

October 27, 2009

## PRIORITY SURVEY RESULTS

1441 surveys were returned. **THANK-YOU** for your support and participation in this important activity. This information was used to assist in the creation of our draft proposals (subject to approval by the Representative Council) and will inform our bargaining and organizing.

Here are the summary results of the survey.

**87%** of respondents indicated that *“TALB should oppose all attempts to cut salary.”*

**90%** of respondents indicated that *“TALB should oppose a cap and cut to health and welfare benefits.”*

**92%** of respondents indicated that *“The District should work with TALB to negotiate an early retirement incentive to save money.”*

**84%** of respondents believe *“there are other cuts that the District can make to save money before attempting to cut (my) salary and benefits.”*

**37%** of respondents indicated that they *“believe the transfer process is fair, objective, and works well for TALB members.”*

**17%** of respondents indicated that *“they did not understand the transfer process.”*

Respondents indicated the **3 most important items to protect in the contract** were **BENEFITS, SALARY, and CLASS SIZE.**

**78%** of respondents indicated they were *“satisfied with the school calendar last year.”*

**90%** of respondents indicated they did receive the TALB UPDATE twice per month.

**A complete report on the survey results will be provided to your school site TALB Association Representative at the October Rep. Council.**

### ADVICE AND ADVOCACY...

## LBUSD SENIORITY AND CREDENTIAL SURVEY

The October 9<sup>th</sup> UPDATE (purple and archived at [www.talb.org](http://www.talb.org)) provided an overview of the District plans to “survey” 900 certificated TALB bargaining unit members regarding their seniority date and credential information. If you get a request to respond to this District survey, and have not read the October 9<sup>th</sup> UPDATE, we strongly suggest you do so (including the FAQ) before completing the survey. In addition to the information already provided, please consider the following before responding to the survey.

The draft version of the verification survey that was provided to TALB gives respondents the ability to “agree” or “disagree” to the various requests for information – unfortunately, there is no option to say “unsure” or “to the best of my knowledge.” Please do not “agree” to any data that you are not 100% certain is correct. **If you are not absolutely certain about any inquiry in the survey we recommend you error on the side of caution and mark “disagree”, and then note in the comment section that you are “unable to verify data based on the information provided.”** If you disagree because the information is not accurate, provide the accurate data if you have it available to you.

**CONTINUED ON REVERSE...**

## **SENIORITY AND CREDENTIAL SURVEY...CONTINUED FROM FRONT**

TALB has taken the position, and the district has verbally agreed, that any confirmation of information provided in this survey will not be used against any unit member who elects to dispute their seniority before an Administrative Law Judge during an actual layoff proceeding next spring. We are seeking a written agreement to this effect, as well. **Nevertheless, we advise all unit members to error on the side of caution in their response.**

The District has not made it clear to TALB if responding to this survey is mandatory. If the District provides you with time during the workday to respond to this request, you should make a good faith effort to do so. However, you are not obligated to do so during off duty/duty free time. We do not know what the district will do if you do not respond, but they will probably use the data they currently have on file.

If possible, make a hard copy of whatever you send back to the District. If this is not possible, write down your responses, date them, and save them in a file for later use.

We are not sure if the District currently has an accurate seniority list, but in some cases, you may not be able to respond accurately to seniority dates without the context provided by such a list. If this is the case, we suggest that you indicate that your comments include that “you need an existing seniority list to accurately determine your hire date.”

The District has not yet provided information about how they intend to resolve questions and concerns or discrepancies in the data provided. **While the District can certainly request verification of this information, please remember that your rights in this process are protected by the Education Code.** This includes the definition of a seniority date, the order of a layoff, what counts as a credential, and the order of a rehire. TALB will enforce these rules both via the Administrative hearing process and, if necessary, the court. We are hopeful that no layoff occurs. However, if the District does decide to do a layoff we will advocate to be sure it is done in accordance with the law. If you have any questions or concerns please call TALB, and we will make every effort to provide support.

## **VOLUNTARY GROUP LIFE OR DISABILITY INSURANCE**

Newly hired TALB members have a special opportunity to sign-up for this valuable insurance without providing proof of good health. During your first 120 days of employment, CTA members have a one-time opportunity to apply for Disability insurance and/or up to \$200,000 of Life Insurance -- without being asked health questions. For more information visit MyCTA at [www.cta.org](http://www.cta.org), call The Standard's dedicated CTA Customer Service Department at 1-800-522-0406, or call Ingrid at TALB (562-426-6433).

## **QUICK HITS...**

**4/5 TASK FORCE:** *Are you interested in working on issues and concerns specific to 4<sup>th</sup> and 5<sup>th</sup> grade teachers? If so, consider serving on the TALB 4/5 Task Force. For more information, or to volunteer, contact Caridad Rivera at [rivera\\_house@verizon.net](mailto:rivera_house@verizon.net), or call at 562-714-6591. Please reference the 4<sup>th</sup> & 5<sup>th</sup> Grade Task Force on the email memo line.*

**LABOR BOOK CLUB:** *Join like-minded TALB members and share readings and thoughts on labor-related books. This group promises to invigorate the mind and inspire solidarity. If you are interested, contact Cesar Montufar at [cmnhk@earthlink.net](mailto:cmnhk@earthlink.net), or call at 562-431-2723.*

**QUOTABLE:** *“Sizer detested “top down” reforms, chief among them standardized tests, which offered, in his view, “at best snippets of knowledge about a student and at worst a profoundly distorted view of that child.” He favored bottom-up change, guided by nine principles that embraced ideas such as “learning to use one’s mind well” as the purpose of school; class loads of no more than 80 students per high school teacher and 20 at the elementary level; and replacing conventional tests with “exhibitions” in which students demonstrate their knowledge of a subject.* LA Times Obituary about Education Reformer Ted Sizer