



# Teachers Association of Long Beach, CTA/NEA

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## **UPDATE**

**November 9, 2009**

### **MEASURE T DEFEATED**

It was a rough Election Day for Long Beach schools. Measure T was defeated with a 57% NO vote.

The only good news that can be found in such a sound defeat is that there was probably nothing that could have been done differently to make up the additional 24 points needed to pass Measure T (it required a two-thirds vote). Clearly, there were other factors in play beyond the campaign (e.g., the economy, anti-public employee sentiment fueled by some local media outlets, the timing of Measure K and property tax bills, etc.). In those Districts that did pass their tax measures last week, it appears that the per capita income was notably higher than Long Beach.

Results aside, there was too much at stake for us to not have supported the Measure T campaign with our best effort in order to save jobs. While it was not our campaign to run we did accomplish our internal goals including the turn-out of approximately 250 TALB volunteers and creating positive connections in the larger community.

**A HUGE THANK-YOU** goes out to all of the wonderful TALB members who volunteered to walk our community in the final days of the campaign. Kudos to our great TALB Site Association Reps who had the 10 minute meetings, got the word out, and recruited volunteers!

**WHAT HAPPENS NEXT?** We will now turn our attention to the defensive battles we will need to wage in the coming months to protect our salaries, benefits, and jobs from the budget axe. The defeat of Measure T will make these efforts more difficult; however our strong effort and turnout in the campaign will help us with the difficult organizing that will come all too soon.

### **DISTRICT EXPLORES EARLY RETIREMENT INCENTIVE**

At TALB's urging the District is seriously exploring an early retirement incentive. For the plan to work, it needs to save money by offering a financial incentive for TALB bargaining unit members to retire approximately 2 to 5 years earlier than they would have otherwise. Specifically, it needs to save money beyond the costs for an incentive and what would have otherwise been saved on retirees over the next few years without the plan. The success of the plan is largely a product of the age/retirement demographics of retirement eligible TALB bargaining unit members and the District's ability to administer and explain the plan in a timely manner so folks can make prudent decisions.

At this point, the District appears to be moving forward unilaterally without input from TALB. Last week, they put out a survey without warning on this matter and we have not seen any extensive analysis of what type of incentive or how many folks will need to retire in order to save money. While the District may elect to move forward unilaterally, we hope to set up a meeting with them in the next few weeks to review and provide input so that the plan will appeal to potential retirees *and* save some money; and therefore help those who are not retiring. Of course, we will keep you posted.

### **REPRESENTATIVE COUNCIL REPORT FROM OCTOBER 27, 2009**

*The Representative Council took the following actions at their regular meeting:*

- 1. Approved TALB's initial proposals for negotiations and reviewed the budget survey results.*
- 2. Approved the early endorsement of David Barton for the District 5 School Board seat.*
- 3. Elected Maurice Ancharoff, Monica Rogerson, and Michaela Quinby to the Finance Committee.*

*For a complete report and details contact your TALB Association Representative.*

**-SEE REVERSE FOR ONGOING INFO ON DISTRICT SENIORITY SURVEY-**

## **“900” SURVEY CAUSES DISTRESS & CONFUSION**

The District’s survey of 900 TALB bargaining unit members regarding seniority and credential continues to cause distress and confusion. TALB continues to receive complaints about the District seniority and credential survey process. Many of the complaints result from the fact that some Principals are having one-on-one or group meetings and providing inaccurate information about layoffs, seniority dates, and so on. In fact, we have discovered that Principals were told to have the meetings, but apparently were not provided with a script, talking points, or adequate training. The result is that each school is getting a different story or interpretation of the situation...many times not accurate. Of course, this is not a good thing in dealing with such a stressful and demoralizing process.

TALB has sent a six-page letter to the District outlining our concerns with this process. It has been mailed to each Site Association Representative. It can also be accessed at [www.talb.org](http://www.talb.org). The letter provides a good overview and context for our concerns and problems with the process.

In an effort to clarify some of the misinformation that is out there, we also want to provide a brief FAQ on some important layoff related matters. Normally, we would not need to do this until and if the District actually proceeded with a layoff, however, as a result of the confusion we wanted to address a few key issues immediately. Remember, the list of “900” is not a layoff list; it is a request for information. If you have not read the last few UPDATES, containing important information on this process, go to [www.talb.org/membership](http://www.talb.org/membership) and click on “Newsletters and Articles”. You can also get a full run down on layoff rights and rules by going to [www.talb.org](http://www.talb.org).

**WHAT IS MY SENIORITY DATE?** The general rule is that your seniority date is your first day of paid service as a PROBATIONARY employee. There are three important exceptions:

1. Your prior year of service as a temporary or substitute teacher will count as your first year of service as probationary IF you served as a temporary or substitute teacher for at least 75% of the school year and you were reelected to fill a vacant position.
2. Your prior year of service in a categorical position will count as your first year of service as probationary IF you served in a categorical position for at least 75% of the school year and were subsequently employed by the district as a probationary employee in a position requiring certification.
3. Remember your first day of PAID service may not be your first day of school. If you were paid to attend an in-service day before school, that day may count as your first day of paid service. Conversely, if you did not start work until after school started, your first paid day of service will be the day you actually started working for pay, not the day school started.

**SHOULD I LET THE DISTRICT KNOW ABOUT ALL OF MY CREDENTIALS AND CERTIFICATIONS?** Yes. In the last UPDATE we provided cautionary advice regarding the survey process (regarding “agreeing” to their information). However, you should make sure that all of your credentials and certifications are on file with the school district, especially certifications to teach English language learners.

If you hold a credential or certification, but it is not on file with the District by March 15<sup>th</sup>, you will not be credited with the credential or certification in the RIF (layoff hearing). The District may try to impose an earlier cutoff, so it is important to get your credentials and certifications on file as soon as you can. If you need to look up your credential go to the CTC website at <http://www.ctc.ca.gov/lookup.html>.

**IF I AM ON THE “900” LIST AM I GOING TO GET A LAY-OFF NOTICE?** The list is a somewhat inaccurate partial seniority list. If you are on the list it does not necessarily mean you will get a layoff notice since the District has made no decisions on what they will cut. Conversely, if you are not on the list it doesn’t necessarily mean anything either since temporary contracts are not on the list and are the most vulnerable.

**WILL TALB/CTA REPRESENT ME DURING A LAYOFF IF THE DISTRICT ISN’T FOLLOWING THE LAW?** Yes. Just make sure you are a TALB/CTA member since you must be a member to receive legal representation. You must be a member BEFORE you receive your layoff notice. In most cases, this is not an issue, since 95% of us are members – but it is always a problem for the few who elect not to join. If you are not a member and want to join, please call Ingrid at 562-426-6433 xt 223.

Of course we will provide more detailed information and guidance when and if the District actually decides to conduct a layoff. In the meantime, feel free to access the prior UPDATE, the guides we reference, and our communications to the District. And, of course, work with your site Association Representative and contact us at the office for help and support.

**IF YOU HAVE QUESTIONS OR NEED MORE INFORMATION  
CALL US AT 562-426-6433  
OR  
GO TO WWW.TALB.ORG**