

sbta
San Bernardino Teachers Association
UPDATE

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Rebecca Harper, SBTA-President

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Dues

The dues are a combination of SBTA, CTA and NEA. Each one adjusts the dues differently and is voted on by the representative body for each organization. SBTA Rep Council votes on SBTA dues when they adopt the budget and it is based on a formula prescribed by the SBTA "Bylaws". The SBTA dues formula is based on the salary schedule. You can access the SBTA Bylaws and budget on our website. CTA State Council votes on CTA dues and it is also a formula prescribed by the CTA Bylaws. The CTA formula is based on an average teacher's salary statewide over the last three years, which had increased slightly. The formula predicts no increase in dues for next year. NEA dues are voted on at the NEA Representative Assembly. Also at the last NEA RA, an additional \$10 dues assessment was passed. Here are the adjustments for 11-12:

SBTA	down \$4 annually,	was \$209	now \$205
CTA	up \$8 annually,	was \$639	now \$647
NEA	up \$12 annually,	was \$166	now \$178

So our total dues have gone up \$16 for this year. Last year (10-11) the total annual dues were \$1014 and this year (11-12) they are \$1030. The dues are deducted monthly for those receiving twelve month checks, which amounts to \$85.84 per month. Non-members, or agency fee payers, have the same deductions on their paycheck.

Sick Leave

Sick leave is to be used for your illness or medical appointments. This can be taken in a minimum of half hour increments. If a sub is needed, they are paid in either a half-day or full day increments depending on the number of hours worked. The sub pay is separate from your sick leave! So even though a sub is paid for half day, you can still use them for one hour to make a doctor's appointment. The district has the right to ask for doctor's verification for sick leave if they have cause. Cause means they have reason to suspect that the sick leave is being abused or the employee's absences are showing a pattern such as a lot of Mondays, before/after a holiday, etc. They can do this on the first day of an absence. If they ask, ask them for the 'cause' in writing.

Rep of the Month

SBTA will continue to recognize Site Reps for the work they do at your school sites. Any member can nominate a Rep of the Month by submitting a letter (email is okay) to the SBTA President or your Board of Director. *Please submit your Rep of the Month nominations for September by the Tuesday, September 6, 2011!*

Communications

When you wish to correspond to SBTA through email, please use your personal email account and send it to SBTA's email addresses. You can find SBTA contact information on the SBTA website: www.sbta.org. The district retains control of all email under their server and does not allow use of district email for association business. You could be reprimanded for using it inappropriately. As such, I refrain from responding to emails sent from a district email account (with the exception of administrators).