



# Teachers Association of Long Beach, CTA/NEA

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## UPDATE

February 21, 2009

### FEDERAL STIMULUS

*minus*

### STATE BUDGET CUTS

*equals*

## LOCAL SCHOOL IMPACT

The FEDERAL stimulus package has passed and it will ADD several million dollars (about 56 million) in temporary funding aid to the District for use in certain categorical programs. The STATE budget has passed with 8.4 billion dollars in cuts to schools over the next two years, lowering per pupil spending by approximately \$400 (or \$12,000 for a class of 30 students). Locally, the result will be a cut of several million dollars from both the District's general fund and categorical programs for this year and next (about 70 million). The depth of the LBUSD cuts will be partially offset by the gains from the Federal stimulus funds.

A complete summary of the state budget cuts is on the TALB website at [www.talb.org](http://www.talb.org).

**LOCAL IMPACT:** Here is what we know right now...

**THE GOOD:** The Superintendent has stated that there **will not** be layoffs of PROBATIONARY or PERMANENT certificated (TALB) bargaining unit members for the coming school year. The Governor's five day furlough proposal was not included in the budget.

**THE BAD:** There will be cuts to program, supplies, and other necessities. There will be a number of "displaced" teachers resulting both from declining enrollment at some schools and some program cuts. There will likely be very few opportunities for teacher initiated (voluntary) transfers this year due to the number of displaced teachers who will need to be placed in open jobs AND the need to absorb many of the 46 administrators and counselors who have been told they may get a March 15 layoff notice.

**THE UNKNOWN:** The future...the Federal funding is one-time (over two-years) and the State financial situation is still a mess. Parts of the state budget deal depend on several May ballot measures. The two-thirds vote requirement to pass a budget will continue to destabilize future school funding. The state budget will likely be out of balance again by May if incoming tax revenues are low.

### INCOME PROTECTION OPEN ENROLLMENT STARTS MARCH 1<sup>ST</sup>

CTA's insurance carrier, the Standard will be providing open enrollment to all TALB members for their Income Protection and Life insurance plans, through the end of March. Members will receive a packet from the Standard that can be mailed back to sign up, or they can come to the TALB open house on Wednesday March 4<sup>th</sup> from 3:30-5:30 P.M. The Standard's rep Lane McQuinn will be there to answer questions. Don't miss your opportunity to sign up in March. For questions call TALB at 562-426-6433.

-OVER-

# MARCH 13 – STAND UP FOR SCHOOLS

## THE FIGHT FOR OUR FUTURE BEGINS

Every TALB member will be asked to do two things on March 13.

1. Display a provided sticker/button to show our solidarity with the thousands of teachers who will get a layoff notice statewide due to the severe budget cuts (and wear pink if you have it).
2. Participate in a “calling party” during your duty free lunchtime, where we will all make calls to our elected representatives about the cuts to education. TALB will provide the telephone numbers and talking points for the calls. You just need to bring your cell phone.

We are also working on forming a local coalition to protect our schools from future cuts. We can no longer rely on Sacramento to do the right thing without a well organized local coalition that can bring together our community to say “THE CUTS STOP HERE.” If we can get this project running quickly, we will ask EACH SCHOOL to send a delegation of members (or everybody if you wish) to a kick-off event on the 13th announcing the formation of our Long Beach coalition to protect public schools.

Your site representative will have more information as we draw closer to March 13.

## DISPLACEMENT – What are my rights?

It is positive news that the School Board and Superintendent have announced that they will not lay off probationary and permanent teachers. However, between declining enrollment and program cutbacks, several bargaining unit members may be “displaced”. If this happens, be sure you know your rights.

**What does it mean?** *Teachers can be “displaced” through an employer initiated transfer from their current job at a school site if there is a discontinuance of a program or a loss of enrollment. In this situation the teacher still has full rights to their job (pay, benefits, etc.), but they will need to be placed in a new position at a different site.*

**Does our contract provide an enforceable process?** *Yes. Article VIII, Section C.2, states: “In the event that no one volunteers, the manager shall select for transfer the temporary contract employee in the school, segment, or department with the least district-wide seniority. If there are no temporary contract employees in the school, segment, or department, the manager shall select the probationary employee who has the least district-wide seniority as a certificated employee. If there are no probationary employees in the school, segment, or department, the manager shall select the tenured employee who has the least district-wide seniority as a certificate employee.” In short, volunteers must first be solicited, then the selection is made by seniority.*

**What if I cannot be placed...will I still have a job?** *Yes. Probationary and permanent (tenured) employees who do not receive a layoff notice are entitled to a job.*

**Can I be displaced because I am “not a good fit”?** *No. Managers cannot pressure anyone into “volunteering” to be displaced, threaten their evaluation, or otherwise manipulate the process. If they do, it is a contract violation. Unfortunately, we have already had a few reports of site managers doing just this sort of thing. If it happens, call TALB.*

**If I am on a Temporary Contract do I have any rights?** *Temporary teachers only have employment rights for the term of their contract. Usually this is one year.*

**Can I get “bumped” by another teacher or administrator who is also displaced?** *No. The administrators who received layoff notices will have the same rights as all other displaced teachers – to be placed in an opening based on seniority and credential. But no administrator or teacher displaced from another school (or program), can “bump” a teacher from their job.*

**Who should I call for help if I have questions or concerns?** *Call TALB at 562-426-6433.*

**FOR MORE INFORMATION CHECK THE TALB WEBSITE AT [WWW.TALB.ORG](http://WWW.TALB.ORG)  
OR CALL US AT 562-426-6433**