



***WELCOME NEW  
EDUCATORS!***

# **YOUR HTA EXECUTIVE BOARD**



**Rebekah Young**

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# **YOUR HTA EXECUTIVE BOARD & SUPPORT STAFF**



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**COURTNEY GREEN**

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***WELCOME!***



Thank you for making HUSD a part  
of your career in Education!

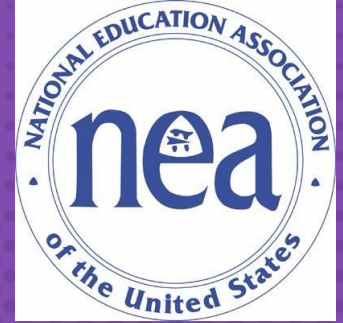
## **WHAT IS *HTA*?**

**The Hemet Teachers Association**

is the EXCLUSIVE representative of the teachers, counselors, nurses, psychologists, speech pathologists, and any other non-management certificated support personnel of the Hemet Unified School District.

# UNION STRONG

When you sign up to become a member of HTA, you automatically become a member of CTA (California Teachers Association), and NEA (National Education Association).



***BUT I'M NOT ALIGNED POLITICALLY WITH CTA OR NEA...***

***YOU CAN OPT  
OUT OF  
POLITICAL  
CONTRIBUTIONS!***

- × HTA **only** uses political action dollars for:
  - × Local School Board Races
  - × County School Board Races
  - × Bond Measures to Increase Local Funding

- × You can **opt out** of ANY dues going to CTA's political action.
- × **None** of your monthly dues ever go to NEA's political action.

YOUR MEMBERSHIP IS

# The Beginning of Your Professional Journey...

For nearly 160 years CTA members have advocated for educators and students to ensure every person has access to a free quality public education in California. Our successes include:



**1867**

Access to  
public schools  
for all students



**1913**

Retirement  
with dignity



**1915**

Ending child  
labor in  
California



**1927**

Preventing  
pregnancy  
firings



## ***STRENGTHENING OUR COLLECTIVE POWER***

We believe that highly skilled professionals should have a voice in their workplace. After all, a good working environment is a good learning environment.

CTA supports your local leaders' negotiations for fair wages and benefits for all.



# New Member Benefit Favorites



Good morning, Name.  
How are you feeling?

Ecstatic Happy Excited

Grateful Relaxed Content

Unsure Bored Anxious

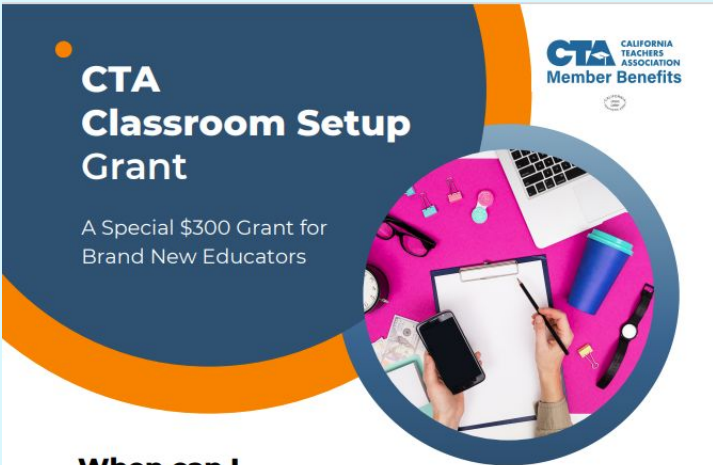
Angry Stressed Sad

Have you signed up for your free Calm subscription from CTA?

To activate your free Calm subscription, visit [CTAmemberbenefits.org](https://www.ctamemberbenefits.org)

**#WeAreCTA**

[www.ctamemberbenefits.org](https://www.ctamemberbenefits.org)



**CTA** CALIFORNIA TEACHERS ASSOCIATION  
Member Benefits

## CTA Classroom Setup Grant

A Special \$300 Grant for Brand New Educators

### When can I Apply?

You must submit an application within 12 months from your Employment Start Date (effective for Employment Start Dates beginning June 1, 2023, or after).

### Eligibility

Brand new K-12 classroom educators who are within their first year of teaching in the State of California; and who are CTA members who have not worked nor have been CTA members previously in a different California school district.

Grant	Apply	Deadline
One-time \$300 grant to assist new educators in purchasing materials to set up their classroom	Eligible CTA members can apply at <a href="https://www.CTAMemberBenefits.org/classroom">www.CTAMemberBenefits.org/classroom</a> (login required)	Apply within 12 months from the Employment Start Date.

This is a brief description of the CTA Classroom Setup Grant. All benefits and eligibility requirements are subject to the terms of the grant qualification and criteria. Details and application at [www.CTAMemberBenefits.org/classroom](https://www.CTAMemberBenefits.org/classroom).

Questions (650) 552-5200 [memberbenefits@cta.org](mailto:memberbenefits@cta.org) [CTAMemberBenefits.org/classroom](https://www.CTAMemberBenefits.org/classroom) CLSRM0723

**1.**

***BUT, WHAT ARE THE  
BENEFITS OF MEMBERSHIP?***

Let's start with the top 5 reasons:

## ***TOP 5 REASONS EDUCATORS JOIN THEIR UNION:***

- ✓ You are eligible to receive legal services from CTA.
- ✓ You never walk into a meeting with admin alone.
- ✓ You can attend conferences and receive reimbursement for your expenses.
- ✓ CTA/NEA member benefits will save you time and money.
- ✓ You will have the support of a strong union when you want to take a stand for what you believe is right.

# Know your Educator Rights

#WeAre  
CTA

## BEST PRACTICES

**KEEP ACCURATE AND ON-GOING  
RECORDS OF STUDENT DISCIPLINE.**

**TAKE AND KEEP NOTES OF ALL PARENT  
AND ADMINISTRATOR MEETINGS.**

**BE CAUTIOUS WITH WHAT YOU  
POST OR SHARE ON SOCIAL MEDIA.**

## USE YOUR WEINGARTEN RIGHTS

***“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present.”***

SCOTUS Decision: NLRB v. Weingarten, Inc.  
420 U.S. 251 (1975)

# Know your Educator Rights

## IN THE CLASSROOM

Educators make the final decision as to student grades.  
*EC 49066*

Seize any injurious object from any student while on school premises or under the authority of school personnel. *EC 49331*

By law, educators must be informed of each student who engaged in, or is reasonably suspected of, acts that are grounds for suspension or expulsion, within the past three years. *EC 49079*

Educators suspend students from class for the day of suspension and the following day. Ask the parent or guardian to attend a conference as soon as possible. *EC 48910*



## ***WHY YOUR MEMBERSHIP MATTERS***

“A union isn’t just an organization that you join. A union is ‘collective action’ with others. You need to experience a union to fully appreciate its value.”

**Elaine Bernard**

Executive director of the Labor and Work-life Program at Harvard Law School

“To be free, the workers must have choice. To have choice they must retain in their own hands the right to determine under what conditions, they will work.”

**Samuel Gompers**

Founder, American Federation of Labor (AFL)



***WE NEGOTIATE WITH THE  
DISTRICT ON EVERYTHING!***





# TENTATIVE AGREEMENT HIGHLIGHTS

## **Salary & Benefits**

### **2023-2024**

- **13% Total Compensation-**
  - **12.03% on schedule increase starting July 1, 2023.**
  - **0.84%- Health and Welfare Cap increase of \$1,000.**
  - **0.13% - Retiree Health and Welfare Cap increase of \$1,500.**
- **One time bonus equal to 3.56% of 2022-2023 salary.**

### **2024-2025-**

- **Ongoing compensation increase equivalent to the funded statutory COLA. (estimated 3.94%)**

## **Class Size**

- **Secondary teachers 6th-12th- no more than 190 student contacts in a 5 period day or 230 student contacts in a 6 period day.**
- **Secondary Visual Arts class- no more than 195 student contacts in a 5 period day and 235 students in a 6 period day.**

## **Special Education**

- **Specialized Academic Instruction definition.**
- **Participation in Co-Teaching shall be voluntary.**
- **Students with IEPs in Co-Teaching class shall not exceed 12 whose goals are tied to that specific content area.**
- **Other language to support unit members in Co-Teaching.**
- **Special Education Teacher Caseload (not including pendings)**
  - **Preschool-20**
  - **Mild/Mod- 28**
  - **Mod/Severe/BESTT- 14**
- **Caseload overage compensation \$10 per student, per day.**
- **BESTT/Autism educator stipend.**

# Counselors, Nurses, Psychs, SLPS

- **Counselors-**
  - **Middle School-** Two counselors per site.
  - **Comprehensive High School-**Site average one counselor per 500 students.
  - **9th grade BARR-** one counselor per site (excluding Hamilton and Alt Ed.)
- **Nurses Caseload-** 1: 3,300
- **Psychologist Caseload-** district average of no less than one psych to every 1,000 students.
- **SLP Caseload-** Ratio 1:55, Preschool 1:40, when serving preschool & school age, preschool students will count as 1.25.

## Other Highlights

- **Agriculture Teachers** extended calendar with compensation for farm management, field trips outside of contract hours, etc.
- **Bereavement Leave** updated to match current law.



## The Hemet Teachers Association

Hello fellow HTA members,

I can't begin to thank each of you for the dedication it took to bring us successfully to this last day of the school year. In every classification and at every worksite in our district I witnessed people doing more than they'd ever done previously to provide quality instruction and support to our many students.

We were beset by adversity brought on by the many days missed by our

## ***FIND US ONLINE***



## ***YOUR CONTRACT***



[www.htaonline.org](http://www.htaonline.org)

# MEMBERSHIP ENROLLMENT FORM

INCLUDED IN YOUR PACKET

# PHYSICIAN PREDESIGNATION FORM



MEMBERSHIP ENROLLMENT FORM CERTIFICATED

YEAR 20\_\_ - 20\_\_

Your Advocate. Your Partner. Your CTA.

Thank you for choosing a career in education. While it's personally rewarding, it's also professionally demanding. That's why NEA, CTA and your local association will provide you the support you need to be great at what you do. Being a member connects you with other educators. Together, we've been the most powerful voice for students and public education in California since 1863. And together, we still are. *We do this by:*

- Negotiating fair salaries, health care and other benefits
- Leading student-centered educational improvements
- Supporting your professional practice with conferences, workshops, grants and scholarships
- Improving learning and working conditions
- Enhancing and defending your professional rights
- Providing cost-saving benefits designed just for educators

**PERSONAL INFORMATION**

CTA Membership ID or Previous Employer/School District \_\_\_\_\_

First Name \_\_\_\_\_ MI \_\_\_\_\_

Last Name \_\_\_\_\_

Last 4 of SSN \_\_\_\_\_

Home Address \_\_\_\_\_

\_\_\_\_\_ Apt \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_

Land Line \_\_\_\_\_

Cell Phone \_\_\_\_\_

\* See next page for information

Home Email \_\_\_\_\_

**CTA/ABC & INDEPENDENT EXPENDITURES ALLOCATION (Optional)**

Designated portions of CTA dues are allocated to the Association for Better Citizenship (ABC/ABC) and to Independent Expenditures (IE) through which CTA provides financial support for education-related issues (CTA/ABC) and CTA-endorsed bipartisan candidates for local and state offices (CTA/ABC and IE).

Please indicate if you choose not to allocate a portion of your dues to the CTA/ABC and the IE account and want all your dues to remain in the general fund.

**MEMBERSHIP, DUES PAYMENT AND DUES DEDUCTION AUTHORIZATION**

YES, I want to join with my fellow employees and be a committed member of the Local Association, the California Teachers Association (CTA), and the National Education Association (NEA). I hereby request and voluntarily accept membership in these associations and agree to abide by the Constitution and Bylaws of all three associations, as they may be amended from time to time. I support the Local Association in its role as my exclusive representative in collective bargaining over wages, hours, and other terms and conditions of employment.

I hereby (1) agree to pay annual dues uniformly required for membership in the Local, CTA, and NEA; and (2) request and authorize my Employer to deduct from my pay in each pay period, and transmit to CTA or its designated agent, a pro-rata portion of the annual dues required for membership in the Local, CTA, and NEA, unless I pay dues by check. I fully understand that the dues required for membership in the three associations are subject to periodic change by the associations' governing bodies and authorize dues payment on a continuing basis, and regardless of my membership status, unless my obligation to do so ends under one of the circumstances below. This agreement to pay dues continues from year to year, regardless of my membership status, unless I revoke it by sending written notice via U.S. mail to CTA Member Services, PO Box 4178, Burlingame, CA 94011, not less than thirty (30) days and not more than sixty (60) days before the annual anniversary date of this agreement, my employment with the Employer ends, or as otherwise required by law.

I understand that this agreement is voluntary and is not a condition of employment and that I have the legal right not to sign this agreement.

Member Signature \_\_\_\_\_ Date \_\_\_\_\_

CTA MEMBERSHIP DEPARTMENT COPY

Continue on the back side →

**RETURN TO HTA STAFF TODAY**

Please return completed form to:

Safety/Risk Management  
HEMET UNIFIED SCHOOL DISTRICT  
1721 W. Acacia Ave, Hemet, CA 92345  
Fax: 951-785-5121

**PREDESIGNATION OF PERSONAL PHYSICIAN**

In the event you sustain an injury or illness related to your employment, you may be treated for such injury or illness by your personal medical doctor (M.D.), doctor of osteopathic medicine (D.O.) or medical group if:

- on the date of your work injury you have health care coverage for injuries or illnesses that are not work related;
- the doctor is your regular physician, who shall be either a physician who has limited his or her practice of medicine to general practice or who is a board-certified or board-eligible internist, pediatrician, obstetrician-gynecologist, or family practitioner, and has previously directed your medical treatment, and retains your medical records;
- your "personal physician" may be a medical group if it is a single corporation or partnership composed of licensed doctors of medicine or osteopathy, which operates an integrated multispecialty medical group providing comprehensive medical services predominantly for nonoccupational illnesses and injuries;
- prior to the injury your doctor agrees to treat you for work injuries or illnesses;
- prior to the injury you provided your employer the following in writing: (1) notice that you want your personal doctor to treat you for a work-related injury or illness, and (2) your personal doctor's name and business address.

You may use this form to notify your employer if you wish to have your personal medical doctor or a doctor of osteopathic medicine treat you for a work-related injury or illness and the above requirements are met.

**NOTICE OF PREDESIGNATION OF PERSONAL PHYSICIAN**

Employee: Complete this section.

To: \_\_\_\_\_ (name of employer) If I have a work-related injury or illness, I choose to be treated by:

\_\_\_\_\_ (name of doctor)(M.D., D.O., or medical group) \_\_\_\_\_ (street address, city, state, ZIP)

\_\_\_\_\_ (telephone number)

Employee Name (please print): \_\_\_\_\_

Employee's Address: \_\_\_\_\_

Name of Insurance Company, Plan, or Fund providing health coverage for nonoccupational injuries or illnesses: \_\_\_\_\_

Employee's Signature \_\_\_\_\_ Date: \_\_\_\_\_

**Physician: I agree to this Predesignation:**

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
(Physician or Designated Employee of the Physician or Medical Group)

The physician is not required to sign this form, however, if the physician or designated employee of the physician or medical group does not sign, other documentation of the physician's agreement to be predesignated will be required pursuant to Title 8, California Code of Regulations, section 9780.1(a)(3).

Title 8, California Code of Regulations, section 9783.

Predesignation of Personal Physician; Reporting Duties of the Primary Treating Physician  
Regulations 8 C.C.R. section 9780, et seq. (Approved 02/12/2014)

**RETURN TO RISK MANAGEMENT**

## **WHAT DO I DO IF I HAVE A MEDICAL ISSUE OR CONCERN? (SICK, PLANNING ON HAVING A CHILD, STRESS LEAVE, NON-WORK)**

**ALWAYS CONTACT HTA FIRST.** Your job could depend on it. Your site administrators may be helpful and friendly but, Admin's responsibility is to the district, not you.

**WORKPLACE INJURIES: PHYSICIAN PRE-DESIGNATION FORM** You need to submit this form to the district *BEFORE* you are injured at work.

Otherwise,

- × You will be sent to a clinic of the district's choosing.
- × The conditions there will likely be very different than those in your doctor's office.
- × You may have less control over your ensuing Worker's Compensation claim.

# We Are Stronger Together

# #WeAre



CTA/NEA UNION  
VIDEO (2:29)



# THANKS!

Fill out the **Membership Enrollment Form** and return the form to HTA staff today.

If you complete the form after today, you may:

- Put it in district mail for HTA Office or
- Bring the completed form to the HTA office:
  - 1600 E Florida Ave, suite 308 Hemet, CA 92544

You can also sign up online at: [www.cta.org/join](http://www.cta.org/join)



# ***INSURANCE ENDORSED BY CTA***



Why Choose CTA-Endorsed  
**Disability and Life Insurance**



California Casualty  
Auto and Home Insurance



CALIFORNIA  
TEACHERS  
ASSOCIATION

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