Welcome new educators!
YOUR HTA EXECUTIVE BOARD

Rebekah Young
PRESIDENT
president@htaonline.org

MELISSA SMITH
1st VICE PRESIDENT
vp1@htaonline.org

APRIL BOGGESS
2nd VICE PRESIDENT
vp2@htaonline.org
YOUR HTA EXECUTIVE BOARD & SUPPORT STAFF

ARTHUR PLINSKI
TREASURER
treasurer@htaonline.org

VIRGINIA MANGOLD
SECRETARY
secretary@htaonline.org

BROOKE HOWARD
OFFICE MANAGER
htaoffice@htaonline.org

COURTNEY GREEN
CTA
CGreen@cta.org
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.
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

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

To activate your free Calm subscription, visit CTAmemberbenefits.org

#WeAreCTA

www.ctaMemberBenefits.org
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

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
"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!
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 pending)
  - 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.
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
**MEMBERSHIP ENROLLMENT FORM**

Thank you for choosing a career in education. While it’s personally rewarding, it’s also professionally demanding. That’s why CTA and your local association will provide you the support you need to navigate what it’s like being a member connects you with other educators. Together, we’ve been the most powerful voice for students and public education in California since 1910. And, together, we still are. We aim to be:

- Promoting fair salaries, health care and other benefits
- Leading student-centered educational improvements
- Supporting your professional growth and development
- Improving learning and working conditions
- Enhancing and defending your professional rights
- Providing comprehensive benefits as a member of CTA
- Funding on-the-job training and leadership opportunities

**PERSONAL INFORMATION**

- **First Name:** [Redacted]
- **Last Name:** [Redacted]
- **City:** [Redacted]
- **State:** [Redacted]
- **Zip Code:** [Redacted]

**MEMBERSHIP INFORMATION**

- **Local Association:** [Redacted]
- **Current Employee (School District):** [Redacted]
- **Home Address:** [Redacted]
- **City:** [Redacted]
- **State:** [Redacted]
- **Zip Code:** [Redacted]

**TEACHING ASSIGNMENT INFORMATION**

- **Category:** [Redacted]
- **Career:** [Redacted]
- **Class:** [Redacted]
- **School:** [Redacted]
- **Date of Employment:** [Redacted]

**MEMBERSHIP DUES PAYMENT AND DUES DEDUCTION AUTHORIZATION**

- **Return to CTA Staff Today:** [Redacted]

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**INCLUDED IN YOUR PACKET**

**PHYSICIAN PREDISPOSITION FORM**

**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

#WeAreCTA

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
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