



# The Voice

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## HDTA on the web

[Hartdistrictteachers.org](http://Hartdistrictteachers.org)

HDTA on Twitter  
[@HartDTA](https://twitter.com/HartDTA)

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

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

HDTA Updates via  
MailChimp

## Helpful Links

CTA Instruction & Professional Development  
*A plethora of resources to assist teachers with classroom instruction.*

## Update on Negotiations

We live a new world since the State of California implemented the Local Control Funding Formula (LCFF) and created the need to work with the Local Control Accountability Plan (LCAP). In light of these changes, our process of negotiations has developed new time frames and new angles. As of this moment, your team of negotiators is in the process of gathering all the relevant data that is coming out of the Dept. of Finance, the Calif. Budget Dept., School Services and the NODD offices of CTA to be able to walk into the negotiations room and propose a raise with pinpoint accuracy. Governor Brown's most recent budget speech has also impacted the numbers that we are using to formulate our final proposal. Following all of the latest updates from the different agencies, the district is planning on sun-shining their proposal at the last board meeting in February. Our proposal will be sun-shined at the same time.

If you recall last year, we were able to demonstrate to the District the exact amount of money that would be available for salaries and, through the use of contingency language, were able to secure a one-time, off-schedule bonus for our members when the final budget numbers came in from the State. The team wants to be certain that not one single cent is left on the table that should be in the pockets of our members and to do that they need to be able to move in a timely manner. The plan will also include language that any and all increases to our salary schedule for this year will be retroactive back to July, 2105. Always remember, too, that the team is working for their own families as well as each of our families so they are going to do the best job possible. We ask that you are patient and supportive through this time and know that we will have a report to you as soon as we are able. In addition to salary and benefits, the team is also working to improve at least three other areas of the contract to ensure our working conditions are the best possible. All of your suggestions and ideas are heard and taken into consideration as the team works together and the team truly wants to do the best job possible for the entire membership of HDTA.

CTA Invest  
*CTA-sponsored website  
that gives members tools  
to plan their financial  
future.*

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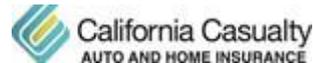
## Educator Tax Deduction

Shortly before its session adjourned in December, Congress expanded and made permanent the educator tax deduction that allows educators to deduct eligible unreimbursed classroom spending up to \$250. The deduction was significantly improved by indexing it to inflation and including professional development as an eligible expense.

It's welcome news for public school educators, 99/5 percent of whom dip into their own pocketbooks to provide supplies and instructional materials for their students, according to the most recent survey of the National School Supply and Equipment Association (NSSEA). Last year, Congress renewed the educator tax deduction, but only retroactively for 2014; it then promptly expired.

The National Education Association has long understood the importance of the deduction for educators. We rallied educators to tell their representatives in Congress why it matters by sharing stories about their own classroom spending. "Making the 250 educator tax deduction permanent, adding the inflation enhancement feature, and including professional development expenses will greatly assist educators, who routinely go above and beyond to serve our students," said Al Campos, who has fought for the educator tax deduction for 13 years in his work as a federal lobbyist at NEA.

-From Connie Briner-Schmidt, our NEA board member.



## It's Not Too Late to Protect Against El Niño

El Niño is here. Predictions of heavy storms with accompanying flooding, mudslides and damaging waves are turning into reality for drought parched California.

Climatologists warn that the effects of [this record tying](#) El Niño will continue to be felt with an unpredictable line up of storms and precipitation into the spring. If you haven't done so already, here are some things you should take care of:

- Make sure your vehicles have comprehensive insurance coverage for damage from weather, flooding, mudslides, falling objects (rocks and

trees)

- Check your auto's tires to make sure they will provide traction in rainy, icy or snowy weather
- Inspect the roof of your home to make sure it's holding up to the onslaught of heavy rain, snow or ice
- Ensure that your gutters and downspouts channel water away from your home
- Trim branches and trees that could blow onto your roof or home in a heavy storm

No matter the weather, California Casualty is ready to help with your storm insurance preparations. They can make sure you have the correct coverages and help you get flood insurance. Contact them for a policy review or comparison at 1.800.800.9410 or visit [www.calcas.com/CTA](http://www.calcas.com/CTA). [MORE](#)

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## **WiSH Foundation Honor Alumni – a second plea**

Beginning in the spring of 2016, the WiSH Foundation, our district's educational support foundation, will begin a program whereby graduates from the Hart District will be honored for their achievements in their various fields of endeavor. At the first event, one of our honorees will be DeeDee Myers (Hart) who was President Clinton's press secretary. What the Foundation would like to do is to honor other graduates that evening who are doing great/terrific/amazing things in their careers. Are you in touch with a former student who is excelling in math, science, the humanities, arts and entertainment, community service, the military, career tech ed and would like to nominate them for these inaugural awards? If so, please forward the following information to me. As president of HDTA, I have a seat at the table with WiSH and would forward all nominations to the board

Name: \_\_\_\_\_

High School and year of graduation \_\_\_\_\_

Current contact information \_\_\_\_\_

A brief description of their accomplishments and why they should be honored

\_\_\_\_\_

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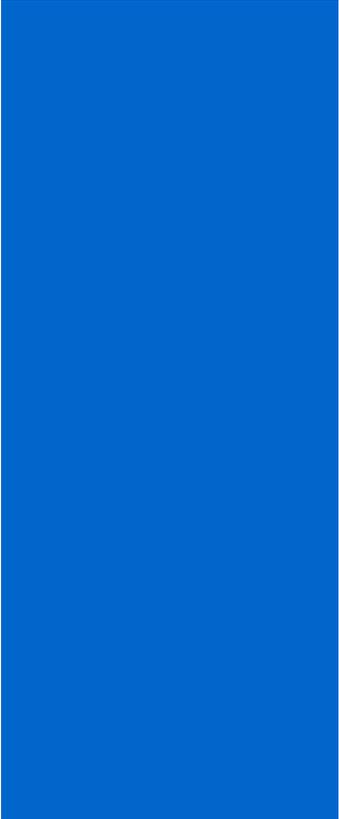
## President's Message

Last week I joined Association leaders from across the Bay Valley Region for one of our several meetings we attend each year. We spent time in conversation regarding the possible outcomes from the Friedrichs case which was just heard by the US Supreme Court, the re-organization and growth that is happening in UTLA and the CTA response to both of these events. The part that rang the truest for me, however, was the importance of “our stories.” CTA has been working with a program that brings membership down to the very personal level: why are you involved in education and how does it impact your daily life? I had the opportunity just this morning to meet with one of our colleagues to discuss a rather serious matter he is concerned about and we talked about his story and his family background in union work. Each and every one of us has a story – the story of why you have come to the important work of teaching and the story of what sustains you through the ups and downs that find their way into your lives. Consider your personal story and how it helps drive what you do each and every day in the classroom. I think many of you know my story of how I came into Association leadership; I was curious! I didn't understand all of the contract and was curious to have my questions answered so I volunteered to be Placerita's rep. The transitions and changes have continued and I feel like I have found my place here in HDTA.

We have had some changes lately. We have lost two of our current members in the last two months and, since October, we have lost three of our more recent retirees. Kyle Kulish (GV) and Lannie Legler (SLP) were both active members and were laid to rest in December and in January, respectively. Lannie was one of the leaders amongst our speech and language pathologists and worked tirelessly with her students to improve their educational experiences. She was also one to offer help and assistance to her colleagues to improve their practice. Lannie was gracious and caring at all times.

Our recent retirees who passed away were Mark Schock, Rusty Swisher, and Leslie Carson. If you add in Bob Giblin, a retired Placerita AP, the extended Hart family has lost six folks whose contributions were vast and who will be missed.

As president of our Association, I had the privilege of speaking at Kyle's memorial service held at Golden Valley on December 18. I would share with you here my closing remarks from that day because I think Kyle's un-ending support of his colleagues was true and genuine and would serve us all well. So allow me to salute one of our leaders here: “I know that this campus has grieved in the past two weeks and will continue to do so in the months to come. But we have to ask ourselves: How do we move forward from here? As an Association, I think we take our cue from Kyle himself. We become better at supporting one another in the classroom; we see to one another's



needs and offer assistance and help when we see someone struggling or needing encouragement. We cheer a friend's successes. We engage daily in the "art of teaching" and we should remember that inspiration can come in surprising ways – from the words shared by a student, from a nugget of an idea dropped by a colleague, from a pat on the back from an administrator or friend. And we should do it all with the kindness and care of Kyle. He leaves behind some big shoes to fill in the classroom and in the Association and even in the world and Kyle Kulish will be sorely missed.”

United,

Jayne Allsman  
President

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