

# The UACT Chronicle

Volume 10, Issue 3  
Monday, January 15, 2018

## Member Benefits Workshop

Did you make a New Year resolution to save money in 2018? If not, would you like to save money anyway? There is a workshop being led by a representative from the CTA Member Benefits Department in the University Center MPR from 3:30 to 4:30 on Jan. 22. Attend and you can learn of almost 50 different programs and services that have been designed for members to save you and your family time and money. Please RSVP to [conejoteachers@gmail.com](mailto:conejoteachers@gmail.com) or 497-8220 by January 18 to attend.

## Job Shares

Members who are in a current job share wishing to continue it for next year or members seeking to create a new job share need to submit their joint proposal to the District's Human Resources Department no later than Thursday, February 1st. If you have questions or are seeking a job share partner, please contact UACT as well as Sheri Fehlman ([sfehlman@conejousd.org](mailto:sfehlman@conejousd.org) 497-9511 ext. 214) in the CVUSD Human Resources Department.

## NEA Representative Assembly

If you are interested in serving as a state or local delegate to the 2018 NEA Representative Assembly (June 30 - July 5, 2018) in Minneapolis, MN, please read all about it at <https://ra.nea.org> and <https://www.cta.org/racandidacy> and then complete the necessary form to be considered to be either a state or local delegate. The forms are posted on the UACT website. Please note that the form for being a state delegate is due by January 31 and local delegate by February 16. The NEA RA is the main policymaking and legislative body of the National Education Association. Please make sure to review the "Duties of Delegates" section.

## Scholarship Reminders

CTA Scholarships for Dependent Children of Members are available at [www.cta.org/scholarships](http://www.cta.org/scholarships) and are due to CTA by February 2.

UACT Scholarships for Dependent Children of Members are available at [www.conejoteachers.com/scholarships](http://www.conejoteachers.com/scholarships) and are due to UACT by March 9.

**Negotiations Survey** Starting January 9, you should find in your personal e-mail account an e-mailed link to the 2017-18 UACT Negotiations Survey. Your UACT Negotiations Team is working to set priorities for the coming years and, as always, we are seeking your input on items you think would help you in your day-to-day work. This survey is completely ANONYMOUS. Some of the questions we're asking are to help us discern if there are trends for particular groups of people (elementary vs secondary, new teachers vs veterans, single insurance vs family insurance, etc). Although it seems like we would be able to drill down and figure out who answered what, it is not our interest or intention and neither has it been our practice to do so. Included in the survey is information and a question regarding a potential Supplemental Retirement Plan (AKA "Golden Handshake" and "Early Retirement Incentive"). We strongly encourage all of you to complete the survey as the information that it provides us is extremely valuable and vital to our efforts. If you have not provided UACT with a non-work e-mail account and would like to participate in the survey, please e-mail Randy at [conejoteachers@gmail.com](mailto:conejoteachers@gmail.com) to give him that address and you will be included in the survey. **The survey will close at 5:00 PM on Friday, January 19.**

## UACT CalSTRS Retirement Workshop

UACT is co-sponsoring a CalSTRS retirement workshop presented by Jake Anderson, CTA, with our neighboring association in Calabasas/Agoura (LVEA). This workshop is for certificated employees regardless of how many years you have until you retire and how much you may already know about how your retirement system works. Our salaries are modest at best; however, the CalSTRS retirement system can help you build a strong retirement income once your career has concluded. UACT wants you to be informed about your retirement system, so please consider attending this valuable workshop!

**Where:** Westlake High School, Carpenter Family Theatre

**When:** Wednesday, January 24, 2018 4:00-5:30

**RSVP:** Please email UACT at [conejoteachers@gmail.com](mailto:conejoteachers@gmail.com) or call the UACT Office at 497-8220 to RSVP your attendance.

## Dealing with Special Education Lawyers

With an increasing number of special education related employees dealing with hostile lawyers in IEPs and/or other meetings, UACT has provided some suggestions that we feel will be helpful. It's only a matter of time before many more employees will have to deal with these difficult and unreasonable lawyers. These lawyers are not particularly experienced in educational law and seem to prefer a scorched earth policy of attacking the district and its employees.

1. Let administrators and/or the district's lawyer respond to aggressive challenges – don't be baited into saying something that can be thrown back at you.
2. UACT cannot legally represent you in SPED meetings with lawyers, advocates and parents; however, we will insist that admin supports you and protects you from unprofessional accusations and conduct.
3. Lawyers and advocates should not attack your job performance or you personally. If they have concerns with your performance, they can respectfully notify administration who can then meet with you privately along with your UACT rep.
4. If you feel badgered by a lawyer or advocate, simply request to end the meeting in a professional manner and reschedule it for a time when the parties can address each other in a professional manner. If that does happen, contact your UACT rep afterward.
5. District and/or site administration is supposed to control the professional nature of any meeting. If they don't support you in a professional manner, then UACT will act to support you.

Randy Smith  
805.418-0735  
[conejoteachers@gmail.com](mailto:conejoteachers@gmail.com)



Jake Anderson  
818.309.7206  
[JAnderson@cta.org](mailto:JAnderson@cta.org)

Instagram  
[conejo\\_teachers](https://www.instagram.com/conejo_teachers)



Twitter  
[@UACTteachers](https://twitter.com/@UACTteachers)



Facebook  
ConejoTeachers



[conejoteachers.com](http://conejoteachers.com)

Unified Association of Conejo Teachers  
100 E. Thousand Oaks Blvd., Suite #124  
Thousand Oaks, CA 91360  
805.497.8220  
[conejoteachers.com](http://conejoteachers.com)