



ADVOCATE

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DID YOU KNOW??

With your CTA/NEA Membership comes a long list of benefits such as discounts on movie tickets, car rentals, and cellular service; but did you know you also get complimentary Life Insurance?! We have a total of 2,064 active members and only 322 are taking advantage of that tremendous complimentary benefit.

Visit www.CTAMemberBenefits.org for more information!

2016 CALIFORNIA TEACHERS ASSOCIATION 2017

CTA Member Benefits nea Member Benefits

Visit www.CTAMemberBenefits.org

For You

- Newly Hired? Special enrollment opportunity for newly hired CTA members through The Standard - Go to www.standard.com/cta/newhire for more details
- Need Insurance? Get a CTA Auto and Home Insurance quote
- We focus on you, so you can focus on them. Auto and Home Insurance for the people who give more. Request your free quote. 1-866-680-5139

For Your Family

- CTA Life & Disability
- CTA Credit Union
- CTA Discounts
- CTA Disaster Relief
- Travel & Entertainment

For Your Career

- Educators Employment Liability
- NEA Academy
- Student Loans? NEA® Smart Option Student Loan® by Sallie Mae®
- Student Loan Forgiveness? Visit CTAMemberBenefits.org/StudentLoans for more details

Resources

- CTA Member Benefits Smartphone App
 - Locations: Contact your CTA Regional UniServ Staff at a local CTA office or find a credit union branch near you
 - Insurance: Update your CTA D&D Plan beneficiary(ies)
 - Life Events: Apply for a CTA Disaster Relief Fund grant
- CTAMemberBenefits.org
 - Order/Download brochures
 - Apply online/file a claim for Life & Disability Insurance
- CTAinvest.org
 - 403(b) & 457 plans and CalSTRS & CalPERS information
- CTA Retirement Savings Plan
 - CTA Endorsed 403(b) Plan
 - Visit CTAMemberBenefits.org/rsp for more details

President's Message



I am in the full swing of things now that we have established the regular meetings with our district's various Assistant Superintendents and the Superintendent. We also have our Segment meetings and Rep Council up and running. These important meetings help us communicate and problem solve various issues that affect our teachers, nurses, and teacher librarians. These conversations may be challenging but are ultimately positive and productive. Consistent communication is key.

We continue to learn more about the changes in special education programs affecting our elementary schools and especially our teachers and their students. Our Special Education Committee held a successful town hall meeting for members to share their concerns. We established an Elementary Special Education Task Force with GGEA members as well as district leaders where we were able to openly express the trials accompanying this new roll out. Our goal is to find effective ways to reach all who are involved in making this program work for our members and the students they serve. It isn't easy. As we know things aren't always black and white. Students and their IEPs are so diverse. I'd like to give a special thanks to our Special Education Committee for their guidance. A Secondary Special Education Task Force meeting will be held next month.

We continue to address the issue of trust. Some reps have expressed frustrations in getting an FAC up and running at their sites. Others have expressed the need for better communication with their site administration. In October we presented two New Rep/New Principal trainings where we reviewed the protocols and allowed these leaders to plan norms and meetings for their own site. Communication for each site needs to be open, honest, and geared toward problem solving. Often it works. Sometimes it does not. As president, I support our site reps as they work to build a positive school climate. We have meetings and trainings to empower reps to be leaders. Many reps have found a way to make it work well and others have reached out for us to step in when necessary. Let's keep the dialogue going. All members can help. All of you can attend GGEA meetings at your site, ask questions, and participate in GGEA activities. Being involved in the FAC is an important part of the problem solving for each site. Having protocols that work for each site should be the norm, not the exception. Stay strong. You are what makes GGEA and GGUSD the success that it is.

Our work is ahead of us and we will not stop. The Supreme Court may tell us we don't need to be a strong union. But GGEA will not break. Because of members like you, we will continue to work on behalf of all members. We will protect your rights so you can accomplish the teaching that we hold so dearly. YOU are GGEA and YOU make GGUSD strong.

The image to the right is an example of a card which an employee can either read or present to an administrator prior to a meeting in which the employee believes discipline or termination may result. Weingarten Rights state that employees have a right to union representation at investigatory interviews.



Your Right to Union Representation

"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, officer, or steward be present at the meeting. Without union representation, I choose not to answer questions."

This is your right under the 1975 U.S. Supreme Court Weingarten Decision.

Calendar of Events

11/20-24	Thanksgiving Break	12/25-1/5	Winter Break
11/28	Rep Council	1/9	Board of Directors
12/5	Board of Directors	1/11	Executive Board
12/11	Executive Board	1/11	Maternity Workshop
12/12	Segments/Rep Council	1/15	MLK Jr. Day
12/19	Board of Directors	1/16	Segments

**For attorney appointments,
please contact the GGEA office at 714-638-7480.*

CALL FOR ARTICLES!

Are you or your colleagues doing something fabulous at your school site? **We would love to hear about it!** The Advocate Team is looking for articles about YOU, our GGEA teachers and your students. We want to spread the word about the fantastic teaching, events, and successes happening at all the schools across our district. Please email your stories, articles, ideas, and photographs to ADVOCATE@ggea.org by **Jan. 9, 2018**. We can't wait to hear from you!

JOIN our FACEBOOK group TODAY!

Join Us: Facebook members search for "Garden Grove Education Association" and ask to join the group. Allow our administrators 24-48 hours to accept your request.

This is a closed group for members of GGEA only and not open to the public. If you have any questions, send a message to the group administrators or ask your rep.



Advocate Editorial Staff:

Willie Burghard, Sara McCarthy, Tina Gustin-Gurney, Susan Kaylor

Contributors this Month:

Sally Settingington-Hickman

Welcome New GGEA Members!

Lisa Finney

Michelle Lewis

Cynthia Woods

Garden Grove Education Association

12966 Euclid Street, Ste. 100
Garden Grove, CA 92840

Phone: 714-638-7480
Fax: 714-638-9167
Website: www.ggea.org
Email: president@ggea.org

Board of Directors

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Armon Akerboom
GGEA Office

The CTA Orange Service Center Council is here to support the leaders of the local bargaining units, and to serve and empower the over 20,500 local members from 34 school districts and 650 schools throughout Orange County in CTA Districts M & N. Each year the OSCC Human Rights Committee and Equity Team hold a poster contest in which students may participate and even win monetary prizes! Students are encouraged to express themes of equity in beautifully creative ways. If you have students who would like to participate, download the submission form on the OSCC website!



Orange Service Center Council

www.cta-oscc.org

Human Rights Poster Contest



Posters will be judged on creativity, originality, appropriateness, spelling, and relationship to the theme. Themes may include Ethnic Minority Issues, LGBTQ+ Issues, Women's Issues or People with Disabilities Issues.

The winner in each category will be matted and framed and presented to the local association and may be used at other promotional events.

Student Winners will receive the following prizes:

Grades K-6	Grades 7-12
\$100	\$150
\$50	\$75
\$25	\$50

Posters must be on 8" x 10" white paper. Original student work only – no clipart or copyrighted material. Winning artwork will not be returned: it will be framed and presented to the local association.

Please do not matte or frame. If you have questions, please contact C. Scott Miller, Equity Team Chair at 714-978-8861.

Posters that do not follow guidelines will be disqualified.

Please submit artwork to: CTA-Orange Service Center Council
281 N. Rampart, Suite A
Orange, CA 92868

Include: Attached Submission Form that includes: Student's Full Name, Teacher's Full Name, Grade Level, Teacher's Non-School Email, and Local Association

Deadline: March 30, 2018

281 N. Rampart, Suite A • Orange, CA 92868-1850 • 714.978.8861[t] • 714.978.2423 [f]

OPERATION SCHOOL BELL

The ALGG (Assistance League of Garden Grove) needs to join hands with the teachers in the GGUSD to locate your students that would benefit from our **Operation School Bell**. One of our main philanthropies is **helping to dress your disadvantaged students** Pre-K through 6th grade with a \$15 shoe voucher and 2 new pairs each of socks, underwear, pants, t-shirts, and jackets. 7th and 8th graders are entitled to the shoe voucher, 2 new pair of socks and underwear and one outfit and jacket. All you have to do is notify your health office if you have a child in need of clothes and either the health aide or the community liaison will call us and make an appointment for the child and siblings up to 8th grade. They are entitled to this once a year. If you are interested in how many kids we dressed from your school last year, check with your school site health office. They should have that information. We have run this program for over 50 years but know that teachers new to the GGUSD may be unaware of our program. We hope to hear from your school if you know of families that could use our help. A lot of factors make up an optimum learning environment and one of them is wearing clothes that fit and that make a child feel ready to learn. **We can help!**

GET THE CREDIT CARD WITH A DEGREE IN HIGHER EARNING.

OUR SCHOOL EMPLOYEE CREDIT CARD
OFFERS:

- 1.5% cash back on all purchases
- Rates as low as 8.50% APR¹
- Interest only payments in the summer²

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APR = Annual Percentage Rate. 1. SchoolsFirst FCU's credit card program features a range of interest rates based on a variety of factors, including the applicant's credit rating. Rates quoted are effective as of 10/27/17 and are subject to change without notice. Variable rate, subject to change after account opening. Foreign transaction fee: 2% of the transaction amount in US dollars. 2. Offered during June, July and August. Members must contact SchoolsFirst FCU to confirm eligibility and to take advantage of interest-only payments.



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Reinstating Disability Insurance After a Leave of Absence



While you are away from your job due to a disability or certain leaves of absence, you may stop receiving a paycheck from your school district, in which case your voluntary Disability Insurance premium payments will end, or your school district may stop deducting voluntary Disability Insurance premiums from your paycheck. When you return to work, you may need to reinstate your disability coverage with The Standard. Simply follow the steps below to ensure that you are reinstated.



Contact our dedicated CTA Customer Service Department at 800.522.0406, Monday through Friday from 7:00 a.m. to 6:00 p.m. Pacific time **as soon as you know the date you will return to work** to verify your coverage status.



If needed, we will send you a reinstatement form to **complete and return to our office within 120 days of your return to work date.**



If we **receive your completed form** within 120 days of your return to work and you continue to meet all of the eligibility requirements for coverage, we will notify your district and **your coverage will be reinstated.**



Check your next paycheck to ensure premiums have been deducted.



What about my other insurance policies?

When returning to work, it is always a good idea to check with your employer to make sure you are taking the appropriate steps to reinstate all of your insurance policies.

A good practice might be to compare one of your paycheck stubs pre-leave to post-leave to verify that all of your regular deductions are being taken out as usual. Just a few examples of deductions to look out for include:

- Medical Insurance (including HSA contributions if applicable)
- Dental Insurance
- Vision Insurance
- Section 125 Cafeteria Plan
- Life Insurance
- Disability Insurance
- CalSTRS/CalPERS

Whom should I call with questions?

For questions about reinstating your Disability Insurance, please call The Standard's toll-free number, 800.522.0406. A knowledgeable Customer Service Representative will be happy to assist you.

For costs and further details of the coverage, including the exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policy may be continued in force, please contact Standard Insurance Company at 800.522.0406 (TTY).

Standard Insurance Company
1100 SW Sixth Avenue
Portland OR 97204

www.standard.com

GP190-LIFE/S399/CTA.1
GP190-LTD/S399/CTA.3

SI 18525-CTAvol (10/16)

Changing Your Insurance After a Qualifying Family Status Change



If you have had a qualifying family status change within the last 60 days, you are eligible to apply for Disability Insurance and up to \$200,000 in Life Insurance with The Standard without answering health questions.*

What is a Qualifying Family Status Change?

A qualifying family status change includes:

- marriage, divorce or legal separation
- initiation or dissolution of a domestic partner relationship
- birth or adoption of a child
- death of a spouse/domestic partner or child
- commencement or termination of a spouse/domestic partner's employment
- change in employment from full-time to part-time by you or your spouse/ domestic partner

What are my options for CTA-endorsed Life Insurance?

After a qualifying event, CTA members can apply for, or increase current coverage amounts, up to \$200,000 in Life Insurance without answering health questions.* Options for your spouse/domestic partner and dependent children are also available.

What are my options for CTA-endorsed Disability Insurance?

CTA Members are eligible to apply for Disability Insurance within 60 days of a qualifying family status change without answering health questions. Members do not have to be covered under a current Disability Insurance policy to qualify. Simply complete an enrollment form and send it to The Standard.

How do I apply?

Applying is quick and easy. You can apply online, via mail, fax or over the phone.



To get started, visit CTAMemberBenefits.org/TheStandard to apply online and/or download an enrollment form.



You can mail your completed form to:
CTA Benefits and Services, PO Box 4744, Portland, OR 97208



You can also fax your completed form to 888.414.0393



Or call our dedicated Customer Service Department at 800.522.0406 (TTY), Monday through Friday, 7:00 a.m. to 6:00 p.m. to apply over the phone.



Standard Insurance Company
1100 SW Sixth Avenue
Portland OR 97204

www.standard.com

* If any previous application submitted with proof of good health was denied by The Standard, then proof of good health will be required.

For costs and further details of the coverage and this enrollment opportunity, including the exclusions, benefit waiting periods, any reductions or limitations and the terms under which the policy may be continued in force, please contact Standard Insurance Company at 800.522.0406 (TTY).

GP190-LIFE/S399/CTA.1
GP190-LTD/S399/CTA.3

SI 18524-CTAvoi (08/17)

What type of insurance can help you pay your bills if you can't work?

DISABILITY INSURANCE
GROCERIES UTILITIES MORTGAGE
CHILD CARE RENT STUDENT LOANS



Enroll in CTA-endorsed Disability Insurance Today

The Standard is the only carrier endorsed by CTA for Disability Insurance because we've designed our plan with an educator's needs in mind.

With coverage from The Standard, if you encounter a health situation that keeps you from doing your job for an extended period of time, you'll receive funds – **paid directly to you** – to use for things health insurance doesn't cover.

For costs and further details of the coverage, including exclusions, any reductions or limitations and the terms under which the policy may be continued in force, please contact The Standard's dedicated CTA Customer Service Department at 800.522.0406 (TTY), 7:00 a.m. to 6:00 p.m. Pacific Time, Monday through Friday. Standard Insurance Company, 1100 SW Sixth Avenue, Portland, OR 97204 GP190-LTD/S399/CTA.1 SI 19297-CTAvol (9/17)

Enrolling is easy!

Visit us at CTAMemberBenefits.org/Disability today.



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