

STAy Informed

January 2016

 **Saugus Teachers Association**



Be In The Know!

STA General Meeting:

Thursday, January 21 @ 3:45

New FERPA Ruling: Teachers can in fact have students switch papers for grading. Parents can help with grading as long as they do not know the overall grade for the students.

STA Website:

www.saugusteasers.org

Visit these websites for interesting articles and information. You can also find discounts and deals available to you!

www.cta.org and www.nea.org

What does it mean to be an STA member?

- *STA represents you at contract negotiations
- *Fair benefits for you and your family
- *Contract language to ensure you are treated fairly

School Board Meetings:

January 19, February 2, & 16, March 1 & 15, April 19, May 3 & 17, June 7 & 21. Come support our STA and our bargaining team! Meetings are at the DO @ 7:30.

2015-2016

STA Executive Board:

President - Debbie Rocha
Vice President - Maritza de la Cruz
Treasurer - Jody Naus
Recording Secretary - Sandy Belanger
Bay Valley Rep. - Janice Elam
Corresponding Secretary- Michele Collins

Bargaining Committee:

Liz Hand, Steve Goldstein, Chris Bloore

News!

Family Leave Act:

Subject: Maternity and Paternity Leave Bill signed permitting differential pay for up to 12 weeks Copyright © 2015 School Services of California, Volume 35 For Publication Date: October 16, 2015 No. 21

Governor Signs Maternity and Paternity Leave Bill
Governor Jerry Brown has signed Assembly Bill (AB) 375 (Campos, D-San Jose), which provides certificated employees with differential pay for maternity or paternity leave.

Currently the Education Code provides for up to five months of differential pay—the difference between the employee’s salary and the cost of a substitute—when a certificated employee has exhausted all available sick leave and continues to be absent because of an illness or accident. AB 375 adds Section 44977.5 to the Education Code, which adds up to 12 weeks of differential pay to certificated employees who are absent due to maternity or paternity leave under the California Family Rights Act. “Maternity or paternity leave” is defined as leave for the birth of a child of an employee, adoption of a child by an employee, or foster care of a child by the employee.

The California Family Rights Act (CFRA) already provides for 12 weeks of unpaid leave for this purpose. Under the CFRA maternity and paternity provisions, the employer is not required to pay for the employee’s portion of health benefits. With the passage of AB 375, an employee who had exhausted all of their accumulated sick leave will now be compensated at a differential rate of pay rather than having the leave be unpaid and because they will continue in paid status, the employer will be obligated to continue their contribution to the employees’ health benefits.

AB 375 will be in effect beginning January 1, 2016. The provisions of the new law will not apply to any certificated collective bargaining agreement in effect before this effective date and that contains conflicting provisions. The provisions of AB 375 will take effect upon the expiration or renewal of the agreement.

