



## FOLSOM CORDOVA EDUCATION ASSOCIATION

850 Iron Point Road Suite 118 Folsom, CA 95630

PHONE 916-291-9098 EMAIL [president@fcea.com](mailto:president@fcea.com)

Welcome to the FCUSD and FCEA community! We are happy to have you join us.

FCEA is the exclusive representative for certificated bargaining unit members in FCUSD. We are your voice at the bargaining table as we negotiate your salary, health benefits and working conditions. We are your first phone call should you need assistance in representation at an administrative conference or in other situations that may arise as you perform your daily work duties.

Membership enrollment in FCEA entitles you to automatic membership in the California Teachers Association (CTA) and the National Education Association (NEA). Benefits of belonging to all three organizations include a wide variety of services and programs. There are also numerous discounts and travel benefits that you can take advantage of.

We value our members' opinions and encourage your input and participation. From bargaining unit surveys, joint committees with FCUSD and legislative action at the Capitol to benefit our educators and students, FCEA has along tradition of dedicated service to our members.

On behalf of FCEA, welcome to the FCUSD family. Best wishes for success and happiness in your new assignment!

Kind regards,

*Angelica Miklos*

FCEA President



**Folsom Cordova Education Association**  
**Mission Statement**



The Folsom Cordova Education Association and the California Teachers Association exist to protect and promote the wellbeing of its members; to improve the conditions of teaching and learning; to advance the cause of free, universal and quality public education; to ensure that the human dignity and civil rights of all children and youth are protected; and to secure a more just, equitable and democratic society.

[www.fcea.com](http://www.fcea.com)

<https://www.facebook.com/groups/folsomcordovaea/> (Private—Members Only)

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## Folsom Cordova Education Association

3083 Gold Canal Drive Ste. 200  
Rancho Cordova, CA 95670

(916) 635-3202

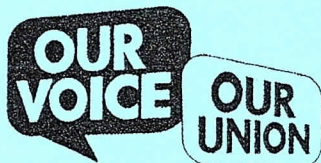
president@fcea.com

Angelica Miklos, President

IF YOU WANT TO BE THE BEST  
EDUCATOR YOU CAN BE,

IF YOU WANT MORE  
OPPORTUNITIES FOR YOUR  
STUDENTS,

THE UNION IS THE PLACE  
FOR YOU!



www.cta.org  
www.cta.org/social



## Folsom Cordova Education Association

It all starts with you and your fellow educators in your school district. Your union is the foundation for the state and national associations. And your advocacy on behalf of students and public education builds better community schools. Here are a just a few of our successes:

- Paid Professional Development Days
- Four Paid Release Days, annually, for Special Education Teachers
- Joint Committees with FCUSD to provide authentic teacher voice

## California Teachers Association

A family of nearly 1,000 local associations and affiliates, CTA is the largest and most effective advocacy organization in the state. Since 1863, CTA has been at the forefront of every major positive change to public schools and colleges. In fact, it was CTA that secured funding to make public schools free for all students in 1866, and it was CTA that led the charge to establish community colleges in 1911. More than 150 years since the founding, CTA members are still pioneering innovative ideas for student learning and transforming the profession. Members are leading change through:

- **Instructional Leadership Corps** - In partnership with Stanford University public teachers statewide are training on improving teaching and other instruction-related practices.
- **Institute For Teaching** - Members can receive grants for innovative ideas whether in the classroom or school wide.
- **Think Tanks** - Membership volunteers assist in determining grant recipients and charting our course statewide.

CTA is there for you too, with:

- conferences and workshops to make sure you get the latest in professional development;
- an exclusive Member Benefits program designed to benefit you, your family, and your profession;
- dedicated staff throughout the state - including attorneys to protect your professional rights and your voice;
- \$1 million professional liability coverage and an automatic Accidental Death and Dismemberment plan from CTA and NEA Member Benefits;
- hundreds of discounts on insurances, purchases, travel...and much more.

## National Education Association

As a union made up of thousands of locals, 50 state affiliates and nearly 3 million members, the National Education Association makes you a part of the powerful voice of our nation's educators. With headquarters four blocks from the White House, NEA promotes your advocacy agenda before the president, the Congress and the courts. Their dedicated staff of attorneys, organizers, benefits specialists, communicators, and education policy experts are all focused on ensuring that your collective voice is heard, and that your profession, your students and, obviously, you and your colleagues are protected and enhanced so that you can focus on what you do: providing an outstanding public education to every student.



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Education Association**

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**Angelica Miklos, President**



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## **1 YOU WILL MAKE POSITIVE CHANGES FOR YOUR STUDENTS AND IMPROVE PUBLIC EDUCATION.**

As members, you have the right to participate in the decision-making process of our local, state and national associations. Together, we decide the issues our association will champion, such as improving the quality of education for our students and working conditions for our members in schools and worksites.

Through our association membership, we are guaranteed a strong and credible voice in legislative and public policy discussions to help advance legislation and policies that benefit our students, public schools, and school employees.

## **2 YOU WILL BECOME A BETTER TEACHER AND BE AWARDED FOR INNOVATION.**

Through our Instruction and Professional Development (IPD) and Institute For Teaching (IFT) Programs, members can access trainings to improve professional skills and apply for grants for school projects and innovative educational ideas.

Through our association, you can participate in unique conferences and professional development offerings.

## **3 YOU WILL MAKE YOUR COMMUNITY AND THE WORLD A BETTER PLACE.**

CTA members have a long history of social justice successes, such as fighting for universal free public schools for all California students, and for teacher protections against arbitrary or unfair treatment.

## **4 YOU CAN SAVE TIME AND MONEY WITH CTA AND NEA MEMBER BENEFITS**

Some benefits are offered at no cost to you. In addition, CTA and NEA Member Benefits offer almost 50 different voluntary programs and services for you to enjoy - many with exclusive benefits designed for members. Take advantage of special life, disability, auto, and home insurances available to you. You'll also find discounts for travel, shopping, entertainment, magazines, professional development, car and home purchases, and more. CTAinvest.org also provides financial and investment education for members, including preparing for retirement.

## **5 YOU WILL HAVE THE CONFIDENCE AND PEACE OF MIND TO SPEAK YOUR MIND.**

You are the expert in your discipline. Work in confidence knowing that CTA Legal Protection and Liability Coverage safeguards you as you make a difference. 325,000 colleagues are standing behind you.

## ***Benefits of Membership***

There are numerous benefits of membership in your professional organization.

- Participation in FCEA, CTA, and NEA decision making. Only members may elect representatives and officers of the chapter, CTA and NEA and vote to ratify the FCEA contract.
- Credit unions: accounts, loans, payroll deductions, and loan payment plans.
- Retail and Travel Discounts ([www.cta.org](http://www.cta.org), [www.nea.org](http://www.nea.org))
- Scholarships for eligible dependents of FCEA members
- Professional Growth opportunities through FCEA sponsored trainings

### **NEA Educators Employment Liability Program (EEL)**

The NEA EEL Program is a professional liability insurance program that covers the legal costs of defending civil proceedings brought against you in the course of your work as an educator and up to \$1,000,000 in damages assessed against you as a result of such proceedings. The Program also provides reimbursement for attorney fees for the defense of criminal proceedings if exonerated, bail bond reimbursement, and assault-related personal property benefit as related to your employment.

### **CTA Death and Dismemberment (D&D) Plan**

The CTA Death and Dismemberment (D&D) Plan is an automatic benefit available to eligible CTA members at no additional cost. If an eligible CTA member dies or suffers dismemberment (i.e. suffers the loss of limb or other qualifying injury), his/her beneficiary will receive a lump-sum cash payment.

### **NEA Complimentary Life Insurance**

The NEA Complimentary Life Insurance is an automatic benefit which pays benefits if an eligible NEA/CTA member dies or becomes dismembered (i.e., suffers the loss of limb or other qualifying injury) as a result of an accident or assault.

### **Disability Insurance**

Educators in public schools **DO NOT** receive state disability which makes enrollment in The Standard critical. You receive 10 days of sick leave when you start work. When you run out of accrued sick leave, you no longer receive your full daily pay; you receive "differential pay," the amount you earn, less what your substitute is paid. The Standard Disability Insurance will help to cover your income until you can return to work.

New hires have **180 DAYS FROM THEIR DATE OF HIRE** for Open Enrollment. During this period, you cannot be denied coverage regardless of any pre-existing conditions.

Please note that you may need to re-enroll after taking maternity leave or a leave of absence.

Over 80% of our teachers in FCUSD have this important coverage to protect their income. If you have any questions, contact Suzanne Reilly at The Standard ([Suzanne.reilly@standard.com](mailto:Suzanne.reilly@standard.com))

### **Catastrophic Leave Bank**

The Catastrophic Leave Bank was created to provide employees with financial support in the event of a catastrophic illness for either themselves or an immediate family member when taking extended time off work will create a financial hardship for the employee because he/she has exhausted all his/her sick leave, excluding differential leave. A doctor's verification is required.

Please note: For the purpose of Catastrophic Leave, "immediate family shall be defined as spouse, domestic partner, child, step-child, parent, and any relative currently living in the immediate household of the employee

All credentialed employees of the District covered by this agreement (excluding substitutes) **with one year of service** within the District are eligible to contribute to the Bank. HR. will send out a notice to donate a Personal Necessity (PN) Day to the bank.

### **Group Legal Services (GLS)**

Legal protection is vital to an educator's career and personal well-being. Members may obtain legal consultation for employment related matters providing that they are an FCEA/CTA member at the time of the occurrence leading to the need for legal services.

Upon request, legal representation coverage includes:

1. Reduction in Force (Teacher Layoffs)
2. Tenured Teacher Dismissals for Cause
3. Mid-Year Probationary Dismissals
4. Suspension/Paid Administrative Leave
5. Credential Issues

Members can also access an attorney for a thirty minute consultation for personal issues such as wills, personal injury, bankruptcy, real estate matters.

All legal consultations must be done through a GLS referral. To obtain a referral, contact the FCEA President. It will then be processed through our CTA Representative.

#### CTA/NEA

#### AUTOMATIC BENEFITS

- Access to Savings (over 35,000 merchant discounts)
- Group Legal Services
- CTA Death & Dismemberment Plan
- Educators Employment Liability Insurance
- CTA Disaster Relief Fund
- NEA Complete Life Insurance
- CTA Guide to Federal Student Loan Forgiveness
- NEA Magazine Service (2 free subscriptions/year)



#### MEMBER BENEFITS

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

[www.neamb.com](http://www.neamb.com)



#### CTA/NEA

#### VOLUNTARY BENEFITS

- The Standard Disability
- CTA 403b Retirement Savings Plan
- CTA Group Life Insurance Plan
- CTA Auto and Home Insurance
- CTA Financial Services (Provident CU)
- CTA Credit Card (Bank of America)
- CTA Rental Car Program (Enterprise)
- NEA Long Term Care (applies to spouses, too)
- NEA Travel Program
- AT&T Discounts

#### LOCAL BENEFITS

- Bulletins
- Bargaining Updates
- Voting on Contract and MOUs
- Committee Membership
- Site Representatives
- Professional Development
- Membership Socials
- Medicare
  - Stuart Stackhouse  
(916) 798-0869  
CA Lic #0C92332

# ***Rights and Responsibilities***

## Reporting Suspected Child Abuse

As an educator, the responsibility to report suspected child abuse is not optional, it is **mandatory**. Educators probably have the best opportunity to identify a problem before it becomes a statistic.

“Child abuse” is defined as inflicting physical injury, willful cruelty, unjustifiable punishment, unlawful corporal punishment or injury, neglect or sexual abuse.

Educators may form such reasonable suspicion through direct observation of an act of abuse, a statement by a child describing abuse or observation of signs of possible abuse.

The major legal responsibilities of school personnel or child care providers are:

1. To identify incidents of suspected child abuse and
2. To comply with laws (**PC 11166a**) requiring reporting of suspected abuse to the proper authorities.

Determining whether or not the suspected abuse actually occurred is not the responsibility of the educator. Such determination and follow-up investigation will be made by a child protective agency. The responsibility, by law, of the educator is to report every incident of suspected child abuse - not to substantiate the report. The duty to report child abuse is an individual duty and no supervisor or administrator may impede or inhibit such reporting duties. Internal procedures to facilitate reporting and apprise supervisors and administrators of reports may be established. These procedures shall not require any employee to disclose his or her identity to the employer.

**Penal Code 11167** provides:

1. A telephone report of suspected child abuse shall include the name of the person making the report, the name and location of the child, the nature and extent of injury, and any other information, including information that led such person to suspect abuse, with a written follow-up report submitted within 36 clock hours to Child Protective Services and the local law enforcement.
2. Information relevant to the incident of child abuse may also be given to an investigator from a child protective agency who is investigating the case.
3. The identity of all persons who report under this article shall be confidential and disclosed only by court order or between child protective agencies or the probation department.
- 4.



### **Immunity of Reporting Persons (Penal Code 11172a):**

Persons required to report, such as educators, are not liable for civil damages nor for criminal prosecution for reporting child abuse as required by law, unless it can be proven that a false report was made, and that the person knew or should have known that the report was false.

### **Penal Code 11172b:**

Any mandated reporter who fails to report an instance of child abuse which he or she knows to exist or reasonably suspects to exist, is guilty of a misdemeanor and is punishable by confinement in the county jail for a term not to exceed six months or by a fine of not more than one thousand dollars (\$1000) or both.

### **Weingarten Rights**

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. When the employee makes the request for a union representative to be present, management has three options:

1. It can stop questioning until the representation arrives;
2. It can call off the interview;
3. It can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her right to union representation (and option the employee should always refuse).

### **Suspension—Know Your Legal Rights**

Did you know that you, as an educator, have the right to suspend? You are granted this right through **State Education Code, section 48910**, Suspension by Teachers; Conferences; Referrals:

1. A teacher may suspend any pupil from the teacher's class, for any of the acts enumerated in **Ed. Code 48900**, for the day of the suspension and the day following. The teacher shall immediately report the suspension to the principal or the principal's designee for appropriate action. If that action requires the continued presence of the pupil at the school site, the pupil shall be under appropriate supervision, as defined in policies and related regulation adopted by the governing board of the school district. As soon as possible, the teacher shall ask the parent or guardian of the pupil to attend a parent-teacher conference regarding the suspension. Whenever practicable, a school counselor or a school psychologist shall attend the conference. A school administrator shall attend the conference if the teacher or the parent so requests. The pupil shall not be returned to the class from which he or she was suspended, during the period of suspension, without the concurrence of the teacher of the class and the principal.

2. A pupil suspended from a class shall not be placed in another regular class during the period of suspension. However, if the pupil is assigned to more than one class per day this subdivision shall apply only to other regular classes scheduled at the same time as the class from which the pupil was suspended.
3. A teacher may also refer a pupil, for any of the acts enumerated in **Ed. Code 48900**, to the principal or the principal's designee for consideration of a suspension from the school.

The right to suspend is noted in **Article 15.13 of the FCEA Contract**:

### **15.13 Suspension of Pupil by Teacher**

**15.13.1** A teacher may suspend any pupil from his/her class for any of the acts enumerated in *California Education Code, Section 48900*, for the day of the suspension and the day following. The teacher shall immediately report the suspension to the principal of the school and send the pupil to the principal or the principal's designee for the appropriate action. If that action requires the continued presence of the pupil at the school site, the pupil shall be under appropriate supervision, as defined in policies and related regulations adopted by the governing board of the school District. As soon as possible, the teacher shall ask the parent or guardian of the pupil to attend a parent-teacher conference regarding the suspension. Whenever practicable, a school counselor or a school psychologist shall attend the conference. A school administrator shall attend the conference if the teacher or the parent or guardian so requests. The pupil shall not be returned to the class from which he/she was suspended, during the period of the suspension, without the concurrence of the teacher of the class and the principal.

**15.13.2** A pupil suspended from a class shall not be placed in another regular class during the period of suspension. However, if the pupil is assigned to more than one class per day this subdivision shall apply only to other regular classes scheduled at the same time as the class from which the pupil was suspended.

**15.13.3** A teacher may also refer a pupil, for any of the acts enumerated in *California Education Code, Section 48900*, to the principal or the principal's designee for consideration of a suspension from the school.

**15.14** The term "*day*" is applied as follows:

**15.14.1** For secondary students, it is an instructional period.

**15.14.2** For elementary students, it is a regularly calendared school day.

## Grievances

Educators are protected under the Education Code which is State Law and provides the parameters under which the District must comply.

In addition, educators are protected by their contract which defines the terms and conditions of their employment. Through the negotiation process, FCEA works diligently to improve and enforce the contract. The primary tool to enforce our contract is the grievance procedure.

A "*grievance*" is a formal written allegation by a grievant that he/she has been adversely affected by the misinterpretation, misapplication, or violation of our contract. Before filing a formal written grievance, the grievant shall attempt to seek a resolution by an informal conference with his/her immediate supervisor. This informal conference shall be held within 10 days of the event that is being grieved. It is vital to maintain the timeline; many grievances are lost as a result of not adhering to the timeline. FCEA Grievance Chairs can assist with the grievance process.

Because the grievance procedure is part of our contract, it is a legally protected activity which shields the grievant from any reprisal because the grievance was filed.