










Helpful Certificated Staff Information



As a new certificated employee, or someone with previous teaching in another district, there are helpful things to know about our district and union. Please review the items below and feel free to reach out and ask us if you have any questions.

<p>FCEA/CTA Info</p> 	<ul style="list-style-type: none"> <input type="checkbox"/> You can join FCEA/CTA/NEA with one online application. Find info and the link to join HERE. This includes individuals who were members in another local association. <input type="checkbox"/> Union dues and/or disability & life insurance payments are deducted <u>tenthly</u> starting with the end of August paycheck through May. There are <u>no</u> deductions for these items in the June or July paychecks.
<p>Standard Disability & Life Insurance</p> 	<p>Certificated employees are not covered by state disability. With CTA membership, you have access to disability (as well as life) insurance through The Standard Insurance Company.</p> <ul style="list-style-type: none"> <input type="checkbox"/> New employees to the district have 270 days to enroll without answering medical questions; continuing employees (or after the 270 period for new employees) can apply at any time, though you may be asked to complete medical questions. <input type="checkbox"/> Anyone returning from an unpaid leave of absence, who was enrolled prior to their leave, has 60 days to <u>re-enroll in both Disability and FCEA</u> without having to complete the medical section. <input type="checkbox"/> Click HERE for more info and the link to apply.
<p>Leaves</p> 	<p><u>Leaves</u>: There are a variety of types of <u>leaves</u> an employee may need/choose to take including sick, personal, jury duty, bereavement, baby bonding, etc.</p> <ul style="list-style-type: none"> <input type="checkbox"/> People that <u>postpone jury duty</u> from contracted to non-contracted work days can be compensated at the sub rate for each day they are required to show up in person <input type="checkbox"/> Sub time is deducted from your sick time in half/full day increments. Make sure to request on Aesop (Frontline Absence Sign-In Site). For more information click HERE. <input type="checkbox"/> <u>Catastrophic Leave Bank</u>: The Cat Leave Bank allows employees to contribute a day from their personal sick leave bank to help certificated employees in the district. Should you need to draw from the CAT Leave Bank you would be eligible to do so one year after joining the bank. <input type="checkbox"/> Visit the FCUSD Talent Ed for enrollment forms.
<p>Care Solace</p> 	<p>If you are interested in counseling-related services for your child, yourself, or another family member, please contact Care Solace for assistance.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Click HERE for more information about Care Solace. <input type="checkbox"/> Click HERE for the Care Solace Search Site.
<p>Employee Assistance Program</p> 	<p><u>Employee Assistance Program (EAP)</u>: The FCUSD has an EAP to help support employees in a wide variety of life events and needs. Click HERE.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Click HERE to access the MHN website directly or call 1-800-227-1060. <input type="checkbox"/> Use code FCUSD to access services.

<p>Advancement in Classification (Salary)</p> 	<ul style="list-style-type: none"> <input type="checkbox"/> You can earn hours/units toward salary advancement. <input type="checkbox"/> Courses/Hours NOT offered by FCUSD MUST be approved prior to completing the course. Ask your site administrative assistant for the credit approval form to obtain approval to earn credits/hours toward salary advancement. <input type="checkbox"/> You can learn more at the FCUSD Advancement in Classification Site <input type="checkbox"/> Go-Sign-Me-Up site for FCUSD professional development. 																		
<p>FCEA Member Documents (notify site rep for password) on FCEA Website</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Contract - You may download it from the site, if you choose. <input type="checkbox"/> TA/MOUs - Current MOUs and signed TA. <input type="checkbox"/> Salary Schedules <input type="checkbox"/> Useful Forms <input type="checkbox"/> Member Benefits <input type="checkbox"/> Useful Links 																		
<p>FCEA Member Updates (notify site rep for password) on FCEA Website</p> 	<ul style="list-style-type: none"> <input type="checkbox"/> Bargaining Bits <input type="checkbox"/> Budget Committee <input type="checkbox"/> Communications Update <input type="checkbox"/> Equity News <input type="checkbox"/> Political Action Committee <input type="checkbox"/> Presidential Updates <input type="checkbox"/> Rep Council <input type="checkbox"/> Exec Board 																		
<p>FCEA Calendar of Events</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Upcoming Events <input type="checkbox"/> Exec Board Meetings <input type="checkbox"/> Rep Council Meetings 																		
<p>Paycheck Information</p>	<p>Your pay stub contains a lot of valuable information:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Check your TB and Credential due dates periodically to ensure accuracy and approaching dates <input type="checkbox"/> Additionally, here are some common pay stub deduction that you should check monthly: <table border="1" data-bbox="422 1291 1437 1711"> <thead> <tr> <th><i>Listed As...</i></th> <th><i>Description</i></th> <th><i>Notes</i></th> </tr> </thead> <tbody> <tr> <td>CTA/NEA Dues</td> <td>Membership Dues</td> <td>Deducted tenthly: August through May</td> </tr> <tr> <td>FCEA Dues</td> <td>CTA & NEA Membership</td> <td>Deducted tenthly: August through May</td> </tr> <tr> <td>FCEA Advocacy for Education</td> <td>Political Action Committee</td> <td>Deducted tenthly: August through May \$2/month Suggested</td> </tr> <tr> <td>The Standard Income Protection</td> <td>Standard Insurance Disability</td> <td>Deducted tenthly: August through May</td> </tr> <tr> <td>The Standard Life</td> <td>Standard Life Insurance</td> <td>Deducted tenthly: August through May</td> </tr> </tbody> </table>	<i>Listed As...</i>	<i>Description</i>	<i>Notes</i>	CTA/NEA Dues	Membership Dues	Deducted tenthly: August through May	FCEA Dues	CTA & NEA Membership	Deducted tenthly: August through May	FCEA Advocacy for Education	Political Action Committee	Deducted tenthly: August through May \$2/month Suggested	The Standard Income Protection	Standard Insurance Disability	Deducted tenthly: August through May	The Standard Life	Standard Life Insurance	Deducted tenthly: August through May
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