

Teachers Called to Active Military Service

If you are a teacher called to active military service, as a result of the period of national emergency caused by the September 11th attack on the World Trade Center or for any other reason, you have rights under Education Code Section 44800.

First, employees have the right to be absent from teaching duties, in the above instance. The absence shall not affect an employee's classification. As an example, a probationary employee's absence shall not count as a break in the probationary period. If a probationary employee has had one year of probationary service, that employee, on return, shall have only one additional year of probation to reach permanency. An employee has six months after leaving service to return to his/her position. The person's salary will be at the level it would have been had the person's employment not been interrupted.

OEA Gets Stipends for Secondary Summer School Teachers

Some experienced, secondary summer school teachers were asked to share their expertise with less experienced colleague, during the 2001 summer school session. These teachers were asked to help support their less experienced colleagues with lesson plans, correcting homework, and assessing student performance. OEA negotiated up to one (1) hour a day and three (3) hours on the weekend of per diem pay for the professional expertise of the experienced teachers who provided these services.

Making Up Buy-Back Days

In an earlier issue of this publication, we emphasized that the three buy-back days mandated by the legislature are a part of your work year calendar and you are obligated to work them. Two of the days were specified on the annual calendar. For the 2001-02 school year, those two days fell on August 29 and 30. The third day, as previously stated, is to be arranged with full staff input and held no later than June 17, 2002. We recommend that you take care of the six hours well before June 17.

BUY-BACK DAYS MANDATED BY THE LEGISLATURE

With over 3500 employees covered by the OEA collective bargaining agreement, it was unavoidable that some of them missed one or more of the buy-back days and it cost those people two days of sick leave or they received no pay for those days. It is advisable for Faculty Councils, working with site administration to arrange for alternate opportunities to make up those days. Alternate opportunities can be made up in a single, six-hour day or the six hours can be spread over several days after regular work hours. A third possibility is for a teacher to take training at another site with another faculty. Of course, departments like special education, nurses, counselors or psychologists can have job-alike trainings, as well. In any event, make sure you record your presence on an official timesheet.

"Hello. Your principal calling. Are you really sick?"

If you are taking sick leave, it is an unfair labor practice for your principal to call you and to inquire, if you are sick. PERB ruled many years ago that it is illegal for a principal or any other administrator to call people at home and quiz them, if they take sick leave.

This situation has been brought to OEA's attention a number of times. If it happens to you, let your Building Representative know. Your Representative can counsel with a principal who is unaware of the illegal nature of such inquiries. Building Representatives should inform OEA, if the practice continues.

Protect Your Paycheck

You are not eligible for disability insurance under STRS, until you have vesting rights after five (5) years. If you have fewer than five (5) years teaching credit, it would be wise to consider CTA Group Disability Insurance. All members should consider adding this insurance protection. A brochure detailing the benefits can be picked up at OEA.

Last year, OEA reached agreement with OUSD that the \$250 tuition would be paid by OUSD to CTA. This year, the tuition has increased to \$500 per teacher. OEA was, again, successful in getting OUSD to pay the full tuition for all teachers taking the SB 395 course. OEA wishes to thank Assistant Superintendent Romina Carrillo for agreeing to the tuition payment.

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