

“Si Se Puede!”

LTA MONTHLY NEWS

“Yes, We Can!”

-Cesar Chavez

September 2021 Newsletter



Message from the President It has been rough, but somehow, we survived the first couple weeks of school! Thank you for all your patience

as we work to resolve many issues. I am trying to get back to everyone as quickly as possible. Please continue to bring your issues to your Site Rep, who will follow up with their assigned Executive Board Member and me. Remember to email any facilities concerns to your site administrator and cc me at arellano@lynwoodta.org and Mr. Fromm at gfromm@mylUSD.org so that we can follow up.

Act Now!

By now each site should have had their Site Rep Election. If your site does not have a Rep, please step up to volunteer. You can nominate yourself, or someone else who you think will be strong voice for yourself. The Site Rep is a member's first contact, and an extremely important member of the LTA Team. If you want to know more about the position, contact us. If you don't know who your Site Rep is you can check our website.



Issues We are not the only ones struggling to get substitutes for coverage. According to this article on EdSource, the shortage is so severe some districts may have to temporarily close classrooms. Click on the link to read the article.



<https://edsource.org/2021/substitute-shortages-so-severe-some-districts-may-have-to-temporarily-close-classrooms/660540c>



News and Headlines

- Vote No on the Recall 9/14
- LACDPH is expected to revise the county health guidelines in the next few weeks. Stay tuned,

Monthly Contribution This month's contribution comes from Myna Vergara, LTA Bargaining Chair, LTA Elementary Director, and Sixth Grade Teacher at Lindbergh.

AGREEMENT CONTRACT



Get to know your contract

For the past 18 months, your bargaining team and task force have been working hard to come to agreements with the district for the unique circumstances we have been in with COVID-19. MOU's are temporary agreements that outline safety and working conditions. We had an MOU for distance learning, the spring reopening, and now a school wide reopening MOU. Like mentioned before, these agreements are temporary and everything in the CBA still stands.

Knowledge is power. Please take the time to read and become familiar with our most recent collective bargaining agreement (CBA). You can find it on the LTA website under contracts and bargaining. Even though it states it's a draft- the content is correct. We are waiting for some edits to be made for the finalized copy to be available.



In the contract you will find information on recognition (who are our LTA members), management rights, association right, rights and duties of our members, summer school assignments, concerted activities, the grievance procedure, salary schedule rules and regulations, health and welfare benefits, hours of employment and

working conditions, special education, transfers, unit member evaluations, class size, leave provisions, safety and health, non-discrimination, salary schedules, honorarium pay, grievance form, and evaluation forms. It is important that you become familiar with the agreements we have between the district. If you have any questions on any of the articles you can always ask your LTA school site representative, e-board member, or contact the LTA president.



This contract was finalized November 2019. Some of the accomplishments obtained in the contract were attaining binding arbitration in the grievance process (7.3.4), Honorarium schedule being moved to group 6 step 1 (raise), and elementary positions were added. Other additions include an agreement that gate keys are to be made available to grade level chairs, department chairs, school leads, and school safety members (10.9), duty free recess was created at the elementary level (10.5), minimum day schedule during parent/teacher conference for elementary teachers was added (10.17). Additionally, a Special Education handbook committee and district wide special education committee is required to be formed to work together to tackle many of the special education issues we encounter (11.11, 11.13). We are also ready to implement PAR (13.4) as it was added to the contract. We are now compensated when class size exceeds the ratios (14.4a).

As we get ready to go back to the table, the bargaining team would like your help by taking a survey that will better prepare the bargaining team. It will help understand the needs of our members. **Our union is only as strong as our membership is willing to go. We need to make sure we remain united and focused if we want to get what we deserve. More than ever, we are a valuable part of the Lynwood community.**

Stronger Together!



Keep an eye on your Inbox. LTA will be sending a survey to all members. **Please complete.** This will help us get to know our members better and best serve them. Thank You.



We still need members on multiple committees. The committees and descriptions are now posted on our website. Please look to see what you can help with. Remember LTA is All of Us!



In honor of National Hispanic Heritage Month see the links below. You may learn something new or find something to share with others.



<https://www.youtube.com/watch?v=7oIN8JSF268>



https://youtu.be/hgace_0UEX4



Defining Latino: Young People Talk Identity, Belonging | NBC Latino | NBC News

Young Latinos talk about how their American experience has defined their identity at a time when Latinos, ages 18-34, are part of one of the largest and fast...

[youtu.be](https://youtu.be/QePAmImu2wA)

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Be on the lookout for an announcement for the upcoming election for LTA Middle School Director.