



NEW TEACHER ORIENTATION

- **WELCOME!**
- **WTA STRUCTURE**
- **WTA/CEA SERVICES
PROVIDED TO YOU**
- **MEMBER RESOURCES**



Teacher Reflection

Teachers Help Shape The World!

“The function of education is to teach one to think intensively and to think critically. Intelligence plus character – that is the goal of true education.”

-Martin Luther King, Jr.

“Better than a thousand days of diligent study is one day with a great teacher.”

-Japanese Proverb



Our Structure

WTA Organizational Chart

PRESIDENT

Kevin Egan

1st Vice President

Ray Santovasi

2nd Vice President

Ryan Sullivan

Executive Board : Pat Ospalek, Kacey Sullivan, Ivan Hernandez, Francene Ouellette, George Flaherty, Sean Mosley, Dana Jannetty, Sarah, Lestage, Stephen Tansley

Grievance Committee: Kacey Sullivan, Dawn Biolo, Carl Brault, Doreen Lopez, Danielle Moffo

CEA Representative: Jim Tessitore, Esq.



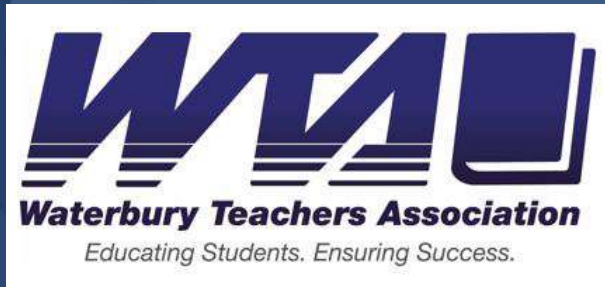
Structure

- ❖ **REP COUNCIL – Consists of building based, local union representatives elected by building teachers.**
- ❖ **Building Reps are your first line of assistance when issues arise.**
- ❖ **See your Building Rep for union related questions and if you are called into a meeting with school officials that you believe may result in discipline.
(Weingarten Rights)**



Structure

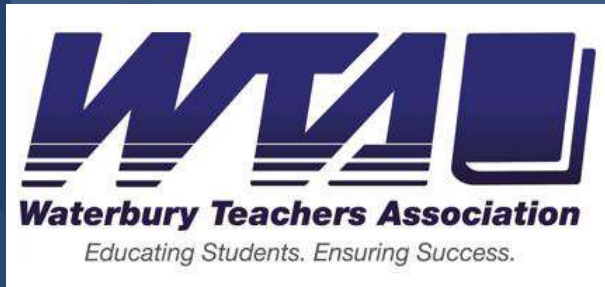
- **Building Reps conduct regular building based union meetings, called TEN MINUTE MEETINGS.**
- **These meetings are scheduled either before or after school and connect you with district wide issues that the WTA is addressing for teachers.**
- **All teachers are encouraged to attend the ten minute meetings for union based information and policy changes.**



A. Employment & Human Resource Services

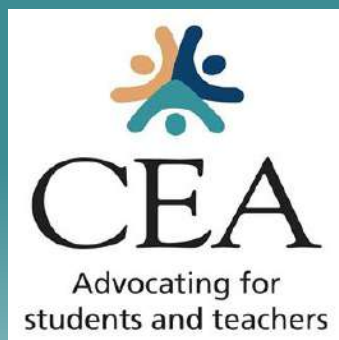
1. WTA President, Officers and Building Reps, along with full time CEA Representative (Attorney) provide help with employment related issues for all Waterbury teachers.
2. Six Member Grievance Committee to assist with grievance handling/processing.
3. Representation with disciplinary and workplace related issues and concerns.
4. Full counsel services and representation through grievance process and potential arbitration.

5. WTA NEGOTIATES ALL EMPLOYMENT BENEFITS FOR WATERBURY TEACHERS!!

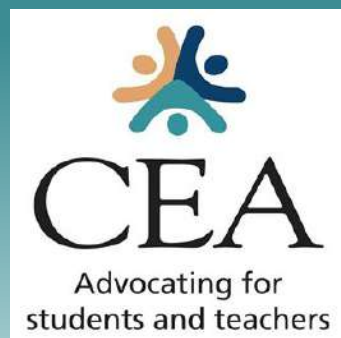


Member Only Benefits

- **There are many CRITICAL benefits of Membership that are essential protections for you as a professional educator.....**



MEMBERSHIP ADVANTAGES	CEA/WT MEMBERS	NON MEMBERS
CEA/WT REPRESENTATION AND LEGAL COUNSEL		
DCF Investigations	✓	
Worker's Compensation	✓	
Termination	✓	
Unemployment	✓	
Nonrenewal hearings	✓	
ADA Reasonable Accommodation Process	✓	
FMLA Assistance	✓	
PROFESSIONAL ISSUES		
Retirement Advice	✓	
Certification Advice	✓	
Workshops, trainings, professional development	✓	
Teachers training manuals and CEA publications	✓	
WT/CEA/NEA PARTICIPATION RIGHTS		
Voting rights - Contract	✓	
Right to vote for/elect union officers	✓	
Right to be a building rep/union official	✓	
Eligible to serve on CEA Commissions/Committees	✓	
INSURANCE COVERAGE		
\$1 million professional liability insurance	✓	
Complimentary life Insurance	✓	
Accidental death & dismemberment coverage	✓	
Educators liability benefit	✓	
MEMBERSHIP DICOUNTS		
Access to cost-effective homeowners insurance, auto insurance and other financial products	✓	
Discounts on cars, heating oil, retailers, tires, etc.	✓	
Two free magazine subscriptions per year	✓	
PROGRAM INFORMATION: www.cea.org ; www.wtateacher.com ; www.nea.org		



WTA/CEA Services Supported by Member Dues	Waterbury Teachers
ALL TEACHER BENEFITS	
Representation of teachers during disciplinary investigations and throughout grievance/litigation/arbitration procedure	✓
Defense of teachers charged with unjust discipline	
Defense of teachers from employment harassment	
Contract negotiations (research, language drafting, representation/spokesperson services, statutory arbitration litigation services, more)	✓
Grievance processing/litigation/arbitration representation and case preparation services	✓
WTA official on TEVAL appeal committee	✓
WTA has major role/presence in terms/conditions of employment of Waterbury teachers (negotiations, grievance enforcement, employment litigation)	✓
WTA has major role/presence in control of the length of school year, length of school day for Waterbury teachers (negotiations, grievance enforcement, employment litigation)	✓
Salary negotiations representation	✓
Insurance negotiations representation	
WTA handles donated sick leave procedure	✓
WTA provides regular, transparent communications on important local and state educational topics to protect/inform members	✓
EXCLUSIVE TO WTA MEMBERS	WTA Members
WTA hosts several complimentary teacher social functions per year	✓
WTA hosts end of year teacher celebration event for all teachers with complimentary food/drink/music	✓
Participation in several WTA only committees	✓
Representation for Teacher Evaluation Appeal	✓



WTA/CEA Services Supported by Your Union Dues

- **EVERY SINGLE BENEFIT PROVIDED TO WATERBURY TEACHERS HAS BEEN NEGOTIATED BY THE WTA (Your Fellow Teachers) AND IS CONTAINED IN YOUR WTA CONTRACT.**
- **If you ever ask “What does the WTA do for me?”, every minute of your professional day is governed by a Contract negotiated by teacher members of the WTA.**

• **Think About It.....**



Waterbury Teachers Association

Educating Students. Ensuring Success.

WTA Website

WWW.WTATEACHER.COM

location: **Home**

WATERBURY TEACHERS ASSOCIATION

Home

WATR Interview

2017 WTA ELA Survey

Email Center / Links

News

Itinerary

Cont/Eval/WTA Downloads

Grievance

Executive Board Members

DCF Issues

Teacher Sick Time

Contact



2017 CEA Holiday Bear Project

The Connecticut Education Foundation's (CEF) Holiday Bear Project is our holiday gift-giving project that links CEA members, the public, and businesses with needy public

[QuickLink to News](#)

Kennedy High School Auditorium

10.11.17/CEA Retirement Workshop 4 pm
Registration, 4:15 - 6:30 pm
Waterbury, CT US

[QuickLink to Itinerary](#)



Advocating for teachers
and public education



WTA FACEBOOK PAGE

www.facebook.com/wtassociation

“Friend” Us for Fast Updates to Important Information

Facebook interface showing the Waterbury Teachers Association page. The page includes a cover photo of four people, a profile picture, and navigation links.

Waterbury Teachers Association
Educating Students. Ensuring Success.

Waterbury Teachers Association
@wtassociation

Home
About
Photos
Events
Videos
Posts
Community
Info and Ads
Promote
Manage Promotions

Like
Following
Share

12 were here 0 this week
1,434 post reach this week

Community
See All
Ivan Hernandez and 169 other friends like this or have checked in
Invite Friends
448 people like this
439 people follow this

About
See All
Promote your business locally to lead people directly to 562 Lakewood Rd.
Promote Local Business

Upcoming Events



A Few Things To Remember...

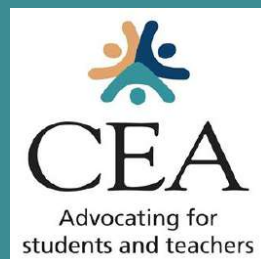
- **Be careful what you post on Social Media – It *can* impact your job...**
- **You have the right to WTA representation at all meetings with administrators that are discipline-related. But YOU must ask for it.**
- **If you need help or have a question –ask your fellow teacher and/or WTA building Rep.**
- **WTA Building Reps can help so use them!**



Membership Form Assistance

***** WTA Executive Board members are available at every table to assist with filling out the membership forms.**

***** When you have completed your membership form please hand it in to a WTA official & receive your FREE T-Shirt!**



Membership Form



PLEASE COMPLETE WITH BALLPOINT PEN – PRESS HARD – PRINT LEGIBLY

Association Membership Enrollment Form



First name _____ Middle Initial _____ Last name _____
 Individual ID # _____ Date of birth _____
 Home address _____ Apt.# _____
 City _____ State _____ Zip _____
 Phone ☐ Home ☐ Cell _____
 Personal email _____
☐ I am a new CEA member ☐ I am/have been a CEA member ☐ I was a member in another state _____

OPTIONAL INFORMATION

Gender

☐ Male
☐ Female

Ethnicity (check one):

☐ American Indian/ Alaska Native ☐ Hispanic ☐ Multi-Ethnic
☐ Asian ☐ Native Hawaiian/Pacific Islander ☐ Other
☐ Black ☐ Caucasian (not Hispanic origin) ☐ Unknown

Local Association (no abbreviations) _____ ID code _____

Work location (school building) _____ ID code _____

NEA membership type (choose one)

☐ Active Professional FT 51-100% AC-1-100
☐ Active Professional PT 26-50% AC-1-50
☐ Active Professional QTR 1-25% AC-1-25
☐ Reserve RS -1-0

CEA membership type (choose one)

☐ Active Professional FT 51-100% AC-0-100
☐ Active Professional PT 26-50% AC-0-50
☐ Active Professional QTR 1-25% N/A
☐ Reserve RS-0-0

_____ + _____ + _____ = _____
 *NEA dues amount *CEA dues amount *Local dues amount Total dues amount

Membership start date

*The above dues amounts must be completed. The membership start date is designated as the date the amount of dues indicated above is first deducted.

Position code _____ Subject code _____ (see codes on back of form)

I hereby affirm my unified membership in my local Association, the Connecticut Education Association, and the National Education Association and to continue to abide by the constitution and bylaws of all three Associations and to continue to pay the dues required for membership in all three Associations.

I authorize my local Association to deduct from my pay in each pay period a pro rata portion of the annual dues, fees, and assessments required for membership in my local Association, the Connecticut Education Association, and the National Education Association. I fully understand that the annual dues, fees, and assessments required for membership in the three Associations are subject to periodic change by the governing bodies of the Associations and authorize the local Association to deduct any modified monthly dues, fees, and assessments established by the governing bodies of the three Associations unless my obligation to do so ends under one of the circumstances set forth below. This authorization continues from year to year, unless (a) I revoke this authorization in a signed writing sent to the address below via U.S. mail, between August 1 and August 31 of the membership year immediately preceding the membership year in which the membership is to be cancelled; or (b) my employment with my school district ends.

By providing my phone number, I understand that the National Education Association, NEA Member Benefits, NEA360 and the Connecticut Education Association may use automated calling techniques and/or text message me on my cellular phone on a periodic basis. Neither the National Education Association nor any of its affiliates charge for text message alerts. Carrier message and data rates may apply to such alerts. Text STOP to 84693 to stop receiving NEA messages. Contact CEA directly to stop receiving state and local text messages. Text HELP to 84693 or go to nea.org/terms for more information.

Dues payments are not deductible as charitable contributions for federal income tax purposes. Dues payments (or a portion) may be deductible as a miscellaneous itemized deduction.

Member's signature _____ Date _____ Local Association representative signature _____

Connecticut Education Association, 21 Oak Street, Suite 500, Hartford, CT 06106

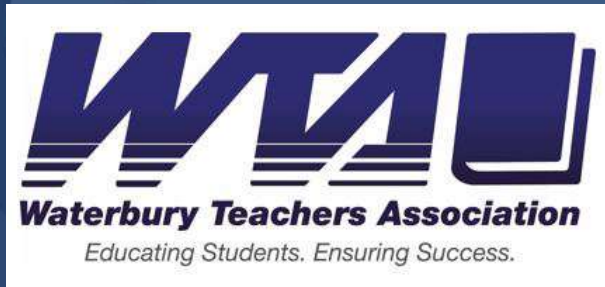
CONNECTICUT EDUCATION ASSOCIATION COPY





A Few Final Thoughts...

- **WTA/CEA/NEA are your PROFESSIONAL ASSOCIATIONS.**
- **Your Membership guarantees all Waterbury teachers have a voice in their professional destiny and in local/state/national educational policy.**
- **Your Membership guarantees the existence of your profession and the right to negotiate at the bargaining table (AND IT'S NOT EASY TO NEGOTIATE!).**
- **Why choose to LOSE???**



**On behalf of our 1,600 current
Waterbury teachers proud to call
themselves WTA members...**

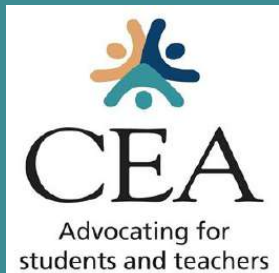
**THANK YOU FOR YOUR
MEMBERSHIP & SUPPORT!!!!!!**



WELCOME TO WATERBURY

HAVE A WONDERFUL YEAR

OF TEACHING!!!!!!



Sample Membership Form



PLEASE COMPLETE WITH BALLPOINT PEN – PRESS HARD – PRINT LEGIBLY

CEA Association Membership Enrollment Form

First name John Middle initial T Last name SMITH
 Individual ID # _____ Date of birth 10-2-83
 Home address 1 Concord Lane Apt.# 3
 City WATERBURY State CT Zip 06704
 Phone ☐ Home ☒ Cell (123) 777-7777
 Personal email JSMITH@ychoo.com
☒ I am a new CEA member ☐ I am/have been a CEA member ☐ I was a member in another state _____

OPTIONAL INFORMATION			
Gender <input type="checkbox"/> Male <input type="checkbox"/> Female	Ethnicity (check one): <input type="checkbox"/> American Indian/ Alaska Native <input type="checkbox"/> Asian <input type="checkbox"/> Black	<input type="checkbox"/> Hispanic <input type="checkbox"/> Native Hawaiian/Pacific Islander <input type="checkbox"/> Caucasian (not Hispanic origin)	<input type="checkbox"/> Multi-Ethnic <input type="checkbox"/> Other <input type="checkbox"/> Unknown

Local Association (no abbreviations) WATERBURY ID code 1070
 Work location (school building) B.W.TINKER Elementary School ID code _____

NEA membership type (choose one) <input checked="" type="checkbox"/> Active Professional FT 51-100% AC-1-100 <input type="checkbox"/> Active Professional PT 26-50% AC-1-50 <input type="checkbox"/> Active Professional QTR 1-25% AC-1-25 <input type="checkbox"/> Reserve RS -1-0 <u>\$192.00</u>	CEA membership type (choose one) <input checked="" type="checkbox"/> Active Professional FT 51-100% AC-0-100 <input type="checkbox"/> Active Professional PT 26-50% AC-0-50 <input type="checkbox"/> Active Professional QTR 1-25% N/A <input type="checkbox"/> Reserve RS-0-0 <u>\$108.00</u>
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\$192.00 + \$499.00 + \$108.00 = \$799.00
 NEA dues amount CEA dues amount Local dues amount Total dues amount

Membership start date TODAY'S DATE 8-22-18
*The above dues amounts must be completed. The membership start date is designated as the date the amount of dues indicated above is first deducted.

Position code _____ Subject code _____ (see codes on back of form)

I hereby affirm: my unified membership in my **local Association**, the **Connecticut Education Association**, and the **National Education Association** and to continue to abide by the constitution and bylaws of all three Associations and to continue to pay the dues required for membership in all three Associations.

I authorize my local Association to deduct from my pay in each pay period a pro rata portion of the annual dues, fees, and assessments required for membership in my local Association, the Connecticut Education Association, and the National Education Association. I fully understand that the annual dues, fees, and assessments required for membership in the three Associations are subject to periodic change by the governing bodies of the Associations and authorize the local Association to deduct any modified monthly dues, fees, and assessments established by the governing bodies of the three Associations unless my obligation to do so ends under one of the circumstances set forth below. This authorization continues from year to year, unless (a) I revoke this authorization in a signed writing sent to the address below via U.S. mail, between August 1 and August 31 of the membership year immediately preceding the membership year in which the membership is to be cancelled; or (b) my employment with my school district ends.

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John T. Smith 8-22-18
 Member's signature Date

Local Association representative signature _____

Connecticut Education Association, 21 Oak Street, Suite 500, Hartford, CT 06106