



Acalanes Education Association

Newsletter



www.acalanesteachers.org



@AcalanesEA

WELCOME NEW TEACHERS!

We want to welcome 45 new teachers to AUHSD! We are excited to work with both new teachers and seasoned teachers at all school sites. Several teachers are working at 2 schools and juggle staff meetings, double emails and many new faces. Consider giving our new colleagues a quick hello and offer a helping hand!

NEW TEACHER DISABILITY AND LIFE INSURANCE

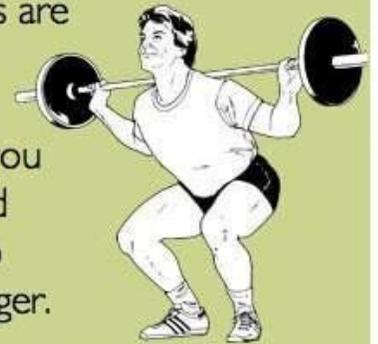
If you're newly hired and an eligible CTA member, you have a special opportunity to get Disability Insurance and up to \$200,000 of Life Insurance without answering any health questions. **You must apply within 180 days of starting work.**

Here's what this enrollment opportunity offers you:

- Disability Insurance designed specifically to meet the coverage needs of California educators.
- Up to \$200,000 of Life Insurance for yourself.
- Optional Life Insurance coverage for your spouse / domestic partner.

Contact **THE STANDARD** today!
www.standard.com/cta/newhire

Union membership is like a gym membership. Dues are necessary to operate. And, just like a gym, if you don't show up and participate, you do not become stronger.



someecards @unions4workers /unions4workers

RETIREMENT PLANNING

Republished excerpts by Elizabeth Gough, AHS Rep.

According to CTA data, a member's pension tends to cover just slightly over 50% of his or her post-retirement expenses. CTA risk management analysts Carole Anne Luckenbach and Henry Ahn warned us about high-fee retirement plans with costly surrender charges, often sold to educators by salespeople who work on commission and prey on us in our lunchrooms or classrooms after school. Ahn advised against all types of annuities and promoted good mutual fund options, explaining that there's a "risk in not taking enough risk" in our portfolios, if fees cost us more or slightly less than the investments make. Both advised us to look out for broker advice fees, which "aren't worth it". According to them, the difference between an annual .12% investment/administrative fee or low flat fee and an

annual 2.2% investment/ administrative fee in an annuity translates to \$200,000 or more over a 20-year career!

Our union has published an excellent booklet entitled “The CTA Educator’s Retirement Planning Guide” that explains and compares 403(b), 457, Roth 403(b), and Roth 457 investment options. Call 650-552-5200 to order one or visit Business_Initiatives@cta.org. In addition, we are encouraged to peruse the 403(b) comparison in the members’ section of CalSTRS.com.

CTA has also gone one giant step further. It recently established the CTA Retirement Savings Plan. This retirement fund option has no annuities, a competitively low annual administrative fee (.12% asset-based fee plus \$65 for recordkeeping and \$15 for custodial fees), no hidden fees, and funds based on our target retirement dates. The funds for people closer to retirement add in more bonds and cash investments, but you can also unselect target date funds if desired.

CTA president Eric Heins encouraged us to check out the financial consulting firm RVK along with the CTA Retirement Savings Plan. RVK was hired to act as the CTA Retirement Savings Plan fiduciary (i.e., a firm of financial advisors that does the investment legwork but has no connection to particular mutual funds, insurance plans, or brokers and pledges to act only in our best interests). Also, if you are already in a current 403(b) plan, you can “exchange” it for the CTA Retirement Savings Plan (though beware that some 403(b) vendors may have surrender fees that impact the exchange). **You can call the CTA Retirement Plan Center at 855-604-6222 for details.**

DATES FOR YOUR CALENDAR

REP meetings - all are welcome!

September 6, 2018 (Th) - Acalanes

October 4, 2018 (Th) - Campolindo

November 8, 2018 (Th) - Las Lomas

December 6, 2018 (Th) - Miramonte

January 10, 2019 (Th) - Acalanes

February 6, 2019 (Wed) - Campolindo

March 7, 2019 (Th) - Las Lomas

April 11, 2019 (Th) - Miramonte

May 2, 2019 (Th) - Acalanes

May 31, 2019 (Th) - Location TBD

Hispanic Heritage Month

Sept. 15–Oct. 15, 2018

Lesson plans are available latinoart.si.edu. Check out nea.org and hispanicheritagemonth.gov/for-teachers for additional resources. [#hispanicheritagemonth](https://twitter.com/hispanicheritagemonth)

Keep the Peace

International Day of Peace is observed each year on Sept. 21, 2018. This year’s theme, “The Right to Peace,” marks the 70th anniversary of the Universal Declaration of Human Rights. Find classroom activities at internationaldayofpeace.org. [#peaceday](https://twitter.com/peaceday)

Region I Leadership Conference

Oct. 5–7, 2018 at the Fairmont, San Jose. Learn the ropes or increase your skill set.

NEA Foundation Grants

Oct. 15, 2018 Application Deadline. The NEA Foundation awards grants to educators. Applications are reviewed three times a year.

Institute for Teaching Grants

CTA’s IFT offers educators grants for strength-based projects. Applications accepted from Dec. 1, 2018, to March 31, 2019.

DO YOU HAVE AN ARTICLE IDEA?

Contact Lori Tewksbury or Sarah Morgan to talk about your idea!