



AVUTA welcomes you too!

2020-2021



AVUTA President (2018-present)

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*“Those who know, do.
Those that
understand, teach.”*

-Aristotle



Dear New Bargaining Unit Member,

Welcome to the Apple Valley Unified School District (AVUSD) and the Apple Valley Unified Teachers Association (AVUTA) community. We are so lucky to have you join us!

During your career with AVUSD, you will have the opportunity to experience how our union AVUTA can benefit you. AVUTA is the exclusive representation for the Pre-K – 12 bargaining unit members in AVUSD, including teachers, speech therapists, counselors, and pre-school teachers. We are your voice at the bargaining table as we negotiate your salary, health benefits, and working conditions in the district. We are your first phone call should you need assistance in representation at an administrative conference or in other situations that may arise as you perform your work duties each day.

Membership enrollment in the AVUTA entitles you to automatic membership in the California Teachers Association (CTA) and the National Education Association (NEA). The benefits of belonging to all three organizations include a number of economic and legal services and a variety of insurance programs. Basic information of the program benefits of membership is included in this presentation.

What an exciting (and exhausting) time to join AVUSD, whether as a brand new teacher or one who is joining us from another district. We all are carefully navigating the start of the current school year and the restrictions placed upon us with regard to communication. This presentation is designed to encourage you to join AVUTA to help make your time with AVUSD and AVUTA safe and secure for you and yours.

Good luck as you begin your career in AVUSD. On behalf of the Association leadership, we look forward to meeting you and working with you.



What does it mean to be an AVUTA member and a CTA/NEA member?

Benefits	Member	Non Member
Association representation on contractual matters/issues.	✓	✓
\$1,000,000 personal liability insurance	✓	✗
Full representation in dismissal/lay-offs. Attorney provided, as needed	✓	✗
Representation as an advisor, mediator, and friend with appropriate administrative personnel on non-contractual matters.	✓	✗
Counseling and advice regarding referrals to appropriate agencies for charges of discrimination.	✓	✗
Representations if your individual rights are violated under EERA.	✓	✗
Travel and purchasing discount services	✓	✗
Associations counseling and representation on retirement	✓	✗

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1-hour free attorney consultation on job related matters (per issue).	✓	✗
½ hour free attorney consultation on non-job-related matters (per issue)	✓	✗
Referral to attorney and counseling on workers comp. issues	✓	✗
Voluntary additional life insurance, income protection, home, auto, etc.	✓	✗
Automatic additional free life insurance	✓	✗
Advice and representation on unemployment matters	✓	✗
The right to vote and hold AVUTA/CTA/NEA offices	✓	✗



MEMBERSHIP DUES STRUCTURE for 2020-21

<p>CATEGORY 1 For those faculty whose teaching assignment is <u>more than 60%</u> of a normal assignment, except for faculty employed as pre-school, head start, child care, adult education, and substitute teachers whose salaries are less than the minimum teacher salary for the district in which they are employed.</p>	<p>State Dues \$737.00 NEA Dues \$200.00 AVUTA Dues \$240.00 Total per Year: \$1177.00 Total per Month 10: \$117.70 Total per Month 12: \$98.08</p>
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CATEGORY 2A For those faculty whose teaching assignment is greater than 1/3 but not more than 50% of a normal assignment	State Dues \$378.50 NEA Dues \$111.50 AVUTA Dues \$240.00 Total per Year: \$730.00 Total per Month 10: \$73.00 Total per Month 12: \$60.83
CATEGORY 2B For those faculty whose teaching assignment is greater than 50% but not more than 60% of a normal assignment, or faculty employed as pre-school, head start, child care, adult education, and substitute teachers whose salary in the district in which they are employed is less than the minimum salary paid regular teachers in such district.	State Dues \$378.50 NEA Dues \$200.00 AVUTA Dues \$240.00 Total per Year: \$818.50 Total per Month 10: \$81.85 Total per Month 12: \$68.21

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<p>CATEGORY 3A For those faculty or substitutes whose teaching assignment is 25% or less than a normal assignment, including faculty on unpaid leave.</p>	<p>State Dues \$199.25 NEA Dues \$67.50 AVUTA Dues \$240.00 Total per Year: \$506.25 Total per Month 10: \$50.63 Total per Month 12: \$42.23</p>
<p>CATEGORY 3B For those faculty whose teaching assignment is greater than 25% but not more than 1/3 of a normal assignment or those faculty employed in private higher educational institutions <u>or</u> the University of California for whom no representation by the Association in employer-employee relations exists or is immediately contemplated.</p>	<p>State Dues \$199.25 NEA Dues \$111.50 AVUTA Dues \$240.00 Total per Year: \$550.75 Total per Month 10: \$55.08 Total per Month 12: \$45.90</p>

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<p>CATEGORY 4 For those adult education and community college employees employed only on a part-time hourly basis.</p>	<p>State Dues \$91.70 NEA Dues \$67.50 AVUTA Dues \$240.00 Total per Year: \$399.20 Total per Month 10: \$39.92 Total per Month 12: \$33.27</p>
<p>Notification of Local chapter dues will be provided separately.</p>	<p>NOTE: Those eligible for membership in more than one school district shall be enrolled in their primary place of employment</p>
<p>CTA dues at each category include a \$20 Voluntary Dues Contribution to support CTA advocacy and the CTA Foundation for Teaching and Learning.</p> <p><i>*Members not wishing to contribute may request a refund.</i></p>	<p>Voluntary Contribution: NEA-Fund -- suggested amount \$ 50.00 - (NEA - Fund for Children and Public Education)</p>



It is never too late to become a member of the Association. Should you decide to become a member, follow this link [CTA Membership Application](#). It is a fillable form. You need to download it, fill out the available fields, and then print it. When you go to print it, please change the destination to 'save as pdf' once you have saved it, please email the form back to me, Terri Rey the AVUTA membership chair at AVUTA.vicepres@gmail.com. If you have any questions, please see the contact list on the next slide.



Contact for help with applying for CTA membership.

Segment directors (in lieu of site reps)

H.S. Segment - Jessica Cooley (jc.avuta@gmail.com)

P.S. K-6 - Shannon Sovern (shansov@hotmail.com)

P.S. K-8 - Wendy Kelly
(wendykelly.avuta@gmail.com)

Or

P.S. K-8 - Martha Lopez (missfabav@gmail.com)

Membership

Vice President - Terri Rey
(AVUTA.vicepres@gmail.com)

President - Kristy Croft
(avuta.pres@gmail.com)