



Membership Manual

2021-2022

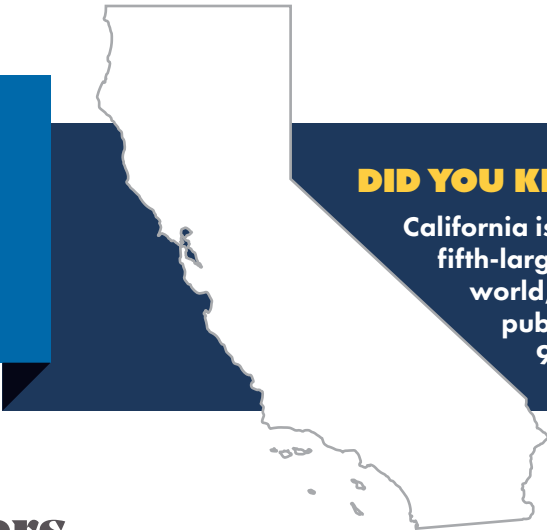
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Organizing for change
Supporting your growth
Advocating for education
Funding innovations
Saving you money
Connecting your world

#WeAreCTA

WHETHER YOU'RE JUST STARTING OUT, PREPARING TO RETIRE, OR SOMEWHERE IN BETWEEN, A CAREER IN PUBLIC EDUCATION CAN SEEM LIKE A LABYRINTH TO NAVIGATE ON YOUR OWN. LUCKILY, YOU DON'T HAVE TO. #WEARECTA AND WE'VE GOT YOUR BACK.

ORGANIZING FOR POWER



DID YOU KNOW?

California is home to the fifth-largest economy in the world, more than 10,500 public schools and 9 million students.

Strength in Numbers

Did you know you're the engine that (em)powers CTA? But not just you. We're all in it together.

Just by being a member, you're helping teachers all across California negotiate smaller class sizes and safer working and learning conditions. Your membership is helping an education support professional in another district bargain a living wage and a veteran educator retire with dignity. And your membership adds to our power to secure and share cost savings through the CTA and NEA Member Benefits programs.

And collectively, as one voice, we've made a lot of important changes through the years — at the local school board, at the California State Capitol, and in the halls of our nation's Capitol.

CTA IS A REPRESENTATIVE DEMOCRACY.

As a CTA member, you get to vote for someone to represent you on the CTA State Council of Education, CTA's largest governing body. You also vote for your own local chapter officers and delegates to NEA's Representative Assembly, which is the largest union governing body in the country.

The 743 State Council representatives, in turn, elect the three state-level CTA officers and the CTA Board of Directors. Together, the state officers, the Board of Directors, and State Council set CTA's priorities and goals.

At the national level, the NEA Representative Assembly delegates, the officers, and the NEA Board of Directors do the same.



E. Toby Boyd

PRESIDENT
Kindergarten Teacher
Elk Grove Education Association



David Goldberg

VICE PRESIDENT
Bilingual Teacher
United Teachers Los Angeles



Leslie Littman

SECRETARY-TREASURER
History Teacher
Hart District Teachers Association



Joe Boyd

EXECUTIVE DIRECTOR
Former Educator
Longtime Organizer

OUT OF MANY, ONE!

Together, we number 3 million members across the country. That's 310,000 just in California from nearly 1,100 chapters. At the same time, it all comes down to you. As a member-driven organization, you decide, well, everything! From the trainings CTA offers to what we fight for at the Capitol, you steer CTA's course.



This is what it means to be member-driven.

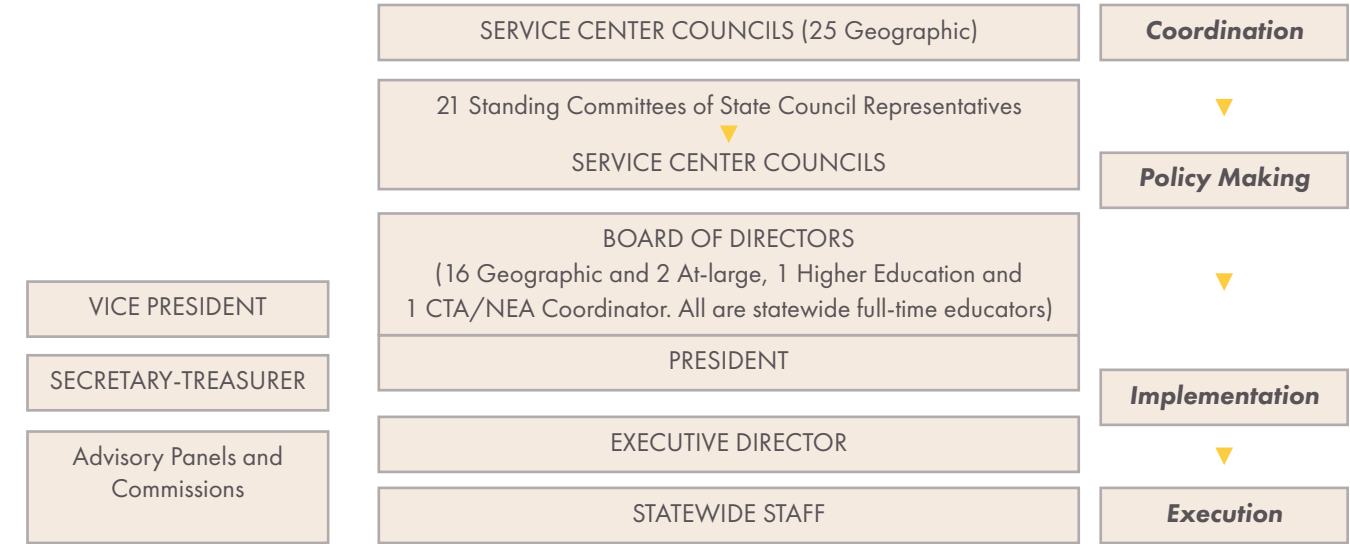
EVERY MEMBER HAS A VOICE.

CTA's organization ensures that every member has a voice and a vote in determining our union's values, goals and leaders. CTA members just like you built, maintain and enhance this structure to advocate for, support and defend the public schools our students deserve, and focus on the needs of educators working hard to make a difference in classrooms.

MEMBERS



Small Chapters share State Council Representatives.
Large Chapters have more than one (on average — one representative per 449 members)



TO DATE, CTA MEMBERS HAVE FUNDED 453 INNOVATION GRANT PROJECTS, TOTALING MORE THAN \$5.2 MILLION.

SUPPORTING YOUR GROWTH

Instruction & Professional Development

Building Your Skills

CTA offers top-notch professional development opportunities designed to improve the quality of teaching and learning. Whether it's attending one of our conferences, participating in a training or workshop, or applying for a scholarship or grant, CTA can help you be the best educator you can be!

EVENTS & CONFERENCES

Our statewide multiday, multifaceted conferences deliver knowledge and skills for CTA members on a variety of topics including teaching and learning, racial justice and equity, LGBTQ+ issues, education advocacy, new and veteran educator issues, and leadership training. Most sessions are recorded (see next page). Together with specialized trainings and workshops held throughout the year, CTA meets your professional development needs at every stage of your career.

INNOVATIONS IN STUDENT LEARNING

CTA members are at the forefront of innovative ideas for student learning and transforming the profession. CTA's **Institute for Teaching (IFT)**, funded by member dues, offers substantial grants for innovative ideas, whether in one classroom or schoolwide. See page 9 for more information.

Other components of IFT:

Thrively Collaboration: A webinar series emphasizing "A Strengths-Driven Approach to Student Learning & Engagement." (University credit available.)

Think Tanks: Members come together to discuss and collaborate on critical educational issues.

Learn more at cta.org/IFT.

CTA's Instruction and Professional Development (cta.org/IPD) is a hub where you'll find information, resources and opportunities to build and improve your skills. These include:

- CTA/NEA microcertifications — short, competency-based courses that let you demonstrate mastery in a particular area.
- Access to communities of practice through CTA's Instructional Leadership Corps (ILC) — educator-led professional development.
- A program to jump-start your path to National Board Certification.
- An ongoing calendar of topical webinars and in-person seminars.



"Best conference ever! Brimming with enthusiasm to DO THE WORK that equity requires."

"I've had such an amazing time. I cannot wait to bring back so many useful concepts and strategies, and networking with amazing teachers has been incredible!"

"The energy at the conference was so much passion, curiosity and excitement!"



LEARN VIRTUALLY, TOO!

Find digital resources, upcoming webinars, and recorded materials on distance learning at cta.org/IPD.

At the same place you can also find ILC webinars on such subjects as mindfulness, ed tech, assessment tools and tips, English Language Development and Universal Design for Learning.

Can't make it to one of CTA's conferences in person? Just visit cta.org/VirtualPass and browse through our catalog of past conference workshops.

Conferences

When you attend a CTA conference, you experience engaging workshops, perspectives from some of the best content experts and thought leaders in public education, and opportunities to network with colleagues. The skills and information from our conferences can be immediately applied to your role as an educator and local leader.

Community College Association

Oct. 15–17, 2021

Feb. 11–13, 2022

April 29–May 1, 2022

Student CTA Events

Nov. 6–7, 2021

April 23–24, 2022

New Educator Weekends

Dec. 10–12, 2021 (South)

Feb. 25–27, 2022 (North)

LGBTQ+ Issues

Oct. 29–31, 2021

Issues

Jan. 21–23, 2022

Good Teaching

Jan. 28–30, 2022 (North)

March 18–20, 2022 (South)

CTA/NEA-Retired

March 3–4, 2022

Equity and Human Rights

March 4–6, 2022

Presidents

July 14–17, 2022

Summer Institute

July 24–28, 2022

Visit cta.org/conferences for current information on locations and dates.

FROM THE STREETS OF OUR COMMUNITIES TO THE STEPS OF THE STATE CAPITOL, EDUCATORS ACROSS CALIFORNIA HAVE STOOD TOGETHER FOR THE RIGHT OF EVERY STUDENT TO A QUALITY PUBLIC EDUCATION.

ADVOCATING FOR EDUCATION

Building a Better State for Public Education

Since our founding in 1863, CTA has built a legacy of standing together and working for our members, our students, our craft, and the belief that public education is a cornerstone of American democracy.

It's these shared values that unite us and make us strong, as 310,000 CTA members from El Centro to Eureka and everywhere in between stand ready to support each other, fight for our students, and defend our schools and community colleges.

While we are unified in our mission and voice, our differences are a major part of what makes us stronger together. Though we are diverse in so many ways, we share an important focus: Advocating for our students, schools and communities. Ensuring that there is a place for everyone in CTA is a value that requires a solid foundation and structure built to be inclusive and equitable, so that every member is seen and heard.



Guided by our values and powered by our solidarity, CTA continues our mission for even greater successes in the years ahead. We will continue to fight for seats at the table in our local communities and the State Capitol, to let our voices be heard, and to work with elected officials who believe in our vision for strong, vibrant public schools that serve all students.

When CTA stands tall for a brighter tomorrow, there's nothing that can stop us. Because together, We Are CTA.

Learn more about our issues at cta.org/TakeAction.

Leaders & Advocates



With more than 310,000 educators dedicated to each other, our students and the power of public education, CTA makes a difference every day. With unity brings strength.

Maggie Peacock-Butler,
2021 ESP OF THE YEAR, *Potter Valley Education Support Professionals Association*



Equity, racial and social justice, and economic fairness is achieved not because of the benevolence of those in power but through the collective efforts of courageous people and organizations like CTA.

Telly Tse, CTA BOARD OF DIRECTORS,
Beverly Hills Education Association



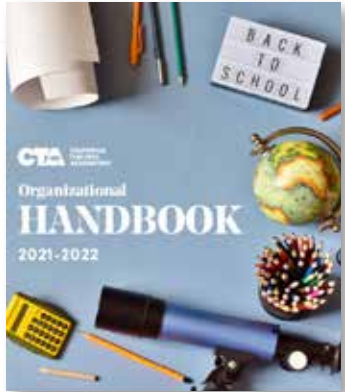
#WeAreCTA is much more than a mindset, but rather a call to arms that reminds us of the power in collective organizing to better support our members, students and communities.

Yurii Camacho, NEA BOARD OF DIRECTORS, *Holtville Teachers Association*



Public school educators have the power to change and improve the lives of young people. As CTA members, we have the collective voice to make that change.

Keith Brown, PRESIDENT,
Oakland Education Association



Our Advocacy Road Map

CTA's structure, agenda, long-term plan and policies are contained in the Organizational Handbook. This handbook is our road map, providing the vision and path to accomplish the important work we do. For 158 years, educators have crafted, molded and shaped bylaws and policies to help build our association into the powerful voice for educators it is today. Our agenda and goals are rooted in policies developed by our State Council of Education and set forth in this handbook.

More at cta.org/OrgHandbook.

158 YEARS OF ADVOCACY... A SMALL SAMPLING

Go to cta.org/history for the Big List.

1863

CTA is founded by Superintendent of Public Instruction John Swett with fewer than 100 members, all male.

1866

CTA's first legislative win establishes free public schools for all California children — including schools for students of color.

1890

CTA wins state Supreme Court ruling on "fair dismissal" law.

1911

CTA leads state funding fight to establish community colleges. At CTA's urging, free textbooks are printed and distributed at state expense.

1913

California State Teachers' Retirement System is created by legislation after CTA State Council calls for a statewide teacher pension system in 1910.

1927

CTA wins legal victory when state Supreme Court rules that a school board cannot fire a female teacher simply because she married.

1940

CTA is one of a few organizations in California to protest internment of Japanese Americans at the beginning of World War II.

1967

CTA establishes schools for children of migrant workers and leads the authorization of bilingual instruction classes for English learners.

1975

CTA-sponsored Rodda Act passes making K-14 school employees the first public employees in California to win collective bargaining rights.

1988

CTA drafts and wins passage of Proposition 98, which guarantees a minimum portion of state money to fund K-14 education.

1996

CTA wins Class Size Reduction law for K-3 classrooms.

2005

CTA defeats initiatives that would have cut school funding, destroyed teachers' due process rights, and silenced the voices of public employees.

ADVOCATING FOR EDUCATION

Fighting for Justice

CTA has a legacy of fighting for justice — for our members and students, and for the shared values we hold dear. This starts with representation on the job when members are treated unfairly, members stand up for students being treated unfairly, or management is pulling something funny. Sometimes these issues require additional expertise, and CTA has an experienced team of attorneys who provide legal advice and assistance to protect the rights of our members and defend our students.

The shared belief that a better world is possible has guided our union since our founding, when a small group of teachers successfully established free public schools for all children in California — including schools that educate students of color. During our 158 years, CTA has fought for justice in our schools and communities — leading efforts to outlaw child labor and enact other legal protections for children; vehemently opposing the internment of Japanese Americans at the beginning of World War II; fighting for the rights of immigrant families to pursue the American Dream; and declaring without exception that Black Lives Matter.

CTA's legacy of fighting for justice and progress informs our efforts as we work for a brighter tomorrow.

Read up on the issues we care about at cta.org/Our-Advocacy.

WE'RE STILL ADVOCATING!

2006 **2012** **2019** **2020-21**

CTA authors the Quality Education Investment Act to help schools that serve higher percentages of low-income students and English learners to close the achievement gap.

CTA leads fight to pass Proposition 30, generating \$42 billion for public schools and local services over seven years.

CTA helps pass landmark accountability and transparency reforms to charter school laws.

CTA actively opposes hate, discrimination and violence and supports honesty in education.

LISTEN UP: BACK IN OUR DAY...

Visit the CTA Oral History project at cta.org/OralHistory to listen to the voices and memories of our CTA members. Knowing where we've been helps us shape our future.

KNOW YOUR RIGHTS

Thanks to years of strong union advocacy, California educators have certain rights guaranteed by law on the job.

“

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present.

— Workplace Rights

Download this mini guide to your rights at cta.org/YourRights.

WELCOME ALL STUDENTS

Social justice for all begins with a free, quality public education. For that to happen our students need to feel welcome in schools and seen by their educators.

For resources, videos, posters and shareables to create welcoming learning environments for all students, visit cta.org/SocialJustice.



FUNDING INNOVATION

Teacher-driven & Strength-based

Through special programs, research, conferences, networking, the mobilization of teachers, and community-based coalitions, the Institute for Teaching (IFT) seeks to advance public education and promote the common good of our students and communities. That's all.

IFT found that school change must include two key factors: It needs to be teacher-driven, and it should be based on what is working and successful in our schools and classrooms.

INNOVATION GRANTS

One of the ways IFT helps struggling students and schools is by awarding innovation grants directly to CTA members and local chapters. To date, CTA members have funded 453 grant projects totaling more than \$5.2 million.

All CTA members are eligible to apply for an Educator grant (up to \$5,000) or an Impact grant (up to \$20,000).

To learn more about everything IFT does and the grants offered, go to cta.org/IFT.

SCHOLARSHIPS & AWARDS

CTA provides grants and awards to educators and members of the community who promote quality public education and impact their students and community. Has your chapter produced exceptionally effective communications? Know a colleague who actively works for social justice and human rights? Those are just a few of the awards we offer. We also award educational scholarships to help support CTA members and their families during the academic year.

Here's a sampling.

CTA scholarships for members and dependents, including:

1. Scholarships up to \$5,000 for dependent children of CTA members.
2. Scholarships up to \$3,000 for members.

LGBTQ+ Safety in Schools Grant & Scholarship Program in Honor of Guy DeRosa

Grants up to \$2,500 to support groups, projects and presentations that promote understanding of and respect for LGBTQ+ persons; scholarships up to \$2,500 for self-described LGBTQ+ members pursuing careers in public education.

Martin Luther King Jr. Memorial Scholarship Program

Scholarships up to \$6,000 for members and dependents to encourage students of color to become educators, school nurses, school counselors or school therapists.

César E. Chávez and Dolores Huerta Education Awards Program

Awards up to \$550 for both sponsoring educators and students who demonstrate an understanding of the vision and principles of César Chávez and Dolores Huerta with an essay or visual art project.

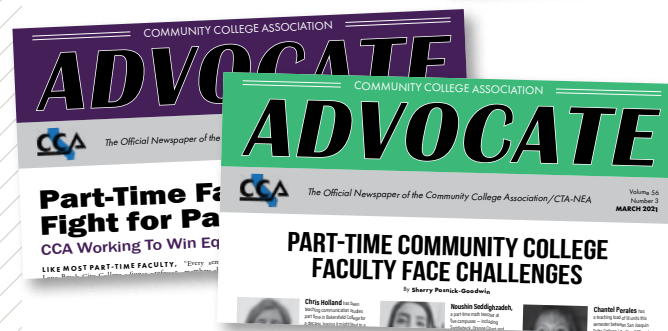
VISIT cta.org/scholarships FOR MORE.

CONNECTING YOUR WORLD

Staying Informed

Sometimes you just want to turn the page and learn about what's going on with public schools and colleges.

Don't miss CTA's award-winning publications that spotlight important issues in our public schools and community colleges, as well as amazing members who go above and beyond to reach students. CTA's official magazine, *California Educator*, is published every two months, mailed to all members and updated regularly at cta.org/educator.



Printed four times a year, CCA Advocate is the official publication of the Community College Association, CTA's affiliate union representing community college faculty and educators across the state.

GET SOCIAL, CONNECT WITH EDUCATORS AND TAKE THE MOVEMENT DIGITAL!

The world interacts on social media, and CTA members are there. And it's not just sharing memes and pictures of food. CTA members are talking about some major issues on CTA social media pages and in online groups — engaging in dialogues and sharing resources about equity, social justice, classroom techniques, distance learning, education trends, and ways to get connected with CTA and the movement for the schools all students deserve.

Join the conversation using the hashtag #WeAreCTA to connect with educators from CTA and beyond to discuss education, share teaching and learning tips, and take the fight for public schools digital.

www.CTA.org

And don't forget our home on the web, the newly redesigned cta.org, which makes it easier than ever to find educator resources and information about upcoming CTA events, conferences and professional development opportunities.

Updated and upgraded in 2020 with more to come in the months ahead, cta.org is a one-stop shop for all things CTA.

Whether you're looking for news about public schools, learning about our positions and goals for the next election, or seeking to help advocate and take action for our students, you'll find what you need at cta.org.

Visit CTA's main **Facebook page (@WeAreCTA)** and participate in more than 15 Facebook groups focused on a variety of education topics.

Follow breaking news that impacts CTA members and discussions about important education and social issues on CTA's **Twitter page (@WeAreCTA)**.

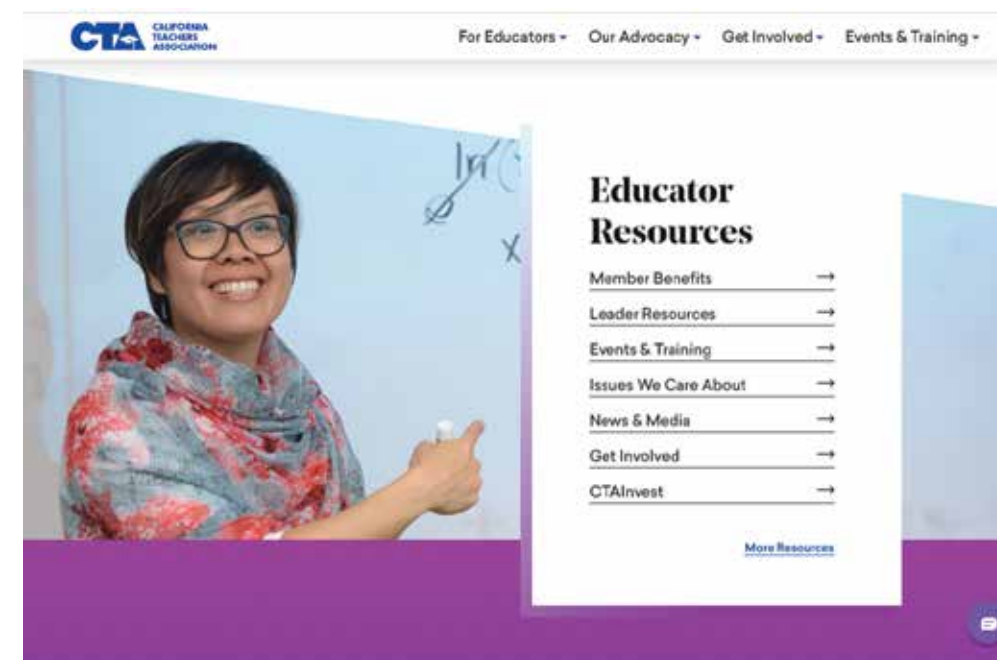
And don't miss our **Instagram stories and posts (@WeAreCTA)** sharing the beauty of our craft and our union, since we all know a picture is worth a thousand words.

Browse our **curated boards and pins on Pinterest (@WeAreCTA)** and get resources to use in the classroom and beyond.

On our **YouTube channel**, you can find dozens of IPD webinars and trainings on a variety of topics, in addition to CTA ads, videos of events, and other informative and interesting items.



LEARN MORE AT cta.org/social



Staying connected to your profession and colleagues is important, and CTA's digital platforms make it possible. Like and follow us today and we'll see you online!

And if you need help while on cta.org, BUZZ, our answerbot, is here.

CTA/NEA Member Benefits

We stand union-strong with CTA's 310,000 and NEA's 3 million members to negotiate exclusive programs designed just for educators. Our programs can give you and your family peace of mind and add value to your membership.

SAVING YOU MONEY

UNIQUE BENEFITS AND SAVINGS

CTA/NEA Member Benefits programs are designed exclusively for educators. These quality programs offer competitive rates and excellent customer service, and have been vetted at the highest level with continued monitoring and advocacy. Whether you are trying to save money on your back-to-school supplies or looking for ways to protect yourself and your family with insurance solutions or your financial future with retirement savings, we have you covered. We and our endorsed partners are ready to help and support you with new virtual resources.

By combining the discounts from your CTA and NEA Member Benefits programs, you have a long list of programs and savings available to you.

A HANDFUL OF BENEFITS

For a complete list of the discounts and resources, visit our websites:

CTAMemberBenefits.org
neamb.com
CTAinvest.org

If you have any questions:
memberbenefits@cta.org
(650) 552-5200

Member Benefits Highlights 2021/2022

California Teachers Association
National Education Association
CTA/NEA Member Benefits

Download the 2020-2021 Member Benefits Highlights for the complete program. CTAMemberBenefits.org/download

Benefits You Can Count On

CTA Access to Savings offers numerous discounts on everyday and major purchases, travel, and entertainment.

CTA Group Voluntary Life and Disability Plan through The Standard, protecting your loved ones and income with additional Student Loan and Cancer benefits.

Auto, Home/Renters Insurance through California Casualty offering preferred rates and unique educator-specific benefits.

Exclusive member discounts on home mortgages and auto loans through Provident Credit Union and a Super Reward Checking Account.

Student loan forgiveness resources, including NEA Student Loan Forgiveness Navigator powered by Savi.

AND DON'T MISS...

CTA Retirement Savings Plan, the only 403(b) plan endorsed by CTA and created using a fiduciary standard of care, which means it has your best interests in mind. More at CTAMemberBenefits.org/rsp.