

# FACTS

## Faculty Association Contract Tips Series

September 9<sup>th</sup>

On Friday, September 9<sup>th</sup> the Faculty Association is offering a day of workshops focusing on a variety of benefits in your contract.

Visit the [POD Connect Calendar](#) to register for the workshops listed below.



### 8 a.m. – 9 a.m.

- FACTS: Generation Debt—Student Loan Forgiveness
- Column Crossover for Full-Time Faculty

### 9:15 a.m. – 10:15 a.m.

- Stronger Together – Your Essential Guide to CTA/NEA Member Benefits
- Faculty Leaves and Accommodation

### 10:30 a.m. – 11:30 a.m.

- Educator's Guide to a Successful Retirement
- Part-Time Health/Welfare Benefits

### 12 p.m. – 1:30 p.m.

- CalSTRS: My Retirement Benefits

### 1:45 p.m. – 2:45 p.m.

- Column Crossover for Part-Time Faculty
- Get Your Professional Growth Increment. It Makes More than Cents!

### 3 p.m. – 4:15 p.m.

- To Take or Not To Take a Sabbatical? That is the Question.
- Employee Rights: Representation, Human Resources, and Remedies

**FACTS: Generation Debt—Student Loan Forgiveness**

8 a.m. – 9 a.m.

Intended Audience: All Faculty

Presenter: Sean L. Mabey, NEA Affiliate Relations Specialist to California & Utah

Did you know the average student loan borrower owes over \$38,000? During “Generation Debt: Student Loan Forgiveness” attendees will learn about the three loan forgiveness programs from the U.S. Department of Education, the requirements for each, pit-falls to be cautious of, and the “NEA Student Debt Navigator” powered by Savi, which is a tool to help association members analyze their personal student loans. In addition, if you have been denied Public Service Loan Forgiveness (PSLF), we’ll discuss the recently announced expansion and review of the program and explain the process to submit the PSLF Waiver. Come learn about how you can manage your student loan debt.

**Column Crossover for Full-Time Faculty**

8 a.m. – 9 a.m.

Intended Audience: Full-Time Faculty

Presenter: Alexis, Carter, Director, Human Resources Operations & Employee Services

Understand the qualifications, documentation, and deadlines for column crossover on the salary schedule.

**Stronger Together – Your Essential Guide to CTA/NEA Member Benefits**

9:15 a.m. – 10:15 a.m.

Intended Audience: All Faculty

Presenter: Yvonne Cheng, CTA Member Benefits Consultant

With our mission to protect and promote the well-being of members, along with 300,000 members statewide and 3 million members nationally, CTA and NEA provide an array of useful union-endorsed voluntary and automatic benefits available through your membership! You’ll get an overview of the most popular Member Benefits programs, including shopping and travel discounts, voluntary insurances, student debt relief assistance, retirement savings, financial services, Educators Employment Liability (EEL), Disaster Relief Fund, and more! CTA and NEA Member Benefits are designed exclusively for educators. Discover additional ways that membership can help you find solutions for many of your personal and financial needs.

**Faculty Leaves and Accommodation**

9:15 a.m. – 10:15 a.m.

Intended Audience: All Faculty

Presenters: Cristal Granados, Human Resources Project/Program Coordinator, Elizabeth Jauregui, Human Resources Special Project Manager, Nerissa Uiagalelei, Human Resources Analyst

This training will explain the different types of leaves available to professors and address the ADA interactive process. This fast moving presentation will provide an interactive guide and training through the use of realistic scenarios for professors. If you are a new professor or a professor who wants to better understand the various leaves options, this session is for you.

**Educator’s Guide to a Successful Retirement**

10:30 a.m. – 11:30 a.m.

Intended Audience: All Faculty

Presenter: Gary Allen, CTA Retirement Savings Plan

CTA wants you to have a long and happy retirement. CalSTRS/CalPERS generally covers only about half of your income at retirement, so it is essential that members consider a supplementary retirement savings plan as early as possible to make up the difference. There are a lot of plans offered to educators, but many have high fees or surrender charges. In this session, we help you get started toward a financially secure retirement, review how to avoid suboptimal plans, and discuss the basics of saving for retirement using easy-to-understand terms. We will highlight The CTA 403(b) Retirement Savings Plan which was designed by CTA for educators and the only plan endorsed by CTA. The CTA RSP has high-quality investments at a low cost and a simple “quick enrollment” process that makes saving for retirement easy.

**Part-Time Health/Welfare Benefits**

10:30 a.m. – 11:30 a.m.

Intended Audience: Part-Time Faculty

Presenter: Alexis, Carter, Director, Human Resources Operations & Employee Services

Discover what benefits are available for Adjunct Faculty, eligibility, and processes to enroll.

## CalSTRS: My Retirement Benefits

12:00 p.m. - 1:30 p.m.

Presenter: Arjuna Singh, MPA, STRS Retirement Readiness Division

You're Helping Students Build Their Futures, Don't Forget About Yours! In this hour-and-a-half interactive workshop, you'll learn:

- How we calculate your CalSTRS monthly retirement benefit.
- About the gap between your CalSTRS benefit and your retirement income goal, and ways you can bridge it.
- The steps to take now to increase your retirement benefit.

For a more personalized understanding of the information covered, you're encouraged to bring your most recent *Retirement Progress Report*, which you can print from your myCalSTRS account. You're also encouraged to bring your questions.

### Column Crossover for Part-Time Faculty

1:45 p.m. – 2:45 p.m.

Intended Audience: Part-Time Faculty

Alexis, Carter, Director, Human Resources Operations & Employee Services

Understand the qualifications, documentation, and deadlines for column crossover on the salary schedule.

### Get Your Professional Growth Increment. It Makes More than Cents!

1:45 p.m. – 2:45 p.m.

Intended Audience: Full-Time Faculty

Presenter: Tamra Horton, FA Vice President and PGI Project Coordinator

All full-time faculty are eligible for the Professional Growth Increment (PGI), but many have not applied for this pay increase. The Professional Growth Increment adds \$3,736 to your salary per year, and it is included in your STRS retirement calculation, so it's never too late to earn it. PGI requires only 6 semester units of approved college work or 96 hours of approved on- or off-campus professional development activities. Many previously completed college courses and professional development activities count towards PGI. Many online professional development activities count towards PGI. Attend this workshop to learn more about how to earn and apply for PGI.

### To Take or Not To Take a Sabbatical? That is the Question.

3 p.m. – 4 p.m.

Intended Audience: Full-Time Faculty

Presenters: Rocio Avila, Department of English, Literature, and Creative Writing, completed Sabbatical in 2021-22 and Cristina M. Hernández, Department of Art History, completed Sabbaticals in 2008-09 and 2019-20

One of the opportunities available to faculty through the contract is a sabbatical leave. The purpose of this presentation is to inform faculty of how a sabbatical leave works and to discuss the pros and cons of taking a sabbatical leave compared to other types of leaves. The speakers will share their own experience taking a sabbatical leave and how that year impacted their professional as well as personal life. They will highlight important contract language, the district's obligation, and the faculty member's responsibility. Finally, they will share practical advice for people interested in applying for a sabbatical. This workshop is ideal for instructors who are not sure whether they want to apply for a sabbatical and want to get information from people who have recently returned from their sabbatical leave.

### Employee Rights: Representation, Human Resources, and Remedies

3 p.m. – 4:15 p.m.

Intended Audience: All Faculty

Presenters: Robin Devitt, CTA – CCA Regional UniServ Consultant and Sokha Song, Vice President Human Resources

This fast moving presentation will provide an interactive guide and training through the use of realistic scenarios for professors. If you are a new professor or a professor who wants to better understand what options are available to address concerns from students, peers, and management, when best to bring in Faculty Association representation, and how to effectively communicate and document vital information to address these concerns, this session is for you. Emphasis is placed on open, honest, and precise information sharing to avoid misinterpretation and provide professors with clear direction on available options within an accountable and considerate working relationship with students, peers, and management.